

NURSING

VANDERBILT UNIVERSITY
MEDICAL CENTER

Transforming patient care through professional practice

February 2014



A newsletter
from the office
of the Executive
Chief Nursing
Officer

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INVENTORY MANAGEMENT PROJECT

Eliminating unnecessary “hunting and gathering” by nurses and direct care staff is the key objective in reviewing inventory management. An approach was started on 8 South in January and will start rolling out to units in Vanderbilt University Hospital and Monroe Carell Jr. Children’s Hospital at Vanderbilt in waves over the next few months.

WORKFLOW
REDESIGN

“Every day we have to ask ourselves what are we trying to accomplish, are we getting the outcomes we want, and if so, how do we make it sustainable,” said Bill Fulkerson, Associate Hospital Director, Professional Services.

Fulkerson describes this inventory management project as a tremendous team effort, led by Vickie Thompson, MSN, RN, Children’s Hospital Manager, Special Projects; Ashley Staniewski, MSN, RN, Surgical ICU assistant manager; Mark Sullivan, PharmD, MBA, VUH Pharmacy director; and Amber Goldston, Materials Management manager.

“Through observations that we did as a team, we noticed a lot of hunting and gathering of supplies and medications and we set out to identify opportunities, where supplies on the unit don’t meet the demand at the bedside,” said Thompson.

The team observed units in November and December with more than

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Vanderbilt nurses constantly amaze me. The dedication our nurses have to patient and families is palpable. The valuable and constructive input so many of you have given is literally shaping the way our entire health system delivers care.

In this issue, we share exciting news about a new inventory management system that has resulted from direct input from our direct care nurses and our workflow redesign efforts. My hope is that it makes a profound difference in everyone’s work day.

This month we also have several reminders, such as the Nurses Week Award nominations, Certified Nurses Week photo, and the Nursing Leadership in Global Health conference.

The things we all have in common as Vanderbilt nurses is the desire to move forward, to grow and to achieve more together on behalf of our patients. It is in that spirit that we have gathered this collection of news.

Enjoy this issue,

100 hours of direct observations.

“As a result of that work, we noted 320 specific observations of waste. We sorted out the biggest categories and determined that 32 percent of all the waste related to supplies, equipment and medication,” said Staniewski. “We heard nurses ask: ‘why can’t the things I need be there when I want them?’ Things like an oncology nurse that didn’t have emesis basins on her unit, or another unit where they had a two-year supply of one item and none of another frequently needed item. It makes you stop and think, ‘that makes no sense.’”

Thanks in large part to Kim Linville, MSN, RN, nurse manager for 8 South, who offered to pilot the inventory management approach on her floor, the inventory management approach is promising. Linville and the team combed through reports to determine PAR levels, standard supply levels, and made needed adjustments.

Sullivan and his team will tailor the medicines inside the Acudose cabinets with the same approach, so that frequently used medications, like Tylenol, would be stocked

where nurses could get them quickly, rather than being in hard-to-reach locations.

“What we heard is that many of the medications they need are not there—or they have two different machines on the floor and don’t match each other in types of medications and where medications are located,” said Thompson.

Fulkerson, Thompson and Staniewski think these changes will result in increased utilization of the Acudose cabinets, decreased phone calls to the pharmacy, decreased unscheduled supply orders and fewer expired medicines.

But the real impact should be greater freedom for nurses so they can spend more time and energy with their patients since supplies and medicines will be closer at hand.

“We are not creating more administrative work,” said Thompson. “This is a one-time process for each unit that we expect to be monitored on a regular basis.”

The roll-out will occur in waves of two to three units at a time throughout the adult and children’s hospitals.



Certified Nurses Photo Op

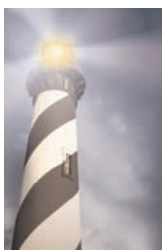
Friday, Feb. 21
7:30 a.m.
202 Light Hall

If you are unavailable to attend the group photo, submit photos of Certified Nurses from your unit/area (group photos preferred) with names and credentials to sherri.stringfellow@vanderbilt.edu by March 7

Certification is the formal recognition of specialized knowledge, skills and experience demonstrated by the achievement of standards identified by a nursing specialty to promote optimal health outcomes. After meeting defined eligibility criteria, a certification candidate achieves a nationally recognized credential through successful completion of a rigorous examination.



Staff involved in the inventory management pilot project on 8 South include, from left, Amber Goldston, Kim Linville, Terry Bosen and Molly Knostman.



WELCOME NURSE RESIDENTS

The Nurse Residency Program helps new nurses transition from nursing school to professional practice through hands-on clinical experience, interactive education sessions and the support and guidance of staff. Meet the Winter 2014 cohort:

795 Inquiries
486 Applications
209 Interviews
62 Nurse Residents

Acute Medicine: 8
Acute Progressive: 8
Acute Surgery: 2
Burn: 2
Critical Care: 9
Emergency: 3
Pediatric Critical Care: 22
Pediatric Acute & Specialty: 5
Psychiatric Health: 3

90% BSN
2% BA-Nursing
3% ASN/AND
2% Matriculating to MSN
3% MSN
3.58 Average GPA

37 Nursing Programs
18 States

NURSE RESIDENCY PROGRAM EVOLVES

With the new cohort that starts Feb. 10, the Nurse Residency Program has implemented changes to better serve its new nurses and provide significant cost savings to the institution.

"We constantly look at ways to improve the program to meet the needs of the residents, the units, patients and families. What we didn't change is our very selective hiring process, our high standards and the year-long support to nurses who are new to practice," said Chris Wilson, MSN, RN-BC, Interim Director of Nursing Education and Professional Development.

The most significant change is assigning residents to a home unit sooner.

"Residents used to rotate to all units in their track before being assigned to a home unit. Now they will be assigned within about a week," Wilson said. "We already know from their application and interview process that they will have great success in their track,

and this just gets them settled sooner. With less anxiety about placement, orientation can focus on the assigned unit, and the nurses can become acclimated more quickly."

Wilson's team has prepared a portfolio on each resident with information on their background, learning styles and goals to help home units get to know the nurses faster.

Another change is delaying the start date of the winter cohort from January to February.

"That gives residents more time to have passed their boards. We know from experience that if they haven't taken their boards, that pulls their focus away from their work. Plus it's frustrating for them when they aren't licensed. They often can do less than they did as a student," Wilson said.

The outcomes and satisfaction of this change will be closely monitored, and adjustments may be made for the Summer 2014 cohort, beginning July 21.

Nurses Week Award Nominations due March 3

Nominating a person for an award is a way to recognize the wonderful contributions they make to their work. Winners will be announced during Nurses Week at the Awards and Recognition Celebration. A flipbook outlining award criteria plus online nomination forms are available at www.vanderbiltnursing.com.

Awards:

- Rosamond Gabrielson Staff Nurse of the Year
- Rebecca Clark Culpepper Education & Mentorship
- Advance Practice Nurse of the Year
- Licensed Practical Nurse of the Year
- Nursing Research and Evidence-Based Practice
- Staff/Unit/Department Educator of the Year
- Team Award
- Adrienne Ames Transformational Nursing Leader
- Friend of Nursing



On Feb. 27-28, Vanderbilt University will host the Nursing Leadership in Global Health Symposium, which aims to promote the nursing model of care as a means to improve the health and well-being of vulnerable populations in resource-limited settings around the globe.

The symposium is open to nurses and other health care workers and administrators who are involved with global health pursuits.

It will feature keynote addresses, plenary panels and break-out sessions. Topics include the state of nursing in global health, patient-centered care around the globe, innovative nurse-led programs in resource-limited settings and influencing global health by influencing policy.

Her Royal Highness Princess Muna Al-Hussein, the mother of His Majesty King Abdullah the Second of Jordan and President of the Jordanian Nursing Council, is confirmed to attend. HRH has taken a special interest in developing nursing as a significant force in the quality and the distribution of health care in Jordan. Other speakers include:

- ▶ Sheila Davis, Chief Nursing Officer for Partners in Health (PIH), a global non-governmental organization currently working in 12 countries
- ▶ William H. Frist, MD, a heart and lung transplant surgeon, former U.S. Senate Majority Leader and health policy expert
- ▶ Christine Hancock, former CEO of the Royal College of Nursing and former president of the International Council of Nursing
- ▶ Judith Oulton, former CEO of the International Council of Nursing from 1995-2008
- ▶ Muhammed Pate, MD, Former Minister of State for Health, Nigeria.

For more info and to register by Feb. 15, visit www.nlgh2014.org.

Evidence-Based Practice
and Nursing Research
BROWN BAG SERIES
presents
“Evidence-Based Practice:
A Tool for Value Creation”
by Pam Jones,
DNP, RN, NEA-BC,
Chief Nursing Officer, VUH

Thursday, Feb. 13
12-1 p.m.
Light Hall 208
or online via webcast
1 contact hour
Registration required through
LMS with keyword “brown bag”

New name for Health Systems Management Program

The VUSN Health Systems Management MSN program is now the MSN in Healthcare Leadership program. Different name, but same excellent program content and supportive faculty.

The program is currently accepting MSN applications for entry in summer (May) or fall (August) 2014. The DNP program is currently accepting applications for fall 2014.

For more information, visit www.nursing.vanderbilt.edu/msn/hsm.html or contact Program Director Kelly Wolgast, DNP, MSN, at kelly.a.wolgast@vanderbilt.edu or 343-4491.



VANDERBILT RESUSCITATION PROGRAM has a new home!

3401 West End, Suite 100
(Purple Shuttle accessible)

BLS→Heartsaver AED→ACLS→PALS→PEARS→EOR

[click for details](#)