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Georgia Nursing

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Brought to you by the Georgia Nurses Foundation (GNF) and the Georgia Nurses Association (GNA), whose dues-paying members make it possible to advocate for nurses and nursing at the state and federal level.

The Official Publication of the Georgia Nurses Foundation (GNF) • Quarterly publication direct mailed to approximately 117,000 RNs in Georgia

Highlights from the 2015 GNA Professional Development Conference & Membership Assembly



GNA President Aimee Manion presides at the GNA Membership Assembly

We've heard very positive feedback from the attendees, sponsors and exhibitors who attended GNA's 2015 Professional Development Conference & Membership Assembly, which took place October 2-3 at the Columbus Ironworks Convention Center. Attendees exchanged new ideas, discussed current nursing practice issues, and participated in valuable continuing education and professional development sessions.

Conference Highlights on pages 7-11

GNF President's Message

Georgia W. Barkers, EdD, MBA, MHA, RN, NEA-BC

“It was only a sunny smile, and little it cost in the giving, but like morning light it scattered the night, and made the day worth living.”
~F. Scott Fitzgerald

Serving as President of the Georgia Nurses Foundation has been a pleasure and a privilege. We have accomplished many things and laid the foundation for much more to come in the future. The important message to remember is that nurses should be available to help and encourage each other. Our voices and our actions will help the profession and the populations we serve. I am turning another page in my nursing journey



Georgia W. Barkers

GNF President's Message continued on page 6

CEO Corner

Becoming A Visionary Thought Leader

Debbie Bartlett CAE

Being seen as a thought-leader can have a direct payoff. Heightened credibility and increased visibility are good for your career. Visionary thinkers not only have great ideas, they effectively communicate and implement those ideas. Everyone has ideas. Ideas are cheap. Talk is even cheaper. Becoming a trusted thought-leader is not easy and it brings with it a lot of responsibility. Sometimes your only mode of transportation is a leap of faith.



Debbie Bartlett

CEO Corner continued on page 12



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In Memory

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INSTRUCTOR

Search #67305

Georgia Southern University invites nominations and applications for the position of Instructor in the School of Nursing in the College of Health and Human Sciences.

Position requires teaching in the classroom and clinical settings in the undergraduate program. Responsibilities also include scholarship within discipline, service on committees, and participation in official activities of the School, College, and University. The position is an 10-month, non-tenure-track appointment, and salary is competitive and commensurate with qualifications and experience.

For a complete list of required and preferred qualifications, see our website at <http://chhs.georgiasouthern.edu/employment/>.

Screening of applications begins November 15, 2015, and continues until the position is filled. Position start date is August 1, 2016. A complete application consists of a letter addressing the qualifications cited above; curriculum vitae; and the names, addresses, telephone numbers, and email addresses of at least five professional references. Other documentation may be requested.

Applications and nominations should be sent to:
Dr. Sharon Radzynski, Search Chair, Search #67305
School of Nursing, Georgia Southern University, P. O. Box 8158
Statesboro, GA 30460-8158
Electronic mail: sradzynski@georgiasouthern.edu
Telephone: 912-478-5455

More information about the institution is available through <http://www.georgiasouthern.edu> or <http://chhs.georgiasouthern.edu/nursing/>

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Names, Faces, Places

Roy Simpson winner of STTI Nursing Excellence Award

GNA member Roy Simpson is the 2015 winner for Sigma Theta Tau International (STTI) Nursing Excellence Award for the Virginia K. Saba Nursing Informatics Leadership Award. STTI's International Awards for Nursing Excellence are based on the society's dedication to fostering high professional nursing standards, recognizing superior achievement, developing leadership and encouraging creative work. Awards are conferred to nurses each biennium for contributions in the fields of technology, media, chapter excellence, research, leadership, and practice.



Roy Simpson

Governor Deal Appoints Janice Izlar to Georgia Board of Nursing

Jancie Izlar was recently appointed by Governor Nathan Deal to the Georgia Board of Nursing. Ms. Izlar is a certified registered nurse anesthetist. She is a member of the Georgia Nurses Association and the American Nurses Association. Izlar served as board president for the Georgia Association of Nurse Anesthetists and the American Association of Nurse Anesthetists. She sits on the board of directors for the American Association for Accreditation of Ambulatory Surgery Facilities and the board of visitors of the Columbia University School of



Jancie Izlar

Nursing. Izlar graduated from the North Carolina Baptist Hospital School of Nurse Anesthesia, earned a master's degree in Nursing from Columbia University and a doctorate in Nurse Anesthesia Practice from Virginia Commonwealth University.

Sandra Dukes appointed to Minority Fellowship Program National Advisory Committee

GNA Member Sandra Dukes has been appointed by the American Nurses Association to the Minority Fellowship Program National Advisory Committee. The Minority Fellowship Program focuses on excellence in research, practice, public policy, and leadership, within local and global communities. It embraces change and helps to shape the future of health care delivery. Her term commences January 1, 2016 and ends December 31, 2017.

From Sandra Dukes: 'I am truly humbled by this opportunity to serve as a volunteer on this committee. The committee goals align with my goals to increase the number of behavioral health care professionals across all sectors. Thank you for supporting me. GNA helped to prepare me for this opportunity.'

Dr. Barkers receives Max Holland Distinguished Alumni Award

Dr. Georgia Barkers was selected to receive the Max Holland Distinguished Alumni Award by the Institute of Health Administration (IHA), at Georgia State University. This award is given annually to an alumnus who has demonstrated through professional and personal achievements: leadership abilities, contributions to the field, contributions



Georgia W. Barkers

to the community, and dedication to graduate education in health administration. Dr. Barkers' accomplishments, vision, and leadership, have made her well deserving of this recognition.

Dr. Barkers earned her MBA and MHA degrees in 1986 and completed an administrative residency at Grady Health System. Since graduating she has served in a variety of leadership positions both professionally and as a community volunteer. In addition to serving as Vice-Chair of the DeKalb County Hospital Authority and President of the Georgia Nurses Foundation, she also served the IHA Alumni Board as a member and later as president, providing superb leadership to advance and support the graduate education of tomorrow's health industry leaders.

The award is named in honor of Dr. Max Holland, a beloved faculty member, mentor and friend of IHA. Dr. Barkers exemplifies many of the qualities of excellence he personified.

Magnet redesignation to St. Joseph's/Candler

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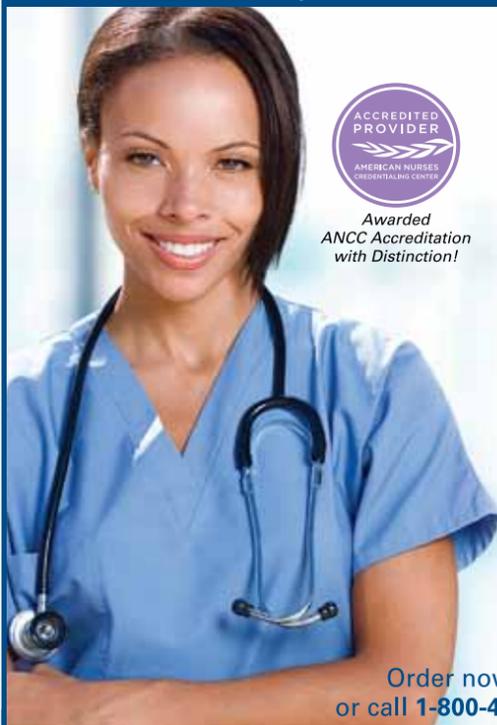
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ANA Membership Assembly

ANA Membership Assembly Report

Before the Membership Assembly came to a close on Saturday, July 25, 2015, nurse leaders took action on key issues centering on fostering an ethical environment, infection prevention and control, and advancing and public reporting of quality measures that capture nursing care. They also elected three members to the ANA Board of Directors and four to an ANA committee, and voted on bylaws focused on association governance.

Elected to the ANA Board of Directors as vice president is Ernest James Grant, PhD, MSN, RN, FAAN, from the North Carolina Nurses Association; as treasurer, Gingy Harshey-Meade, MSN, RN, CAE, NEA-BC, from the Indiana State Nurses Association; and Jesse M. L. Kennedy, BSN, RN, from the Oregon Nurses Association as director-at-large, recent graduate. The board members' terms will commence Jan. 1, 2016.



Newly-elected ANA board members (from left) Jesse M. L. Kennedy, director-at-large, recent graduate; Gingy Harshey-Meade, treasurer; Ernest James Grant, vice president.

Members also voted to approve a measure in which the Membership Assembly will continue its business meeting in its current structure through 2017, and another measure that creates a Leadership Council. That advisory body—composed of presidents, chief staff officers or their designees from each constituent/state nurses association and the Individual Member Division—consult and collaborate with the ANA board on issues affecting the C/SNAs and the IMD.

In other action, assembly members voted to approve three practice and health care resolutions. One, in part, recommends that ANA promote knowledge and application of the *Code of Ethics for Nurses with Interpretive Statements* in a systematic and comprehensive way within nursing education programs and professional development. Another resolution focuses on ANA working to identify and disseminate innovative strategies to engage nurses in broad infection protection and disaster preparedness activities, among

other efforts. The third resolution includes asking ANA to advance quality measures and data policy to include measures that capture nursing care in national public reporting efforts.

In an additional activity, more than 320 nurse leaders in attendance, including observers, participated in a strategic discussion on engaging members and developing leaders locally in the digital age. Serving as facilitator was Jamie Notter, an organizational consultant and founding partner at Culture That Works LLC.

“When it comes to engaging members and developing leaders, times are changing,” he said. “I want you to use the creative energy in this room to solve this issue.”

Members subsequently met in small groups and then offered their ideas to reach new members and create new leaders, particularly among the largest generation, the millennials. Among their suggestions were “to change the language to change thinking,” such as renaming “mentors” as “partners” to better reflect two-way communication and learning; advance a greater use of social media before, during and after meetings and conferences to increase engagement; create a virtual idea room and have short videos on hand-washing and other relevant topics; schedule social events, including in areas where nurses, who might not otherwise be able to attend, can bring their young children; and provide opportunities for members to “micro-volunteer,” in which members can take on very short-term projects that match their passions.

In closing, ANA President Pamela F. Cipriano, PhD, RN, NEA-BC, FAAN, noted themes of gratitude, optimism and an ongoing willingness to address adaptive challenges.

“We want to be strategic thinkers, not functional doers,” she said. “Taking risks is not simple, and being leaders is not easy.”

She thanked the members for the risks they were willing to take in the past to move ANA forward, and the work they will continue to do.

For more information on committee election results, go to www.nursingworld.org and read the full story on all the events in *The American Nurse*.

2015 ANA Lobby Day

Some 240 RNs from around the country headed to Capitol Hill to meet with policymakers and their staff to discuss the importance of Title VIII nursing workforce development funding, as well as legislation on safe staffing, home health care and improving veterans' access to care.



Cindy Balkstra, ANA VP; Aimee Manion, GNA President and GNA Representative to the Assembly; and Wanda Jones, GNA Secretary and GNA Representative to the Assembly

Additionally, more than 1,500 nurses are making their voices and viewpoints heard by participating virtually in a social media campaign, which will greatly increase nursing's impact.

Before their Capitol Hill visits, Lobby Day participants attended a breakfast briefing at the Renaissance Washington, DC, Downtown Hotel, where U.S. Rep. Michelle Lujan Grisham (D-NM) thanked nurses for the difference they make in health care and the lives of so many Americans.

“The best champions for health care have been nurses,” said Lujan Grisham, who's been a tireless advocate for long term care, public health, and greater access to care issues. She noted that nurses provide care often in the most difficult of situations; they enhance care and do the right thing in a health care system that is plagued with financial issues.



She stressed the importance of federally investing in the nursing workforce and having safe staffing in all work environments, from primary to acute to long term care.

Honing in on the issues

Lobby Day participants also were presented with more information on ANA-supported legislation, including the Registered Nurse Safe Staffing Act (H.R. 2083/ S. 1132). This measure, introduced by U.S. Sen. Jeff Merkley (D-OR) and U.S. Reps. Lois Capps (D-CA) and David Joyce (R-OH), presents a balanced approach to ensure adequate RN staffing by recognizing that direct care nurses, working closely with managers, are best equipped to determine the staffing level for their patients.

Another federal bill targeted for Lobby Day is the Home Health Care Planning and Improvement Act (H.R.1342/ S. 578). Introduced by U.S. Reps. Greg Walden (R-OR) and Ron Kind (D-WI) and U.S. Sens. Susan Collins (R-ME) and Charles Schumer (D-NY), this measure allows advanced practice registered nurses to order home health services under Medicare in accordance with state law.

Yet another focus is promoting the Veterans Access to Care Act (H.R. 1247), introduced by U.S. Reps. Sam Graves (R-MO) and Jan Schakowsky (D-IL). It grants APRNs full practice authority, which will address the delays in health care at the Veterans Health Administration.

Nurses also are being asked to urge lawmakers to support the Title VIII Nursing Workforce Reauthorization Act (H.R. 2713). Title VIII programs provide the largest source of federal funding for nursing education, offering financial support for nursing education programs, individual students and nurses.



Debbie Hatmaker, ANA Executive Director (GNA Past President)



Cindy Balkstra, ANA Vice President (GNA Past President)

GEORGIA SOUTHERN UNIVERSITY

ASSISTANT PROFESSOR

Search #67307

Georgia Southern University invites nominations and applications for the position of Assistant Professor in the School of Nursing in the College of Health and Human Sciences.

Position requires teaching, service, and research responsibilities as well as a terminal degree. Primary responsibilities will include teaching in the classroom and clinical settings in the undergraduate and graduate programs. Responsibilities also include scholarship within discipline, service on committees, and participation in official activities of the School, College, and University. The position is an 10-month, tenure-track appointment, and salary is competitive and commensurate with qualifications and experience.

For a complete list of required and preferred qualifications, see our website at <http://chhs.georgiasouthern.edu/employment/>.

Screening of applications begins November 15, 2015, and continues until the position is filled. Position start date is August 1, 2016. A complete application consists of a letter addressing the qualifications cited above; curriculum vitae; and the names, addresses, telephone numbers, and email addresses of at least five professional references. Other documentation may be requested.

Applications and nominations should be sent to:

Dr. Sharon Radzyski, Search Chair, Search #67307
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ANA Membership Assembly

Representative to 2015 ANA Membership Assembly

Wanda Jones MSN, FNP-BC, Secretary for GNA Board of Directors

I had the privilege and honor to represent GNA at the 2015 ANA Membership Assembly (MA) from July 22 to June 25, 2015. After a two and half hour flight delay in Atlanta, Aimee Manion, GNA President, and I finally made it to Washington, DC. The MA was held at the Renaissance Downtown Hotel.

ANA Lobby Day was July 22. Aimee Manion, Cindy Balkstra, VP of ANA, Heather Hunnighan and myself started the day at the ANA briefing breakfast. We were given an overview of the issues and strategic ways to solicit support from our Senators and Representatives concerning crucial legislative issues to advance the nursing profession. We loaded on the buses and headed to the Capital for scheduled meetings with our Senator's David Purdue and Johnny Isakson. In the afternoon, we saw our Representative's Barry Loudermilk, Doug Collins and Tom Price. At each office we spoke with one of their staff and left an ANA packet containing information concerning the four bills ANA would like for them to endorse. The four bills are:

- | | |
|------------------|--|
| H.R. 1342/S.578 | The Home Health Care Planning Improvement Act |
| H.R. 2083/S.1132 | The Registered Nurse Safe Staffing Act |
| H.R. 1247 | The Improving Veterans Access to Care Act |
| H.R. 2713 | Title VIII Nursing Workforce Reauthorization Act |

We were not able to speak directly with our Senators or Representatives but the staff liaison was very receptive to our conversation concerning these bills.

Opening day for the Membership Assembly was July 23. The keynote speaker was the marvelous Leah Curtin. Her motivating address about taking time to

reflect on the importance of maintaining the highest ethical standards in a rapidly changing healthcare left everyone in the room with many thought provoking ideas. ANA setup dialogue forums to engage everyone in substantive discussion on relevant and timely nursing practice and health policy issues. These discussions afforded an opportunity to get to know who was at your assigned table. Aimee and I made great friends with the group from South Carolina. That night Aimee and I meet with all the candidates up for ANA election and attended the SEED meeting.

July 24 was day two of the MA. Great discussion continued with the dialogue forums. Changes in the ANA Bylaws were discussed and passed. Friday afternoon the voting polls were opened for election of the officers of ANA. Friday night Aimee and I went on a great night tour of the Washington monuments.

The last day of the MA was July 25th. Recognition of the newly elected officials of ANA were announced along with discussion concerning the future goals of ANA. Closing remarks were made by Pam Cipriano, ANA President. The Membership Assembly allowed an opportunity to network with many colleagues from across the nation and to make new friends along the way.

Again, I so appreciate the opportunity to attend the 2015 ANA Membership Assembly as one of two GNA's representatives. Thankfully Aimee and I had an uneventful flight back to Atlanta.





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GNF President's Message continued from page 1

and I have grown personally and professionally from the people I have met as the President of GNF. Thank you for this opportunity.

The vision for nursing is an evolving one that sees nurses functioning at the upper limits of their education and training, and serving in the boardrooms as well as at the bedside. As a new generation of nurses step forward, there will always be room for the mature nurse to practice, teach, mentor, coach and play an active role as the keeper of experience and knowledge. The new generation of nurses has skills and abilities that are key in an era of technology and multi-tasking. The combination of the generational learning available in nursing is amazing and should not be ignored or minimized. We must work together to be "all that we can be" and not allow nursing to be defined by those who have grown cynical or others outside of our profession.

The Institute of Medicine's report on the Future of Nursing: Leading Change, Advancing Health, has identified the needs and, the possibilities for nursing

and, we as nurses need to collaborate with other stakeholders to turn these visions into reality. We should find those areas where we agree and speak with one voice for the profession. We should work for the common good in areas where our opinions differ, in order to move forward together, as nursing professionals.

Although we are in an emotionally intense career field, we can use our understanding of ourselves and others to prevent burn-out and cynicism from replacing optimism and vision. We can and must move beyond any behavior that does not represent the best of who we are and what we do as nurses. Consider the Georgia Nurses Foundation's Honor a Nurse program to show appreciation, and, say thank you to "a nurse who has touched your life as a friend, a caregiver, a mentor, an exemplary clinician, or an outstanding teacher." And, always remember, even a simple smile can brighten someone's day.

Happiness is an inside job and can be present even in the worse circumstances. Treat each day as the wonderful opportunity it is and watch your circumstances brighten.

~The Attitude Nurse



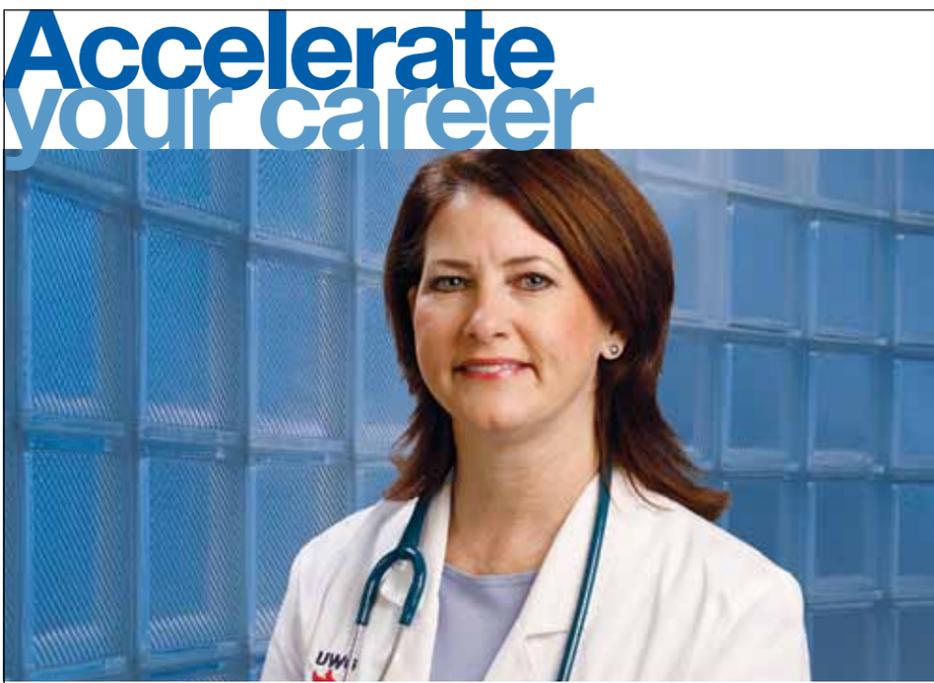
GEORGIA SOUTHERN UNIVERSITY
ASSISTANT PROFESSOR OR INSTRUCTOR
Search #67356
Georgia Southern University invites nominations and applications for the position of an Assistant Professor or Instructor for the Psychiatric Mental Health Nurse Practitioner Track in the School of Nursing in the College of Health and Human Science.
Position requires teaching, service, and coordination responsibilities. This position is supported by an Advanced Nursing Education grant from HRSA and will only be available for the term of the grant. The position is a non-tenure-track appointment and salary is competitive and commensurate with qualifications and experience.
For a complete list of required and preferred qualifications, see our website at <http://chhs.georgiasouthern.edu/employment/>.
Screening of applications begins November 1, 2015, and continues until the position is filled. Position start date is January 1, 2016. A complete application consists of a letter addressing the qualifications cited above; curriculum vitae; and the names, addresses, telephone numbers, and email addresses of at least five professional references. Other documentation may be requested.
Applications and nominations should be sent to:
Dr. Sharon Radzynski, Search Chair, Search 67356
School of Nursing, Georgia Southern University, P. O. Box 8158
Statesboro, GA 30460-8158
Electronic mail: sradzynski@georgiasouthern.edu
Telephone: 912-478-5455
More information about the institution is available through
<http://www.georgiasouthern.edu> or
<http://chhs.georgiasouthern.edu/nursing/>
Names of applicants and nominees, vitae, and other non-evaluative information may be subject to public inspection under the Georgia Open Records Act.
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See SUprograms.info for program duration, tuition, fees and other costs, median debt, salary data, alumni success, and other important info.



2015 Conference Highlights

Thanks to our 2015 Professional Development Conference Sponsors & Exhibitors!

The Georgia Nurses Association would like to thank the sponsors of our 2015 Conference for their generosity and commitment to the nursing profession!



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GNA would like to thank the exhibitors at the year's Professional Development Conference. Your participation and support has provided our attendees a valuable, energizing experience!

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GNA Welcomes our New Board of Directors for 2013-2015

We are pleased to introduce the new Georgia Nurses Association Board of Directors to our members and readers.



Aimee Manion,
DNP, RN-BC,
NEA-BC
President



Judith Malachowski,
PhD, RN, CNE
President-Elect



Thea Sullivan,
MBA, BSN, RN
Secretary



Jill Williams,
RN, MSN, MCSM
Treasurer



Kathy Williams,
MA, BSN, RN
Director Leadership
Development



Mary Watson, RN
Director Membership
Development



Sherry Sims,
RN, MSN
Director Nursing
Practice & Advocacy



Joanne Butler,
BSN, RN
Director Staff Nurse



Suzanne Staebler,
DNP, APRN, NNP-
BC, FAANP
Director Advanced
Practice Registered
Nurse



Richard Lamphier, RN
Director Legislation/
Public Policy



Georgia W. Barkers, EdD,
MBA, MHA, RN,
NEA-BC
Georgia Nurses
Foundation President

Other individuals elected to office for the 2015-2017 term:

- Chair, Nominating Committee: Avia Turner-Gray, JD, BSN, BA, RN
- Nominating Committee Members: Rolyn Clarke, BSN, RN; Wanda Jones, BSN, MSN, FNP-BC; Chikita Mann, MSN, RN, CCM; Jill Ray, RN, MSN

2015-2017 Elected ANA Representatives:

- ANA Representative: Aimee Manion, DNP, RN-BC, NEA-BC
- ANA Representative: Judith Malachowski, PhD, RN, CNE
- First Alternate ANA Representative: Thea Sullivan, MBA, BSN, RN
- Second Alternate ANA Representative: Jill Williams, RN, MSN, MCSM
- Third Alternate ANA Representative: Kathy Williams, MA, BSN, RN

GNA/GNF Scholarship Recipients

The 2015 GNA/GNF Scholarship Recipients were announced during the 2015 Membership Assembly on October 3. The recipient of the **GNF Katherine Pope Scholarship** is **Jennifer C. Weeks**, MSN/FNP student at Albany State University School of Nursing. The recipient of **GNA's Annie Lou Overton Scholarship** is **Rosalind D. Person**, BSN student at Chamberlin College of Nursing. GNF also awarded the **GNF Katherine Chance Scholarship** to **Rolyn Clarke**, BSN to DNP student at Georgia Southern University.



Jennifer C. Weeks



Rosalind D. Person



Rolyn Clarke

Updated GNA Bylaws Available

GNA Bylaws were amended by GNA members during the 2015 Membership Assembly, which took place October 3, 2015, in Columbus, GA. The updated bylaws are now available on GNA's website at <http://www.georgianurses.org/?page=GNABylaws>.





2015 Conference Highlights

2015 CEO Biennial Membership Assembly Report

Debbie Hackman Bartlett CAE

This Biennial Membership Assembly reporting period represents the 14th and 15th year in my position as CEO of the Georgia Nurses Association and the Georgia Nurses Foundation. This will be my last report to the Assembly. I plan to retire at the end of this calendar year. I have given the GNA/GNF Board four months' notice with the intent to enable their search and a smooth transition to a new CEO for GNA/GNF.

It has sincerely been an honor to have served the members in this capacity for over 15 years. I have very fond and proud memories of my journey with you. And for that I am grateful. Two of my favorite memories are the day we "cut the ribbon" on GNA's new headquarters building in 2001 (debt free!) and the evening celebration of GNA's Centennial (2007) where you shared your "favorite stories." Thank you for the confidence you placed in me for so many years. YOU inspired my professional commitment to the advocacy and advancement of the nursing profession as the first CEO from the Association Management field rather than an RN and the longest serving CEO in GNA's history. You have enriched my life forever as a result.

Detailed Biennium Report

The reporting period of this Report initiated at the conclusion of the 2013 Membership Assembly with the planning of the November 2013 Board Retreat. With only a few returning Board members on the 2013 Ballot, many of the incoming Board members were new to Board service at the state level. Past GNA Board Retreats have always focused on a bit of historical perspective and on the Board member's orientation to their nonprofit roles and responsibilities. These orientation sessions have been particularly popular with new Board members seeking clarification about their role and wanting to know what "success looks like." The traditional Agenda of those Board Retreats would include a full day orientation session presented by the President and the CEO about the legal & fiduciary responsibilities of Board governance, review of the current & revised Bylaws and the Policy Manual, review of the financial statements and budget, assigning of the Membership Assembly's approved Strategic Plan, a comprehensive exploration of best practices in Association Management and a "who does what" review of the Board/Staff partnership that enables the good work of the organization. During the Nov 2013 Retreat, there was a distinct departure from traditional past practice signaling a very different, more unilateral approach would be initiated by incoming President Rebecca Wheeler.

In the meantime, I developed a Media training program for GNA Board members including video recording so they could practice what it felt like

to be under the glare of the camera responding to really tough questions. Little did we know that this training would come in quite handy as the issues that garnered the most attention from the media that year related to the dramatic Ebola outbreak and issues centered around substance abuse disorder among nurses. Other continuing education programs that I developed and delivered to many of the GNA Chapters were on Emotional Intelligence in the Workplace and on The Career Limiting Habits of Females.



As the first year of this biennium (2014) progressed, multiple elected and appointed Board members gave notice at various points that they could not fulfill their elected terms for various personal reasons (competing work demands, moving out of state etc.). As those vacancies occurred, a call was sent out over the members-only listserv and positions were replaced with new appointments by the Board to the Board.

During 2014 GNA saw the departure of two key staff members (Donna Heavener, VP of Operations, and Jeremy Arie, Director of Marketing and Communications). With an eye toward being fiscally conservative, and with certain non-dues revenue programs under negotiation, those specific staff positions were not filled. Instead a promotion from within effort was initiated with the cross training of talented professionals already on staff. All indications have been that members remain satisfied with member service levels provided by the GNA staff. The SPAC program, which is managed entirely at the staff level, remains a key financial sustainability element in GNA's budget. All other non-dues revenue programs managed at the staff level have significantly exceeded budget projections. GNA has also enjoyed a 15 year upward trajectory in membership growth each year (with the exception of the year the VA unions left ANA).

At the end of the first year of this two year term, Rebecca Wheeler resigned as GNA President on November 16, 2014 as did the GNA Treasurer. The GNA Bylaws relating to transition in authority for the President's role were referenced for guidance related to when a President does not fulfill a term. As outlined in the Bylaws, President-Elect Dr. Aimee Manion assumed the GNA Presidency in a smooth transition (Nov 16, 2014). GNA's previous Treasurer Jill Williams agreed to the Board's request to be appointed to re-assume the Treasurer's position effective immediately. GNA Chapter Chair

leaders were immediately informed by President Manion of this leadership change through written correspondence and with an immediate posting on GNA's official website. The GNA Board moving forward was able to expeditiously focus on the future of nursing and the work to be accomplished by the GNA Board on behalf of the members. A reboot orientation of the newly constituted Board was conducted utilizing the President/CEO partnership model and presented by Aimee Manion in her role as President and by CEO Debbie Hackman-Bartlett in the role of CEO. ANA Legal Counsel Alice Bodley and ANA Executive Director Debbie Hatmaker were also invited to present during that orientation.

There has been no further Board or staff turnover since the transition. Courtney Stancil was promoted to Director of Communications, Events & Governance. Shan Haugabrook was promoted to Director of Administrative Services for Member and Education Programs. Katrina Barnes MSN, RN remains as the Director of the SPAC Program and Marcia Noble is the CE Consultant. GNA's Accounting, Web Hosting and IT support are provided externally.

There are five overarching and consistent achievements I am most proud of:

- 1) I am proud that GNA & GNF are financially healthy and that the groundwork has been laid for that too continue. With good oversight by a new CEO, I am confident GNA & GNF can enjoy a strong, financially-sustainable future.
- 2) I am proud that membership in GNA has grown steadily each year for the last decade
- 3) I am proud that the staff for GNA/GNF are the most competent, professional State Nurse Association staff in the country. They are a very valuable asset for the members.
- 4) I am proud to have received ASAE's National Mentor of the Year Award and to have obtained the two respected professional credentials of **National Consultant for the Standards of Excellence Institute for Ethics & Accountability** and for **ASAE's National Certification for Association Management (CAE)**.
- 5) And last but not least, I am proud of the collaborative relationships that I have worked very hard to build for GNA over the years where they were not previously believed to be possible. Specifically some of those groundbreaking and productive relationships include: the GBON, the Governor, Key Legislators, The Chair(s) of the Senate and House Health & Human Services Committee, The Chair & Vice Chair of Appropriations,



Rob Levit (center) gives energizing opening session during the 2015 GNA Professional Development Conference!



2015 Conference Highlights

and with the Executive Directors (my counterparts) for the other health professions (MAG, The Dentists, PA's, Chiropractors, Family Counselors, Physiologists, Pharmacists, Optometrists, Ophthalmologists etc.).

Other Successful Initiatives this Biennium include:

GNA leading the Lobbying effort that successfully garnered \$2 Million Dollars in allocations for the Board of Nursing to hire 9 new staff members and to begin implementation of Mandatory Reporting.

GNA continuing to host a successful nurses' Lobby Day annually with up to 1000 nurses/students in attendance (despite the weather challenges!).

GNA's nurse advocate program putting a good technologically advanced reporting system in place and also having a great working relationship with the Board of Nursing.

GNA being selected by ANA as one of only four states to initiate the New Grad Project that culminated in the creation of the ANA New Grad Toolkit with content specifically designed for the new nurse.

An APRN Roundtable intended to achieve APRNs speaking with one voice that is spearheaded by Suzanne Staebler in the new GNA APRN Board position voted in at the last Membership Assembly.

A collaborative engineering project with Georgia Tech related to studying staff nurse functions. GNA's website rebranded and relaunched with new features and more on the way!

GNA's newsletter rebranded and still distributed "free" to a 150,000 nurse households quarterly.

And GNA now has a webpage where members can purchase GNA branded product (special thanks to Jill Williams' husband Roland for getting GNA past the technical difficulties for that project).

The Non Dues Revenue financial resources that support GNA/GNF's work:

The Non Dues Revenue /Credit Card Affinity Program with Bank of America was renewed with the potential of bringing in a half a million dollars to GNA over the life of the contract.

A new multi-year SPAC contract to be renewed in January 2016.

GNA's Online Career Center exceeding all revenue projections.

GNA's various royalty income programs are multiplying.

GNF's license/car tag program routinely brings in an average income of \$3,000 per month to help support GNF's scholarships and workforce planning.

The American Nurses Foundation now matches the Georgia Nurses Foundation scholarship amounts (up to \$1,500 per year)!

And GNF has been the recipient of several nationally awarded grants with plans underway to garner more grants to support nursing projects in Georgia.

Other projects on the drawing board include:

A GNA Leadership Academy.

GNA Legislative Internship Program (GNALI) which will focus on legacy building of nurses prepared to lobby the legislature.

IN CLOSING...

On January 15th I will be trading in my business suits and high heels as the longest serving CEO in GNA's rich history for my horseback riding gear and cowgirl boots and my plan to ride off into the sunset with my handsome husband Blair from our little horse farm in Aiken, South Carolina. It has been an honor to represent you for the past 15 1/2 years. While I am a mere blip on the screen of GNA's tenacious 108 year history, GNA represents 25% of my professional career. I have given my best and you deserved it. I will miss all of you. You will forever hold a piece of my heart.



It is also important to me to recognize and thank the current staff of GNA – most especially Courtney, Shan, Marcia and Katrina and to thank past staff members like Sylvia Smith, Jeremy Arie, and Debbie Hatmaker for all their teamwork and dedication – always pulling through – even the hail Mary passes. You are amazing.

The GNA Board will be appointing a Search Committee soon for the new CEO. I wish them and my successor the very best of wishes, wisdom and courage. No matter how skilled or how accomplished anyone may be - this is not an easy job. It will require intellectual curiosity and a steadfast commitment to personal ethics and accountability. In the words of former first lady Abigail Adams: "Learning is not attained by chance, it must be sought for with ardor and attended to with diligence." And one last quote from another first lady Eleanor Roosevelt that sums things up for me: "The future belongs to those who believe in the beauty of their dreams..."

Happy Trails –
Debbie Hackman-Bartlett



GNA Board members host ANA President Pamela Cipriano, keynote speaker at the 2015 GNA Professional Development Conference.



Board Dinner



GNA Board Installation



2015 Conference Highlights

2015 GNA Award Recipients

We'd like to congratulate the 2015 GNA award recipients, including Carolyn Clevenger (Excellence in the Care of Older Adults Award), Georgia Faye Jackson (Emerging Leader Award), Patrice Pierce (GNF's Innovations in Nursing Practice Award), and Emory Healthcare (Media Award). Wanda Jones received the Distinguished Service Award. GNA's Excellence in Partnership with Nursing Award was given to Arthur L. Davis Publishing Agency, Inc., and also the Medical Association of Georgia.



Georgia Jackson receives GNA's Emerging Leader Award



Patrice Pierce receives GNF's Innovations in Nursing Practice Award



Wanda Jones, pictured here with her family, receives GNA's Distinguished Service Award



Stephen Miller accepts GNA's Excellence in Partnership with Nursing Award, given to Arthur L. Davis Publishing Agency, Inc.



Medical Association of Georgia receives GNA's Excellence in Partnership with Nursing Award

See more photos of the 2015 GNA Professional Development Conference & Membership Assembly on GNA's FaceBook Page!
www.facebook.com/ganurses





CEO Debbie Bartlett with Emory Ebola Team members





2015 Conference Highlights



MAG Receives “Rarely-Given” Award from Georgia Nurses Association

For Release October 6, 2015
Contact Tom Kornegay at 678.303.9260 or
tkornegay@mag.org

ATLANTA – The Medical Association of Georgia (MAG) was honored with the “rarely-given” Georgia Nurses Association (GNA) *Partnership in Excellence with Nursing Award* during a ceremony that took place in Columbus on October 3. More than 100 nurses from across the state were on hand for the event.

“I accepted the award on behalf of my fellow 7,800 MAG member physicians with a great sense of pride,” says MAG President Manoj H. Shah, M.D., who received the award from GNA President Aimee Manion, DNP RN-BC, NEA-BC. “This validates MAG’s commitment to work with nurses and the other allied health care providers in the state to enhance patient care.”

In announcing the award, GNA CEO Debbie Bartlett, CAE, said that, “This award is being given to the Medical Association of Georgia in recognition of its commitment to transparency and collaboration

with the Georgia Nurses Association and other health professions, which has significantly improved GNA’s and MAG’s joint efforts to promote inter-professional communication on legislative issues that are important to the health care of our community.”

Bartlett added that, “This is only the fourth time in GNA’s history that the award has been given.”

Also on hand for the event were MAG Executive Director Donald J. Palmisano Jr. and MAG Government Relations Director Marcus Downs.

MAG is the leading voice for the medical profession in Georgia – which includes physicians in every specialty and practice setting. MAG membership has increased by more than 35 percent since 2010. Go to www.mag.org for additional information.

Founded over a century ago, GNA is the “state’s largest professional nursing association, giving voice to the 150,000 registered nurses across all practice settings in Georgia.” Go to www.georgianurses.org for additional information.



(From the left) GNA CEO Debbie Bartlett, GNA President Aimee Manion, MAG President Manoj Shah, M.D., MAG CEO Donald J. Palmisano Jr., and MAG Government Relations Director Marcus Downs.



CEO Corner continued from page 1

In becoming a visionary thought-leader you must take a very different approach than most, it challenges the status quo that people are invested in and that likely means many may disagree with your thinking. You will be tested. You will get pushback. Make sure you're prepared with facts to respond to the heat when others prefer the status quo. Use pushback as a sign you may really be on to something. Listen to it and utilize it to think about how to better communicate your groundbreaking ideas differently so that others can relate to the vision. What's in it for them?

There's a direct correlation between being an authentic leader and getting great results. If you're privileged enough to be in a position of leadership, it is paramount that you maintain the trust of the people for whom you have a responsibility. And if you violate that, then you have failed. Trust is golden. Earn it early and often.

What happens if something goes wrong with your new idea? Nothing helps you maintain the right frame of mind and earn credibility like logical thinking - especially in a crisis. If you have built a bank-of-trust you will get another chance at it. Thomas Jefferson and Albert Einstein come to mind in thinking about how failure and success correlate. But if things go wrong, putting off the hard work of cleaning up the mess will just give your sense of dread more power. Pour your energy into making things better. It is both empowering and a wonderful

distraction from any anxiety that might surface. Don't be so hard on yourself. Nobody's perfect. Even the most successful people make serious mistakes. Beating yourself up might be a tempting option, but it never accomplishes anything, and it certainly doesn't make you any calmer. Instead, keep your energy focused on the future. Thought leadership requires thought! Be sure to set aside time just for thinking.

If it's just about your ego, you will never succeed, and in fact probably shouldn't, because true thought leaders place all the emphasis on their ideas - not on themselves.

Here are concepts experienced thought-leaders embrace:

1. Do your homework
2. Support your thinking with facts
3. Be trustworthy
4. Be a Leader. Know who you are and the principles you stand for
5. Be prepared for pushback. Don't let good ideas become derailed by defenders of the status quo
6. Become skilled with agility, humility and a good sense of humor
7. It takes time to bring others along. Be persistent but patient
8. Take the management of self-esteem seriously (yours and others)
9. It doesn't matter who gets the credit
10. Never forget to thank others for believing in you



Nurses should take advantage of GNA's BankAmericard Cash Rewards Visa Signature® program, because not only will you reap great benefits – like 1% cash back on all purchases, 2% cash back at grocery stores and 3% cash back on gas for the first \$1,500 in combined gas and grocery store purchases each quarter – but you'll also be supporting GNA and the Georgia Nurses Foundation in the process! You can also open a GNA Bank of America checking account to really show your support. Visit GNA's web site for more information on the GNA BankAmericard Cash Rewards Visa Signature® credit card at www.georgianurses.org. From our home page, just scroll down and click on the card logo.

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GEORGIA SOUTHERN UNIVERSITY

DISTINGUISHED CHAIR AND PROFESSOR
Search #67304

Georgia Southern University invites nominations and applications for the position of Distinguished Chair and Professor in the School of Nursing in the College of Health and Human Science.

Position requires teaching, research, and service along with a terminal degree. Academic and scientific leadership in developing graduate programs in nursing will be expected. The position is a tenured/tenure-track 10-month appointment and salary is competitive and commensurate with qualifications and experience.

For a complete list of required and preferred qualifications, see our website at <http://chhs.georgiasouthern.edu/employment/>.

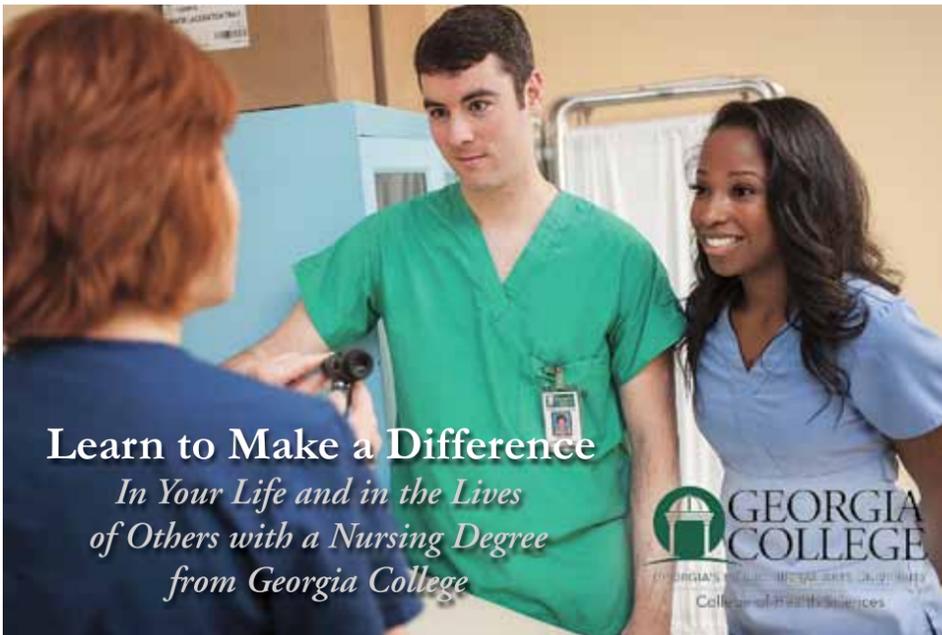
Screening of applications begins November 15, 2015, and continues until the position is filled. Position start date is August 1, 2016. A complete application consists of a letter addressing the qualifications cited above; curriculum vitae; and the names, addresses, telephone numbers, and email addresses of at least five professional references. Other documentation may be requested.

Applications and nominations should be sent to:
Dr. Sharon Radzynski, Search Chair, Search #67304
School of Nursing, Georgia Southern University, P. O. Box 8158
Statesboro, GA 30460-8158
Electronic mail: sradzynski@georgiasouthern.edu
Telephone: 912-478-5455

More information about the institution is available through <http://www.georgiasouthern.edu> or <http://chhs.georgiasouthern.edu/nursing/>

Names of applicants and nominees, vitae, and other non-evaluative information may be subject to public inspection under the Georgia Open Records Act.

Georgia Southern University is an AA/EEO institution. ADA accommodations arranged upon request.



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GEORGIA # NURSES ARE

Emory Healthcare recognizes all Georgia nurses for their excellence in nursing and tireless dedication to patients and their families. We're all in this together in delivering quality care to our communities in Georgia.

As the lead coordinating facility of the new National Ebola Training and Education Center, Emory Healthcare is eager to share what we have learned with hospitals around the country, and the world. We are proud to represent Georgia in this role.

Our team members are empowered to influence change for, and with, our patients, their families, the community and each other. And, our proven commitment to teamwork and excellence has resulted in two of our hospitals receiving Magnet® designation, as well as numerous accolades for our stellar nursing teams.

If you're interested in joining our team, visit www.emoryhealthcare.org/rn-careers.

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Minimum Experience Required:
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RN Nursing Supervisor:
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Legislative/Public Policy

Georgia Nurses Association Adopted 2016 Legislative Platform

GNA ADVOCACY AGENDA



CONSUMER ADVOCACY

We endorse programs and funding which promote and enable all individuals to achieve optimal quality of life across the continuum. This includes comprehensive health care, education and a safe environment, as well as the basic needs of nutrition and shelter.

- Appropriateness of nurse staffing as provided in the American Nurses Association's Principles for Safe Nurse Staffing.
- The ability of all patients to select a health care provider of their choice.
- Continued funding for services provided by the state of Georgia to patients, families and vulnerable populations
- An appropriately prepared public health system for response to disasters, pandemics and other statewide emergencies

- Initiatives that support family caregivers.
- Improving access to health care and improving health outcomes

WORKFORCE ADVOCACY

We believe that workplace safety of nurses warrants attention and support of programs designed to prevent job-related injuries, bullying, harassment, violence, illnesses and deaths. GNA promotes health and safety programs in the workplace.

- Awareness and prevention of workplace violence
- Safe levels of staffing as provided in the American Nurses Association's Principles for Safe Nurse Staffing, no-fault error reporting, protection from retribution for nurses reporting unsafe patient and work conditions.
 - Includes Fatigue guidelines just published by ANA
 - Substance abuse awareness and prevention programs, and monitoring for nurses with substance use disorder.

THEME

Increasing access to care and improving health outcomes for all Georgians

- Removal of practice barriers, thereby allowing the professional nurse to practice to the full extent of their education and training
 - Modernization of the Nurse Practice Act and APRN regulation
- Promote Mandated Medical Emergency Practice Drills in Georgia Schools
 - With approximately 20 percent of Georgians in schools, on school days, medical emergencies will happen. A practiced emergency response plan will improve outcomes.
- Verification and standardization of safe staffing in Skilled Nursing facilities and assisted living centers.
 - With Georgia's aging population base, we want to ensure safe staffing to promote public safety.



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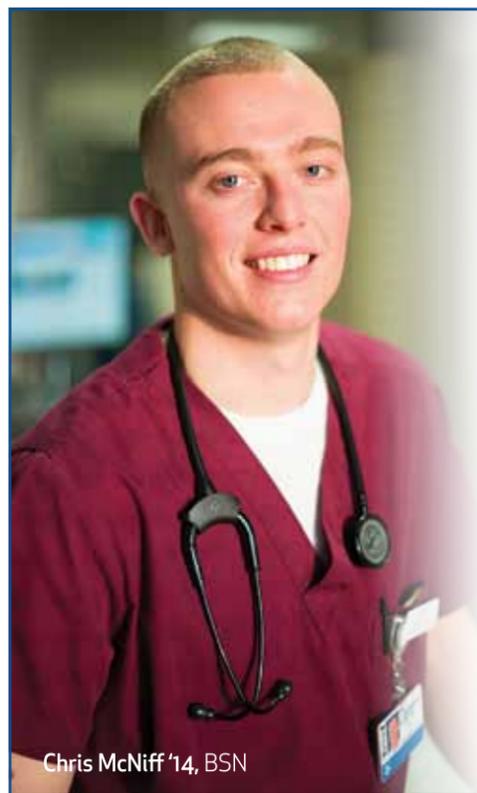


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The Three C's of Mortgage Lending And Your Vital Signs

Jim Williams
President, Team Lendwell



Jim Williams

We have potential customers contact us on a daily basis asking the question, how do I qualify for a mortgage? The answer is, “do you know your financial vital signs?” You see, there is somewhat of a correlation between the medical vital signs of a patient and the financial vital signs of a borrower. A nurse would not dream of making rounds to check on a patient without a history of the patient’s blood pressure, respirations, pulse and temperature. By the same token a lender will have a particular interest in three areas when reviewing a borrower’s request for a mortgage- credit, capacity and collateral.

As mentioned in previous article’s we have discussed the importance of understanding your credit history and knowing your credit scores. One of the first steps a lender will take after receiving a loan application is to pull the credit on a borrower. You should be aware of your credit before you begin looking for a house or inquiring about a mortgage. For a free copy of your credit report go to www.annualcreditreport.com. Lender loan programs have differing credit guidelines so accessing your credit before you start looking for a home is important. The knowledge you obtain by reviewing your credit will provide real value during the home buying process.

The second financial vital sign is your capacity to pay monthly obligations as a percentage of gross monthly income. Lenders typically refer to this as your debt ratios. Much like a patient’s blood pressure there is an acceptable range for borrower’s debt ratios. The first debt ratio is your housing

payment as a percentage of your gross income. A second debt ratio includes the housing payment and your monthly installment loans as well as credit card payments. The maximum total debt to income range is typically 41-45% of gross monthly income.

A home is the collateral being used to secure a mortgage. Before a lender will extend credit to a potential borrower an appraisal will be ordered to determine the property value. The lender is required to order the appraisal from an independent party with no interest in the transaction.

As you can see the financial vital signs of credit, capacity and collateral on a mortgage transaction have similar traits to the vital signs of a patient. It is important to understand your credit and your capacity to repay a loan before you start looking for a new home.

If you are interested in learning more about the three C’s of mortgage lending or have questions about purchasing a home, please contact Lendwell Relocation Services at www.teamlendwell.com; by email jim.williams@teamlendwell.com, or by phone 770-795-1374.

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See <http://ge.argosy.edu/programoffering/5209> for program duration, tuition, fees and other costs, median debt, salary data, alumni success, and other important info.

Membership

Welcome New & Returning GNA Members

June 2015

Heather Adams, Gainesville, GA
 Ann Aligood, Valdosta, GA
 Mary Andrews, Stillmore, GA
 Ingrid Baillie, Alpharetta, GA
 Lydia Belardo, Grayson, GA
 Delphine Brady, Marietta, GA
 Kristina Brannen, Marietta, GA
 Chennel Broom, Ellenwood, GA
 Michelle Brun, Kennesaw, GA
 Kelly Bush, Lithonia, GA
 June Connor, Grayson, GA
 Amanda Cooper, Americus, GA
 Beatrice, Coppock, Gray, GA
 Laura Cox, Marietta, GA
 Andrea Davis, Midland, GA
 Jacqueline Davis, McDonough, GA
 Rebecca Dempsey, Hiram, GA
 Marylin Donaldson, Douglasville, GA
 Abby Dorsett, Atlanta, GA
 Celeste Dunnington, Cleveland, GA
 Melinda Elliott, Douglasville, GA
 Cynthia Engram, Jonesboro, GA
 Janice Gould, Marietta, GA
 Nathan Graham, Savannah, GA
 Jennifer Green, Columbus, GA
 Patricia Guinn, Marietta, GA
 Tanya Harrison, Atlanta, GA
 Mary Hellriegel, Silver Creek, GA
 Susan Heurich, Decatur, GA
 Jo Hooker, Duluth, GA
 Maeve Howett, Atlanta, GA
 Tracey Huyck, Macon, GA
 Georgia Jackson, Atlanta, GA
 Leslie Jeter, Atlanta, GA
 Lakesha, Johnson, Columbus, GA
 Carolyn Jones, Baxley, GA
 Theresa Jones, Douglasville, GA
 Gloria Jones, Americus, GA
 Lisa Justice, North Augusta, SC
 Suzan Ledford, Hiawassee, GA
 Julie Long, Baxley, GA
 Martha Mattheissen, Norcross, GA
 Adlene McElroy, College Park, GA
 Barbara McLean, Atlanta, GA
 Jillene Middleton, Brunswick, GA
 Kevin Moore, Stone Mountain, GA
 Nina Murray, Atlanta, GA
 Jerome Nelson, Atlanta, GA
 Satonya Petty, Augusta, GA
 Martha Polovich, Jonesboro, GA
 Dana Powell, Oakfield, GA
 Carole Radney, Warner Robins, GA
 Daphne Ray-Leverett, McDonough, GA
 Janice Richardson, Atlanta, GA
 Katrina Robinson, Buford, GA
 Candice Rogers, Claxton, GA
 Sarah Sajwani, Dalton, GA
 Heather Schwartz, Augusta, GA
 Alan So, Forest Park, GA
 Connie Tilton, Cumming, GA
 Stacy Tsui, Columbus, GA
 Marjorie Valle, Lilburn, GA
 Linda Vinson, Roswell, GA
 Dionne Walker, Loganville, GA

July 2015

Tonya Abdul-Shaheed, McDonough, GA
 Chantelle Adkins-Head, Locust Grove, GA
 Zohra Ali Spradley, Flowery Branch, GA
 Anne Alphonso, St Simons Island, GA
 Moreen Areh, Mableton, GA
 Stephanie Aviles, Suwanee, GA
 Catherine Babin, Atlanta, GA
 Sandra Banks, Blythe, GA
 Alicia Bannis, Dacula, GA
 Megan Barber, Morrow, GA
 Tami Blackmon, Atlanta, GA
 Amanda Bohannon, Euharlee, GA
 William Bond, Griffin, GA
 Claudia Booth, Sandy Springs, GA
 Lindsey Bradley, Conyers, GA
 Tammy Bragg, Newnan, GA
 Colleen Bridier, Newnan, GA
 Kristie Buchanan, Newnan, GA
 Maria Burley, Snellville, GA
 Amelia Bussjager, Marietta, GA
 Myranda Casanova-Zanhar, Duluth, GA
 Cynthia Celestin, Dacula, GA
 Stephanie Charette, Evans, GA
 Sherry Clemons, LaGrange, GA
 Amy Cowles, Marietta, GA
 Janice Ann Crouch, Athens, GA
 Latanya Crumewing, Dallas, GA
 Anita Crumsey, Mableton, GA
 Suzanne Csorna, Alpharetta, GA
 Angeline Curtis, Lithonia, GA
 Reghan Dagley, Athens, GA
 Lisa Dixon, Hawkinsville, GA
 Kristie Dombrowsky, Pembroke, GA
 Carole Etheridge, Macon, GA
 Catherine Fowler, Warner Robins, GA
 Audrey Gardner, Atlanta, GA
 Joan Gebhardt, Cumming, GA
 Bethel Godwins, Acworth, GA
 Janet Gonterman, Valdosta, GA
 Karen Grant, Dallas, GA
 Charlotte Griffin, Tifton, GA
 Mary Hatcher, Albany, GA
 Eva Johnson, Gainesville, GA
 Chelia Jordan, Norcross, GA
 Steffanee Jurado, Decatur, GA
 Chette Kendrick, Grovetown, GA
 Pamela Kimbro, Fayetteville, GA
 Teresa Kochera, Kathleen, GA
 SarahLangley, Conyers, GA
 Alicia Langley, Lawrenceville, GA
 Kathy Lloyd, Bishop, GA
 Mary Long, FNP-BC, Smyrna, GA
 Judith Lutumba, Flowery Branch, GA
 Cherie McCann, Pooler, GA
 Gwendolyn McIntosh, Columbus, GA
 Ramon Medina, Canton, GA
 Cassie Monereau, Powder Springs, GA
 Wanda Moore, Willacoochee, GA
 Nadia Nelson, Union City, GA
 Jackie Newman, Saint Simons Island, GA
 Ngozi Orabueze, Ellenwood, GA
 Myrtha Oyenuga, Atlanta, GA
 Gena Peterson, Colquitt, GA
 Trina Pitts-Brunn, Roswell, GA
 Tanya Powell, Darien, GA

Erika Rhinehart, Athens, GA
 Patricia Riley, Atlanta, GA
 Myra Rolfes, Stone Mountain, GA
 Elizabeth Saunders, McDonough, GA
 Sabine Seid, Newnan, GA
 Mary Skinner, Columbus, GA
 Jennifer Smith, Bowdon, GA
 Jennifer Solohub, Acworth, GA
 Betty Jo Songer, Plains, GA
 Sandra Spear, Midland, GA
 Linda Stewart, Stockbridge, GA
 Brooke Stone, Macon, GA
 Shakira Stover, Atlanta, GA
 Amy Taylor, Braselton, GA
 Pauline Tetteh-Boykin, Decatur, GA
 William Thornton, Smyrna, GA
 Joseph Thornton, Douglasville, GA
 Joseph Thumma, Johns Creek, GA
 Edna Travis, Grovetown, GA
 Paul Whaley, Rome, GA
 Catherine Whitley, Peachtree City, GA
 Jessica Williams, Bonaire, GA
 Stacey Wise, Rome, GA
 Trishla Wooten, Lithonia, GA
 Allison Wright, Brookhaven, GA

August 2015

Melynda Allesandro, Savannah, GA
 Demetrice Askew, Covington, GA
 Harry Baldwin, Statesboro, GA
 Judith Bartlett, Fayetteville, GA
 Stacie Birdsong, Perry, GA
 Tiffany Boswell, Atlanta, GA
 Karen Bowser, Lake Park, GA
 Pamela Boyland-Ogene, Marietta, GA
 Modupeola Brisibe, Marietta, GA
 Ryann Bristow, Woodstock, GA
 Alison Broussard, Hawkinsville, GA
 Lyn Brown, Stone Mountain, GA
 Chau Bui, Sandy Springs, GA
 Aufre Campell, Conyers, GA
 Pamela Cassara, Loganville, GA
 Jennell Charles, Atlanta, GA
 Cidney Chester, Covington, GA
 Kimberly Clemons, Statesboro, GA
 Crystal Collier, Columbus, GA
 Hazel Colson, Warner Robins, GA
 Brandi Connell, Thomasville, GA
 Dushon Copper, Conyers, GA
 Catherine Cranston, Brookhaven, GA
 Karen Davis, Dallas, GA
 Evelyn Denton, Nicholls, GA
 La-Shunn Doggette, Mableton, GA
 Merrian Douglass, Columbus, GA
 Karen Edenfield, Hinesville, GA
 Latosha Ester, Peachtree City, GA
 Prudence Evans, Tucker, GA
 Cynthia Fleck, Smyrna, GA
 Julie Fogarty, Covington, GA
 Joanna Fuller-Crawford, Fairburn, GA
 Asha Gaines, Atlanta, GA
 Mary Jo Gantt, Johns Creek, GA
 Tessamy Goodwin, Tifton, GA
 Cynthia Griffey, Chickamauga, GA
 Marjorie Grinam, Acworth, GA
 Kathy Haley, Savannah, GA

Whitney Hampton, Gainesville, GA
 Mardell Hanstad, Newnan, GA
 Diana Harmon, Johns Creek, GA
 Eugenie Hartman, Norcross, GA
 Dina Hewett, Gainesville, GA
 Gwen Hogan, Hamilton, GA
 Camellia Hope, Brunswick, GA
 Latavia Howard, Grovetown, GA
 Margaret Hudock, Saint Marys, GA
 Cynthia Humenic, Lawrenceville, GA
 Charity Ikpe, Marietta, GA
 Levi Jelks, Riverdale, GA
 Eugenia Jennings, Atlanta, GA
 Alicia Johnson, Acworth, GA
 Michael Jones, Hartwell, GA
 Missy Kilgore, Adrian, GA
 Mary King, Fayetteville, GA
 Courtney Kitchens, Wrens, GA
 Chelsea Kitchens, Atlanta, GA
 Diane Knight, Eatonton, GA
 Monika Kowal, Dacula, GA
 Krista Kyle, Loganville, GA
 Shondell Lawrence, Locust Grove, GA
 Kim Lawrence-Hall, Union City, GA
 Angela Leggett, Kathleen, GA
 Tara Lockett, Ellenwood, GA
 Ruth McCaffrey, Dawsonville, GA
 April McCall, Evans, GA
 Linda McFarland, Valdosta, GA
 Judith McKernan, Woodstock, GA
 Lisa McMasters, Kennesaw, GA
 Melanie McMillan, Marietta, GA
 Maria Mikita, Lawrenceville, GA
 Kim Moore, Decatur, GA
 Nicole Neff, Buford, GA
 Vickie Nylander, Savannah, GA
 Caroline O'Donnell, Atlanta, GA
 Sherry Padgett, Lithia Springs, GA
 Karen Palmer, Roswell, GA
 Ginger Parks, Woodstock, GA
 Denise Paschal, Roberta, GA
 Stephanie Patton-Tattnall, Savannah, GA
 Jennifer Peterson, Peachtree City, GA
 Rose Phillips, Atlanta, GA
 Deliah Provost-Boothe, Covington, GA
 Christen Pugh, Ellenwood, GA
 Mary Quinn, Athens, GA
 Brenda Reynolds, Pearson, GA
 Shontell Robbins, Conyers, GA
 Robert Sarfo, Grovetown, GA
 Patricia Shaffer, Kennesaw, GA
 Marcy Sheffield, Newnan, GA
 Scancia Siddon, Snellville, GA
 James Snow, Sycamore, GA
 Chante Sylvester, Sugar Hill, GA
 Kristi Thomas, Norman Park, GA
 Megan Thompson, Savannah, GA
 Diana Torres, Lawrenceville, GA
 Chiquita Wilkes, Atlanta, GA
 Angela Williams, Columbus, GA
 Tarneisha Williams, Jonesboro, GA
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Membership



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We all know a special nurse who makes a difference! Honor a nurse who has touched your life as a friend, a caregiver, a mentor, an exemplary clinician, or an outstanding teacher. Now is your opportunity to tell them “thank you.”

The Georgia Nurses Foundation (GNF) has the perfect thank you with its “Honor a Nurse” program which tells the honorees that they are appreciated for their quality of care, knowledge, and contributions to the profession.

Your contribution of at least \$35.00 will honor your special nurse through the support of programs and services of the Georgia Nurses Foundation. Your honoree will receive a special acknowledgement letter in addition to a public acknowledgement through our quarterly publication, *Georgia Nursing*, which is distributed to more than 100,000 registered nurses and nursing students throughout Georgia. The acknowledgement will state the name of the donor and the honoree’s accomplishment, but will not include the amount of the donation.

Let someone know they **make a difference** by completing the form below and returning it to the following address:

Georgia Nurses Foundation
3032 Briarcliff Road, NE
Atlanta, GA 30329
FAX: (404) 325-0407
gna@georgianurses.org
(Please make checks payable to Georgia Nurses Foundation.)

I would like to Honor a Nurse:

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Employer: _____
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The Georgia Nurses Foundation (GNF) is the charitable and philanthropic arm of GNA supporting GNA and its work to foster the welfare and well being of nurses, promote and advance the nursing profession, thereby enhancing the health of the public.

GN-PAC Donation Form



The Georgia Nurses Association Political Action Committee (GN-PAC) actively and carefully reviews candidates for local, state and federal office. This includes their voting record on nursing issues and value as an advocate for nursing. GN-PAC promotes the improvement of the health care of the citizens of Georgia by raising funds from within the nursing community and friends of nursing and contributing to the support of worthy candidates for State office who believe, and have demonstrated their belief, in the legislative objectives of the Georgia Nurses Association.

Your contribution to GN-PAC today will help GNA continue to protect your ability to practice and earn a living in Georgia. Your contribution will also support candidates for office who are strong advocates on behalf of nursing. By contributing \$25 or more, you’ll become a supporting member of GN-PAC. To contribute, complete the form below and return it to:

GN-PAC, 3032 Briarcliff Road, NE, Atlanta, Georgia 30329
PH: (404) 245-9475 • FAX: (404) 325-0407
Please make all checks payable to GN-PAC

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- Ashanti McPhee

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The Southern Performance Assessment Center (SPAC) is recruiting part-time clinical faculty to administer performance examinations for Excelsior College nursing students. The exam is a two and a half day criterion-referenced clinical examination administered with child and adult patients.

The Southern Performance Assessment Center is a subsidiary of the Georgia Nurses Association. Travel reimbursement is available for faculty traveling certain distances.

Job criteria for clinical faculty includes:

- Master's degree with a major in nursing
- Current Georgia RN license
- Teaching nursing students in the practice setting as a clinical instructor and/or preceptor for nursing students three of the last five years
- Proof of current professional liability insurance, current proof of CPR certification, criminal background check and health status report.

For info, contact Katrina Barnes at the Georgia Nurses Association/Southern Performance Assessment Center at katrina.barnes@georgianurses.org or call 678-614-1796.

Membership

GNA/ANA Benefit Brief

Some of the many great services, discounts and opportunities you'll access as a member of GNA/ANA:

The LARGEST Discount on initial ANCC Certification – GNA/ANA members save \$120 on initial certification.

The LARGEST available discount on ANCC recertification – \$150 for GNA/ANA members.

The ONLY discount on ANCC Review/Resource Manuals – GNA/ANA members only.

GNA Members-Only E-News and Legislative Updates – Members gain access to informative GNA and ANA E-news messages, including timely updates during the legislative session, national news & policy updates and vital information for all nurses.

Member Discounts on GNA Conference Registration – GNA members receive special discounts on all GNA events.

Journals & publications – Free subscription to *The American Nurse* – a \$20 value – and free subscription to *The American Nurse Today*, an \$18.95 value. **Free online access to OJIN: The Online Journal of Issues in Nursing.** Members also have the first opportunity to access OJIN & TAN content online! Free quarterly GNA newsletter – *Georgia Nursing*.

Access to ANA's www.nursingworld.org – Become a member, you'll gain immediate access to the members-only areas of ANA's web site www.nursingworld.org.

nursingworld.org! NursingWorld features a plethora of resources for nurses, including position statements, press releases, white papers and more. This includes **ANA NurseSpace**, the online networking site for nursing professionals.

Free Webinars & CE opportunities – GNA/ANA members can now access frequent educational webinar offerings from ANA at no cost to the member. This includes ANA's Navigate Nursing Webinars and other free and low-cost CE opportunities being offered both virtually and face-to-face.

New leadership opportunities – Get involved with GNA! Statewide recognition and professional development. Become a chapter chair, participate in a task force or committee or run for elected office.

Bank of America Card – Get your GNA-branded BankAmericard Cash Rewards Visa Signature® and earn 1% cash back on all purchases, 2% cash back at grocery stores and 3% cash back on gas for the first \$1,500 in combined gas and grocery store purchases each quarter, while supporting GNA and GNF in the process!

GNA Career Center – Find a new opportunity on GNA's online career center, www.georgianurses.org.

ANA SmartBrief – GNA/ANA members receive ANA's SmartBrief electronic newsletter via email on a weekly basis. SmartBrief provides members with up-to-date nursing news and information in a convenient format.

Connect with Leaders in the nursing profession – GNA/ANA members will find numerous opportunities to connect with peers through special events, chapter involvement, the GNA web site and other services.

Annual Legislative Day event at the State Capitol – Our successful annual event with legislators at the State Capitol is **FREE** for members and students.

Shared-interest and local chapters – Get involved with GNA at the chapter level and you'll have the opportunity to connect with nursing professionals who have the same interests/specialty as you!

Dedicated professional staff & lobbyists – By joining GNA, you'll gain access to a staff of dedicated professionals and skilled lobbyists, who advocate for you at the state and federal level.

COME JOIN THE NEW !!
Georgia Department of Health and Developmental Disabilities is recruiting!!
RNs Psychiatry, Mental Health, & Behavioral Health
 Our Registered Nurse's mission is to provide quality patient care to our consumers and their families. As a Registered Nurse, you will perform an age-specific plan of care for a designated group of patients using the nursing process of assessment, diagnosis, outcome identification, planning, implementation and evaluation of patient care. You will collaborate with physicians and other health team members in coordinating and implementing procedures and treatments, using your leadership skills and clinical judgment in coordinating patient care.

- Bachelor's Degree in Nursing, preferred, we also welcome new Grads.
- Licensed to practice as a Registered Professional Nurse in Georgia.
- FT/PT/PRN Positions available, eight hour shifts.
- 1-2 years Behavioral Health experience, preferred.

Transforming care, optimizing patient satisfaction and creating better patient outcomes are just some of the things our talented team members are doing at DBHDD each and every day. As a culture committed to providing our consumers with the highest level of quality service, we stand behind our mission: To support the recovery and independence of people with MH, ID, and AD; Caring; Excellence; Innovation; Integrity and Teamwork. It's the State of Georgia, commitment and our culture that sets us apart from others. We have positions in Atlanta, Augusta, Columbus, Savannah, and Milledgeville, Georgia. Join an organization whose team members are valued, cared for and offered continuous opportunities to grow. In addition to a **competitive salary** we offer a **generous benefits** package that includes flexible schedule, training opportunities, employee retirement plan, deferred compensation, 12 paid holidays, vacation and sick leave, dental, vision, long term care, and life insurance. **For more information, please visit us at www.dbhddjobs.com**

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View complete ad/requirements and APPLY ONLINE at: <https://uscjobs.sc.edu/applicants/Central?quickFind=77328>.

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MEMBER DATA

NAME _____ RN LICENSE # _____ BIRTHDATE _____
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 COUNTY _____ HOME PHONE _____ ALT. PHONE _____
 EMAIL _____ DESIRED GNA CHAPTER _____
 EMPLOYER _____ SCHOOL OF NURSING _____

Please circle ONE of the following options for each question.

Gender: Male Female Age Group: 20-29 30-39 40-49 50-59 60-69 70 and older

Job Function: Staff Nurse New Graduate Manager/ Administration Educator/ Research APRN Licensed RN Student Other _____

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MAIL APPLICATION AND PAYMENT TO:
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 FAX: 404-325-0407

FOR INQUIRIES:
 P: 404-325-5536
 E: gna@georgiannurses.org
 www.georgiannurses.org



PAYMENT OPTION (Check the box or circle for the desired payment option.)

Annual payment by check: Please enclose check in the amount of annual membership total with application.

Monthly Electronic Dues Payment Plan (EDPP) through checking account: **Please read, sign the authorization below and enclose a check** for the 1st month EDPP payment. Subsequent payments will be debited from your account.

AUTHORIZATION to provide monthly electronic payments to ANA: I hereby authorize ANA to withdraw 1/12 of my annual dues and any additional service fees from my checking account designated by the enclosed check for the first month's payment. ANA is authorized to change the amount by giving the undersigned 30 days written notice. The undersigned may cancel this authorization upon receipt by ANA of written notification of termination 20 days prior to the deduction date as designated above. ANA charges an annual fee for members paying by EDPP. ANA charges a \$5.00 fee for any return drafts.

Signature for EDPP Authorization _____

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I Want to Get Involved: Joining and Creating a GNA Chapter

Are you interested in Palliative Care? Nurse Navigation? Informatics?

Whatever your nursing passion may be, Georgia Nurses Association (GNA) can help you connect with your peers locally and across the state. Becoming involved in your professional association is the first step towards creating your personal career satisfaction and connecting with your peers. Now, GNA has made it easy for you to become involved according to your own preferences.

Through GNA's new member-driven chapter structure, you can join multiple chapters and also create your own chapter based on shared interests where you can reap the benefits of **energizing experiences, empowering insight and essential resources.**

Visit [http://www.georgiannurses.org/?page=Chapter Chairs](http://www.georgiannurses.org/?page=Chapter+Chairs) to view a list of current GNA Chapters and Chapters Chair contact information. Connect with Chapter Chairs to find out when they will hold their next Chapter meeting!

The steps you should follow to create a NEW GNA chapter are below. If you have any questions, contact the membership development committee or GNA headquarters; specific contact information and more details may be found at www.georgiannurses.org.

1. Obtain a copy of GNA bylaws, policies and procedures from www.georgiannurses.org.
2. Gather together a minimum of 10 GNA members who share similar interests.
3. Select a chapter chair.
4. Chapter chair forms a roster to verify roster as current GNA members. This is done by contacting headquarters at (404) 325-5536.
5. Identify and agree upon chapter purpose.
6. Decide on chapter name.
7. Submit information for application to become a chapter to GNA Headquarters.

Information to be submitted includes the following:

Chapter chair name and chapter contact information including an email, Chapter name, Chapter purpose, and Chapter roster.

8. The application will then go to the Membership Development Committee who will forward it to the Board of Directors. The Board will approve or decline the application and notify the applicant of its decision.

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The nurse was named, along with the clinic where she worked, the physician working at the clinic, the ER physician and the hospital, in a lawsuit brought by the parents of the patient. The parents alleged that if the nurse would have triaged the patient and the physician would have seen him, they would have recognized the symptoms of meningitis and administered antibiotics in time to save his life.

Case summary:

- The nurse attended to the patient and determined that he needed to go to the ER within 5 minutes of the patient arriving at the clinic.
- The patient's girlfriend took him directly to the hospital, where he was triaged but showed no fever and normal blood pressure. The patient began showing signs of delirium nearly two hours later, and an hour afterward began to be treated for meningitis even though a diagnosis had not been confirmed.
- The patient was definitively diagnosed with Neisseria meningitis, Group B, the next day. He died less than 24 hours after arriving at the urgent care clinic.

Defense experts supported the actions of the nurse in referring the patient to the ER immediately. Discovery also confirmed that the patient had been ill for several days before seeking help, and the defense concluded that no treatment could have reversed the course of the illness.

Despite this, her defense costs topped \$125,000.

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