

# Tennessee Nurse

The voice for professional nursing in Tennessee since 1905

Quarterly publication direct mailed to approximately 93,000 Registered Nurses in Tennessee.



Volume 78 • Number 1

The Official Publication of the Tennessee Nurses Foundation  
The Tennessee Nurse is a complimentary publication sent to all Registered Nurses in the state of Tennessee. Each of you has something to offer, a skill that would strengthen the profession in some way. TNA Needs You! Consider Joining Today. Turn to page 17 for details or call 615-254-0350.

Spring 2015



## I Am TNA

Carol Ziegler, DNP, NP-C, RD

In August of 2004, at orientation in Vanderbilt University's Family Nurse Practitioner Program, then Dean Colleen Conway-Welch informed my class that we would never be the same. She spoke about the expanding and exciting role of advanced practice nursing and the vast opportunities that would await us as graduates. Looking back, I am truly astounded by the truth in those words. In fact, on the eve of graduation in 2006, these vast opportunities began to materialize. I met my future husband, a Kenyan native attending Belmont University on a running scholarship. A few months later, I found myself gainfully employed providing primary care services to patients in one of Nashville's underserved communities. Although inexperienced, I recognized that I had embarked on a journey of tremendous personal fulfillment and professional opportunity.

In May of 2009, I travelled to Western Kenya to meet my soon to be in-laws. Upon hearing I was a nurse, I was asked to permanently relocate and open a clinic in this remote village called Mateket. I recall feeling surprised as I looked around into the many faces of my new community, led by several centenarians in astonishing health, with body, mind, family and community intact, suffering more from missing one of their sons than from a lack of western health interventions. I felt sure that my skills as a primary care provider were more needed back home in Nashville. However, I soon realized that I now had two backyards- one in Nashville and one in Kenya, each with its own set of very unique challenges. After multiple community meetings, I found myself with this incredible opportunity. I was being invited by this community from the Rift Valley in Kenya, the cradle of our human ancestry, to study cultural healing practices and indigenous knowledge (that had evolved over millennia and most likely played some part in my own existence today), to lay groundwork for the development

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## Health, Healthcare, and Equity

Respectfully submitted,  
Carole R. Myers, PhD, RN  
Chairman-GOVA Committee

During the holiday season I engaged in some much-needed self-reflection, taking stock of 2014 and looking ahead to 2015. Last year was a particularly challenging one for me. I endured the death of five people dear to me in the span of five months. That alone will give you pause: *am I doing what I should be doing?* Life is precious...and so short.

My motivation for what I do as a nurse has long been *improved health and health care*. As I surveyed progress the last year, most notably the Governor's announcement of a plan to extend health care to 200,000 economically disadvantaged Tennesseans, I realized that improving health is health care, and it is *what* I strive to do, but it is not *why* I do what I do.

I have been thinking about *equity*, and the connection between my goal of enhancing the role of nurses in improving health and health care and my passion for access to high-quality, cost-effective, and acceptable care. Equity, at one level or another, is the common thread that unites my personal and professional hopes and aspirations.

*The Future of Nursing* report from the Institute of Medicine provides the scaffolding for the specific policy and other initiatives I am currently pursuing as the Chair of the TNA Government Affairs and Health Policy committee and Nursing Lead for the Tennessee Action Coalition. I have long been driven towards the broader agenda of systems change (hence my interest in policymaking). Over and over again I have found that aiming to improve health and health care is much more meaningful and broadly appealing than promoting professional self-interest. I have also seen that by focusing on what is best for patients, families, communities, and the larger health care and other related systems, our professional worth as nurses is validated and strengthened.

Health, Healthcare, and Equity continued on page 10



Carole Myers



Carol Ziegler  
"Photo taken by Susan Urmy."



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## Nurses Leading to the Future 2015 TNF Scholarly Writing Contest

The Tennessee Nurses Foundation is sponsoring a scholarly writing contest for all Registered Nurses (within all specialties of nursing), in the State of Tennessee. A \$1,000 award plus a free one-year membership in both the Tennessee Nurses Association and the American Nurses Association (value \$290) will be presented to the winner/s as part of the celebration of Nurses Week 2015.

### Criteria:

1. Registered Nurse (within all specialties of nursing)
2. Paper is in a publishable format and may be published in the *Tennessee Nurse*.

### Manuscript requirements:

- 1) **Introduction:** will provide adequate foundation for the body of the paper and will include a purpose statement for the paper
- 2) **Body of the Paper:** will address one of the following
  - Nursing research – how to use research in daily practice supported by an example and explanation of how you have used research in your daily practice.
  - The use of leadership in daily practice supported by an example and explanation of how you have either used or experienced a particular leadership style in your daily practice
  - How you have used or influenced the use of evidence based practice in your daily practice.
  - Identify mentoring strategies for use with new nurses and/or strategies to retain the experienced nurse.

TNF Scholarly Writing Contest continued on page 4



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# TNA Members— Please Contact TNA With Your Email Address

If you are not receiving emails from TNA, you are missing out on vital information regarding your profession. In some cases, particularly during the legislative session, your very practice could be compromised and we need your help. Nurses really must begin to understand the legislative process and how much it affects the nursing profession. TNA provides legislative updates to our members to keep you abreast of what is happening at the Legislature. You may also miss out on opportunities to serve both within TNA and ANA; receive continuing education event information and nursing news from across the nation, your State and your local area happenings. Contact Tracy Depp, TNA's Communication Administrator, to update your email address today. Tracy can be contacted at [tdepp@tnaonline.org](mailto:tdepp@tnaonline.org) or call 615-254-0350. If you are not a member of the Tennessee Nurses Association you need to **join today**. A secure membership application is available online at [tnaonline.org](http://tnaonline.org) or **turn to page 17**.

*I Am TNA continued from page 1*

of future primary care services. I certainly was in an expanding and exciting role with vast opportunities.

I completed my first round of community interviews (as part of a DNP degree) in 2011 amidst a national health care worker strike in Kenya. All public clinics and hospitals were closed and only persons that could afford the cost of private clinics had access to health services. Simultaneously there was a polio outbreak in a neighboring community. Despite the national strike, torrential rains and impassable roads, I witnessed a nurse walking village to village to provide vaccinations. I recalled similar stories of nurses braving a myriad of obstacles in Appalachia, the Mississippi Delta, Chicago, and remote areas in the Southwestern United States to render care to vulnerable communities. There were so many nurses I knew right here in Nashville, who had done the same. I felt so proud to be a nurse.

Since that first visit, I have made many trips back and forth between my two backyards. Reflecting on this journey, I think about the unexpected disparities between these two communities; the centenarians in Kenya, living active lives surrounded by family on their own ancestral lands, most worried about their grandchildren losing their culture to westernization. I think about the patients I care for here in Nashville; grandmothers raising grandchildren as they deal with personal health crises on fixed incomes; families facing earth-shattering community violence; resettled refugees who felt safer in refugee camps than in communities right here in Nashville. I think about the trust these patients place in me every time they share their stories. I think about how being a nurse led a community thousands of miles away to trust me with their traditional knowledge and dreams for the future. I reflect on the instant comradery between myself and the Kenyan nurses, herbalists and midwife, despite language and cultural differences, as we shared stories about our successes and failures with patients, and our frustration with political barriers to providing care, despite being the trusted, front line providers in underserved communities. I joined TNA 2 years ago because I felt a responsibility to my community and my colleagues. TNA has given me a voice to advocate for nurses and by doing so, advocate for quality, and affordable health care under the holistic Nursing model in my own community. I hope one day I live in a world where nurses across the globe have a unified, powerful voice to advocate for themselves and their communities. Joining TNA is a powerful and necessary first step in that direction.

## Tennessee Nurse

The Tennessee Nurse is the official publication of the Tennessee Nurses Foundation, 545 Mainstream Drive, Suite 405, Nashville, TN 37228-1296  
Phone: 615/254-0350 • Fax: 615/254-0303  
Email: [tnf@tnaonline.org](mailto:tnf@tnaonline.org)  
Published exclusively by the Tennessee Nurses Foundation and the Arthur L. Davis Publishing Agency, Inc.

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The official publication of the Tennessee Nurses Foundation shall be the *Tennessee Nurse*. The purpose of the publication shall be to support the mission of the Tennessee Nurses Foundation and Tennessee Nurses Association through the communication of nursing issues, continuing education and significant events of interest. The statements and opinions expressed herein are those of the individual authors and do not necessarily represent the views of the association, its staff, its Board of Directors, or editors of the *Tennessee Nurse*.

**Article Submissions:** The Tennessee Nurses Foundation encourages submissions of articles and photos for publication in the *Tennessee Nurse*. Any topic related to nursing will be considered for publication. Although authors are not required to be members of the Tennessee Nurses Association, when space is limited, preference will be given to TNA members. Articles and photos should be submitted by email to [kdenton@tnaonline.org](mailto:kdenton@tnaonline.org) or mailed to Managing Editor, Tennessee Nurses Foundation, 545 Mainstream Drive, Suite 405, Nashville, TN 37228-1296. All articles should be typed in Word. Please include two to three sentences of information about the author at the end of the article and list all references. Preferred article length is 750-1,000 words. Photos are welcomed as hard copies or digital files at a high resolution of 300 DPI. The Tennessee Nurses Foundation assumes no responsibility for lost or damaged articles or photos. TNF is not responsible for unsolicited freelance manuscripts or photographs. Contact the Managing Editor for additional contribution information.

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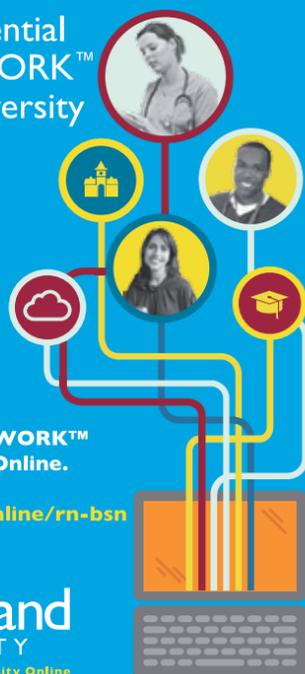
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## From the Executive Director

Sharon Adkins, MSN, RN



Sharon Adkins

Over the past weeks the legislature (seven Senators specifically) have denied health care coverage to approximately 280,000 Tennessee citizens, yet 6 of those Senators receive government sponsored health insurance themselves. These Senators voted “no” to Governor Haslam’s market-based plan, “Insure Tennessee,” which would have provided insurance coverage to this vulnerable population...children, veterans, the working poor. I have been in this role for eight years and seldom have I seen a legislative action that has negatively impacted more of our citizens.

So, what is our role as nurses, as advocates for our patients, neighbors, family members and friends? It is to use our “voice,” to hold all our legislators accountable for solving this humanitarian issue. I call it a humanitarian issue...because it is just that, dealing with human welfare and social reform. We have all cared for or know individuals who are struggling in this health care “gap.” It is our responsibility to let our legislators know this is unacceptable and they need to act to resolve it. We need to “show up” and be heard. Contact your legislators by phone, letter or email, invite them to your practice site, talk with your patients and family and encourage them to contact their legislators about any of their concerns. These legislators are public servants and are placed in their office by you! Let your voice be heard. Ask them (Senators and Representatives), “What is your plan?”

Nurses are seen by the public as the most ethical of professions, it is our duty to uphold that faith in us and act with social conscience, to advocate for our patients and our citizens. It is our responsibility to be informed, not only about best practices, but about the political landscape and how it impacts healthcare. Our learning and education didn’t end with our last degree or certification, it continues throughout our careers. Most of us went into nursing with a strong desire to make a change for the better and with a deep sense of caring. Now is the time to put that caring into action. In the words of Jane Goodall...

*Only if we understand, can we care.  
Only if we care, will we help.  
Only if we help, shall all be saved.*

## From the President

Billie W. Sills, MSN, CLNC, RN



Billie Sills

2015... Once the skies were ablaze with fireworks over Sydney Harbor Bridge in Sydney, Australia and the “Waterford Ball” dropped on Fifth Ave in New York City, USA 2015 began in earnest. Here in Tennessee the 109th General Assembly convened on Tuesday, January 13th to begin its work for this year. One of the first items of business was a special session of the legislature called by Governor Haslam to address his solution to Medicaid expansion called “Insure Tennessee”. The Senate Health and Welfare Committee voted not to move forward with “Insure Tennessee”, thus effectively making it dead in the water for the time-being. However, the issues surrounding access to healthcare are not going away and we will no doubt be seeing more movement on this issue.

Work began in earnest the second week of February and by that Thursday legislators, and staff, were in overdrive to finish final drafts of proposed legislation. Of great importance to nursing is the filing of TNA sponsored legislation, “Full Practice Authority for Advanced Practice Nurses” **HB 0456** by Representative Favors (a nurse) and its companion SB **0680** by Senator Massey.

“Full Practice Authority for Advanced Practice Nurses” is the collection of state practice and licensure laws that allows advanced practice nurses to evaluate patients, diagnose their health care problem, order and interpret diagnostic tests, and initiate and manage treatments, including prescribing medications, under the exclusive authority of the Tennessee State Board of Nursing.

This is the time when nursing must step up and be counted so that we can fully provide the needed care and services for the citizens of Tennessee without limitations. I truly believe this is a very exciting, though challenging, time for nurses and nursing in Tennessee. While we continue to experience difficult times in our various practice arenas, we do have more autonomy than ever before. With autonomy comes responsibility and with responsibility comes the need to have a firm sense of practical wisdom, the ability to make good decisions about what matters in life and bring our actions into places where we have influence and control. Also, we have to think critically about where we fit in this new world of patient advocacy. We have always been patient advocates, but times change and now we need to embrace the role of nurse and political advocate.

Our Code of Ethics stands as a central and necessary hallmark of our profession. It functions as a guide for the profession’s members and as a social contract with the public that it serves, (*ANA Code of Ethics-Preface xi*). Since the first published *Code of Ethics* in 1950, this document has evolved but continues to guide us as our roles, responsibilities, and functions have become increasingly more complex.

**Provision Nine** of the newly revised *Code of Ethics (2014)* clearly articulates that the profession, through its constituent associations, “is responsible for articulating nursing values, for maintaining the integrity of the profession and its practice, and for shaping social policy.” The “profession” is you and me and each one of us has the responsibility, no, obligation, to make our voice heard. TNA gives you a roadmap to do this. It is called the TNA Legislative Advocacy Manual (found at [www.tnaonline.org](http://www.tnaonline.org) under Government Affairs). The first step is to find out who your representatives are, the rest is easy. Let them know that you are a nurse and what your position is on important issues involving nursing practice and access to health care.

The time is now...make your VOICE heard and together we will show the 109th General Assembly that we are NURSING STRONG and we are speaking out for the welfare of the people of Tennessee.

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TNF Scholarly Writing Contest continued from page 1

- 3) **Conclusion:** will summarize the main points of the body of the paper with implications for nursing practice.
- 4) **References:** will be adequately and appropriately referenced in the body of the paper and will be from contemporary peer reviewed resources.
- 5) Must not have been previously published.
- 6) Maximum of 10 pages (inclusive of references)
- 7) Double spaced, 10 – 12 point font.

**A completed application must include:**

- 1) All applicant contact information, including email address.
- 2) Two (2) copies of the manuscript.

**Deadline for submission: March 31, 2015.**

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Entries will be judged by blind review by selected nursing experts. The winner/s will be notified by email.

**Please mail submissions to:**

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# Government Affairs

by *Wilhelmina Davis, Manager,  
TNA Government Affairs*

The week of January 13, 2015 was a busy week in Nashville, as newly elected and incumbent members of the 109th Tennessee General Assembly met to begin the business of organizing the new legislative session. House and Senate members were administered their oaths of office, House and Senate leadership was elected, Tennessee Constitutional officers were elected, Governor Bill Haslam was inaugurated for his second term, both Speakers announced committee assignments, cut-off date was set for introduction of new legislation, and now the 109th Tennessee General Assembly is ready to begin the work of the people.

Legislators began this new session with a call from the Governor to reconvene on February 2, for a special session to address his legislative proposal, Insure Tennessee. As you know by now, in an attempt to address the concerns of the 280,000 Tennessee citizens without health insurance and the State not accepting federal funding for Medicaid Expansion, Gov. Haslam introduced to the General Assembly a program he believes will help to alleviate those concerns. The need for a special session was predicated upon the fact that, last year the General Assembly passed a resolution stating “the Governor shall not make any decision or obligate the State of Tennessee in any way with regard to the expansion of optional enrollment in the medical assistance program, also known as Medicaid program..., unless authorized by joint resolution of the General Assembly...” Therefore, the Governor felt the need to set a specific allotment of time for the sole purpose, of a thorough vetting of the plan so it could be acted on by the general assembly.

As you will recall, at the 2012 TNA Annual Convention, TNA’s House of Delegates voted on a resolution in support of Medicaid Expansion. TNA believes the Governor’s proposal of Insure Tennessee does meet the criteria set forth in TNA’s mission statement “*To improve health and health care for all Tennesseans and residents of the state...*,” therefore TNA supported the Governor’s plan to Insure Tennessee.

House and Senate Health Committees, the House Insurance and Banking Committee heard testimony from the Tennessee Hospital Association, the Tennessee Business Roundtable, TennCare officials, Commissioner Health, and citizens from across Tennessee who express support of the Governor’s plan. Committees also heard testimony from groups and individuals opposing the plan.

On Wednesday, February 4, after final testimony and a compelling statement by the Senate sponsor, Senator Doug Overbey, the Senate Health Committee put the proposal to a vote, the measure was defeated by a vote of 7-4. As a result of this vote, the Insure Tennessee plan is now off the table for consideration. Committee members voting no were Senators Bell, Bowling, Nicely, Roberts, Gardenhire, Kelsey and Crowe. Those voting yes were Senators Massey, Briggs, Jackson and Yarbro.

TNA expresses a special thanks to Sen. Doug Overbey and Rep. Gerald McGormick for sponsoring and presenting the resolution which would have allowed for insurance coverage and benefits for some 280,000 uninsured Tennesseans. A special thanks as well to TNA members Cathy Hill and Tonia Hale, for outstanding testimonies given to House and Senate Committees. We also recognize all TNA members who took time from their busy schedules to visit Capitol Hill, as well as those who reached out via phone calls, emails and other means of

communicating with legislators during the Special session.

While discussions and debates were going forth relating to Insure Tennessee, other bills and resolutions were being made ready for introduction. That being said, TNA worked to completed final draft of legislation addressing Full Practice Authority for Advanced Practice Registered Nurses. This legislation will address the need for increase access to care by APRNs, quality of care by APRNs and cost efficient healthcare for many Tennesseans. The TNA’s Government Affairs and Health Policy Committee, TNA APRN committee, and other Healthcare advocates are working diligently in addressing the need for support of this legislation.

Rep. JoAnne Favors, the only Nurse legislator in the General Assembly and a TNA member, has introduced and will sponsor HB0456, and Senator Becky Massey, has introduced Senate companion bill SB0521.

Listed are talking points for a clear understanding of full practice authority:

- APRNs in states with full practice authority are bound to Board of Nursing regulations that define standards of care, professional conduct and spell out minimum licensure requirements for educational preparation, practice requirements and national certification.
- APRNs will continue to consult and refer patients to other healthcare providers based on patient needs.
- Numerous studies over many years have shown the care given by APRNs is as good as, and in some cases better, than care provided by a physician.
- Provides for greater access to essential healthcare services in all areas of the state, especially in the underserved rural and urban areas.
- Improves the primary care provider work force shortage by eliminating the unwarranted bureaucratic restriction of requiring physician involvement in order for an APRN to provide patient care.
- Provides patients direct access to the full range of services that APRNs can offer at the point of care by removing unnecessary regulations that do not improve patient care.
- Avoids duplication of services and billing costs associated with physician oversight. Reduces repetition of orders, office visits and care services.
- Allows patients to see the healthcare provider of their choice.
- Enhancing primary care for Tennesseans is an important step in improving the health status of our citizens in a state that routinely is ranked among the lowest in national surveys. APRNs are often the only health care provider in rural areas.
- The Institute of Medicine, The National Governors Association and AARP have all recommended that scope of practice regulatory barriers be removed to allow all healthcare providers to practice to the “top of their license.”

The bills have been introduced and referred to the Health Committee of each House. It’s essential for the full TNA membership to advocate for passage of proposed legislation. Listed are the House and Senate members of each committee, please take a moment to contact these legislators as well as your local legislators whether or not they sit on either of these committees. The entire General Assembly must understand the importance and significance of supporting Full Practice Authority.

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# Government Affairs

TNA Government Affairs continued from page 4

As this article is being written, bills are still being filed for introduction therefore we can't include a comprehensive report of bills TNA will be working on throughout this legislation session. However, there has been legislation filed on behalf of the Tennessee Medical Association (TMA), which causes grave concern. HB 861 by Rep. Mike Harrison and companion bill SB 521 by Sen. Joey Hensley, deemed "Tennessee Healthcare Improvement Act of 2015" if enacted would require **all APRNs** to work under a Physician led Patient Care Team and other problematic provisions and restrictions on Advanced Practice Registered Nurses in our state. TNA will work to oppose such legislation, which if enacted will have a detrimental effect on the nursing profession. Talking points and a bill analysis will be circulated to the membership. Your help will be called on to defeat this legislation.

As in the past to keep the membership informed, TNA Weekly Reports, TNA Legislative Alerts and other information will be distributed and available via TNA's website [www.tnaonline.org](http://www.tnaonline.org). To view bills, list of legislators, House and Senate committee meetings and Floor sessions, please access the TN General Assembly's website at [www.capitol.tn.gov](http://www.capitol.tn.gov) and feel free to visit Capitol Hill at anytime.

**2015 Legislative Dates to Remember:**

APRN Days on the Hill – March 18 and April 22

Legislative Summit – Wednesday, April 8



## Tennessee Action Coalition Holds Legislative Boot Camp

The Tennessee Action Coalition held a state-wide gathering in Nashville, TN in early February to educate APRNs from across the state on the issue of Full Practice Authority. Carole Myers, PhD, provided an overview of Full Practice Authority. Mary Chesney, PhD, spoke to the group about success achieving Full Practice Authority in Minnesota last year. Winifred Quinn, PhD, reviewed specific strategies for engaging with legislators, and there were practice sessions in the afternoon that were led by state and national-level grass-roots organizers. Ninety-five APRNs registered for the event, and an additional 30 were on the waiting list. The Action Coalition is thrilled to see this much interest about Full Practice Authority in Tennessee, and is already making plans to produce a series of webinars with Dr. Myers and Dr. Quinn so that all TN APRNs can get educated about this critical topic and get engaged with their state legislator.



TNA Member, Tracy R. Wilson, MSN, FNP-BC, Asks a Question During Q & A.

★ ★ ★

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# Nurses on Boards

*Pam Cherry, DNP-c, RN  
Peggy Strong, DNP, RN, NE-BC  
TNILP Director*

In 2011, The Robert Wood Johnson Foundation (RWJF) and the Institute of Medicine (IOM) published the landmark report *The Future of Nursing: Leading Change, Advancing Health*. The document stated "Nurses should have a voice in health policy decision making and be engaged in implementation efforts related to health care reform. Nurses also should serve actively on advisory committees, commissions, and boards where policy decisions are made to advance health systems to improve patient care" (p. S-6).

The effort is supported by the Robert Wood Johnson Foundation, AARP, and 19 nursing organizations as part of their collaborative effort to implement the recommendations of the IOM report through the *Future of Nursing: Campaign for Action*.

The Nurses on Boards Coalition will implement a national strategy aimed at bringing nurses' valuable perspective to governing boards and national and state commissions with an interest in health. The goal is to put 10,000 nurses on boards by the year 2020. In response to this goal, the Tennessee Action Coalition (TAC) desires to increase the number of strategic nurse leaders serving on hospital and hospital system boards and to increase the number of emerging nurse leaders serving on professional and community boards. To that end, TAC will be surveying Tennessee registered nurses to establish a baseline assessment of nurses' participation on various types of boards this spring. The assessment information will be used to establish a database that will be accessible to boards as position become open. To facilitate completion of the survey, a link will be placed on the TNA and TAC website, plus an Email will be sent to every nurse. We would appreciate you taking 15 minutes to complete the survey and help the Tennessee Action Coalition meet the national goal of 10,000 nurses on boards by 2020.

The Institute of Medicine, Committee on the Robert Wood Johnson Foundation Initiative on the Future of Nursing. (2010). *The future of nursing: Leading change, advancing health*. Washington, DC: The National Academies Press.

## Spotlight on Practice

*Patsy E. Crihfield, DNP,  
APRN, FNP-BC, PMHNP-BC, PMHS,  
Chair of Nurse Practitioner Tracks and  
Professor of Nursing, Union University  
Nurse Practitioner – Ripley Medical Clinic, Ripley, TN*

### What does it take to be a NP?

As an educator, I am asked a lot of questions about the role of the nurse practitioner. What does it take to be one? What does a nurse practitioner do every day? It would be easy to answer if you could just say it requires advanced education and national certification. However, ask any nurse practitioner to define the role and you will hear more explanations than you thought possible. Our education and certification are definite requirements, but it takes much more to function in the role of nurse practitioner.

After many years of education, I now work in an academic setting and practice in my small, rural hometown. I love practicing there because I see people I have known since I was a child and make new friends every week. I see faces filled with doubt, fear, anxiety, and pain. I see faces of children who are afraid, but often happy to see me and happier to avoid an injection. I see happiness and sadness. I see people who need more than medicines. They need someone to care.

### Mr. A.B.

A.B. has a long history of mental health and significant medical problems. He is disabled and subsists on a very meager income. Having no home of his own and no personal transportation, he was forced to live with one of his children in a reportedly very contentious environment. When he first came to me, he had recently been discharged from an inpatient facility having been treated for severe depression. After a few minutes of talking about his history, his medications, and the usual required details, he began to talk openly. Tearfully, he told the story of a man who no longer was able to work, who did not feel loved or wanted, and questioned daily why he



**Patsy E. Crihfield**

was still alive. He said he did not approve of suicide and would never harm himself, but freely expressed that he did not feel that he contributed to anyone's life.

As I listened to A.B., I knew I had no answer for him. I could examine him, listen to him, and offer information and encouragement. I could adjust or add medications as needed and refer him to counseling. However, my FNP and PMNHP credentials were not all that was needed at that time. A.B. needed someone to tell him that he mattered. I told him how much my grandparents meant to me and how I treasured all the times we spent together. He said he had not thought about the small things he did or the words he said every day that might be very important to his grandchildren. As we talked about his struggles, the tears flowed freely and his gaze never left my face.

When it was time to leave, A.B. and I prayed together. I prayed specifically that God would reveal to him how important he is to the people in his life. A.B. has had more problems since we first met. He had another short inpatient stay and has had to find another place to live. He feels safe and knows that he can come to see me when he needs help. When he comes into the office, I now see smiles instead of tears. I cannot fix everything, but I can listen to him and tell him that he is important to me. He looks forward to our conversations and our prayers at these visits.

### What does it take to be a nurse practitioner?

Now, I did not have to go to school for a lot of years to learn how to be kind, loving, and caring. We can have numerous academic degrees and certifications, but as nurses, we never stray from our core value of caring. A great nurse practitioner provides exceptional, high quality care, but does so with the caring and compassion instilled in us at the beginning of our nursing education. We don't limit ourselves to the physical care, but seek to discover what each patient needs, including the emotional, family, financial, and spiritual needs. We are not able to solve everyone's problems, but we are compelled to help in any way we can and are not reluctant to try.

So, what does it take to be a nurse practitioner? It does require education and certification, but it also requires a love for our patients. It takes a heart that reaches out to the patients to see beyond physical needs. It takes hands willing to reach out and touch patients to provide comfort. It just simply takes a person who cares about others and makes sure that the patients know that.

## Sharing What WE Know

*by Cathy Hill McKinney, APRN*

### Cathy Hill McKinney at the Tennessee Legislature

While in Nashville February 2 and 3, attending Legislative Boot Camp, I was asked if I knew anything about rural patients without health insurance coverage and their challenges of obtaining health care services. About some of those Tennessee citizens who fell into the 'coverage gap'...too much income to qualify for TN Care but too little income from their jobs to pay premium costs for private health insurance coverage. Those patients who might benefit from the Governor's proposed Insure TN program.

Yes, I knew about many people in those situations some who even decided against getting medical services to avoid running up bills they could not pay.

Then I was asked would I be willing, in just a very few hours, to 'testify' about what I knew before TN Legislators who were debating the Governor's Insure TN proposal? I was much less confident in my ability to do that. I did not



even understand what 'testifying' meant. But it did sound like an opportunity to speak up for patients.

So, I did it. I ended up 'testifying' before the House and the Senate Health Committees of the Tennessee General Assembly about what I knew. I did not have any PowerPoint slides or handouts; just a few scribbled notes. What I did have, was personal, heartfelt, firsthand information about some of those medically underserved citizens, my patients. It was my honor to serve as their advocate.

To the Legislators, I was a Nurse Practitioner who was willing to share what I knew, from the 'grassroots' or the 'trenches'. The Legislators genuinely appreciated that I was willing to speak up. I am sure they would be most interested in hearing from other Nurses too!

Share what you know as an APRN....by phone calls, letters, emails, Facebook posts or tweets....about your profession, the quality health care services you provide to the citizens of this great state. About what our citizens need to continue to access quality, cost effective healthcare. Share the pride of your profession. SHARE WHAT YOU KNOW to take an opportunity to improve Healthcare in Tennessee! Our Legislators WANT to KNOW.

**TNA Legislative Summit**  
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# Community

## Simulation of Living in Poverty: An Innovative Program Designed to Transform Nursing Practice for Vulnerable Populations

Authors:

1. Marion Donohoe, DNP, APRN CPNP-PC, Assistant Professor and 2015 President – Association of Community Health Nursing Educators
2. Joy Hoffman, DNP, APHN-BC, Clinical Assistant Professor
3. Leslie McKeon, PhD, NEA-BC, Assistant Dean

Engaging patients and families as active participants in their care is challenging for even the most experienced nurse. Developing trust and probing gently to learn a person's concerns and vulnerabilities requires an awareness of the world in which one lives. Patients juggle an array of challenges and responsibilities that are frequently unknown to us. It is often the nurses' reference to his/her own life that initially determines their response rather than sensitivity to the real life elements of that patient's world, such as finances, employment, housing, environment, culture, and social status. Subsequently, nurses often lack awareness of these elements affecting a person's life and priorities.

Socio-economically vulnerable populations experience the enormously complex elements of poverty in their everyday world. Caring for persons living in financial poverty is a challenge for undergraduate nursing students and other health professional students in part because of a lack of awareness of their daily struggles. Inability to access and pay for healthy food, medication, and transportation, and limited time to understand or follow medical regimens lead to negative health outcomes for the patient, as well as hospital readmission and frequent emergency room visits. Knowing how to address these factors in collaboration with patients involves communication skills that emerge with awareness and experience.

In 2014, the University of Memphis Loewenberg School of Nursing (LSON) launched a new BSN curriculum founded on recommendations from the Institute of Medicine's *Future of Nursing* (2010). A central aspect of the curriculum redesign included expanding opportunities for students to learn collaboration skills for developing and improving patient-centered care models with the healthcare team. Fundamental concepts related to clinical management of complex patient populations, such as patient engagement, were threaded throughout the curriculum.

Accordingly, clinical experiences were transformed to ensure that all students develop essential competencies in patient engagement. *Simulation of Living in Poverty* was piloted to assist students in understanding the impact of poverty on patient engagement.

*Simulation of Living in Poverty (SLiP)* is an education program developed by Dr. Marion Donohoe using the Kolb model of learning. It includes a) an evidence-based simulation model developed by the Missouri Association for Community Action titled *Community Action Poverty Simulation*®, b) structured debriefing, c) case study analysis, and d) reflective practice.

Students begin the program by role-playing a month in the life of low-income families, from single parents trying to care for their children to senior citizens trying to maintain their self-sufficiency on Social Security. Over the four 15-minute weeks, students experience the challenges of providing food, shelter and other basic necessities in an environment with limited transportation, social supports, and community resources. Faculty and community volunteers play the roles of staff workers at various businesses and agencies in the low-income community such as the food store, a bank, utility company, a daycare, a school, and an employment agency. A guided debriefing and case study analysis follow the simulation, allowing students a comfortable learning environment to learn beginning competencies in communication with socio-economically vulnerable populations.



Students apply their new learning in clinical practice. While providing patient care in the acute, mental health, and community clinical settings, they are encouraged to collaborate with patients, families, and other members of the healthcare team. Students are asked during the respective weekly post-conferences to consider the stress and burden carried by their patients living in poverty and to explore ways of assisting them to cope and ask for help. Together, the simulation, debriefing, case study analysis, and reflective practice increase the students' awareness of the day-to-day realities of life with a shortage of money and an abundance of needs.

During the first week of the Spring 2015 semester, 119 junior BSN nursing students participated in *SLiP* prior to entering the clinical settings. Acute, mental health, and community health nursing faculty, faculty and community volunteers recruited within the LSON, and the Memphis nursing community served as business and agency staff. Three groups of 40 students participated in the simulation, debriefing, and case study analysis during three consecutive days.

Immediately after the simulation, nearly all students (91%) reported that the simulation helped their understanding of *what it is like to live in poverty*. More than 84% of the students thought the simulation was *believable* and most students (77%) thought that more experiences of this kind would be valuable in their nursing education. Further evaluation entails structured reflection questions for measuring integration of knowledge into practice. These reflections will assess the integration of poverty awareness and understanding on student decision-making, collaboration and communication skills, patient engagement strategies, as well as Primary, Secondary, and Tertiary Disease Prevention and Health Promotion applications.

Next steps include expanding the *SLiP* as an inter-professional educational experience for non-nursing majors of the University of Memphis, such as law, healthcare administration, public health, communication disorders, social work, and hospitality. This will provide other University of Memphis students with a greater understanding of poverty and expand opportunities for all students to learn collaboration skills for improving health outcomes. Future goals also involve including the Memphis Community services agencies and policy makers.

The *SLiP* is a profoundly moving experience, motivating students to think about the harsh struggles of those living in poverty and discuss ways communities can reduce health disparities. It is a truly innovative program that has the potential to transform nursing practice and clinical management of complex patient populations.

## Mountain Health Clinic, LLC Del Rio, TN

Kim Setser, MSN, FNP

I remember standing on a step or a stool of some kind, facing the wall, with tears rolling down my cheeks and sobbing uncontrollably. I was about seven years old, I think, when a bee stung me on the hand and I was having an allergic reaction causing my face and eyelids to swell and I needed a "shot" at the local hospital (which was at least 30 minutes away). When the nurse finally calmed me down enough to speak, I asked "When {sob}...will {snort}...you {sob}...get {snort}...this...over...with?" She replied "Honey, I done finished that shot about five minutes ago, you can get down now." I can tell you that was NOT the day I decided to be a nurse. But, looking back, I realize how ridiculous it was and is that the closest place to get treated for an allergic reaction is (still) about 30 minutes or more away from my family and friends in the small community of Del Rio, TN. I lived there until I was in fifth grade, and we moved to a town about 40 minutes away, but my grandparents were all still in Del Rio, so my ties to the area were never broken. Both of my grandfathers farmed full time and worked in a factory full time, only taking time off on Sunday to go to church and rest up for the next week. Like most who have roots in Appalachia, they learned hard work as a survival skill, and passed it down to us.



Kim Setser, MSN, FNP

While on a girls day out last spring with my mom, my cousin and a friend, we passed a small mountain clinic and my cousin, who lives in Del Rio and is an RN, said "it sure would be nice if we had a clinic; there are so many people who can't get an appointment or who don't have insurance, or who just can't get to Newport (the closest town)." This is when the clinic, including the name of the clinic, was born. We just started throwing around ideas and by the

Mountain Health Clinic continued on page 9

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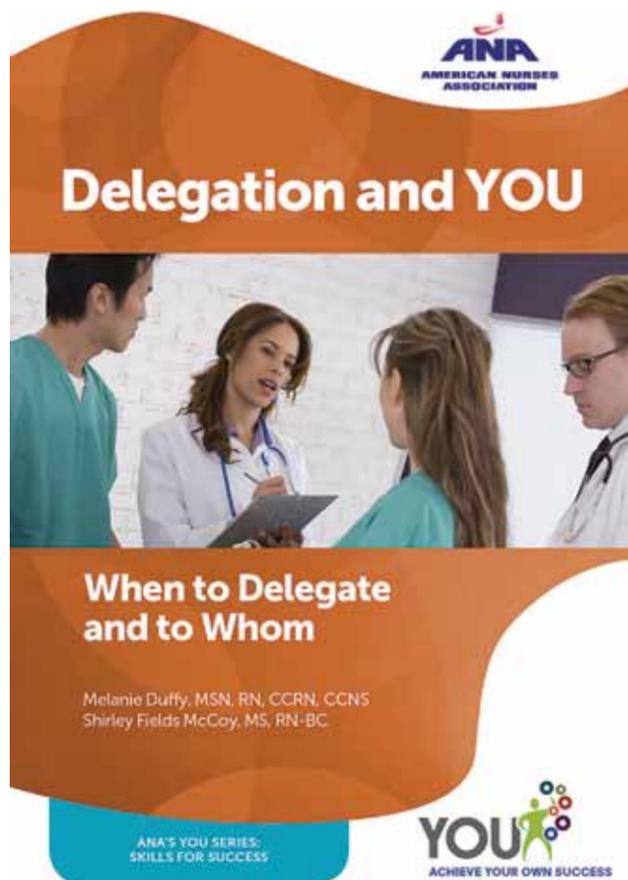
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# ANA News



## Delegation and Today's RN

Do you know what tasks you can, or should, delegate to others? What tasks you can assign to patient care assistants, a type of unlicensed assistive personnel, or to licensed practical nurses or licensed vocational nurses?

RNs on interprofessional health care teams must be vigilant and action-oriented about nursing practice and delegation of RN tasks to unlicensed team members. Effective delegation requires that RNs have the knowledge and skills to match a given activity or task to the person to whom it is delegated. The final professional decision to proceed with delegation to unlicensed assistive personnel ultimately rests with the RN.

*Delegation and You*, the latest YOU! Series publication, provides an explanation of principles and relevant strategies for practice in situations in which RNs delegate tasks to unlicensed assistive personnel. Written by two experienced RNs who have been educators, mentors and preceptors in nursing delegation in many practice settings, *Delegation and You* is a handy guide to the essentials of delegation and related decision-making, including:

- What you need to know before delegation.
- Critical thinking in delegation decisions.
- Nursing practice environment considerations.
- Typical barriers to delegation.

Included is a detailed, criteria-based process and a simple flowchart that will assist any RN in making fully informed decisions related to delegation. Like ANA's 2013 *Principles of Delegation* that underlie this booklet, *Delegation and You* is for staff nurses, nurse managers and other RNs who lead care teams and delegate activities or tasks.

### ANA resource

To order, go to <http://www.NursesBooks.org> at <http://www.nursesbooks.org/Main-Menu/ANA-You-Series/Delegation-and-YOU.aspx>.



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## National Coalition Launches Effort to Place 10,000 Nurses on Governing Boards by 2020

WASHINGTON, DC – The American Nurses Association (ANA) the American Academy of Nursing, and the American Nurses Foundation, the charitable and philanthropic arm of ANA, are pleased to be founding members of the Nurses on Boards Coalition, a group of national nursing organizations working together to increase nurses' presence on corporate and non-profit health-related boards of directors throughout the country.

"Without a nurse trustee, boards lack an authority on the patient experience, quality and safety, and the largest part of the hospital workforce," Trustee Magazine, a publication of the American Hospital Association, wrote recently.

The coalition will implement a national strategy to bring nurses' valuable perspective to governing boards, as well as state-level and national commissions, with an interest in health. The goal is to put 10,000 nurses on boards by the year 2020. The effort is a direct response to the Institute of Medicine's (IOM) report, *The Future of Nursing: Leading Change, Advancing Health (2011)*, which recommended nurses play more pivotal roles on boards and commissions in improving the health of all Americans.

The effort is supported by the Robert Wood Johnson Foundation and AARP as part of their collaborative effort to implement the recommendations of the IOM report through the Future of Nursing: *Campaign for Action*.

Members of the coalition are listed below. Other organizations may choose to be a part of this important and historic coalition going forward.

### AARP

American Academy of Nursing  
American Assembly for Men in Nursing  
American Association of Colleges of Nursing  
American Association of Nurse Anesthetists  
American Association of Nurse Practitioners  
American Nurses Association  
American Nurses Foundation  
American Organization of Nurse Executives  
Asian American/Pacific Islander Nurses Association  
Association of Public Health Nurses  
National Forum of State Nursing Workforce Centers  
Jonas Center for Nursing and Veterans Healthcare  
National Alaska Native American Indian Nurses Association, Inc.

National Association of Hispanic Nurses  
National Black Nurses Association  
National League for Nursing  
National Organization for Associate Degree Nursing  
National Student Nurses Association  
Robert Wood Johnson Foundation  
Sigma Theta Tau International



The Future of Nursing: *Campaign for Action* seeks to promote healthier lives, supported by a system in which nurses are essential partners in providing care and promoting health. An initiative of AARP and the Robert Wood Johnson Foundation, the Campaign works with Action Coalitions in 50 states and the District of Columbia to implement the Institute of Medicine's Future of Nursing recommendations. The vision is to ensure that everyone in America can live a healthier life, supported by a system where nurses are essential partners in providing care and promoting health. The Campaign is coordinated by the Center to Champion Nursing in America, an initiative of AARP, the AARP Foundation and the Robert Wood Johnson Foundation.

For more information, visit [www.CampaignforAction.org](http://www.CampaignforAction.org), [www.twitter.com/Campaign4Action](http://www.twitter.com/Campaign4Action) and [www.facebook.com/CampaignForAction](http://www.facebook.com/CampaignForAction).

*ANA is the only full-service professional organization representing the interests of the nation's 3.1 million registered nurses through its constituent and state nurses associations and its organizational affiliates. ANA advances the nursing profession by fostering high standards of nursing practice, promoting the rights of nurses in the workplace, projecting a positive and realistic view of nursing, and by lobbying the Congress and regulatory agencies on health care issues affecting nurses and the public.*

*The American Nurses Foundation is the charitable and philanthropic arm of the American Nurses Association (ANA), dedicated to transforming the health of the nation through the power of nursing. The Foundation supports programs which promote the health of the public through nurse leadership, research and education.*

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# Student Forum

Adrienne West, TASN Vice President

So happy to be writing to you! My name is Adrienne West, and I am the newly elected Vice President of the Tennessee Association of Student Nurses (TASN). I am attending nursing school at Loewenberg School of Nursing at the University of Memphis for my BSN. I was born and raised in Memphis, so I've always dreamed of sitting in the student section at the sporting events. I am blessed to say that I am of the lucky few individuals in this world who has always had a calling. My passion is to provide care. I come from a family of nurses and teachers, so I like to say that it is in my DNA. Nothing makes my heart happier than to know that someone is more comfortable or healing more fully because of the care I've provided them. Encouraging others is also a very fulfilling endeavor! I use my passion to motivate others as often as possible. I love to share my excitement for nursing with the "new recruits" at the start of each semester to help them understand the opportunities and resources available to them.



Adrienne West



Throughout my time in the nursing program my instructors have come to notice my drive very early on in each semester. As a new student I was given the responsibility of being the first semester representative in our local Student Nurses Association (SNA), which helped to build important relationships with peers and faculty. Later in my first semester I was asked to organize a campus-wide event for the LSON program. The event went on to break records for participation and led to my organization for the next semester. I was later elected the Activities Director in our local SNA. In the coming year, working closely with faculty and peers we will create wonderful opportunities for students to network and bond with their classmates while helping support our community.

Outside of school I love to give back to my community. Volunteering at Methodist LeBohneur Children's Hospital is my favorite part of the week! I have also been a head volunteer with Habitat for Hope, a local nonprofit that helps find homes for families who relocate to Memphis due to a serious illness. They build a community of support around those who are suffering. It is so nice to know that you are making a family's life a little easier. The Memphis International Music and Film Festival is also a very fun event to volunteer with. Talk about a cultural experience! Via this event I've met people from all around the world who are creating meaningful music and films. I am working with a lot of these organizations to find ways for other nursing students to become involved.

In October, I was able to attend the State conference, where I was given more opportunities than I could name in one article! I was honored with the Spirit of Nursing Award and elected Vice President of TASN. It is so exciting to see nursing students and nurses working together to make a difference. As Vice President I hope to bridge the gap between TASN and the local SNA organizations to increase participation at things like the TNA Legislative Summit in April and the State conference in October. I would also like to discover a way to get faculty from across the state more involved in these events. I want my peers to know how fulfilling it is to participate in these organizations and show them how beneficial it is to be a member of a professional association when they become practicing nurses. We all know that nursing school and practicing as a licensed nurse are challenging endeavors. Having the support of your peers in TASN/TNA and supporting your community can help to keep you balanced and motivated. Together we can work to truly make this state better for all of us!

Mountain Health Clinic continued from page 7

next month we were at the Community Center having a free clinic day. We really didn't know if what we were doing was even legal; all we knew was people needed care, and they were excited about having someone check their blood pressure and talk to them about weight loss and exercise, blood sugars and cholesterol. I was fortunate enough to have a good friend who is also a physician and was willing to sign some charts and act as my supervising physician (because the laws will not allow me to practice unless I hire a physician or work for a physician who will sign twenty percent of my charts once a month). I decided I needed to make sure things were going in the right direction, so I hired an attorney, got a business license, liability insurance, registered a name with the state, applied for CLIA waiver and rounded up friends who knew the business to help us get it started.

This was definitely a new world for me. I had been working as a nurse practitioner for 13 years, but the last five were spent working for a hospitalist group caring for the sickest of the sick. I became weary of the long hours and weekend work, and decided to return to a more traditional schedule. The timing was perfect when another company came in to take over our hospitalist program - it meant my contract would end several months sooner than planned, allowing me to officially start Mountain Health Clinic (and Housecalls). I realized as a hospitalist that there was a great need for post-hospital follow up and keeping patients at home (preventing readmissions) and began marketing my services to area discharge planners and home health agencies. I'm averaging two new patients a week, which is a nice steady flow while we are growing and I continue to work a 30-hour week job in a primary care clinic in town.

I am currently seeing patients one day a month at the community clinic and doing a few house calls each week, with plans to be at least part time but possibly a full time practice between the two by 2016. While we work on credentialing with insurance companies and start to bill a few visits (to see what the reimbursement is going to be), the clinic practice continues to grow. We are seeing uninsured patients and their visits are being paid by donations from the community, which has been very supportive of helping those who need care.

The community center is not exactly a clinic-friendly facility and some adjustments need to be made to provide for privacy. We have joined the Del Rio Community Association and are working along with the leadership and board of directors to put up some walls so that we can have a designated room for privacy specifically for the clinic. Within two days of posting our needs/goal on Facebook, our donations came in and the goal was not only met, it was doubled. Members of the community are volunteering to do the labor on the building at no cost to us.

This year, the nurse practitioners in Tennessee will attempt to gain full practice authority, allowing us to practice without having to rely on physicians to keep our doors open. Although, I currently have a very generous and compassionate physician associated with my practice, I am always aware that if he were not available, I would not be able to open the doors even once a month. I urge you to contact your legislators and ask them to support House Bill 456 - our patients ("my people") desperately need this to pass. I encourage you to give back to your communities whenever, wherever and doing whatever you can; you will be blessed in more ways than you could ever imagine.

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Health, Healthcare, and Equity continued from page 1

Being patient-centered pays dividends for all. Now I understand that looking at equity as a unifying principle and goal further enhances the goals of improving health and health care and advancing the profession of nursing.

In addition to health care coverage for all Tennesseans, my primary focus currently is on achieving full practice authority for all APRNs in Tennessee. Issues of equity abound when you consider full practice authority. Access to primary care services in Tennessee is uneven. If you live in a metropolitan area and have good private insurance there are few barriers to securing primary care. However, if you are uninsured, underinsured or on TennCare; live in a rural area; belong to a minority or other stigmatized group; and/or live in poverty, finding and being able to afford continuous and acceptable primary care is a challenge. This challenge is too frequently insurmountable. This is an equity issue that the least among us are shunned, left-out, and ignored. It is a human tragedy for those affected and a cancer that threatens the very fabric of our society, impacting economic vitality, the state budget, and the viability of rural and other health care facilities and the communities where they are located.

Placing unnecessary restrictions on APRNs in Tennessee is another equity issue. These restrictions impede nurses from providing care to disadvantaged populations. Years and years of data shows that Nurse Practitioners, Certified Nurse Midwives, Certified Registered Nurse Anesthetists, and Clinical Nurse Specialists provide safe, high-quality, and cost-effective care that is accepted and even favored by patients. Data also show that APRNs are more likely to work with underserved populations than their physician counterparts.

It is unacceptable that self-interests of physicians represented by the Tennessee Medical Association trump the needs of Tennesseans who desperately need access to primary care. There is no evidence that supports preventing Tennessee APRNs from practicing to the full extent of their education and training. Tennessee is one of only 11 states that persists in requiring physician supervision of APRNs.

I am convinced that to truly transform the U.S. health care delivery system we need new, break-through leaders and new thinking. In addition to advocating for full practice authority

and health care access, I am working to increase the number of nurses serving on boards of influence. Ignoring a valuable resource, such as nurses with their unique insight into quality and safety, and close proximity to patients and their significant others, makes no sense unless you consider the historical imbalance in power between men and women. Although I belong to a generation of women afforded opportunities far greater than generations before me, there are still vestiges of power inequities between men and women. I think this impacts APRNs and other nurses, a woman-dominated group that is needlessly held back by outdated regulations and practices.

The diversity of the Tennessee population is expanding. Health and health care are culturally embedded. It is imperative that all nurses of today and going forward be equipped with the knowledge and skills necessary to understand and respect the cultural values of all individuals, families, and groups. This is an important aspect of equity. This imperative is based on the dignity and value of all and the need to ameliorate gaps in treatment particularly of marginalized individuals and groups. Providing culturally competent care is a pragmatic issue; care which is responsive to patients needs improves patient outcomes.

The nursing workforce of the future needs to look more like the population it serves. As a profession, we need to aggressively recruit and then support minority groups, including males, current LPNs, ADN nurses, non-traditional students, and people for ethnic minority groups. This too will promote equity.

The Tennessee Nurses Association and other advocates need to address the issue of how we proactively deal with nursing workforce issues. There is a major gap now that the Tennessee Center for Nursing is no longer funded. We must find ways to effectively and efficiently engage in inclusive planning that includes the usual suspects (e.g., TNA, the Tennessee Hospital Association, the Tennessee Board of Nursing and Department of Health, and representatives from higher education), as well as less usual suspects such as representatives from Tennessee business and industry. The new Tennessee Promise program offers us some unique and exciting opportunities.

I write this article on the Martin Luther King holiday, a day when we pause to celebrate the strides we have made in achieving equity and consider the challenges before us. It was Dr. King Jr. who said, "Of all the forms of inequality, injustice in healthcare is the most shocking and inhumane" in a 1966 speech to the Medical Committee for Human Rights.

How apropos that we, as nurses, think about how what we do advances justice for all Tennessee. As I look through this lens, I am excited about the possibilities. I have renewed focus, energy, and focus as I work to assure health care coverage for all Tennesseans, access to primary care, a larger role for nurses in transforming our broken health care system, and suggest that we be better stewards of our precious state resources in the face of deeply-rooted problems within our borders. All of this daunting, but so exciting! I am looking forward to working with nurses across the state and other diverse stakeholders in 2015.

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Nearly one-half of the proceeds from the sale of the specialty nurse license plate, *Nurses Change Lives*, go to help support Tennessee Nurses Foundation initiatives for nurses. Some of the programs include educational scholarships and grants for leadership nursing and research. Visit [tnaonline.org](http://tnaonline.org) for details and visit often as new programs are offered.

*Tenth Annual Tennessee Nurses Foundation*  
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**C**ome join the fun at TNF's Tenth Annual Silent Auction! Presented by the TNF Board of Trustees, during the TNA Conference, the Silent Auction features a multitude of items, gifts and collectibles donated by TNA members and TNF supporters. This is a great opportunity for you to network with other participants at the Conference and you might possibly take home a great item for yourself or a loved one. The TNF Board of Trustees will accept donations up to Saturday, October 24. We ask that you fill out a Silent Auction donation form which is located on the TNA website or call 615-254-0350. Your donation is tax-deductible. We look forward to seeing you there!

*Thank you in advance for your support of TNF!*

  
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# Tennessee Nurses Foundation

## Honor A Nurse



The Tennessee Nurses Foundation (TNF) welcomes you to publicly recognize a special nurse in your life. With your \$50 tax-deductible donation to TNF, your honored nurse's name will appear in the *Tennessee Nurse* as well as in the designated "Honor A Nurse" section of the Tennessee Nurses Association's (TNA) website at [www.tnaonline.org](http://www.tnaonline.org). A photo and brief paragraph may also be submitted to further recognize your honored nurse.

This program is available to honor any Tennessee nurse. Honor a nurse friend, nurse family member, or nurse colleague by marking their anniversary, birthday, special event or occasion, or as a memorial. Patients, or the patient's family, may honor a nurse that truly made a difference in their care or the care of a family member.

Your \$50 donation will go toward continued support of the TNF and their work pertaining to scholarships, and grants that support the needs of nurses in Tennessee. TNF is a nonprofit, 501(c)(3) organization. Donations are tax-deductible to the fullest extent allowed by law and support the mission of TNF.

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# Tennessee Nurses Foundation

## Nurse Mentoring Toolkit Now Available to all Hospitals and Schools in the State of Tennessee

Provided by the Tennessee Nurses Foundation



The TNF Nurse Mentoring Toolkit is designed for hospital nurses and can be used for students enrolled in a nursing program. This toolkit includes resources that support mentor program coordinators, mentors and mentees. Best Practices, questions to jump start discussions, resources, checklists and activities are contained in this practical, how-to mentoring guide.

Developed by The Health Alliance of MidAmerica LLC, a limited liability company of the Kansas and Missouri hospital associations, in conjunction with the Collegiate Nurse Educators of Greater Kansas City and the Kansas City Area Nurse Executives, this successful program provides encouragement and support to help nurses navigate the challenges of working in a hospital.

**Handouts and Tools are Included for the Mentee.**

**Areas Covered Include:**

- Building Trust
- Establish a Plan
- Setting Goals
- Explore Job Satisfaction, Workplace Engagement and Empowerment
- Understanding Self and Others
- Effective Communication
- Problem Solving
- Time Management
- Leadership and Workplace Dynamics
- Career Development and Understanding the Meaning of Professionalism in Nursing
- Evaluation and Outcomes

Complete details available at [www.tnaonline.org](http://www.tnaonline.org). Click on the *Tennessee Nurses Foundation* link and then click *Nurse Mentoring Toolkit*. For questions, call 615-254-0350.

**The Tennessee Nurses Foundation's mission is to promote professional excellence in nursing.**

**Tennessee Nurses Foundation, 545 Mainstream Drive, Suite, 405, Nashville, TN 37228-1296  
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## Novice to Expert: Mentoring the Graduate Nurse

by: D. Scott White

School term endings bring forth new nurse graduates. Some of these graduates will exceed our expectations whereas some will leave much to be desired. Historically, nursing has been known to have an "eat their young" mentality. Do you remember your first day as a nurse? I am sure you do! Who was that special person that took you by your hand and led you into the promised land of nursing? Moreover, who was the nurse that scared you or, more importantly, belittled you? This is the battle that most nurses will endure as a graduate nurse.

To combat the new nurse graduate's negative feelings, emotional fatigue and the overwhelming tasks to be accomplished in such a short time, reflect upon your own feelings of your accomplishment of graduating the difficult task of nursing school. Take account of every negative emotion you may have experienced and put the reciprocal into action. The first step is to reach out and extend a warm, friendly welcome. This is essential, not only in the pre-employment screening process such as interviews, walk-through meet-and-greets, and job shadowing, but it also sets the initial tone of the workplace. Never scare off a willing participant! The second step, after the hiring process is complete, is to become the new hire's mentor. Mentorship is very important because it says "I welcome you. I value you. I am here for you." The third step is the working relationship and should include complementary criticism

when needed. When working one-on-one with the new hire, initially, the task will be viewed by the novice nurse while the action is completed by the expert nurse. Once the novice nurse gains understanding of the task, then the expert nurse will gradually extend the supervised task to the novice nurse until competency requirements are met. If the mentee verbalizes feelings of inadequacy, the responsibility of the mentor is to reassure that success will occur over time and include statements of reassurance. The mentality of the mentor should always be positive and never undermining of the preceptee. The final step is the letting-go phase. This is an oxymoron because we truly never let go. Mentorship is a continual cycle. Although the novice will become the expert, the mentor never stops mentoring. Have you ever provided advice to a fellow nurse with a question such as "What would you do?" If you answered sincerely with evidence-based practice guidelines, you are mentoring.

I have often said "Set an example and live your life so that others know you are different, not by professing your faith, beliefs, or religion, but by abiding in it." This statement crosses a multicultural society because it does not delineate or demean any particular person yet it uplifts and promotes well-being and wholeness. To mentor is to care. We chose nursing to create a common good for the patient as well as extend ourselves to the family who grieves. We have chosen to give a little of ourselves so that we can hopefully make a difference. Never stop caring at the bedside, go beyond and mentor others so that nursing changes the lives of the world!



**Take Advantage of the Many Scholarship and Grant Opportunities Available Through the Tennessee Nurses Foundation**

Visit [tnaonline.org](http://tnaonline.org) and Click on the Tennessee Nurses Foundation Link

**Grant applications are reviewed twice each year.  
2015 Submission deadline dates are the last day of February and August.**

**Nursing Research Grants  
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### TNF Grant Review Process

The grant review process will take approximately four to six weeks. If you miss a deadline, your grant application will not be reviewed until after the next deadline date. If you have questions regarding the grant application process, contact TNF at [tnf@tnaonline.org](mailto:tnf@tnaonline.org)

**Scholarship applications are reviewed once each year.  
The deadline is November 1, 2015**

**TNF's RN to BSN Scholarship Program  
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**Additional Opportunities! Visit [tnaonline.org](http://tnaonline.org) for Details**

**TNA District Educational Scholarship Program  
TNF's TNA Membership Dues Scholarship Program  
TNF's Honor A Nurse Program**

**The mission of the Tennessee Nurse Foundation is to promote professional excellence in nursing.**



For complete details on the Tennessee Nurses Foundation, visit [www.givingmatters.com](http://www.givingmatters.com)

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# District News

## District 1

Connie McCarter, District 1 President

Happy Spring TNA District 1! Hope everyone had a wonderful holiday and each of you are back to work and back to advocating for your practice and patient care in Tennessee!

On November 3, I was invited to attend Governor Haslam's last campaign stop, Whimsey Cookie Company on Poplar Avenue in Memphis before the election on November 4. I met Governor Haslam, First lady Crissy Haslam, Representative Mark White, District 83, and many other elected officials, candidates, and constituents. I shared the mission of TNA with The Governor and First Lady asking them to work with TNA to ensure our patients have affordable and acceptable health care and that APRNs in Tennessee are allowed to practice to the full extent of their education, training, and national certification under the exclusive licensure authority of the state board of nursing. I was pleased that they were very receptive.



Connie McCarter

Connie McCarter, President TNA District 1, TNA President's Council Chair meeting Governor Haslam at Whimsey Cookie Company in Memphis



First Lady Crissy Haslam and Connie McCarter, President TNA District 1, TNA President's Council Chair meet at Whimsey Cookie Company in Memphis

The District 1 Board met on Saturday, December 6 from 9:00 am-1:00 pm at Jason's Deli Meeting Room on Poplar Avenue in Memphis to plan for 2015. Watch for e-mail and news on tnaonline.org for upcoming events!

Please be sure we have your current e-mail address so you will receive your e-mail from us. Send your current e-mail address and phone number to Cindy Powers and Towanda Stewart so they can update your information on our e-mail management system.



Dr. Florence Jones, Mary Gaston, Valerie Barfield, and Sherrie Brown plan for 2015

Please go to tnaonline.org. Monthly District 1 News for updates on what is happening in District 1 and to obtain e-mail addresses on our board members.

On December 17, TNA District 1 Board Members and TNA members met with physicians, elected officials, and health care administrators at The Memphis Community Health Forum at the University of Memphis, Fogelman Executive Conference Center to discuss:

- A statistical snapshot of the health of the public, including Shelby, Tipton, Fayette, Haywood, Hardeman and Lauderdale counties.
- How the area's poor health status poses a threat to future economic opportunity, quality of life and to state and local financial resources. A moderated panel comprised of regional health, business and economic development leaders will discuss this area.
- Improving the area's health profile will require local solutions involving health, business, political and civic leadership, innovative policies and access to care.



With standing room only just some of the attendees included:

- Top Row Left to Right – Dr. Theresa Richardson, TNA, Dr. Diana Baker, TNA, Joyce Coats, RN
- Second Row Left to Right – Dr Thomas Cooper, APN, TNA, Dr. Kat Cooper, APN, TNA, Dr. Tommie Norris, Associate Dean UT School of Nursing, Vice President TNA District 1, Dr Ann Brown, Methodist Le Bonheur Healthcare
- Front Row Left to Right – Second from left Dr. Manoj Jain, Dr. Cyril Chang, Methodist Le Bonheur Healthcare, University of Memphis, Dr. Lin Zhan, TNA, Dean, University of Memphis Loewenberg School of Nursing, Connie McCarter, President TNA District 1, Tennessee State President's Council Chair, Van Turner, Shelby County Commissioner, District 12, Carla Kirkland, TNA District 1, Board of Directors, Tennessee State Senator, District 30, Sara Kyle

Planning Day December 6: Left to Right: Nominating Committee: Dr. Cindy Powers, Chair, Monique Watson, Laurie Bagwell(Not Pictured); Board of Directors: Towanda Stewart(Not Pictured) Linda Billings, Mary Gaston, Valerie Barfield; Dr. Florence Jones, President-Elect, Connie McCarter, President, Tommie Norris, Vice-President, Terrica Adams (Not Pictured), Sherrie Brown, Treasurer



The Martin Luther King, Jr. event at the Civil Rights Museum – January 26 – Memphis TN afforded trained volunteers the opportunity to facilitate the Enroll American initiative. Polling of the attendees occurred from 1200-1500 hrs. Diana Baker, TNA, District 1 member assisted at this event.



On February 3 several of our District 1 members were present for Insure Tennessee Day on the Hill and District 1 APNs were present for Legislative Boot Camp!



Left to right: Kat Cooper, APN, TNA District 1 Practice Committee member, Senator Dolores Gresham, District 26, and Thomas Cooper, President of Greater Memphis Area Advanced Practice Nurses and TNA State Committee member discuss Insure Tennessee and Full Practice Authority Legislation in Nashville.



Have you purchased a TNA T-shirt? Your purchase will help fund scholarships, political action, and District 1 meetings and promote TNA. Contact Connie McCarter at 901-832-5983 or [connie.tnadistrict1@gmail.com](mailto:connie.tnadistrict1@gmail.com) to purchase a shirt today!

The District 1 Board met for the first time in 2015 on January 8 from 5:30 pm-7:00 pm at Methodist Le Bonheur Healthcare, Wilson Hall on a very cold night! The majority of the board attended along with committee members, Past President, Dr. Bard Harrell who will serve on the Finance Committee, and Marqueta Abraham and Kat Cooper who will serve on the Government Affairs Committee. We are so happy that they have committed to serve with us! A big thanks to our board and committee members for coming out and braving the cold weather! Thanks to Carla Kirkland and Kat Cooper for setting up our delicious refreshments from Chick-Fil-A. The sandwiches, fruit, hot coffee, and tea were yummy!

I am asking all members of District 1 and District 12 board members. This is a great way to learn about TNA

# District News

District 1 continued from page 13

and if desired, prepare you to run for a board position. Committees you may want to serve on:

- Bylaws - review district bylaws annually and as needed for revision.
- Operations- supervise the financial transactions, including the development and submission of an annual budget for the approval of the board of directors.
- Practice- respond to concerns of practice from individual nurses and related groups and plan and execute strategies to develop a legislative platform and health policy agenda, and promote District involvement in legislative activities.
- Education-plan and execute future educational events.
- Membership – develop and implement plans to retain and increase membership.
- Two subgroups under membership:
  - a. Advertising-developing materials to communicate our activities
  - b. Hospitality – responsible for refreshments, decorations, and networking facilitation at meetings.
- Contact me if you wish to serve. We need all of your talents to be successful!

Watch for New District Bylaws on tnaonline.org under District 1 to reflect the changes made in our State Bylaws. Thanks to Tommie Norris for working with me to revise our Bylaws.

Members-check out tnaonline.org for details about The TNA Legislative Summit on April 8 in Nashville. Please contact me by March 1 if you are interested in carpooling or riding a bus. We can arrange to purchase a bus for the day if enough people are interested.

Thanks to Dr. Cindy Powers, Dr. La-Kenya Kellum, and Cynthia Hite for their work with Scholarships in 2014.

In 2014, the following five deserving District 1 nurses received scholarship money from District 1, with the Tennessee Nurse Foundation contributing \$2,000 and District 1 contributing \$3,000. Remember to apply and tell other members and non-members to apply for scholarships in 2015. Foundation scholarship recipients must be a member for at least one year. Check out tnaonline.org under District 1 for more info.

2014 Tennessee Nurse Foundation District 1 Recipients:  
Susan Lipman, UT BSN, MSN  
Sharon Little, UT, DNP

2014 District 1 Recipients:  
Clarisa Anderson, UT, BSN  
Candice Dawson, Union BSNA  
Linda Billings, Union DNP

### Congratulations to Each of You!

As we enter into 2015 let's continue to build relationships with our legislators and let them know what is best for patients and nurses in Tennessee regarding Medicaid expansion and Full Practice Authority for our Advanced Practice Nurses. Let's have fun improving the health of Tennesseans and advancing the practice of nursing by joining a committee and attending our next board meeting on April 15th. Make plans to attend our educational meeting in February or March to be announced. To meet our 2015 goals we need each of you!

Happy New Year and God bless you, your families, and your patients!

## District 5

**Teresa A. Martin, MSN,  
APRN-BC, District 5  
Tennessee Nurses Association  
President**



Teresa Martin

District 5 includes Carter, Cocke, Grainger, Greene, Hawkins, Hancock, Hawkins, Jefferson, Johnson, Sullivan, Unicoi, and Washington County, TN. All meetings are on 4th Tuesday each month, every other month general meeting. General Meetings start with social at 6:00 pm, and speaker/meeting at 6:30 pm. RSVP can be sent to [tamartinnp@outlook.com](mailto:tamartinnp@outlook.com). **Mark your calendars now by visiting [tnaonline.org](http://tnaonline.org), click on District Associations and go to District 5. All meeting dates/times and officers are available at this location.**

You spoke and we listened! A survey was emailed to the District 5 members. We had 58 responses. The survey revealed that the majority of members preferred meeting on Tuesday in the evening between 6-7:30 pm. The majority of the members wanted to be contacted via email. Having speakers with continuing education, overview of current political events impacting nurses, and networking/socializing with other district members were the top activities that members wanted to see at the district meetings.

Your district board met in January, 2015. Goals for 2015 include increasing district membership by 10% and working to get more members involved throughout the district. We are interested in getting all the colleges/universities involved in the district too.

You can find out information about the district by contacting any of the officers/board. Our officers and Board list is at [tnaonline.org](http://tnaonline.org) as mentioned above, or through our Facebook page Tennessee Nurses Association/ District 5. If you are not receiving emails from the district

that means we do not have a current email address for you. You can send that current email to [tamartinnp@outlook.com](mailto:tamartinnp@outlook.com) if you choose to be on the district mailing list.

Hope to see you at the meetings in 2015. TNA is **your professional organization** that advocates for your profession. **It is time for all registered nurses/APRN's to practice to the fullest extent of their education and training.** We provide evidence-based clinical care to patients using the best practices and knowledge that is available to us. We partner with multiple other disciplines. **We need to be strong together to advance the profession of nursing and improve the health of all Tennesseans.**

See you at a district meeting in the near future.

## District 9

**Angel Brewer, District 9  
President**



Angel Brewer

Counties: Clay, Cumberland, Dekalb, Fentress, Jackson, Macon, Overton, Pickett, Putnam, Smith, Van Buren, and White

The Winter District 9 meeting held 12/30/14 at Mauricio's restaurant in Cookeville. We discussed the new directors in place as of October, new TNA Presidents' Council Chair elected in November to represent all district presidents, the TNA Annual Conference, the *American Nurse* documentary, Governor Haslam's new *Insure TN Plan* released December 15, new legislators covering District 9, upcoming TNA events. We had 2 new RNs join us at the meeting who were excited to join District 9 after attending our lively meeting!

Congrats to Chaundel Presley DNP on being elected as Director of Practice! Chaundel is our District 9 VP2 and lives in Macon County.

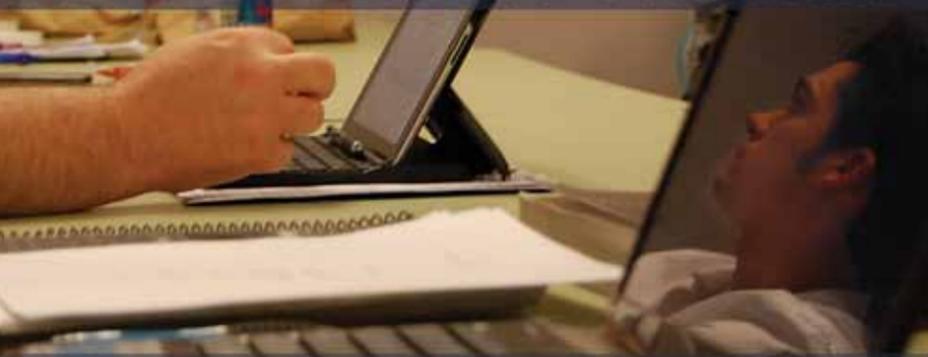
TNA District 9 Award was presented to TTU Whitson-Hester School of Nursing December 2014 graduate Tammy Castleberry. Castleberry, a Cumberland Co. resident, was a non-traditional student who showed high levels of leadership while at TTU.

TTU named Huey-Ming Tzeng as TTU Whitson-Hester School of Nursing dean. Dr. Tzeng started her new role on Jan. 15, 2015.

American Nurse documentary shown Dec. 2 in Crossville. The event was held at a local church with 7 nurses in attendance, hosted by Anita Croinex, VP 1.

Congrats to Sylvia Cowan, District 9 secretary, on 51 years as an ANA member! Sylvia has lived in Alaska, Ohio, and Tennessee and has maintained those state memberships along with her ANA membership for 51 years.

## RN to BSN 14 months



### 100% Online for busy working RNs

- New cohorts accepted each January and August
- Full-time technology support
- See [www.utc.edu/gateway](http://www.utc.edu/gateway) for more information

[www.utc.edu/gateway](http://www.utc.edu/gateway)

**CHATTANOOGA**

The University of Tennessee at Chattanooga is an equal employment opportunity/affirmative action/Title VI/Title IX/Section 504/ADA/ADEA institution.

### Have questions about Medicare? TN SHIP can help.



#### What is TN SHIP?

Tennessee SHIP is the State Health Insurance and Assistance Program. It's a public program available to all Tennesseans. The program provides free counseling on Medicare and other related health insurance.

#### HOW CAN YOU GET INVOLVED?

TN SHIP uses volunteers to reach people with Medicare. TN SHIP will provide free training to individuals wanting to help someone figure out what prescription drug plan is the lowest cost plan for them and assist them with applying for help with their drug costs. If you are interested in volunteering please contact our State SHIP Volunteer Program Coordinator: Sidney Schuttrow, at [Sidney.Schuttrow@tn.gov](mailto:Sidney.Schuttrow@tn.gov).

**\*\*Volunteers and staff cannot be a licensed insurance agent or affiliated with insurance to participate\*\***

# Member News

### TNA District 3

Shelley Cohen has been nominated to serve on ANA's Workplace Violence & Incivility Professional Issues Panel Advisory Group. Cohen has also co-authored a book, with Sharon Cox, RN, MSN, entitled *Essential Skills for Nurse Managers*.



**Shelley Cohen, RN, MSN, CEN**



### TNA District 3

Dr. Jane Englebright, Chief Nurse Executive, Patient Safety Office, and Vice President, HCA Clinical Services Group, has been recognized by the 2015 "Women of Influence" Award Program conducted by the Nashville Business Journal. Englebright was named a Women of Influence winner in the "Inspiration/Mentor" category.



**Jane Engelbright, RN, PhD**

### TNA District 3

Dr. Karen Hande was recently promoted to Assistant Professor of Nursing at Vanderbilt University School of Nursing. Hande has also received the March of Dimes Nurse of the Year award in the category of Quality and Risk Management.



**Karen Hande, DNP, ANP-BC**

### TNA District 1

Dr. Irma Jordan, Assistant Professor in the Doctor of Nursing Practice Program at the University of Tennessee Health Science Center College of Nursing, Memphis, had the distinct honor of presenting her daughter, Lisa Dawson, with her UTHSC BSN diploma on December 12. Dawson was among the first group of nursing students to graduate from the BSN program since UTHSC reactivated its nursing baccalaureate in fall 2012.



**Irma Jordan, DNP and Daughter, Lisa Dawson, BSN, RN**

### TNA District 3

Francie Likis was recently promoted to Associate Director of the Vanderbilt University Evidence-based Practice Center (EPC). She leads interprofessional teams that use systematic review methods to examine critical questions in health care and produce evidence reports. She is the only nurse on the faculty of the Vanderbilt EPC, which is 1 of 13 EPCs funded by the Agency for



**Francie Likis, DrPH, NP, CNM, FACNM, FAAN**

Healthcare Research and Quality. Likis is also the Editor-in-Chief of the *Journal of Midwifery & Women's Health*, the official journal of the American College of Nurse-Midwives.

### TNA District 9

**Kathleen McCoy has recently had several publications and presentations published.**

#### Research:

- McCoy, K.T., Lusk, P. (2013). Reflections upon Long Term Volunteer Commitment Experience to a Professional Organization during a Time of Rapid Change



**Kathleen T. McCoy, DnSc, APRN-BC, FAANP, Assistant Professor, Director Psychiatric & Mental Health DNP Program, Brandman University**

#### CE Podcast:

- McCoy, K.T., Lusk, P., Milstein, R. (2014) Cognitive Behavioral Therapy Workshop for Beginners and Seasoned APNs. Pre-conference Workshop, APNA 28th Annual APNA Conference, Indianapolis, IN.

#### Publication in Press:

- AANP (2014) Attention Deficit and Hyperactivity Disorder Educational resource kit for nurse practitioners (NPs) in Primary Care Settings. American Association of Nurse Practitioners, Austin, TX (Contributor)

#### Presentations:

- Orfield, J., McCoy, K.T. (2014) How to train your SP Dragon. Facilitated Poster session, June 23 2014, Proceedings of the Annual ASPE Conference, Indianapolis, IN.
- Suber, J.M., McCoy, K.T. (2014). Effects of Sleep Hygiene Education upon Naval Military Personnel vs. Standard Care.. Poster presentation at the International Society of Psychiatric-Mental Health Nurses (ISPN) 15th Annual Conference, Greenville, SC.
- McCoy, K.T., Lusk, P., Milstein, R. (2014) Cognitive Behavioral Therapy Workshop for Beginners and Seasoned APNs. Pre-conference Workshop, APNA 28th Annual APNA Conference, Indianapolis, IN.

- Beruit, J., Brammer, S., McCoy, K.T., Noll, C., Johnson, C. (2014) Creating a "Culture" Of Recovery: Connecting Cultural Contexts and Recovery for PMH Nursing. APNA Recovery Council Steering Committee, 28th Annual APNA Conference Interactive Panel, Indianapolis, IN.
- McCoy, K.T., Handrup, C (2014) Full Day Cognitive Behavioral Therapy Workshop, ISPN Annual Conference, Greenville, SC. March 2014.

### TNA District 10

Esther Sellars has been busy the last six months. She was recently promoted to Professor at UT-Martin, Department of Nursing; gave a poster presentation entitled, *Mentoring to Retain Nursing Educators: Stages of Concern for the Novice*, at the 2014 NLN Education Summit held in Phoenix, AZ, and co-authored an article entitled, *Videotaping to Aid Teaching/Learning: One Student at a Time*, which ran in the *Journal of Teaching and Education (JTE)*(ISSN:2156-6266).



**Esther Christian Sellars, MSN, RN**

### TNA District 9

Carolyn Whitaker was recently recognized as the "Citizen of the Week" in the Macon County Chronicle. Statement from the Chronicle, "A pioneer in her own right in the health care system. Carolyn Whitaker has served as a pillar in the RBS community since she started the first Nurse Practitioner run clinic in the State of Tennessee in downtown Red Boiling Springs." Carolyn has served her community, the nursing profession, and TNA/ANA well.



**Carolyn Whitaker**

**TNA members, let us know if you have good news to share by emailing [MemberNews@tnaonline.org](mailto:MemberNews@tnaonline.org). Please provide a high resolution head-shot photo.**



**State of Tennessee's Chronic Pain Task Force. Brett Snodgrass, MSN, APRN, FNP-C is the fourth person from the left**

**TNA District 1:** Congratulations to Brett Snodgrass on receiving an award of recognition from the State of Tennessee for her continued work on the State of Tennessee's Chronic Pain Task Force.

**Do you work at the VA?  
Join TNA today for only \$11.15 a pay period.**

Check *Payroll Deduction* on the lower right-hand side of the TNA Membership application. A TNA staff member will send you the form you need to take to the VA Payroll Department to setup your payroll deduction dues plan. It's that simple. You will never miss \$11.15 from your paycheck and you will have gained so much in return. If you have any questions, call 615-254-0350.

**TNA also has Payroll Deduction Dues plans set up at the: Regional Medical Center – Memphis @ \$12.08 per pay period**

# Member News



**\$100**  
cash rewards  
bonus offer\*

**1%** cash back on purchases  
everywhere, every time

**2%** cash back at grocery stores

**3%** cash back on gas

Grocery store and gas bonus rewards apply to the first \$1,500 in combined purchases in these categories each quarter.†

## The BankAmericard Cash Rewards™ credit card for Tennessee Nurses Association

Carry the only card that helps support Tennessee Nurses Association and get more cash back for the things you buy most.

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For information about the rates, fees, other costs and benefits associated with the use of this Rewards card, or to apply, go to the website listed above or write to P.O. Box 15020, Wilmington, DE 19850.

\*You will qualify for \$100 bonus cash rewards if you use your new credit card account to make any combination of Purchase transactions totaling at least \$500 (exclusive of any transaction fees, returns and adjustments) that post to your account within 90 days of the account open date. Limit one (1) bonus cash rewards offer per new account. This one-time promotion is limited to new customers opening an account in response to this offer. Other advertised promotional bonus cash rewards offers can vary from this promotion and may not be substituted. Allow 8-12 weeks from qualifying for the bonus cash rewards to post to your rewards balance. The value of this reward may constitute taxable income to you. You may be issued an Internal Revenue Service Form 1099 (or other appropriate form) that reflects the value of such reward. Please consult your tax advisor, as neither Bank of America, its affiliates, nor their employees provide tax advice.

†The 2% cash back on grocery store purchases and 3% cash back on gas purchases applies to the first \$1,500 in combined purchases in these categories each quarter. After that the base 1% earn rate applies to those purchases.

By opening and/or using these products from Bank of America, you'll be providing valuable financial support to Tennessee Nurses Association.

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## New/Reinstated Members

### District 01

Danielle Reevey Aldridge, Tamara M. Banks, Rebecca White Cupples, Julie E. Dalehite, William Monroe Edwards, Glenda M. Field, Esther Fultz, Lara Gordon, Kathryn Dawn Graves, Lametrias Hall, Linda Harper, Erica Holmes, Damani K Johnson, Carla Denean London, Carlise U. Mathews, Annette Minor, Emma Murray, jacqueline Patterson, Diane Ragsdale, Keisha Sheppard, Tracy Slemph, Rita Lois Smith, Laura L. Thompson, Bridgette Torrance-Williams, Angela Renae Underhill, Barbara Washburn, Sheronda Wilson

### District 02

Jacqueline Lindsay Barnett, Elizabeth Blackstock, Hope Bruce, April Dawn Bryant, Gloria F. Carr, Pati Alice Clevenger, Rebecca Cuniberti, Terrica Durbin, Elaine Jarratt, Katelyn E. Kirk, Jessica A. Martin, Mickey McBride, Mary Minnick, Heather A. Norton, Donna Faye Patty

### District 03

Pamela L. Allen, Carole Bartoo, Candise S. Belmont, Ashlee D Boyd, Kathryn E. Braunlin, Jacqueline Renee Breuer, Kristen L. Butler, Beth Chatham, Misty D. Evans, Randall G. Farrar, Ellen Ann Ferrell, Amanda Forester, Katherine Gass, Brenna Gillis, Ashley Nicole Gipson, Sarah Halfmann, Zoe K. Harran, Brooke Hawkins, Patricia Hunt Hudsmith, Kendra Kelley, Cathy H. Kerby, Deborah L. Key, Jennifer E. McCord, Cierra Potter, Andrea Poynter, Julie Riedel, Tasha Ruffin, Joyce C. Snyder, Donnelle M. Steagall, Jill Vance, Debra Walsh, Megan Webb, Brittany Wiggins, Xiaoxiao Zhang

### District 04

Matthew Anderson, Cynthia Jean Eckert, Laura Katherine Fornnarino, Tiffany Lauren Granada, Doreen Griffin, Catherine Hustad, Jerri Manlove, Catherine A. Marcum, Michelle Angela Norris, Vanessa Phipps, Tracy Collings Reed, Ramona Thompson, Kristiana Kay Wrate, Lisa M. Zius

### District 05

Virginia R. Couch, Holly Dillon Dockery, Jennifer D. Howard, Nyempu M. Karmue, Linda W. McConnell, Amanda McDonald, Eugenia McGinnis, Karen S. Melton, April Morrison, Jan Summer Michelle Osborne, Denise R. Spisso, Stacey L. Stokes, Christine K. Terrazas, Terry L. Watson

### District 06

Rhonda Barnhill, Tammy L. Faulkner, Teresa Freeman, Christin H. Gray, Ruth Ann Slayton, Lori Taylor, Themisha Lasalle Williams

### District 08

Kathy J. Patterson, Hannah Jo Wright

### District 09

Betty Ann Fox

### District 10

Austin Taylor Greenwood

### District 12

Christine Hamilton, Rachel LeeAnn Savage

### District 15

Donnie J. Atwell, Michelle R. Collins, Heather Whitfield, Marci L. Zsamboky

## ONLINE RN-BSN

### TENNESSEE WESLEYAN COLLEGE

**The clock is ticking...the 2020 deadline is approaching! Are you ready?**

The Institute of Medicine recommends increasing the number of nurses with baccalaureate degrees from 50% to 80% by 2020.

Be ready! With TWC's online courses, you can complete your BSN degree in as little as 12 months full-time, with part-time options available.

**ENROLL TODAY!**  
Classes start in January

**865.777.6965 | [www.twcnet.edu](http://www.twcnet.edu)**

### Part Of Your ANA/TNA Dues Are Tax Deductible!

You are allowed to deduct, as a professional/business expense, the percentage of dues that are NOT used by ANA or by TNA for political activities such as lobbying at the legislature. In 2014, the non-deductible percentage for ANA's portion of the dues is 20.23%. The non-deductible percentage for TNA's portion of the dues is 16.70%.

**Deductible Amounts**  
 Full ANA/TNA: \$290 @ 63.07%--deduction \$182.90  
 Reduced ANA/TNA: \$145 @ 63.07%--deduction \$91.45  
 State-Only: \$199 @ 83.30%--deduction \$165.77

# American Nurses Association/Tennessee Nurses Association Membership—It's Your Choice! It's Your Privilege!



## Tennessee Nurses Association Membership Application

545 Mainstream Drive, Suite 405 • Nashville, TN 37228-1296 • Phone: 615-254-0350 • Fax: 615-254-0303

Please type or print clearly. Please mail your completed application with payment to TNA, 545 Mainstream Drive, Suite 405, Nashville, TN 37228-1296

Last Name \_\_\_\_\_ First Name \_\_\_\_\_ Middle Initial \_\_\_\_\_  
 Street or PO Box Number \_\_\_\_\_ Nickname \_\_\_\_\_  
 City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ County \_\_\_\_\_  
 Last Four Digits of Social Security Number \_\_\_\_\_ Email \_\_\_\_\_  
 Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_  
 Home Fax \_\_\_\_\_ Work Fax \_\_\_\_\_ Pager \_\_\_\_\_  
 Employed at \_\_\_\_\_ as \_\_\_\_\_  
 Employer's Address \_\_\_\_\_  
 Academic Degree(s) \_\_\_\_\_ Certification(s) \_\_\_\_\_  
 Graduation from basic nursing program (Month/Year) \_\_\_\_/\_\_\_\_/\_\_\_\_ RN License # \_\_\_\_\_ Date of Birth \_\_\_\_/\_\_\_\_/\_\_\_\_

SPONSORED BY: \_\_\_\_\_ SPONSOR'S DAYTIME PHONE NUMBER \_\_\_\_\_

**Membership Categories** (please choose one category) **\*Effective January 1, 2014**

**ANA/TNA Full Membership Dues**  
 Employed full or part-time **\$24.67 per month** or \$290.00 annually. Includes membership in and benefits of the American Nurses Association, Tennessee Nurses Association and the TNA District Association.

**ANA/TNA Reduced Membership Dues**  
**Newly-licensed graduates**, not employed, RNs who are full-time students, or age 62+ and not earning more than Social Security allows. **\$12.59 per month** or \$145 annually. Includes membership in and benefits of the American Nurses Association, Tennessee Nurses Association and the TNA District Association.

**ANA/TNA Special Membership Dues**  
 62+ and not employed, or totally disabled. **\$6.54 per month** or \$72.50 annually. Includes membership in and benefits of the American Nurses Association, Tennessee Nurses Association and the TNA District Association.

**TNA Individual Membership Dues**  
 Any licensed registered nurse living and/or working in Tennessee. **\$17.09 per month** or \$199.00 annually. Includes membership in and benefits of the TNA Nurses Association and the TNA District Association.

*American Nurses Association Direct Membership is also available. For more information, visit [www.nursingworld.org](http://www.nursingworld.org).*

**Communications Consent**  
 I understand that by providing my mailing address, email address, telephone number and/or fax numbers, I consent to receive communications sent by or on behalf of the Tennessee Nurses Association (and its subsidiaries and affiliates, including its Foundation, Districts and Political Action Committee) via regular mail, email, telephone, and/or fax.

Signature \_\_\_\_\_ Date \_\_\_\_\_

**To Be Completed by TNA Staff** State: \_\_\_\_\_ District: \_\_\_\_\_ Expiration Month: \_\_\_\_\_ Year: \_\_\_\_\_

Membership Status:	Membership Type:	Bill Method:	Amount Enclosed: _____
<input type="checkbox"/> 1. New	<input type="checkbox"/> 1. Full (100%)	<input type="checkbox"/> 1. A	Amount Discounted: _____
<input type="checkbox"/> 2. Renewal	<input type="checkbox"/> 2. Reduced (50%)	<input type="checkbox"/> 2. EFT	Approved By: _____
<input type="checkbox"/> 3. Reinstated	<input type="checkbox"/> 3. Special (25%)	<input type="checkbox"/> 3. CCM	Today's Date: _____
SPRING	<input type="checkbox"/> 4. TNA Individual	<input type="checkbox"/> 4. PD	

**Dues Payment Options** (please choose one)

**\*SIGNATURE REQUIRED BELOW**

**Automatic Monthly Payment Options**  
 This is to authorize monthly electronic payments to American Nurses Association, Inc. (ANA). By signing on the line, I authorize TNA/ANA to withdraw 1/12 of my annual dues and any additional service fees from my account.  
 \*SEE AT RIGHT

**Automatic Annual Credit/Debit Card Payment**  
 This is to authorize annual credit card payments to American Nurses Association, Inc. (ANA). By signing below I authorize TNA/ANA to charge the credit card listed below for the annual dues on the 1st day of the month when the annual renewal is due.  
 \*SEE AT RIGHT

**Annual Payment**  
 Make check payable to TNA or fill out credit card information below.

**\* Automatic Monthly Payment Authorization Signature**  
 **CHECKING ACCOUNT:** Please enclose a check for the first month's payment, which will be drafted on or after the 15th day of each month using the account designated by the enclosed check.

**CREDIT/DEBIT CARD:** Please complete the credit card information at right and this credit card will be debited on or after the 1st of each month (VISA and MasterCard Only).

**\* Automatic Annual Payment Authorization Signature**  
 **Charge to My Credit/Debit Card**  
 Available for Annual or Monthly Payment Options  
 VISA  American Express  
 MasterCard  Discover  
 Number \_\_\_\_\_  
 Exp. date \_\_\_\_\_ Verification Code \_\_\_\_\_  
 Signature \_\_\_\_\_

**Authorization to Bill My Employer**

Company \_\_\_\_\_  
 Contact Person \_\_\_\_\_  
 Street or PO Box \_\_\_\_\_  
 City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
 (Many employers pay professional dues. TNA's educational programs alone justify it. Ask your employer.)

**Payroll Deduction**  
 This payment plan is available only where there is an agreement between your employer and the association to make such deduction.

**PARTICIPATING AGENCIES**  
 VA - Nashville, Memphis, Mountain Home, Murfreesboro  
 Regional Medical Center - Memphis

\_\_\_\_\_  
**Signature for Payroll Deduction**

Participating is easy!  
 visit [www.tnaonline.org](http://www.tnaonline.org)  
 and click on the **amazon link**.

\* Make sure to visit Amazon, through the TNA website every time you shop online. Great for Holidays and Special Occasions.

**"I HAVE 100 OR 200 COOKBOOKS, BUT I ALWAYS MAKE A RECIPE MY OWN."**

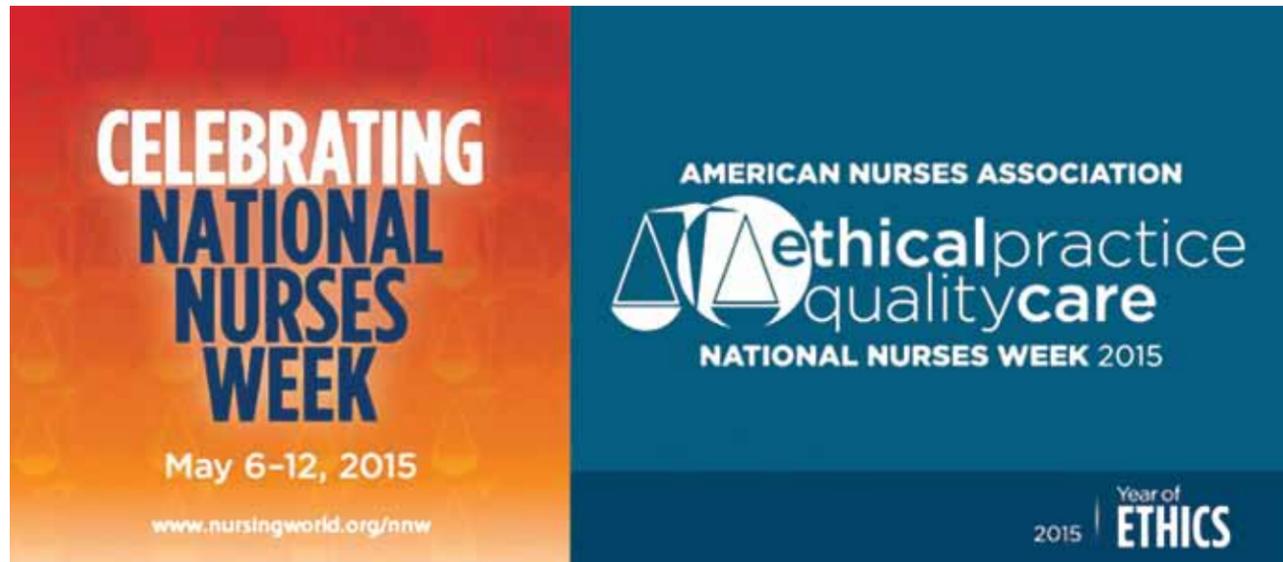
I LIKE TO WING IT AND COME UP WITH NEW FLAVOR PROFILES—FOR THE PEOPLE WHO READ MY FOOD AND FITNESS BLOG AND MY 3 BOYS. AND WITH LEAN BEEF, I JUST KNOW I CAN BE CREATIVE AND SERVE SOMETHING FOR THEIR GROWING BODIES THAT MAKES ME FEEL GOOD.

**I'M JENNIFER FISHER AND I'M PROUD TO PUT BEEF ON MY TABLE.**

ABOVE ALL ELSE .  
**BEEF**  
 IT'S WHAT'S FOR DINNER.

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**The Tennessee Nurses Foundation Offers Hospitals and Nursing Schools**  
**THE AMERICAN NURSE**  
**HEALING AMERICA**  
**Documentary**

Inside the nation's most trusted profession; *THE AMERICAN NURSE HEALING AMERICA* is a Carolyn Jones documentary that takes you into the lives of five nurses who go above and beyond to care for patients in need. The film, a winner of the American Academy of Nursing's Excellence in Media Award, is a part of The American Nurse Project ([americannurseproject.com](http://americannurseproject.com)) which also includes the book *The American Nurse*.

In celebration of nurses during National Nurses Week, the Tennessee Nurses Foundation will provide a free copy of the DVD to each hospital and nursing school in the state of Tennessee to be shown during your nursing celebration festivities.

All hospital CNOs and nursing school Deans and Directors should receive an email soon that will include an order form. If you are a hospital CNO or nursing school Dean or Director and have not received the form, please contact Kathy Denton at [tntf@tnaonline.org](mailto:tntf@tnaonline.org).

**The Tennessee Nurses Foundation's mission is to promote professional excellence in nursing.**  
**Tennessee Nurses Foundation, 545 Mainstream Drive, Suite, 405, Nashville, TN 37228-1296**  
**Phone 615-254-0350 | Fax 615-254-0303**  
**Email: [TNF@tnaonline.org](mailto:TNF@tnaonline.org)**

**The Tennessee Nurse Editorial Board is looking for writers**

*Tennessee Nurse*  
**Submission Guidelines**

The *Tennessee Nurse* is a quarterly publication sent to all Registered Nurses in the State of Tennessee. Receiving a copy of this publication does not constitute membership in the Tennessee Nurses Association. The *Tennessee Nurse* is also sent to all state nursing organizations affiliated with the American Nurses Association, nursing schools in Tennessee, Tennessee hospitals and Legislators.

Any topic related to nursing will be considered for publication, however articles that speak to the broad scope of nursing are preferred rather than a narrow audience. Articles and photos should be submitted by email to [kdenton@tnaonline.org](mailto:kdenton@tnaonline.org) or mailed to Managing Editor, Tennessee Nurses Foundation, 545 Mainstream Drive, Suite 405, Nashville, TN 37228-1296.

All articles should be typed in Word. Please include two to three sentences of information about the author at the end of the article and list all references. References are not printed but are available upon request. Preferred article length is 750-1,000 words and subheading are encouraged for ease of reading. Articles will be reviewed for publication by the Tennessee Nurse Editorial Board and TNA staff.

Photos are welcomed as hard copies or digital files at a high resolution of 300 DPI. The Tennessee Nurses Foundation (TNF) assumes no responsibility for lost or damaged articles or photos. TNF is not responsible for unsolicited freelance manuscripts or photographs.

Although authors are not required to be members of the Tennessee Nurses Association, when space is limited, preference will be given to TNA members.



The *Tennessee Nurse* – Official Publication of the Tennessee Nurses Foundation  
 545 Mainstream Drive, Suite 405,  
 Nashville, TN 37228-1296  
 615-254-0350

**TNA Members – Help Shape TNA Policy Nominations Accepted Now for Several Elected Positions**

*Sharon Adkins, MSN, RN, TNA Executive Director*

The Tennessee Nurses Association Nominating Committee is actively seeking nominations for several positions that will be open for election on the TNA ballot at the Membership Assembly this fall. Running for office is a benefit of membership and a way to participate actively by shaping policy in your professional association. There is no more important time for nursing than now...I encourage you to think carefully about this opportunity.

If you wish to run for office, you must electronically complete the 2015 Call for Candidates Application, at [tnaonline.org](http://tnaonline.org) under the 2015 Annual Membership Assembly and Conference link and email the completed form to Barbara Martin at [bmartin@tnaonline.org](mailto:bmartin@tnaonline.org), by the **June 1, 2015 deadline. No handwritten, faxed or mailed Call for Candidates Applications will be accepted.** All Call for Candidates applications will be reviewed and selections made by the TNA Nominating Committee.

**Meetings**

Meetings of the Board of Directors are held 5 times per year. Specific dates will be set by the President, but are held in the February, April, June, September, and November timeframe.

Positions available for application and a description of duties are listed below.

**Secretary Accountability and Responsibilities: (2 year term) – 1 position to be elected**

As a board member, establish and approve policies and procedures, exercise corporate responsibilities and fiduciary over sight of the association. Attend approximately five Board meetings per year plus the annual Membership Assembly and fulfill other duties as specified by the Board of Directors.

**Nominating Committee Accountability and Responsibilities: (2 year term) – 3 positions to be elected**

The Nominating Committee shall report to and is accountable to the Membership Assembly and the Board of Directors. There are usually no more than two meetings during the year. The Nominating Committee develops the slate of candidates for the election. Nominating Committee members shall request the names of candidates for elective offices and should be willing to contact any TNA member that wishes to run for an office or that another member may suggest. The Committee will prepare a slate of nominees, publish such slate at least (60) days prior to the annual meeting, implements the policies and procedures for nominations and elections as established by the Board of Directors, and assumes other responsibilities for nominations as provided by the Bylaws.

**ANA Membership Assembly Representative Accountability and Responsibilities: (2 year term) – 1 position elected (others will be deemed alternates)**

**(2 year term) – 2 Alternates**

Attend the annual ANA Membership Assembly and vote on policies, positions, budgets and set the priorities for the American Nurses Association. This Assembly also elects the ANA Board of Directors and Nominating Committee. Expenses for this meeting are reimbursed by TNA.

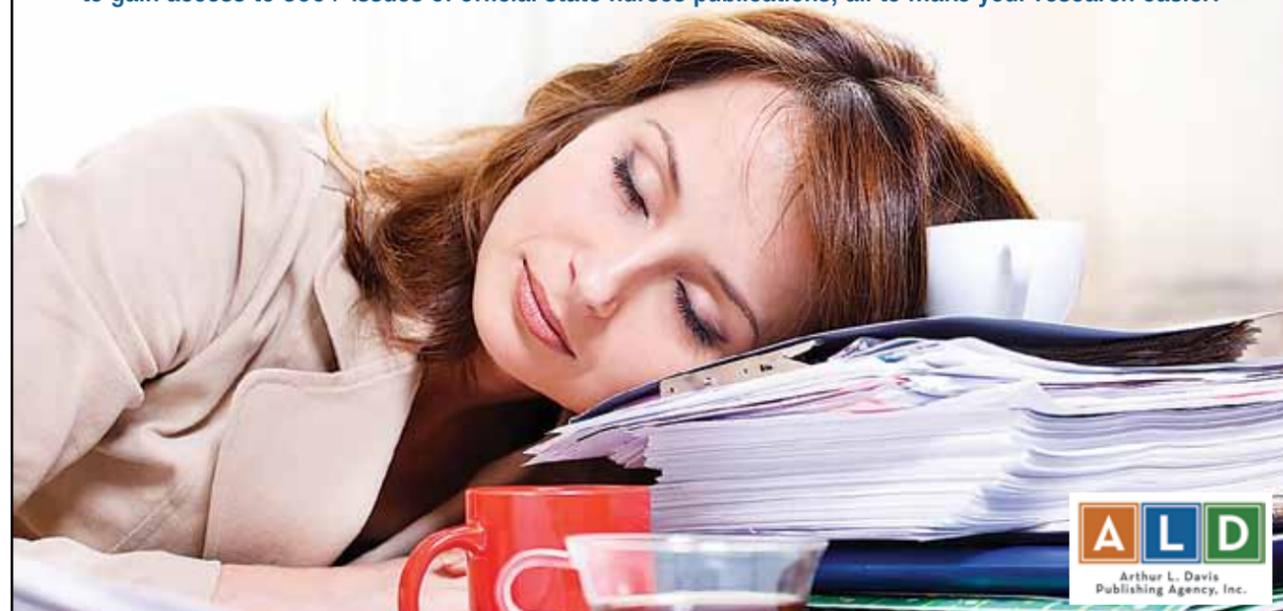
We do hope that each and every member will consider the opportunity to become actively involved in the Tennessee Nurses Association...your professional association. If you have any questions or need additional information on the open positions please do not hesitate to give me a call.

**Remember the deadline date for receipt of applications and required documentation is June 1, 2015.**

That research paper isn't going to write itself.

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# Accelerate Your Career! Six Common Job Search Road Blocks and How to Avoid Them

Are you having trouble securing second round interviews? Does it seem as though your job search has simply stalled out? You might be making some of the same mistakes that countless other job hunters are making while searching, applying and interviewing for new employment opportunities. The following list examines these common job search related blunders and offers advice on how to bypass them:

### Limiting your resources

Relying on only a few job posting resources limits the amount and quality of opportunities that you have access to. Spread your efforts across multiple mediums and multiple sources to ensure a more thorough job search.

### Underutilizing your network

When searching for a job, remember to tap into your network of friends and professional contacts to get things moving. It is quite possible that someone in your network has the connections necessary to help you land your dream job. Many members of the Tennessee Nurses Association have said they are where they are today because of the people they have met through TNA. Join your professional association today at [tnaonline.org](http://tnaonline.org) or call 615-254-0350.

### Not doing your homework

Interviewers want to feel confident that you have researched both the position and the company prior to the interview. Be sure to know what the position entails, what the company does and feel secure in your industry knowledge.

### Bad-mouthing previous employers

When asked what you liked least about your previous position, be careful not to sound too negative and definitely do not bad-mouth a past supervisor or coworker. Keep your answers as positive as possible.

### Appearing unprofessional

Dressing appropriately for an interview is just one small part of your professional appearance. Make sure that your email address, outgoing voicemail message and personal web pages make a favorable impression as well.

### Forgetting to ask questions

Ask intelligent and open ended questions during the interview that show you have done your research and that you are genuinely interested in learning more about the position and the company.

When it comes to the mistakes candidates make throughout the entire job search process, the list goes on and on. The key to avoiding most of them is using common sense. Now that you are aware of the most common of these errors, you can be sure to steer clear of them to ensure a successful job hunt.

Visit the *TNA Career Center* today to view our list of exclusive opportunities at [tnaonline.org](http://tnaonline.org)! Our new and improved Career Center site will be coming soon.

## Full Speed Ahead Accelerate your career



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- ▶ Record of scholarly achievement
- ▶ Excellent communication skills

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- ▶ Experience with DNP education. Course work at the graduate level in curriculum development and implementation.

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- ▶ Active in grant writing and maintains own record of scholarly activities.

For more information, visit our web site: <http://nursing.utk.edu/>.

Interested applicants should send a cover letter, curriculum vitae, and the names and contact information (phone and email address) for three references. These materials should be submitted electronically to Victoria Niederhauser DrPH, RN, Dean & Professor, The University of Tennessee, College of Nursing ([vniederh@utk.edu](mailto:vniederh@utk.edu)). Review of applications will begin September 30, 2014 and continue until the position is filled.

The University of Tennessee is an EEO/AA/Title VI/Title IX/Section 504/ADA/ADEA institution in the provision of its education and employment programs and services. All qualified applicants will receive equal consideration for employment without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, or covered veteran status.

## Continuing Nursing Education Calendar

The Tennessee Nurses Association is accredited as an approver of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation. Approved CNE activities are listed at [www.tnaonline.org](http://www.tnaonline.org) under the Continuing Education link.



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“ A 48-year-old woman with sleep apnea had surgery at a hospital for a detached retina. The surgery went well, and the patient was admitted overnight for observation.

That evening, the nurse gave the patient Demerol for pain as prescribed. When the patient vomited shortly thereafter, the nurse assumed the medication had been expelled and gave the patient another dose. Later, the patient complained of inadequate pain control. The nurse alerted the physician, who ordered another pain medication. By 1:15 a.m., the patient coded. The team could not resuscitate her.

The patient's daughter filed a lawsuit. The case was settled for more than \$1 million, split evenly among the nurse and two physicians.<sup>1</sup>



It's because of cases like this that the **American Nurses Association (ANA)** offers the Nurses Professional Liability Program. It protects nurses from the potentially devastating impact of malpractice lawsuits.

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<sup>1</sup> Source: Forum, May 2008  
<sup>2</sup> Please contact the program administrator for more information, or visit [proliability.com](http://proliability.com) for a free quote.

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