



Year
of The
Nurse

2020 Annual Report for
Vanderbilt University Adult Hospital

VANDERBILT  UNIVERSITY
MEDICAL CENTER

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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*



2020: A Year of COVID-19

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.

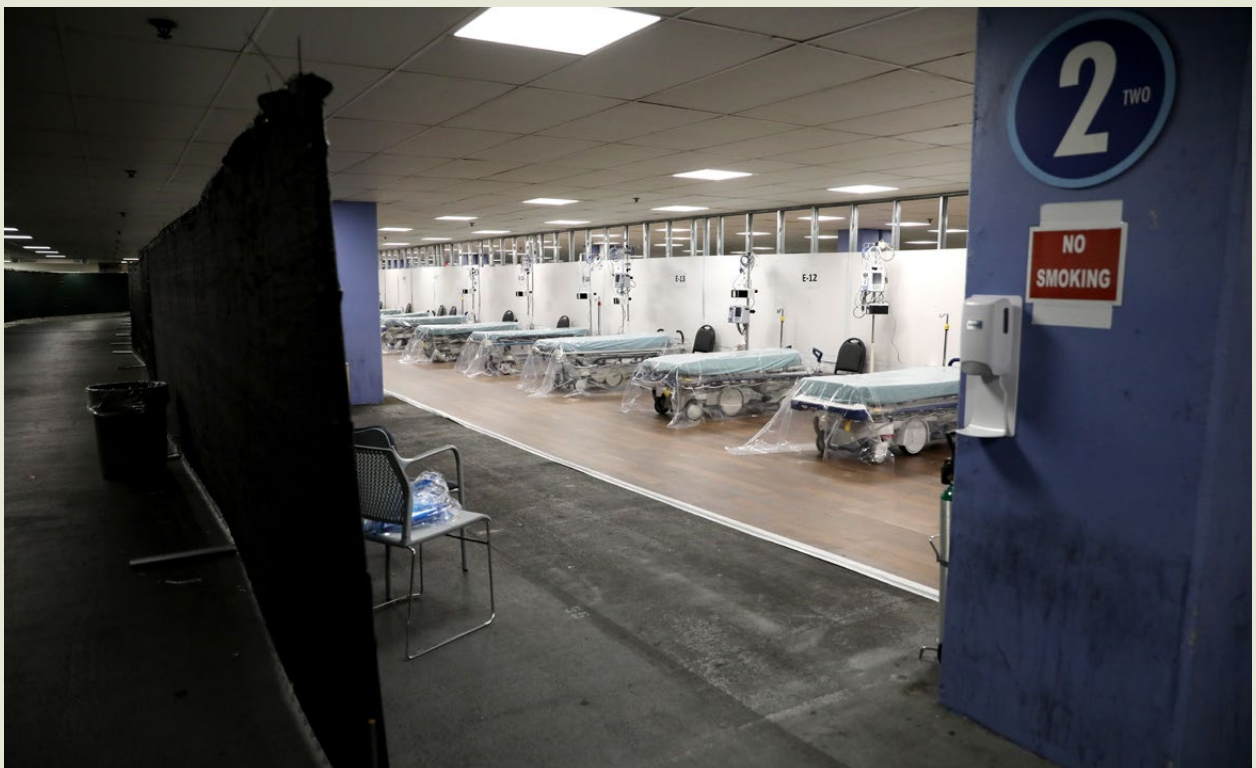
It is because of the collaboration and volunteerism of our staff that we were prepared to continue offering the highest quality care for our community.

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





Please click on the image above to view the video.

"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





Transformational Leadership

New VUAH canine unit

VUAH 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

NIDA. 2020, April 3. Tennessee: Opioid-Involved Deaths and Related Harms. Retrieved from <https://www.drugabuse.gov/drug-topics/opioids/opioid-summaries-by-state/tennessee-opioid-involved-deaths-related-harms> on 2021, January 14.

*Clockwise from top: Kato; Musick and Kato; Akali;
Lawler and Akali*



Exemplary Professional Practice

Improving quality through the use of K-Cards

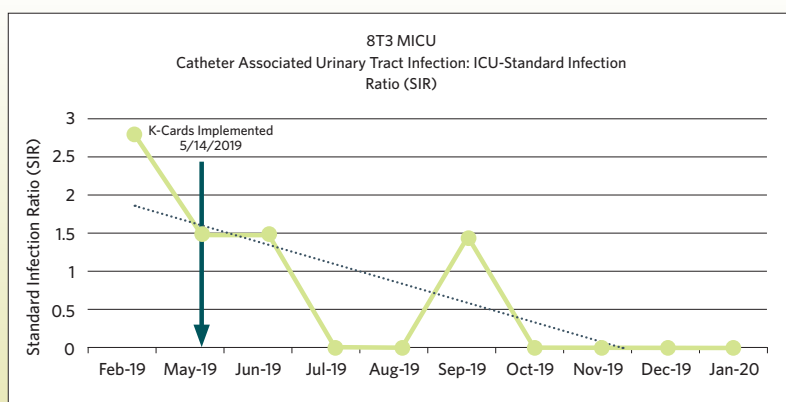
As the medical complexity and sophistication of technology advances, new innovative methods of education and monitoring are essential.

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.

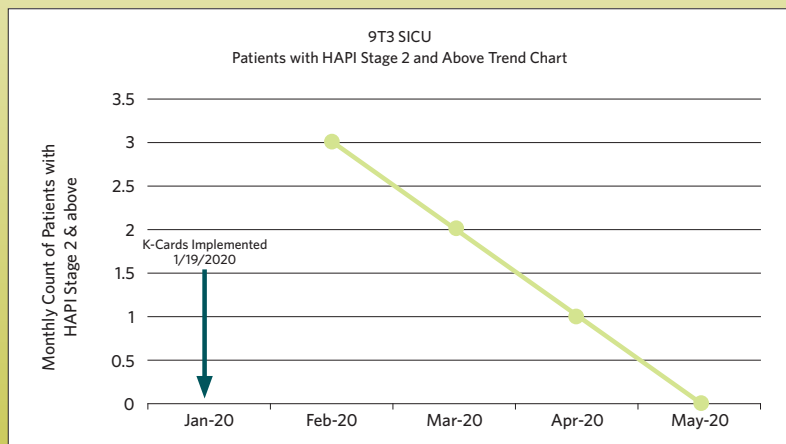
Using an innovative approach to monitoring best practice reliability has been an effective way of engaging the staff in quality improvement. The transparency in

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.



Date	K-Card: Pressure Injury	Date	K-Card: Pressure Injury
	Identify a patient at high risk for a pressure injury (Review score of ≥ 1), with a current pressure injury, or a low risk patient with a medical device.		Identify a patient at high risk for a pressure injury (Review score of ≥ 1), with a current pressure injury, or a low risk patient with a medical device.
1. Verify patient/family received pressure injury education	Interview patient/family: "Has someone from your care team talked to you about how we are keeping you safe from developing a pressure injury?"	1. Verify patient/family received pressure injury education	Interview patient/family: "Has someone from your care team talked to you about how we are keeping you safe from developing a pressure injury?"
2. Verify use of pressure reduction devices (i.e. mattress, heel boots, wedges, pillows, chair cushions)	Interview nurse: "What do you use to ensure weight bearing areas and decrease pressure from long prone/supine or other medical devices?"	2. Verify use of pressure reduction devices (i.e. mattress, heel boots, TAP system, pillows, chair cushions)	Interview nurse: "What do you use to ensure weight bearing areas and decrease pressure from long prone/supine or other medical devices?"
3. Verify use of shear/friction reduction devices (i.e. slick sheets, TAP system, trapeze, Hoyer mat)	Interview nurse: "What do you use to reduce shear/friction when moving your patient?"	3. Verify use of shear/friction reduction devices (i.e. slick sheets, TAP system, trapeze, Hoyer mat)	Interview nurse: "What do you use to reduce shear/friction when moving your patient?"
4. Verify appropriate turning/repositioning	Interview nurse: "How often have you been repositioning your patient in the bed?" (Answer: "How often have you assisted your patient to reposition in the chair?" (Consider turning every 2 hours while patient is in bed, turning chair time to 2 hours AND standing patient every 2 hours while in chair))	4. Verify appropriate turning/repositioning	Interview nurse: "How often have you been repositioning your patient in the bed?" (Answer: "How often have you assisted your patient to reposition in the chair?" (Consider turning every 2 hours while patient is in bed, turning chair time to 2 hours AND standing patient every 2 hours while in chair))
5. Verify skin clean and dry, providing proper moisture management (i.e. barrier cream)	Tip: Reference: "Skin Library and Fecal Incontinence Guidelines" in eICU	5. Verify skin clean and dry, providing proper moisture management (i.e. barrier cream)	Tip: Reference: "Skin Library and Fecal Incontinence Guidelines" in eICU
6. Verify use of pressure redistribution surfaces (i.e. correct surface settings on mattress, use of specialty bed, when appropriate) Tip: Reference: "Bed Selection Guidelines" in eICU		6. Verify use of pressure redistribution surfaces (i.e. correct surface settings on mattress, use of specialty bed, when appropriate) Tip: Reference: "Bed Selection Guidelines" in eICU	
7. Verify patient not laying on existing pressure injury, if applicable		7. Verify patient not laying on existing pressure injury, if applicable	
8. Verify understanding of the Skin Champion program and assign process	Interview nurse: "When do you ask a Skin Champion to assign your assessment of a pressure injury?" (Answer: Give your documentation of all devices, open discharge.)	8. Verify understanding of the Skin Champion program and assign process	Interview nurse: "When do you ask a Skin Champion to assign your assessment of a pressure injury?" (Answer: Give your documentation of all devices, open discharge.)
Reliability Criteria - Card is GREEN if:		Reliability Criteria - Card is RED if:	
• All items are in compliance		• One or more items are non-compliant	
Follow-Up:		Follow-Up:	
• Give in the moment praise for keeping the patient safe.		• Give in the moment coaching and ensure PFI addresses non-compliant item(s).	
• Display card with green side showing and document compliance, opportunities, and barriers.		• Display card with red side showing and document compliance, opportunities, and barriers.	



Structural Empowerment

Partnership with Metro Nashville Public Schools to improve community health

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.

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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, SCRNP, CCRN, CEN, RN 2 - CC, Neuro ICU



New Knowledge, Innovation and Improvements

Redesign of the Burn Hydrotherapy Room

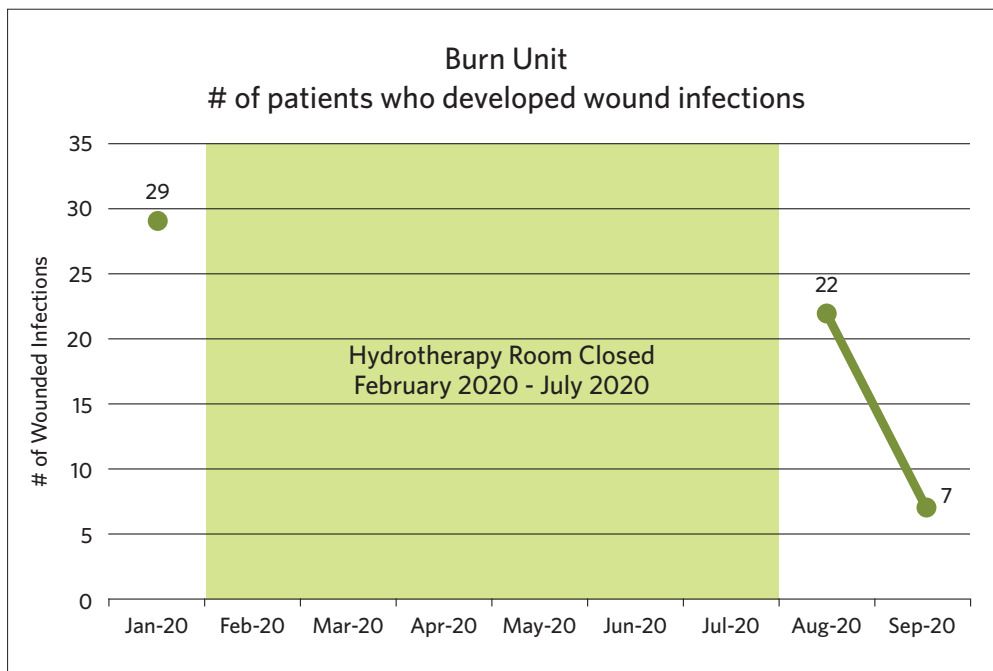
The Vanderbilt Burn Center is the only dedicated burn center serving adults and children in Tennessee. Our team is dedicated to meeting burn patients' complex physical, medical and emotional needs during their treatment and recovery. We use the most advanced technology and treatment methods to help our 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

59

VUAH RNs advanced to an RN 3 or RN 4

At the end of 2020,
82.80%

of VUAH RNs had a BSN or higher
nursing degree

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)

10

Nurses had their research published in
a professional journal in 2020

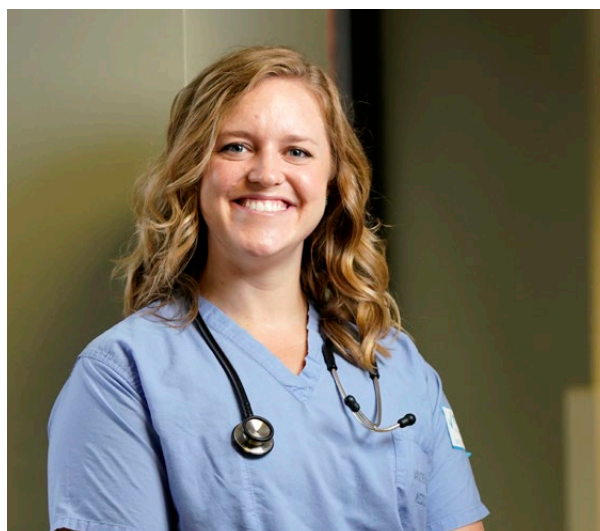
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VUAH Sexual Assault Nurse Examiner
(SANE) trained nurses

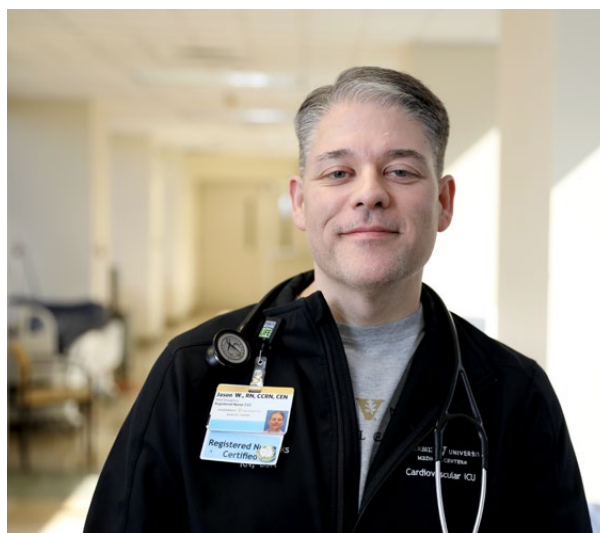
2020 DAISY Award Winners for Vanderbilt University Adult Hospital



Maddie Cullen, BSN, RN. Cardiovascular Intensive Care Unit (CVICU)



Jessica Lynn Layman, BSN, RN. Labor and Delivery



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



Rachel Peladeau, RN. Labor and Delivery



Mary "Cricket" Ramsey, RN. Labor and Delivery

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

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