

*“Nurses shaping the future of professional nursing for a healthier Georgia.”*



# Georgia Nursing

Volume 76 • Number 3

August, September, October 2016

*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 121,000 RNs in Georgia

## GNA President's Message

GNA needs nurses like you!

On behalf of the Georgia Nurses Association, I want to extend a personal invitation to you to join your fellow nurses and become a member of the state's most prominent and powerful professional nursing organization.

Since 1907, GNA has been the strongest voice for nurses in Georgia, advocating for the nursing profession at the state and federal levels. GNA leaders are constantly seeking innovative ways to engage our members in positive and meaningful ways. There are many benefits to GNA membership, including leadership opportunities, opportunities to connect with nursing leaders, great discounts on ANCC certifications, discounts on products and much more.

As a member of GNA, you will have the opportunity to have your voice heard in your local nursing community where experienced nurses convene to influence the future of the nursing profession. GNA and the American Nurses Association (ANA) have long been the voice for nursing issues at the state capitol, on television and in the newspapers around the state and at the policy-making forums at all levels.

We hope that you will join us and see what we can do for you as a registered nurse. It is our hope that you will become involved in GNA and lend us your talents as we continue to promote the mission “Nurses shaping the future of professional nursing for a healthier Georgia.”

Visit the GNA website at <http://www.georgianurses.org/?page=JoinToday> to see all the different membership types available, including discounts that may be relevant to you! If you have any questions about the Georgia Nurses Association, please call us at 404.325.5536, or email [gna@georgianurses.org](mailto:gna@georgianurses.org), and we will answer them.

Sincerely,

*Aimee*

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



**Aimee Manion**

## GNF President's Message

### Why Am I a Member of the Georgia Nurses Association?

**Catherine Futch, MN, RN, FACHE, NEA-BC, CHC**  
President, Georgia Nurses Foundation



**Catherine Futch**

Do you sometimes catch yourself wondering... wondering why you did that thing or took that action? I recently was asked why I joined the Georgia Nurses Association (GNA). So...I asked myself why? Finding the answer to that question took some time.

I have been a registered nurse in the State of Georgia since 1967. For nearly all of that time I have been a member of GNA as well as other professional

*GNF President's Message continued on page 3*

## CEO Corner

### Renewed Vision...

**Marcus Downs**

It is indeed an honor and a privilege to serve as the Chief Executive Officer of the Georgia Nurses Association. I am grateful for the confidence that the GNA and GNF Boards have placed in me to serve the nursing professionals of our state. As your new CEO, I understand that there are several things that must be done on my end. I must first listen to what both members and non-members are saying about either their involvement or lack of involvement in the Association. To accomplish this, my staff and I have created and distributed a survey to members to identify their satisfaction with the Association. The survey also seeks

*CEO Corner continued on page 2*

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### CEO Corner continued from page 1

to identify members who are willing to volunteer their time to assist the Association in the areas of membership recruiting, continuing education, legislative advocacy, and political action.

In addition to being a good listener, I will demonstrate my commitment to growing this organization alongside you. There is a tremendous opportunity for growth with the ever burgeoning number of new nursing professionals in Georgia. According to the Georgia Board of Nursing, there are more than 120,000 nursing professionals in Georgia. This group entails existing professionals, new professionals who are just entering the profession and those who have relocated from another geographic location. Our goal at GNA is to remain the forum for nursing professionals. While there are several associations that nurses belong to, GNA should be the central location that all can come to and ensure that each of your voices are heard. As professionals in the bond, it is our responsibility to welcome them to the GNA and share the benefit to their becoming active members of the Association.

Nursing professionals make up the largest number of employees in every healthcare sector including hospitals, doctor's offices, and clinics. There are roughly four nursing professionals to every physician in healthcare settings around the state. Considering this, it is important that nurses speak with a unified voice. The various levels of nursing must be equally represented. It is my goal to ensure that LPNs, RNs, and Advanced Practice nurses as well as our academicians have an equal voice when matters concerning nursing are discussed at the legislature and in other policy forums. This can only be accomplished by establishing trust and respect factors within the profession. Once this is strengthened, the voice of nurses will be a formidable force.

I pledge to actively pursue and welcome all opportunities to interact with nursing professionals and invite them to become a part of the bond.

In addition to commending our able membership, I want to credit the GNA staff for their hard work and diligence during the transition period between chief executives. They have been steadfast stewards of Association resources and are committed to helping GNA/GNF grow.



**GNA CEO Marcus Downs, GNA Leadership Development Director Kathy Williams, GNA President Aimee Manion, ANA President Pam Cipriano, GNA Secretary Thea Sullivan, GNA President-Elect Judy Malachowski at the 2016 ANA Membership Assembly.**



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# Georgia Nursing

Volume 76 • Number 3

Editor: Marcus Downs  
Managing Editor: Courtney Stancil

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Georgia Nursing is published quarterly every February, May, August and November for the Georgia Nurses Foundation, a constituent member of the American Nurses Association.

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## In Memory

- Anna C. Allen
- Anna Pearl Collier
- Anne Cook Hoyt
- Betty Veal
- Cheryl Bell Engram
- Edith McFarlane
- Edward Meyers III
- Evelyn Purvis Bradley
- Frances S. Powers
- Fredree "Freda" Taylor
- Hildred Mimes
- Hortense Sigman
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*GNF President's Message continued from page 1*

organizations. I joined because that was what I was taught to do. I graduated in June, 1967 from what was then the Georgia Baptist Hospital School of Nursing. We came away from the School of Nursing understanding we had an obligation to the profession we were entering. Our generation of new nurse graduates and those who would come after us were responsible for helping to move the profession forward. That meant we needed to be engaged with nurses and nursing and we needed to be members of GNA and the American Nurses Association (ANA).

As I progressed through my career, I began to have an increasingly deep respect for all those who came before us. Had it not been for very brave and tenacious women, often supported by strong physicians and others who understood just how important it was to have nurses who were properly trained in the art and science of nursing, we would not have the level of nursing education, nursing practice and nursing research we have today. There were so many who devoted themselves to the advancement of nurses, nursing education, the nursing profession and nursing organizations. These pioneers devoted themselves to the emerging nursing profession and all it entailed.

Go back in time with me as I remind you of those leaders who took the first steps.

- Florence Nightingale: Her work began in earnest during the Crimean War (1854-1856). She and a small band of untrained nurses went to the British Hospital at Scutari in Turkey. She wanted to make a difference in the care provided to wounded British soldiers. Her efforts were not welcomed by some of the British leadership but she persevered. She set about the task of organizing and cleaning the hospital and improving the level of care provided to the wounded soldiers. Her efforts were largely responsible for reducing the wartime death rate of British soldiers from 42% to 2%. She soon became the founder of modern nursing education. A prolific writer, she shared her views about nursing and nursing education in her most well-known publication, *Notes on Nursing: What It Is and What It Is Not*, published in 1859. She was the first to talk about the importance of treating the whole patient and the first to state clearly that a unique body of knowledge was required of those wishing to practice professional nursing. Although she never set foot on American soil, her work served as a catalyst for the development of the foundations of American nursing.
- Many African-American women, both free and slave, made contributions during the Civil War. Most famous were Sojourner Truth, Harriet Tubman, and Susie Taylor. All of whom worked as untrained nurses providing care to the wounded and dying and helping slaves to freedom through the underground railway and other means.
- Clara Barton, a Civil War nurse and later founder of the American Red Cross.
- Mary Eliza Mahoney, who became the first "trained" African-American Nurse in the United States.

- Isabel Hampton Robb who in 1893 presented a paper at the International Congress of Charities, Corrections, and Philanthropy at the Chicago World's Fair "protesting the lack of uniformity of instruction in training schools for nurses and the completely inadequate education provided." Her presentation resulted in the formation of the American Society of Superintendents of Training Schools for Nurses. The Society's name was changed in 1912 to the National League of Nursing Education (NLNE) and changed again in 1952 to the National League for Nursing. In 1896, Mrs. Robb was again successful in her efforts as she founded the Associated Alumnae of the United States and Canada which, in 1911, became officially known as the American Nurses Association (ANA). Over the years, states began to establish their own state nursing associations, in our case, the Georgia Nurses Association.
- In October 1900, after years of dedicated work by Mrs. Robb, Mary Adelaide Nutting, Lavinia Dock and others, the first issue of the American Journal of Nursing was published. Nurses now had both a professional organization and an official journal through which they could communicate with each other.

From that moment forward, the profession of nursing began to grow and expand both technically and educationally. Constantly growing stronger, more diverse in membership and clinical specialty, forming new organizations that would be more reflective of their specific areas of practice. As I think about how far the profession of nursing has come and yet how far it has to go, I almost hear those first founding voices... standing firm and resolute in their belief that this thing called nursing was, in fact, a blossoming profession that would be dedicated to the care of the sick and wounded and to the ever expanding need for nurses to be properly educated to take on the role of nurse and to become registered nurses in their respective states.

The history of nursing is rich, filled with struggle, neglect, missed opportunities, vision, courage, and victory. Margretta Styles, a contemporary nursing leader wrote "A Biblical Fable on Our Origins" from which the following is excerpted:

In the beginning, God created nursing. He (or she) said, "I will take a solid, simple, significant system of education and an adequate, applicable base of clinical research, and on these rocks will I build My greatest gift to mankind...nursing practice. On the seventh day, He threw up his hands. And has left it up to us." (Donahue, 1985, p. 434).

So in answer to the question "Why did I join GNA" the answer is simple. I had to. The health and wellbeing of the profession has been left to us. In my mind's eye I can see and hear all of those who came before me. It is my profession and so it is my responsibility to do my best to make it better.

Nurses, empowered by caring, commitment, and knowledge, will continue to have a significant impact on the evolution of nursing practice, nursing education, nursing research and the profession of nursing. They can be one of the

driving forces in shaping health care in the twenty-first century and improving the quality of life for all humankind. But they can do this only if they make the time (in the midst of very busy daily lives) to join their founding organizations ANA and GNA as well as their specialty organizations. Together we are strong. Together we can make a difference for nurses and for nursing practice. I hope you, too, will hear those voices from the past and will find yourself ready to be a part of GNA. We need you.

Chitty, Kay Kittrell. *Professional Nursing Concepts and Challenges*, Second Edition. Futch, Catherine J. Chapter One, *History of Nursing*, pages 1-31, 1997. W.B Saunders and Company.

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# Names, Faces, Places

## The Georgia Nurses Association Welcomes House Health and Human Services Chair Home

GNA recently hosted a Meet & Greet for House Health and Human Services Chairperson, Sharon Cooper. GNA will work to host similar events for Senate Health and Human Services Chairperson, Renee Unterman and Rep. Jodi Lott. Prior to this meet and greet, none of our legislative nursing professionals had the occasion of visiting the GNA building.

It is GNA's goal to create and to build a deeper relationship with those nursing professionals who serve under the Gold Dome. The GNA building is home for those who serve. These individuals need to know that they have a place, a family, a way to maintain a strong and informed connection to their colleagues. As GNA pursues the importance

of keeping these relationships strong and keeping the lines of communication clear, our members will become even more aware of the challenges facing the profession. By reaching out to leaders who really understand the demands of nursing, you will have established genuine relationships that will ensure that our voices are heard when the discussion is taking place.

GNA wishes to offer a special thanks to all who attended and helped organize a strong list of attendees. Aimee Manion, Catherine Futch, Suzanne Staebler, Richard Lamphier, and Gerald Hobbs were all very active in identifying and securing attendees. GNA also wishes to thank its legislative team, Wendi Clifton, Cindy Shephard, and Ted Burdo.

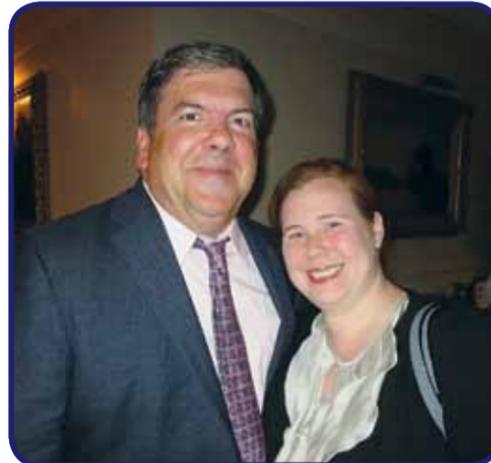


# Names, Faces, Places

## Nurses Week 2016 Events

### The Metro Atlanta and Northwest Metro Chapters of GNA Nurses Week Celebration Event

The occasion and setting were in harmony as the Metro Atlanta and Northwest Metro Chapters of GNA hosted their first Nurses Week Celebration Event within the beautiful confines of the Georgian Club. More than one hundred participants, including Health and Human Services Chairperson, Rep. Sharon Cooper, were treated to great food, great music by DJ Travis Gilbert, door prizes, raffled items, and a spectacular 17th floor view. The proceeds from the event were donated to each Chapter's nurse scholarship fund – thus promoting career elevation through education. The joint Chapter Nurses Week Celebration Committee has already begun making plans for next year's event!



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# Names, Faces, Places

## Nurses Week 2016 Events

### GNA SPNN Chapter Celebrates Nurses Week

The GNA Southern Professional Nurses Network Chapter (SPNNC) held its 2016 Nurses Week dinner and program on Monday, May 9, at RJ's Restaurant in Statesboro, GA. GNA President-Elect, Dr. Judith Malachowski, PhD, RN, CNE spoke on the topic of: "A Culture of Safety: It Starts with You – Setting a Safety Policy Agenda." The event was supported by a grant from GNA's Growth and Development Fund.



GNA SPNNC Nurses Week Planning Committee Members (left to right): Mary Anderson, Kathleen Koon, Charlotte Wood, and JoAnn Trammell



GNA President-Elect, Judith Malachowski, with Kathleen Koon at the SPNNC Nurses Week Celebration

### Gamma Chi Chapter, Inc., Chi Eta Phi Sorority, Inc. Nurses Week Scholarship Awards

Chi Eta Phi Sorority, Inc., is a professional nursing sorority whose motto is "Service for Humanity." Gamma Chi Chapter, Inc., celebrated Nurse Week 2016 with its 29th Annual Scholarship Awards. Addressing the nursing shortage by preparing professional nurses for the workforce through mentoring and scholarship is high priority for Gamma Chi Chapter. Juanita Gibbons-Delaney, MHA, RN, is president of Gamma Chi Chapter and Kimberly Booker, MSN, RN is Nursing Scholarship Chairperson.



The Bellamy-Rowser-Binns Scholarship recipients are Daphney Benajmin, University of West Georgia, Cicely Brown, Clayton State University, Aliana Dixon, Kennesaw State University, Monique Guinocor, Kennesaw State University, Sara Hendow, Kennesaw State University, Sharonita Hudson, University of West Georgia, Latisha Isaac, Clayton State University, Ashley Kinsey, University of West Georgia, Ebele Nibo, University of West Georgia, Adesola Olaoye, University of West Georgia, Coreyonna Welch, University of West Georgia, Marissa Williams, Clayton State University. The inaugural Gamma Chi Chapter, Inc., Dr. Dorothy Coverson Grant recipient was Kenya Kirkendoll, PhDc, MSN, MPH, RN, of the University of Alabama in Birmingham.



Scholarship recipients with Kimberly Booker, Scholarship Chairperson

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# Names, Faces, Places

## Malachowski Speaks at the GANS Leadership Retreat

GNA President-Elect Judy Malachowski was the keynote speaker at a Georgia Association of Nursing Students (GANS) Council of Student Leaders meeting at Rock Eagle. About 40 student leaders from nursing programs across Georgia attended this event. GNA President-elect Judy Malachowski was invited to speak with the group on “Making a Difference as a Professional Registered Nurse.”

The Council of Student Leaders (COSL) is an annual retreat developed by GANS to promote the growth of new and established student nursing association boards, as well as schools reviving or chartering their very first school chapter.

The retreat includes team building exercises, inspirational guest speakers, and the opportunity to network and make friends with other students. Through participating in COSL, students improve their leadership skills; thus increasing the overall cohesiveness of their respective school nursing organization.



### GNA Welcomes Barbara Powe Ph.D., RN, FAAN as New SPAC Director

Barbara Powe Ph.D., RN, FAAN, joins the Georgia Nurses Association staff as the Director of the Southern Performance Assessment Center, commonly known as SPAC. In her role, Dr. Powe will be responsible for overseeing the Assessment Center which tests the competency of nurses who have been educated through non-traditional means. This test practicum is facilitated before any individual graduates, and students must demonstrate success before any degree or credentials are awarded. These tests assist in determining the fitness of the nurses who have been educated and trained by Excelsior College. The individuals who participate in this program have already demonstrated a significant level of training through LPN programs and also bring experiences and exposures from other healthcare facilities.



Barbara Powe

Dr. Powe comes to the GNA with experience in academia, research, and clinical nursing. As a Registered Nurse, she brings immediate clinical expertise and credibility to our work. She is active not only with the Georgia Nurses Association and American Nurses Association but also Georgia Nurses Foundation and the American Academy of Nursing.

Dr. Powe replaces retiring SPAC Coordinator Katrina Barnes. Mrs. Barnes served as the SPAC Coordinator for many years and provided outstanding service to both the Association and the students whom she served. GNA would like to thank Mrs. Barnes for her service and wish her all of the best in her future endeavors.

### Whaley Recipient of CDC Award

Longtime GNA member Joy Bernice Whaley, MSN, APRN-WHNP (retired), who currently volunteers for the Whitfield County Health Department Children’s Access Clinic in Dalton, GA, was recently awarded the Childhood Immunization Champion Award from the CDC for her outstanding efforts to promote childhood immunization in Whitfield County. The CDC Childhood



Joy Bernice Whaley

Immunization Champion Award, given jointly by the CDC Foundation and the CDC, honors individuals who are doing an exemplary job or going above and beyond to promote childhood immunizations in their communities. GNA Congratulates Ms. Whaley for all her dedication and hard work!

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For questions on either program, please contact our office at 912-478-0017.

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# ANA Presidents' Immersion Course

## Thoughts on the 2015 ANA Presidents' Immersion Course Part 3 – Strategic Planning

**Judy Malachowski, PhD, RN, CNE**  
**GNA President-Elect**



Judy Malachowski

In this issue of *Georgia Nursing*, I'll continue to share information from the ANA Presidents' Immersion Course that I attended last December. Part 1 (in the February, March, April issue) focused on an overview of boards. Part 2 (in the May, June, July issue) was centered on various frames for governance thinking. This final part will address strategic planning.

People move into their futures in many different ways. Some take the day-by-day approach; as in, "let's see what today turns out to be." Others use the model of backward design, an approach frequently used in education. "This is what I want to be when I grow up; let me figure out how to get there." A third approach, often called "strategic," involves a careful analysis of the current times, a sense of the possibilities as time moves forward, and an intertwining of the two dimensions to create the path ahead.

Boards also move into their futures in many diverse ways. Although there is not a right or wrong method,

a thoughtful board will choose an approach that serves best the organization and its constituents. A board, using a process of planning and inclusion, will (a) define its focused direction, (b) realize its ability to make decisions on allocating resources to pursue this direction, and (c) include deliberate measureable evaluative data to the directional statement.

The first step is "defining direction." Simon Sinek, in his TED talk "Start with Why" (<https://www.youtube.com/watch?v=IPYeClXpxw>), identifies that inspired organizations begin the process of self-disclosure with a statement of why they do what they do. Often the "what" and "how" of an organization are clear and clearly disseminated, but the beliefs underlying those actions are not usually as prominent. GNA will revisit its why as the planning process unfolds.

Included in this first step of defining direction is a broad view of the various environments that impact and intersect with the work of boards. Inclusion of many viewpoints is imperative during this step. A few ways to assess actual and potential environments are SWOT analysis and environmental scan. SWOT is an assessment of the strengths, weaknesses, opportunities, and threats that may lie ahead. An environmental scan uses the categories of timing, relationships and stakeholders, and resources to understand interconnections in various areas and how these links may affect the organization's vision and strategic plan. Both of these assessment methods require boards to consider the best way to ask questions to get the information needed for planning.

As our Board begins moving in the direction of strategic planning with the new GNA CEO, Marcus Downs, each of us needs to look inside at our why.

- Why are we members of GNA?
- Why do we care about our association?
- Why do we care about Georgia nurses and health care of Georgia citizens?

All of our GNA board members are leaders in many capacities. Each is a follower, also, as boards

work with each other to create and commit to our mission and vision. We will each bring our servant leader qualities to the table to shape GNA for the future. We will each reflect on the meaning of GNA for Georgia nurses and the challenges and the potential healthcare environment of the next three-to-five-to-ten years.

Then we will move to the collective why as we create our mission and vision and the actions that will lead Georgia nurses.

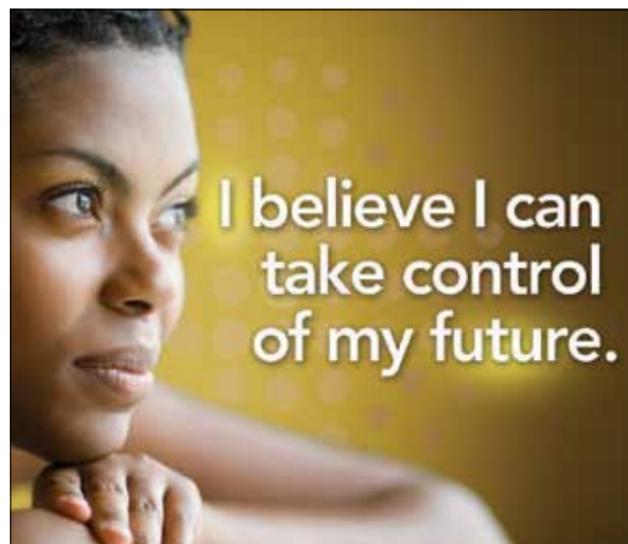
In sum, nurses play an important role on boards. They bring knowledge of the profession and relevant healthcare issues to board tables. The recent (December, 2015) report from the National Academies of Sciences, Engineering, Medicine on "Assessing Progress on the Institute of Medicine Report The Future of Nursing" reaffirmed the message of recommendation #7 in the 2010 IOM report: "Nurses, nursing education programs, and nursing associations should prepare the nursing workforce to assume leadership positions across all levels, while public, private, and governmental health care decision makers should ensure that leadership positions are available to and filled by nurses."

For the readers of this newsletter, why will YOU be involved? Are you passionate about shaping the future of healthcare? Is advocacy for quality healthcare a part of your desires? Do you see the importance of promoting nursing's agenda? Do you want to make your voice heard on relevant issues?

For all Georgia nurses, your input is sought and valuable. Start locally by contacting a GNA chapter in your geographic area or area of interest. The names of the chapter chairs and their contact information are listed online at <http://www.georgianurses.org/?ChapterChairs>. Consider accepting that invitation to serve on a board. Investigate resources to make the working of your board more effective and efficient.

Let me know how I can help. I can be reached at [judithmalachowski@yahoo.com](mailto:judithmalachowski@yahoo.com).

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# Proud to be GNA



**Joanne Butler**

My name is Joanne Butler, and I currently serve on the GNA Board of Directors as the Staff Nurse Director. After moving to Atlanta from Akron, Ohio in 2005, I obtained my Associates Degree at Georgia Perimeter College and then my Bachelor's in Nursing at Emory University, graduating in 2013. I'm a mother of two, currently working as a Nurse Coordinator, PRN, at Federal Occupation Health and PRN Staff Nurse at Wellstar Atlanta Medical Center, and I'm also going back to school for my MSN to DNP.

I knew I wanted to become a nurse at a very early age. When I was 12 years old, my father became very ill with gangrene of the colon and was told he only had a 2% chance to live. A Vietnam Army vet, my dad was always very independent, but now here he was in a hospital, helpless and had to rely completely on the nurses and doctors who were taking care of him. As part of a family of 5 young girls at home, my mother had to now be the bread winner. It was such a difficult time for our family. But there was one nurse, Ginger, who made a difference. Nurse Ginger cared so much for him and our entire family. She would come in on her days off to see that we were all ok. This kind of selfless act for our family during that most difficult time made a huge impact on me. Even now in my career, I ensure that I lead with the highest integrity and compassion for others, because it could be just that one family you touch that changes everything for them, and imagine then the impact they have to change other peoples' lives. That is what Nurse Ginger did for me; what she gave to our family I want to give to someone else.

***“We are the voices of nursing. We need to get involved and make a difference.”***

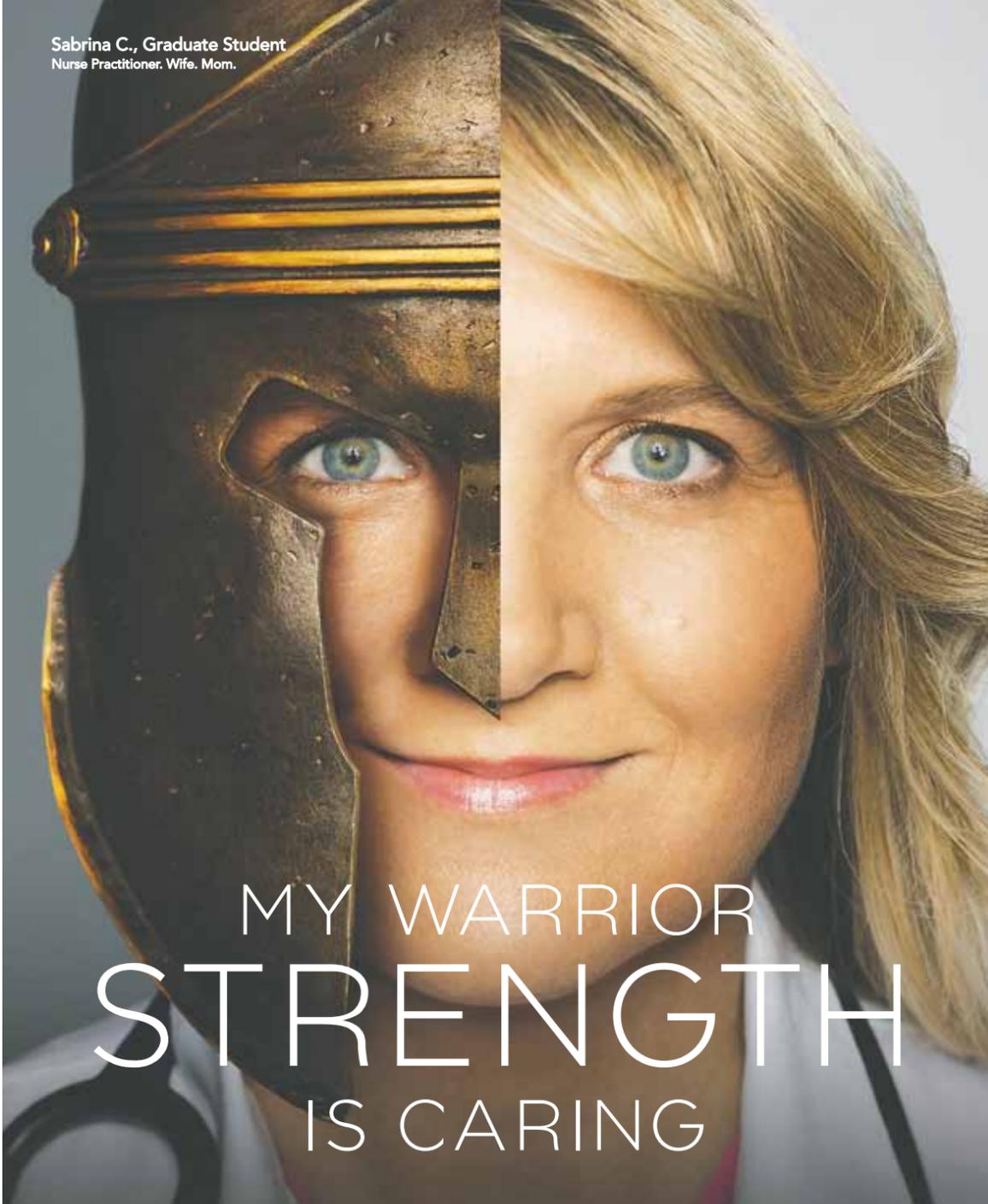
I joined GNA as soon as I became a Registered Nurse. In a policy class during my last year at Emory University, GNA member and now Past-Chair of the Metro Atlanta Chapter, Karen Rawls, gave a presentation on the Georgia Nurses Association and provided information to prepare us to attend GNA's upcoming annual Legislative Day at the State Capitol. That presentation changed my perspective of GNA; it's more than just nursing, working in a hospital and being at the bedside, it's a voice. The Georgia Nurses Association is there lobbying for our profession and

laws that govern our licensure. I attended that GNA Legislative Event and was just in awe. This is not something taught in school or in our text books. We are the voices of nursing. We need to get involved and make a difference.

After only being a nurse for two years, I decided to apply at Eagle Applied Sciences for a Nurse Coordinator position with Federal Occupation Health. The hiring nurse manager was impressed with my skills but hesitant because, I am so young, especially relative to the other nurses in this position. It was my early involvement in professional associations, including serving on the Board of the Georgia Nurses Association that most impressed her. I am now one of few youngest hired Nurse Coordinators in her area of 4 states and over 20 health units. In my position, within 7 facilities in Atlanta, I have been also able to recommend new grads for hire, who have all been very successful in their positions. The perception of the Millennial generation is that they are selfish, lazy, or inexperienced, but we are just as hard working, we need a chance and an opportunity to advance.

For nursing's new grads just starting out, don't be afraid to take a risk. Wherever you start, just begin. Don't let fear intimidate you from taking it to the next level. You can learn and grow so much and you become to know who you are. Take advantage of a mentor and learn how to properly network. If you don't speak to other nursing professionals, we cannot help and support you. Join your professional association and get involved! The Georgia Nurses Association can help.

Sabrina C., Graduate Student  
Nurse Practitioner. Wife. Mom.



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# Nursing Workforce Shortage

## Nursing Workforce Shortage: Implications for Georgia

Mary Gullatte, PhD, RN, ANP-BC, AOCN, FAAN  
Corporate Director Nursing Innovation and Research  
Emory Healthcare, Atlanta, Georgia  
Member: GNA Legislative Committee

### Scope of the Problem

The most recent survey (2013) by the US Health Resources and Services Administration [HRSA] and the US Department of Health and Human Services [HHS] provided data on the state of the nurse workforce in America.<sup>2</sup> Workforce data analytics are designed to inform both the public and private sector about the supply and demand of health care workers; specifically Registered Nurse [RN] workforce data. Currently there are 3.7 million RN (including APRNs) in the US workforce. The RN workforce has grown by nearly 1 million since 2008.<sup>1,2</sup> The majority of RNs are employed in hospital settings. The workforce is growing in ambulatory and home care settings. The most recent data (2008-2010) indicates that the average age of RN is 44.6 years with a large portion >50 years old.<sup>2</sup>

### Current National RN Pipeline Data<sup>1,2</sup>

- Increase in Males entering the profession
- Increase in second degree/career holders entering nursing
- Average age of RN decreased to 41 years (in part due to retirements and increase in entry of <30 year olds joining the RN workforce).
- Increase in BSN entry level RN (doubled from [2001-2011]). 86% increase in the number of RN-BSN graduates from 2009-2013)
- 79,000 qualified nursing school applicants turned away from nursing programs last year because of faculty shortages

### Focus On Georgia (2008-2010)

Table 1 Georgia RN Workforce per 100,000 population<sup>2</sup>

RN	Total Population	RNs/100K
75,976	9,612,759	790.4
LPN	Total Population	LPNs/100K
22,076	9,612,759	229.7

Georgia ranked 42<sup>nd</sup> in the per capita RN workforce by state; while LPNs ranked 24<sup>th</sup>. There is no significant difference in the distribution of RNs across rural and urban areas to the total population. This reflects that rural areas have a lower per capita supply of RNs.<sup>2</sup> The RN Turnover Rate in Georgia (2010) was reported at 41.6% which ranked in the top 20 in the country for RN turnover.<sup>2</sup>

### Patient Care Quality and Safety Concerns<sup>3, 4, 7, 8, 9, 10, 11, 15</sup>

1. Insufficient staffing is raising stress level, impacting job satisfaction, and driving many nurses to leave or consider leaving the profession
2. Higher patient loads associated with higher readmission rates
3. Association between high nurse patient ratios and nurse burnout (or compassion fatigue) with increased patient urinary tract and surgical site infections
4. Lower patient-nurse ratios associated with significantly lower patient mortality on medical and surgical units
5. Significant association between baccalaureate prepared RNs on cardiac care units and lower in-hospital mortality
6. Shortage of RNs and increased workload pose a potential threat to patient care quality and satisfaction with care
7. Most hospital RNs (93%) report major problems with having enough time to maintain patient safety, detect complications early, and collaborate with other team members
8. A survey report found that 53% of Physicians and 65% of the public cited the shortage of nurses as a leading cause of medical errors
9. Recent reports rank medical errors as the 3<sup>rd</sup> leading cause of death in the US

### Current and Projected Nursing Shortage Indicators [Bureau of Labor Statistics 2012-2022]<sup>14</sup>

1. The RN workforce is expected to grow from 2.71 million in 2012 to 3.24 million in 2022
2. Shortage of RNs projected to spread across the US between 2009 and 2030
3. Shortage of Nursing School Faculty is restricting nursing program enrollment
4. HRSA projects >1 million RNs will reach retirement age within the next 10-15 years

5. Changing demographics forecast the need for more nurses to care for aging population
6. 2-3 million baby boomers will enter into Medicare each year<sup>16</sup>

### Workforce Strategies to Engage and Sustain A Robust Workforce

1. Recruiting a multigenerational and diverse workforce to reflect the population demographics
2. Exploring and implementing new Models of patient care
  - a. "Hospital in a Hospital" this model will cohort or zone patients and team in smaller more manageable work flow and care zone
  - b. "Team Based" Model of care [each member providing care at the top of license and education, including adjustment in RN to Nurse Tech Skill Mix which would support top of license care
  - c. Creating Healthy Work Environments (Including Georgia State Legislation to criminalize workplace violence upon any healthcare workers). This legislation would provide Georgia the opportunity to Lead in this area
  - d. Shared Governance [Involve nurses in decisions which will affect their practice]
  - e. Leveraging technology [documentation, continuing education, etc.]
  - f. Build in RN job descriptions to leverage knowledge and skills of [Clinical Nurse Leader (CNL)] graduate nurses
  - g. Tap into secondary skills and knowledge of second degree RNs
  - h. More flexible roles for APRNs, to include passage of full scope of practice legislation in Georgia
  - i. RN education models [where do nurses receive basic education and training] to include increased required clinical practicum hours
    - Acute care in hospitals
    - Home care (non-traditional setting for entry nurse) and Ambulatory care (non-traditional setting for entry nurse)
3. Leverage Simulation labs for entry level and continuing competency
4. Explore opportunities to tap into knowledge and skills of nurses at retirement age as senior mentors and preceptors
5. Flexible and creative work hours with self-scheduling
6. Better salary and benefits to increase retention of nurses across all practice settings including academia
7. Succession planning to ensure exemplary nursing care development in all practice settings

### So What Next?

**Think of ways you can get involved and positively impact the future of professional nursing practice and patient care outcomes in Georgia. You can start by joining GNA and your subspecialty practice Nursing Association. Be part of the change you want to see in healthcare in our state.**

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# Georgia Nurses Association Peer Assistance Program

**Sherry Sims, RN, MSN**  
**Chair, GNA Peer Assistance Program**

*This article was originally published in  
 The Georgian Nurse, Vol. 3, Issue 4*

**Do you have a co-worker that you think is having judgment problems at work? Do you suspect substance abuse?**

**Are you finding yourself involved in uncomfortable situations surrounding medication discrepancies at work? Perhaps it's happening all too often?**

**The Georgia Nurses Association Peer Assistance Program can help!**

The Georgia Nurses Association Peer Assistance Program (GNA-PAP) was the first in the nation to support nurses with substance use disorders (SUD). Since its inception in 1981, GNA-PAP has offered nurses a way of receiving support during rehabilitation and recovery, while remaining members of their profession. GNA-PAP operates with registered nurse (RN) volunteers facilitating the functions of the program. A focused goal prevails throughout the program: To protect the safety of the patient and general public. Through weekly peer support groups, education and random drug screening, nurses are supported and patients are protected.

Addiction is the ongoing use of mood-altering substances, such as alcohol and drugs, despite adverse consequences (Kathy Bettinardi-Angres, MS, RN, APN, CADC, and Daniel H. Angres, MD; Understanding the Disease of Addiction). Substance use disorder encompasses a pattern of behaviors that range from misuse to dependency or addiction, whether it is alcohol, legal drugs or illegal drugs (NCSBN). These conditions can lead to behaviors that negatively impact patient safety and outcomes including drug diversion, medication errors and procedural mistakes. It is the responsibility of all nurses to intervene when patient safety is jeopardized.

Because the potential for substance use disorder is higher for professions with frequent on the job presence of addictive drugs, nurses are among high-risk groups. The American Nurses Association estimates that six to eight percent of nurses use alcohol and/or drugs to an extent that impairs professional performance.

In 2013, the Georgia General Assembly passed House Bill 315, which requires mandatory reporting of any violation of the Nurse Practice Act. Any nurse or nurse employer who suspects or observes a nurse working impaired, diverting medications or violating any other provision of the Nurse Practice Act must notify the Georgia Board of Nursing (GBON).

When a nurse is reported to the Board for allegations of substance abuse or drug diversion, if supported by evidence, the Board may require the

nurse to complete a mental physical examination. This examination is conducted by a physician board certified in addictionology. If recommended, the Board may place the nurse under a consent order requiring a period of probation or monitoring. Depending on the terms of the order, the nurse may be required to participate in an aftercare group, undergo random drug screening, provide quarterly progress reports, be under the care of a mental health professional or satisfy other Board requirements.

GNA-PAP advocated for and supports the mandatory reporting requirements and provides assistance, education, and support to nurses to satisfy the requirements of consent orders.

One nurse practitioner (NP), who wished to remain anonymous, has helped contribute to this article. This recovered NP explains her feelings this way:

*A punitive approach to addiction among nurses further elevates one of the highest hurdles I faced upon my path to recovery. I left with only the threat of loss of license and livelihood. When that happens a nurse in need of treatment may be less likely to seek help. Until we acknowledge the environmental, and in some instances personal, risk factors that are not only present in the day-to-day execution of nursing duties, but they are also very real liabilities. [Nurses should cease] condemning ourselves to playing catch up in recovery, rather than realizing the benefits of necessary instruction and prevention.*

Previously, non-punitive approaches being offered to patients were generally denied to nurses, according to the National Council of State Boards of Nursing (NCSBN). Many nurses did not receive treatment until after a criminal charge. "Outcomes improve, however," says Georgia's recovered NP, "when the nurse suffering addictive disease seeks treatment and maintains recovery through an ATD (alternative to discipline) program." "The onus is upon the affected nurse to actively engage in treatment and submit to an oversight process," she says.

Finally, the NP further suggests, "for me, participation in GNA's assistance program has allowed me to pursue meaningful and effective recovery while safeguarding the public's safety." And she adds:

*Greater effort and resources must be dedicated to the front lines by way of proactive education and learning. The disease-treatment paradigm is a preferable and powerful agent of change with regard to the nursing profession. It provides nurses with a system by which they may monitor*

*and regulate themselves — instead of sacrificing their professional self-government to another agency or body.*

To reach GNA's Peer Assistance Program, please call: 800-462-9627 or 404-325-8807.

## GNA-PAP's Philosophy statement and beliefs:

1. Chemical substance abuse is a disease process with physical, social, and emotional aspects;
2. No nurse should lose their job or license until he/she has had an opportunity for recovery care;
3. There lies hope in the recovery treatment for the nurse with substance abuse disorder;
4. GNA-PAP endorses an "Alternative to Discipline" model program that enhances patient safety through early detection, interventions, and contractual monitoring agreements before a nurses' practice is negatively impacted;
5. Nurses who pose a public threat should be reported to the Georgia Board of Nursing;
6. GNA-PAP volunteers assist nurses in the maintenance of a sustainable, stable recovery program that allows nurses to remain a productive member of the nursing profession and their community.

The GNA promise is to provide opportunities for growth through energizing experiences, empowering insight and essential resources. If you are a Georgia (LPN, RN or APRN) nurse and are interested in helping members of your profession, you may receive more information at [www.georgianurses.org](http://www.georgianurses.org).

## References and Resources (Listed Alphabetically)

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- What is Chemical Dependent: The Disease Concept? <http://www.georgianurses.org/?ChemicalDependent>



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# History

## ENDURING ECHOES

### Discovering Southern Nurses in the Fiction of Southern Women Writers 1892-1945

#### Part IV

**Dr. Rose Cannon**

In this final piece in this series, Part IV, novels by Ellen Glasgow (1873-1945) and Frances Newman (1883-1928) are featured. *Barren Ground* written in 1925 is best known of all Glasgow's many works, and *The Hard-Boiled Virgin* by Frances Newman was published one year later in 1926. And finally, I will summarize why I think white southern nurses were largely ignored in white southern women writer's fictional accounts during the time period 1892-1945.

Ellen Glasgow, an aristocratic white woman from Richmond, Virginia was one of only a few woman writers accorded a solid standing in the southern literary canon (Hubbell, 1960; Rubin, 1972; Singal, 1982; and Jones, 1984). She may have gained this privilege not only for her writing style, but because of a strong streak of "Agrarian" mentality. In *Barren Ground* Glasgow's vision of change is for a renewed reverence for southern soil, a value compatible with the Agrarians. The novel opens in the 1890s when the main character, Dorinda, is a young woman of twenty and ends with her a cynical woman in her fifties (Godbold, 1972). Deeply in love, and about to be married to Dr. Jason Greylock, she soon discovers he has left town and is about to marry another. Desperate to hide the fact that she is pregnant, Dorinda flees to New York, and upon her return to Virginia, sets out to transform the barren ground of her inherited farm. Though the ground flourishes, her heart becomes cold and barren. Glasgow's Dorinda envisions no change for care of the sick in the South even though acquainted with alternative methods of care which she experiences in the North. As a patient in a New York hospital after fainting into the street, she slowly comes out of unconsciousness and realizes she is no longer pregnant. The nurses treat her with concern as does Dr. Faraday. He and his wife make arrangements for Dorinda to help in their medical practice and help with the care of their six children.

In the novel, nurses in New York are employed in private duty, hospitals, and doctor's offices. Descriptions of care that Dorinda receives as a

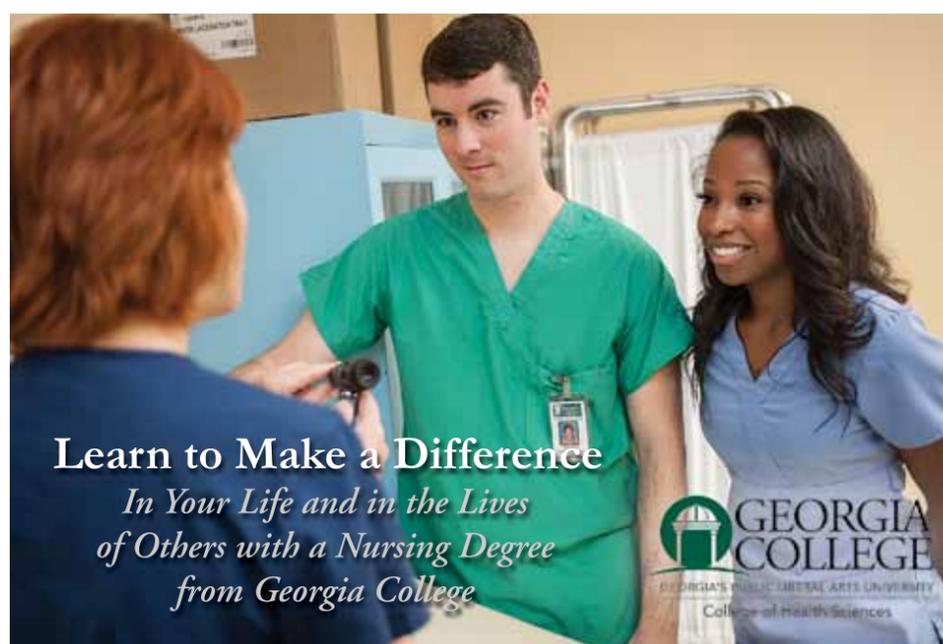
patient reveals health care in the North as accessible and efficiently organized; the doctor is the head, then come trained nurses, the pupil nurses, and lastly, auxiliary workers. The hospital nurses wear "white caps and dresses [and move] silently about with white vessels in their hands. . . among the white iron beds standing in a row" (Glasgow, 1925, p. 166). This imagery implies cleanliness and order, and an era of hospital management more modern than earlier times when hospitals were feared as filthy and dangerous places, a final dwelling for those close to death. These New York nurses also have, "brisk professional tone[s]" and make replies "with authority" (p.168).

Hospital care, though effective in saving Dorinda's life, is not a model she values for her rural southern community, Pedlar's Mill. "We always nursed the sick at home. Great-grandfather was bedridden for years before his death, and my mother nursed him and did all the work too" (p. 160), Dorinda proudly tells a casual friend she meets in New York City. Pride in home care for the sick by family or servants functions in this novel as a mark of southern distinctiveness, and is in bold contrast to the care Dorinda receives in the New York City hospital where she is nursed by strangers. A folk healer, Aunt Mehitable Green, is a trusted and lifelong part of Pedlar's Mill. Later in the novel, Aunt Mehitable Green's granddaughter, Fluvanna Moody, is called to nurse Dorinda's father when he suffers a stroke. He likes to have her around, "even if she is one of the new order of darkeys" (p. 195). This passage indicates how folk healers passed their traditions down through their family members and implies a system different from slavery in name only. Dorinda sometimes takes on the role of nurse after returning to her rural Virginia home. During a particularly desperate influenza epidemic "she mounted her white horse and brought the peach brandy and blackberry cordial she had inherited from her mother, to bring some relief to the Greens, Moodys, and Plumtrees, her faithful negro workers" (p. 360). Dorinda's behavior in this passage affirms close ties to the previous generation in that treatments for certain ailments remain unchanged

over several generations. The imagery of the white horse is representative of purity, but also of strength and virility, psychological components of the healing process. The bearing of Dorinda in this passage as benevolent mistress is patronizing and paternalistic, and can be interpreted as maintaining black/white relationships as they were during slavery, hinting at the fragile veneer of the New South.

While in New York, Dorinda is drawn to return to the land, but not before she contemplates the need to make farming a science. She reads, studies, and attends lectures. Her success at farming on her return to Virginia is due to her new methods and determination. Her "serious business of life" (p. 181) has begun. She takes ideas, scientific methods and northern capital pressed on her by the Faradays for her faithful service, to change her land. Hand tools are replaced by tractors and hand-milking by electrified cow parlors. However, previously "faithful negro servants" are now considered too dirty and lazy to work in Dorinda's new cow barn. Instead, she herself milks the cows and makes the butter for market. Dorinda's zeal in nurturing the land on her Virginia farm does not carry over into new ways for nursing the sick and dying. Those who learn their healing methods from Aunt Mehitable continue to care for the sick. Faithful servants, not allowed into the new barn, are still welcomed in the bed chambers of the infirm. Old fashioned treatments for serious illness are valued while farming methods are being transformed. Institutions as alternatives to home care are looked upon as a disgrace, the poorhouse, an unacceptable institution to all, yet the only public institution described. As the story comes to an end, Dorinda's farm at Pedlar's Mill is radically changed, while the ways of nursing the sick in her community are not.

*Barren Ground*, set in the time period from 1890 until approximately 1930, coincided with the period when nursing schools and hospitals were proliferating in the south. Yet no schools or hospitals were mentioned in this literary rendering of Northern Virginia. Meaningful work for woman as trained nurses was depicted only in the north,



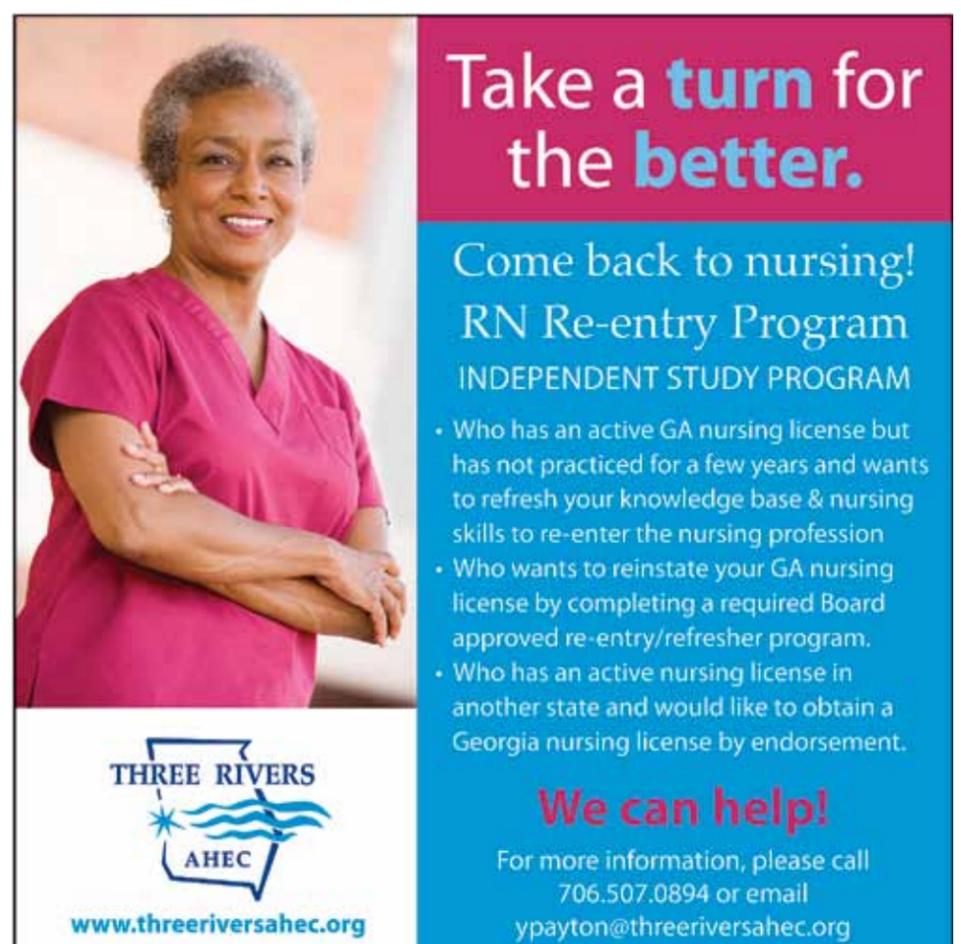
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# History

not in the south. Trained nurses described in detail in the north were not included in the care of the sick in the south. Living in Richmond, Virginia, it would seem likely that Glasgow would have seen, heard, or read about the controversial experiment of nurses doing community work from a settlement house in Richmond. That Glasgow did not include nurses as a part of a changed south is significant to southern nursing history. The emotional aura of sickness, illness, and death was tied closely to traditional ways of caring in the south, and Glasgow in her depictions showed how this consistent pattern was ingrained and transmitted in her literary rendering.

A contemporary of Ellen Glasgow, Francis Newman was the last child born into a distinguished Atlanta family. Set out to make scholarship, criticism, and fiction a serious career, she considered herself plain in contrast to her beautiful sisters. Having evaluated herself outside of “bellehood,” she attempted to rid herself of the restrictiveness of the role of “southern lady.” As a librarian and budding literary critic, Newman’s scathing reviews caught the eye of H. L. Mencken, resulting in her being welcomed into the literary community of Richmond, Virginia, and at the MacDowell colony in New Hampshire, where she wrote a portion of her fiction. As was often the case with upper-class southern women she made frequent trips to Europe and New York. Yet she always kept a home in Atlanta for her household which consisted of a nephew and a black maid. Her literary career was cut short when she died suddenly at the age of forty-five of a brain hemorrhage following an undiagnosed eye ailment.

It is not entirely clear either from her letters (Baugh, 1929) or her fiction whether Frances Newman was aware of the full development of training for nurses in Georgia during the first two decades of the twentieth-century, the period when she was an Atlanta librarian and beginning writer. She only briefly mentions nurses as part of the

hospital scene in Atlanta in *The Hard-Boiled Virgin* (1926), but her letters reveal she was often under a doctor’s care for winter colds, and presumably had contact with various nurses at those times. Historical records show Atlanta as a hub of activity in developing new nursing schools during the period when Newman resided there. In this novel Newman dramatizes the traditional ways of upper-class southern women and their domestic servants, showing how both white and black are entwined in retaining the old and denigrating the new in health and sickness care. Set in Atlanta in the first two decades of the twentieth century, this rendition of the south gives only one glimpse into why traditional nursing care provided at home may have been so persistent in the south. That the nurse is the distrusted and unsuspecting new woman is arresting in Newman’s writing, and may be the key to why in southern literature the trained nurse is often ignored or treated as anomalous.

*The Hard-Boiled Virgin* (1926) is a story of a young woman who attempts to escape the confines of southern ladyhood. Whether Newman accomplishes this for her heroine is difficult to say, but what is especially clear is that Newman did not consider a career in nursing as an escape for women of the upper-class. Katharine Faraday, the main character, is the youngest daughter in a family where the older sisters regularly receive flowers, gifts, and receive callers at strictly determined times. Family membership at the Capital City Club, her brother’s attendance at the Georgia Military Academy (p. 34), and her father’s daily interest in the price of cotton (p. 55), leave no doubt as to the privileged atmosphere which surrounds Katharine.

Newman sets nursing outside this realm and separates Katharine, now grown, (and her black mammy) apart from trained nurses. Yet nurses cause both Katharine and her black servant some anxiety. When “Katharine decided that she was in love with

a tall young surgeon, she began to dislike all trained nurses as much as her mammy did, and to share her doubt about the impregnability of their virtue . . .” (p. 231). These nurses do not fit traditional categories; they are neither belles nor servants. Unlike the belles, nurses work for pay, and because of this, have less need to depend on a man for their livelihood. Yet this passage seems to be more about Katharine’s sexual anxieties than about her need for economic security. Nurses have training in subjects that are taboo to Katharine and misunderstood by her mammy. A sexual double-standard is implied: a man, the surgeon, with sexual knowledge is acceptable as a potential suitor for a belle, but a woman with this same knowledge becomes tainted, mistrusted, and without virtue. Even though Katharine wants to learn about her body the subject is not discussed with her. Denied access to the information she so desperately wants, she rationalizes about nurses. Since she believes they have information she is denied, she considers them unlike herself. Unable to escape her destiny to become a southern lady, she must satisfy herself with the idea that nurses can never be “ladies.”

In the passage “mammy” is cast in the black female image of nurturing mother, devoid of sexuality, and is contrasted to the opposing figure of a new caregiver, the dangerous and sexual trained nurse. Dependent on her upper-class employer for her livelihood, and with little opportunity to come in contact with trained nurses, the black servant remains steadfast in transmitting only “safe” knowledge for the pedestalled, white, southern, young woman in her care, thereby insuring her own position. Furthermore, the availability of a large black female labor force able to provide home nursing services may have delayed alternative types of care in the south. Trained nurses may have posed

*Enduring Echoes continued on page 14*

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# History

**Enduring Echoes continued from page 13**

an economic threat to black women who provided nursing care in homes.

These examples from southern white women's fictions implicitly portray a phenomena that answers the question of why the silences about southern white nurses. The south had experienced defeat in the Civil War and as a result, a protracted period of poverty. A large proportion of the population could not have afforded the cost of trained nursing care, and the persistence of the affordable black servant or friendly neighbor who would expect reciprocation in their time of need continued to be valued. Resistance to change in the way nursing care was given may also have had roots in the experience of Reconstruction after the Civil War when the unique relations between the races in the south was threatened. The issue of race was addressed by the all the authors reviewed in this series; an indication that race cannot be ignored in any serious analysis of the south. Persistent

segregation in spite of Reconstruction did nothing to alleviate embittered race relations. Constantly attempting to hold a large black population to the mudsills of society, the south had perfected the system of keeping blacks in their place. Free labor became little more than slave labor as noted in the poverty that continued for those in the sharecropping system, and in domestic labor. Nursing the sick was an expectation for women in their roles as mothers and wives inside the home, and in this way was unpaid labor. To have nursing move out of the home and be contracted by strangers was one more evidence that southern society might be coming apart at the seams. First slaves, and then women, were attempting to move from the domestic to the public sphere. Denial, a form of dealing with this situation, may be one reason that the profession of nursing in the south has so little written history. Antebellum white aristocratic women studied by Fox-Genovese (1988) bought into and gained from the system that kept blacks down, and may have been reluctant to see their society change. Other privileged southern white women such as the Grimke' sisters from South Carolina (Lerner, 1967) in speaking out against gender, class, and race inequities, did so from outside the south. But in both instances the issues of race, class, and gender were the prominent and pervasive issues addressed.

That nursing evolved differently in the south than in the north is dramatized in the fiction reviewed

here. The southern white professional nurse often fell into a class by herself, was frequently misunderstood, and seldom given center stage in the novels of southern women writers of the early twentieth century. Each writer communicated a unique set of concerns about southern life, and running throughout their fictions is a reluctance to accept trained nurses. The images of southern nurses and nursing as revealed by southern women fiction writers illustrates how fiction can illuminate the history of southern nursing. Discovering the roots of why this silence took form can be seen from what these southern women authors both chose to write, and failed to write.

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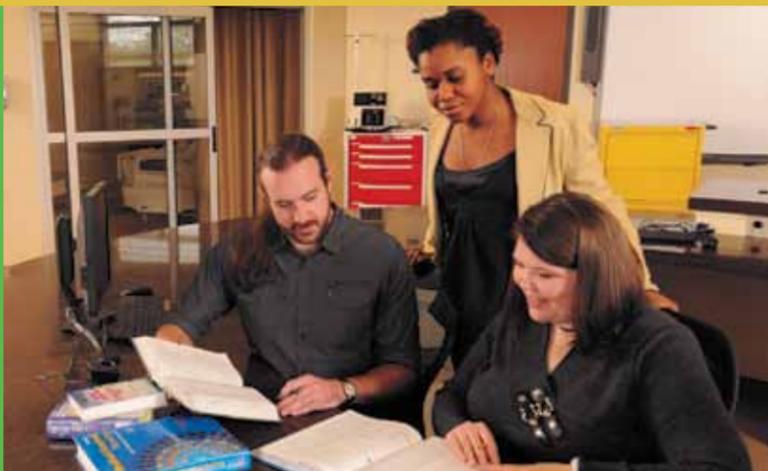
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# Finance Matters

## A Hero Among Us

**Jim Williams**  
President, Team Lendwell

For the past several years I have written an article for publication in the GNA Newsletter regarding finance in the lives of nurses. Your feedback has been well-received and appreciated. Today I have decided to take a bit of a different turn to honor one of your own, "A Hero Among Us" for the past fifty years.

First a little background. I grew up in a small town in the mountains of North Georgia. The first time I remember meeting Bonnie Cobb was in the late 1970's during an 11P to 7A shift at the hospital. Bonnie was a young registered nurse and I was attending college and working as an EMT. Bonnie grew up in our hometown and attended the Georgia Baptist School of Nursing graduating in 1965. After I graduated from college and moved to Atlanta to pursue my career, I did not stay in close contact with Bonnie and my co-workers as well as I should have.

Many years later I moved back to my home town to raise my family. Bonnie was a wife, mother, grandmother and still working the night shift as a nurse in our community hospital. Through the years Bonnie has been by the bedside of my great-grandmother, grandmother, mother and countless other family members and friends. She is one of the most caring people I have ever met and a champion for those in need. Bonnie's mission field is serving others. She continues to be a mentor for young graduates beginning their nursing career as well as seasoned peers.

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You can contact Jim Williams with questions regarding this article, 706-897-2992 or [jim.williams@teamlendwell.com](mailto:jim.williams@teamlendwell.com).



Jim Williams

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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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# Membership

## Welcome New & Returning GNA Members

### March 2016

Amanda Tanksley, Chatsworth, GA  
 Amanda Sweatt, Milton, GA  
 Amanda Ingram, Cedartown, GA  
 Angela Harrell, Winterville, GA  
 Audra Boyd, Jonesboro, GA  
 Billie Brand, Macon, GA  
 Bobbie Hester, Adel, GA  
 Calyne Mohan, Sugar Hill, GA  
 Candace Baulding, Kennesaw, GA  
 Cecilia Hayes, Young Harris, GA  
 Charolette Habersham, Dublin, GA  
 Christine Willey-Macko, Richmond Hill, GA  
 Claire Monroe, Hampton, GA  
 Cody Reece, Brookhaven, GA  
 Connie Hill, Augusta, GA  
 Crystal Harvey, Savannah, GA  
 Dawn Kirkby, Covington, GA  
 Deborah Blasé, Stone Mountain, GA  
 Delicia Williams, Atlanta, GA  
 Donna Calhoun, Augusta, GA  
 Dorothy Thompson, Dunwoody, GA  
 Dwayne Hooks, Smyrna, GA  
 EJ Johnson Foster, McDonough, GA  
 Elizabeth Strickland, Blackshear, GA  
 Elizabeth Kelly, Douglasville, GA  
 Fatoumata Jaiteh, Smyrna, GA  
 Felicia Erondu, Evans, GA  
 Iris Hamilton, Snellville, GA  
 Jacqueline Dupont, Kennesaw, GA  
 James Leonard, Atlanta, GA

Jane Sutherland, Acworth, GA  
 Jay Reid, Americus, GA  
 Jeanne Overby, Norcross, GA  
 Jennifer Lowe, Atlanta, GA  
 Jessica Noggle Taylor, Decatur, GA  
 Judith Ashley, Palm City, FL  
 Judith Daniels, Powder Springs, GA  
 Judith Clayton, Greensboro, GA  
 Justin Heusser, Watkinsville, GA  
 Kanasha Howell, Morrow, GA  
 Kathleen Bridges, Statesboro, GA  
 Kayley Howard, Roswell, GA  
 Kia Padgett, Atlanta, GA  
 Kim Dupree, Atlanta, GA  
 Kimberley Cole, Grayson, GA  
 Kimberly Merlin, Canton, GA  
 Kimberly Parker, Buford, GA  
 Kimberly Griffin, Hephzibah, GA  
 Kristina Allen, Alpharetta, GA  
 Latoya Walker-Smith, Kennesaw, GA  
 Leshundra Nettles, Newnan, GA  
 Linda McGarr, Hephzibah, GA  
 Linda Toomer, Suwanee, GA  
 Lisa Dodgen, Columbus, GA  
 Lonchia Williams, Mableton, GA  
 Madelynn Reiten, Augusta, GA  
 Marie Emery, Gainesville, GA  
 Mark Christopher Adams, Atlanta, GA  
 Marva Manuel, Atlanta, GA  
 Mary Bradley, Suwanee, GA  
 Mary Elizabeth Dinos, Saint Simons Island, GA

Michael McFarland, Atlanta, GA  
 Michelle Carranza, Johns Creek, GA  
 Michelle Cox, Kingsland, GA  
 Michelle Gaddis, Atlanta, GA  
 Michelle Venn, Peachtree City, GA  
 Nakoti Coleman, Marietta, GA  
 Nancy McCall, Gainesville, GA  
 Nga Nguyen, Suwanee, GA  
 Nivia Crawford, Stone Mountain, GA  
 Opal Schlicht, Summerville, GA  
 Robbie Mosley, Suwanee, GA  
 Sandra Mobley, Albany, GA  
 Sharon Jones, Milton, GA  
 Sheryl Lineberger, Lawrenceville, GA  
 Sonja Holmes, Decatur, GA  
 Sonya Cochran, Columbus, GA  
 Sonya Dunbar, Morrow, GA  
 Stacey Wise, Rome, GA  
 Stephanie Green, Marietta, GA  
 Terrieka Ward, Lawrenceville, GA  
 Vickie Moore, Marietta, GA  
 Whitney Shuman, Savannah, GA

Anna Findlay, Acworth, GA  
 April Griffin, Snellville, GA  
 Audrey Jones, Toccoa, GA  
 Carmen Booth, Valdosta, GA  
 Charla Davis, Augusta, GA  
 Charlotte Swint, McDonough, GA  
 Cheryl Hylton, Mableton, GA  
 Christine Miller, LaGrange, GA  
 Cynthia Montgomery, Powder Springs, GA  
 Deborah Wittig-Wells, Cumming, GA  
 Debra Thayer, McDonough, GA  
 Donna Allison, Ringgold, GA  
 Elizabeth Brown, Grayson, GA  
 Evelyn Raby, Winder, GA  
 Faith Blackwell, Lawrenceville, GA  
 George Fraser, Fairburn, GA  
 Grace Yim, Atlanta, GA  
 Heather Schwartz, Augusta, GA  
 Jama Kirkland, Ambrose, GA  
 Janis Dubow, Alpharetta, GA  
 Janna McWilson, Jonesboro, GA  
 Jemilat Azeez, Dacula, GA  
 Jenny Brosseau, Atlanta, GA  
 Joseph Obrien, Marietta, GA  
 Josephine Thomas Beach, Savannah, GA  
 Laura Martinez, Cumming, GA  
 Leslie Steinhoff, Kennesaw, GA  
 Lisa Blakeney, Hinesville, GA

### April 2016

Amanda White, Cochran, GA  
 Amber Godsey, Augusta, GA  
 Ana Owolabi, Lawrenceville, GA  
 Anastasia Davis, Statesboro, GA  
 Angela Jenkins-Jacobs, Douglas, GA  
 Angela Geike, Grayson, GA  
 Angela Spallinger, Bonaire, GA  
 Angie Ballard, McDonough, GA

GNA Members continued on page 18

## DO YOU HAVE A NURSE LICENSE PLATE!



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# Membership

**GNA Members continued from page 17**

Lisa London, Lavonia, GA  
 Mandy Fox, Adairsville, GA  
 Margy Strickland, Milton, GA  
 Marie Elie, Villa Rica, GA  
 Mark Clark, Gainesville, GA  
 Markenline McCullough, Grayson, GA  
 Mercy Oduah, Covington, GA  
 Noel Holdsworth Sautee, Nacoochee, GA  
 Novelette Chin, Conyers, GA  
 Pamela Shaw, Columbus, GA  
 Pamela Lovett, Hephzibah, GA  
 Paulette Carr, Grovetown, GA  
 Shannon Miller, McDonough, GA  
 Sharlene Toney, Newnan, GA  
 Sharri Rittenhouse, Lawrenceville, GA  
 Shasta Rousey, Lithia Springs, GA  
 Sindhu Mathew, Grayson, GA  
 Skylar Fritz, Atlanta, GA  
 Susan Beitzell, Winder, GA  
 Taccoa Harris, Dunwoody, GA  
 Tammie Williams, Zebulon, GA  
 Tammy Williams, Canton, GA  
 Tara Daniel, McDonough, GA  
 Theresa Walcot-Ceesay, Lithonia, GA  
 Tishon Creswell, Grovetown, GA

Vanessa Faryen, Covington, GA  
 Vivian Duako, Riverdale, GA

**May 2016**

Akilah Robinson, Buford, GA  
 Angela Reagan, Ringgold, GA  
 April Reid, Cumming, GA  
 Ashley Morris, Fortson, GA  
 Bernice Boyce, Snellville, GA  
 Bryan Hutcheson, Kennesaw, GA  
 Carol Simmons, Lyons, GA  
 Cathalene Teahan, Snellville, GA  
 Charde Pruitt, Stone Mountain, GA  
 Christopher Carr, Winder, GA  
 Claudia Manning, Fairburn, GA  
 Comfort Bonsu, Lilburn, GA  
 Cynthia Hughes-Stratton, Newnan, GA  
 Darla Balas, Atlanta, GA  
 Deanna Wallis, Augusta, GA  
 Debra Murray, Grovetown, GA  
 Delrose Phillips, Douglasville, GA  
 Diana Sowell, Vidalia, GA  
 Elizabeth Coughlin, Atlanta, GA  
 Elizabeth Bolton-Harris, College Park, GA  
 Felisha Eskridge, Decatur, GA  
 Freda Allor, Kennesaw, GA  
 Gayla Love, Hampton, GA  
 Georgie Williams, Leesburg, GA

Gizzette Wallace, Hampton, GA  
 Grace Nteff, Riverdale, GA  
 Heather Ayers, Homer, GA  
 Jaimi Williams, Camilla, GA  
 Jameika Dicks, Fort Gordon, GA  
 Jamie Proctor, Cumming, GA  
 Janet Myers, Lenox, GA  
 Janine Landry, Newnan, GA  
 Jean Rush, Hinesville, GA  
 Jessie Wrice, Macon, GA  
 Jewell Hudson, Decatur, GA  
 Joseph Durnell, Loganville, GA  
 Judith McDonald, Buford, GA  
 Kaitlyn Defeo, Atlanta, GA  
 Karen Orridge, Augusta, GA  
 Kelveisha Harper, Rome, GA  
 Kim Moore, Cumming, GA  
 Kimberly Robinson, Jonesboro, GA  
 Labrenda Bowen, Lawrenceville, GA  
 Laquesha Walker, Monroe, GA  
 Lashieka Mitchell, Covington, GA  
 Lauren Papa, Norcross, GA  
 Lawana Morales, Ellenwood, GA  
 Leah Fowler, Pineview, GA  
 Lejy Mathew, Lilburn, GA  
 Lesa Britt, McDonough, GA  
 Lillian Pryor, Lawrenceville, GA  
 Linda Morrow, Byron, GA

Lisa Hastings, Lithonia, GA  
 Lisa Langevin, Woodbine, GA  
 Louis Arnold, Atlanta, GA  
 Melanee Newman, Loganville, GA  
 Melanie Chafin, Columbus, GA  
 Michele Chen, Roswell, GA  
 Miledys Crouse, Grovetown, GA  
 Monica Castro, Atlanta, GA  
 Nicholas Ringfield, Atlanta, GA  
 Ora Reeves, Atlanta, GA  
 Rashidat Giwa, Riverdale, GA  
 Rebecca Warthen, Stockbridge, GA  
 Santredra Wright, Duluth, GA  
 Shannon Gailey, Jonesboro, GA  
 Shaqunna Muhammad, Snellville, GA  
 Sheila Bailey, Cedartown, GA  
 Sheronda Simpson, Valdosta, GA  
 Stephanie Steele, Toccoa, GA  
 Steven Blankenship, Phenix City, AL  
 Susan Van Weort, Rome, GA  
 Telete Wheeler, Ranger, GA  
 Tina Stiles, Statham, GA  
 Udu Oladeinde, Sugar Hill, GA  
 Vanessa Kelly Krull, Naylor, GA  
 Vivian Owens, Woodstock, GA  
 William Shelton, Duluth, GA  
 Willie Harris, Donalsonville, GA  
 Zeresh Gosha, Columbus, GA



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**Rebecca Wheeler, PhD, RN, Coordinator Georgia Nursing Leadership Coalition**

The Georgia Nursing Leadership Coalition (GNLC) is pleased to offer two opportunities for nurses interested in networking, leading, and learning new skills. The first is the **GNLC Leadership Conference Nursing's Role: Advocacy and Action** on October 5, 2016. This event is for any nurse interested in learning more about leadership strategies and opportunities. It will be held from 8am to 2pm at the Georgia Hospital Association's Conference Center (the Windy Hill exit off I-75). Highlights include keynote speaker Terry Sterling (Chief Operating Officer, Lake of the Lake in New Orleans, LA) who will present "Leadership Path to the Boardroom" and plenary speaker Kimberly McNally, MN, RN (President, McNally & Associates in Seattle, WA) who will present "Nurses on Boards: Bringing Diversity of Thought and Insight." Deans Lisa Eichelberger (Clayton State University) and Linda McCauley (Emory University) will provide an update on the Future of Nursing: Campaign for Action. This event has applied for 3.5 CEs.

The second event is our third annual **Doctoral Symposium**, this year at Georgia State University on November 12, from 8am to 3pm. This is for current doctoral students and faculty as well as anyone interested in pursuing doctoral education (DNP, PhD, DNS, EdD). This year's focus is on policy and our keynote speaker will be Joan Stanley, PhD, Senior Director of Educational Policy at the American Association of Colleges of Nursing. She will also provide two additional workshops for faculty and students. Sessions for skill development including publishing, grant seeking, poster presentations and applying for jobs will be available and current students will have the opportunity to present their work in either a poster or a podium presentation. The closing session will feature a panel of Georgia-based policy experts. CEs will be provided.

More information is available on our website: [georgianursingleadershipcoalition.com](http://georgianursingleadershipcoalition.com). We look forward to seeing you at one of these great events. Come network with your colleagues, polish up on some skills and learn about our roles as nurse leaders!

# Membership



## GEORGIA NURSES FOUNDATION HONOR A NURSE

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:

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FAX: (404) 325-0407  
[gna@georgianurses.org](mailto:gna@georgianurses.org)  
(Please make checks payable to Georgia Nurses Foundation.)

### I would like to Honor a Nurse:

Honoree: Name: \_\_\_\_\_  
Email: \_\_\_\_\_  
Address: \_\_\_\_\_  
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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:

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  - Psychiatric Mental Health Nurse Practitioner (PMHNP)

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