

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



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.

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GNA President's Message

Aimee Manion, DNP, RN-BC, NEA-BC
Georgia Nurses Association President



Aimee Manion

In June, I was afforded the opportunity to attend the American Nurses Association (ANA) 2016 Lobby Day with nursing colleagues from our state. Although this was not my first time attending this event, interactions with my colleagues combined with engaging experiences at the our Nation's Capital made this year another wonderful opportunity for learning and professional growth. As we proceeded through the day, my spirit was renewed with the importance of nurses being actively involved in political process and health policy development. Each interaction with Georgia Senators, Congressmen and their staff reaffirmed my commitment towards expanding efforts within our state to empower nurses to take political action.

While attending Lobby Day, I was also reminded of the power we have as a strong united profession focused on common goals. As one strong force willing take action and engage in meaningful conversations with political representatives, we can move our profession forward and ensure optimal healthcare for the patients we serve. Taking action can occur in many forms from reaching out to your local representatives to deciding to be involved in state or national political action committees. As individual nurses, we can no longer wait for others to step forward while we stand back and wait for change. Remember, each of us has the power to lead change, take action and transform healthcare. Any effort, large or small, is significant and makes an impact.

GNF President's Message

Unity...What A Fabulous Word

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



Catherine Futch

Unity, the state of being united or joined as a whole (author unknown). Merriam-Webster defines unity as “the state of being united or combining into one, as of the parts of a whole; unification; absence of diversity; unvaried or uniform character; oneness of mind, feeling, etc.; as among a number of persons, concord; harmony or agreement.” When you read about the definition of unity it becomes obvious how important it is to all of us. In this context all of us refers to all nurses in the State of Georgia.

GNF President's Message continued on page 2

CEO Corner

Solidarity Breeds Success...

Marcus Downs



Marcus Downs

This edition of the newsletter was designed to be special. For the first time in our newsletter development, we invited every nursing specialty organization and several patient-centered organizations to submit an article so that members of their organizations can hear from them, through GNA. For GNA, this was a firm step to demonstrate our desire to help create a cohesive and unified front for the nursing profession. The Georgia Nurses newsletter is distributed to every licensed

CEO Corner continued on page 3



Pictured from left to right are Merry Fort (member GA BON), Kathy Williams, Thea Sullivan, Hank Johnson-GA Congressman and me

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When you have a large number of professionals engaged together in protecting the best interests of the profession they look to the future as they advocate for legislation that will strengthen the profession of nursing. United as one body of nursing we can create a powerful presence and make a difference for nurses and nursing. Additionally, we have registered nurses who serve in the State Legislature. We need to support them in their efforts to protect nurses and nursing practice.

A number of issues will come before the Georgia State Legislation in the foreseeable future. It is imperative that we unite together and markedly increase membership in GNA in order to create a clear and strong presence as it relates to those bills that will have a positive impact for the profession or that will be detrimental to the profession and thus need to be blocked. Either way, we have to be prepared now and into the future to have a strong nursing presence in Georgia and to gain support to intervene in ways that are most beneficial to nurses and nursing.

Creating that presence will require that we unite in one or both of two ways. First, by joining the Georgia Nurses Association (GNA) and second, by joining our specialty practice organizations. Both are important and both, with robust membership,

will help to protect impacted nurses now and into the future. When you consider membership in the Georgia Nurses Association, you have choices. You can join both GNA and the American Nurses Association (ANA) adding to the impact that nurses can have in the legislative arena at both the state and national level. Another option is for you to join only GNA. That is a less expensive option and helps to ensure we, as professional nurses, are dedicated to the protection of nurses and nursing in the state of Georgia.

What is most important of all is the urgency of uniting Georgia nurses so that we truly can have a strong and lasting impact on nurses and nursing in our state. We have so much to be aware of and to contribute to. Just a few issues include finding funding for our Substance Use Disorder program. We simply cannot afford to lose our nurses to drug abuse in one form or another because we have inadequate funding. Multi-state licensure is another matter we need to support. Our Georgia nurses are often working in at least one if not more than one state. That often means that they must have a license in each of those states. That is expensive and no longer necessary. With the issues now swirling around the Georgia Board of Nursing regarding their Executive Director and the possibility that they may wish to leave the Secretary of State and stand on their own, it is clear that having a strong nursing presence in Georgia (membership in GNA and in specialty organizations) could go a long way towards supporting the Georgia Board of Nursing.

I hope you will see the urgency around our growing our membership and in the process strengthening the nursing presence within the State of Georgia. With membership both in GNA and in the specialty nursing organizations we will have made a major leap forward for nursing and championing of nurses' issues. We miss you and will look forward to each of you coming back or joining us for the first time.



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CEO Corner continued from page 1

nursing professional and they deserve to hear from nursing as a whole - not just GNA. Presenting a unified congress of nurses is essential for our efforts at the legislature, in regulatory action, and most of all, it will help increase morale among professionals. There are several groups like the GNLC, GANDD, GANS, the Midwives, CRNA's, School Nurses and several others. The challenge that nursing has had in the past is that each group has their own agenda and has not been presented the opportunity to work with GNA on finding common goals. When all nursing groups share a set of common goals to work towards, it increases the likelihood of success. There may have been splintering of the profession in the past but our goal at GNA is to invite all nursing groups to participate in the development of a common set of priorities to gain significant wins to benefit the entire profession. If our groups were to join forces and identify common goals, there would be an opportunity for massive gains for the nursing community on behalf of patients.

A legislator's responsibility is to respond to its constituent's needs. Constituents are patients. Patients are our business. Nurses interact with patients more than any other health care professional. Nurses also make up the largest employee sector in every health care setting. If the nursing profession can demonstrate its commitment to the patients by providing services they need and are qualified to render, then there will likely be strong legislative support for our initiatives. When issues are presented by interest groups at the legislature, they bring massive numbers to support their cause. Without these numbers, it becomes unclear how big an issue is which causes one to question how wide-spread the need is. The Georgia legislature reviews an excess of 2,000 bills every biennial (two-year legislative cycle). They must be judicious on what is passed and presented to the Governor to become law. In essence, our group is competing against a large number of other interests. Because of the number of bills presented, legislators want to make sure that they have supported causes that will benefit the bulk of their constituents and the state as a whole. Successful groups are those that demonstrate their benefit and need to all of Georgia. Our issues have the potential to impact all of healthcare throughout the state. However, we have constantly met challenges because each nursing group advocates for their sole issue rather than choosing to work for the good of all. There is a void that GNA has failed to fill in the most recent years. We have been negligent in this and are working to correct this issue. We want to fill the void that has existed in providing a forum for all nursing profession organizations to have confidence that GNA will not ask any group to compromise their identity while working in concert to achieve common goals. When I began this work, I commissioned a member survey to help us identify the needs of the profession and received detailed feedback on what GNA can do to better service the profession. Most recently, GNA implored its Board and other strong stakeholders to assist in developing its first legislative survey to determine the needs and wants for the nursing

profession at the legislature. We didn't receive a large number of responses but did receive valuable input from those who participated in the survey. The survey went to each member of GNA and several partner groups received the survey to distribute to their membership. While we want to be transparent in our legislative communications, there is a level of confidentiality that we have exercised and will continue to exercise as we do not want to publicize our legislative or legal strategies. We have asked nursing professionals including our membership and other esteemed stakeholders to provide direction on items that they would like for GNA to work for in the legislature. We have heard those concerns from all who participated in the survey and are working on many of those issues.

The bottom line is that we need membership participation. Not only do we need membership participation but we need professional participation. The profession will not see success without participation and support from the individuals we are working to support.

Please consider joining our ranks if you are not already members. We have heard and respect that many of you are members of your specialty societies and joining GNA would be an extra investment that many may not be prepared to make. I assure you though, that your participation will drive your ability to function to the full scope of your training. We will work to earn your trust- in turn we ask for your investment in the future of nursing for Georgia's nurses, future nurses, and patients.



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Legislative Engagement

Who Decides?

When a decision affects your patients and your profession, who decides the rule or law that governs the prevailing decision? In many cases, it is your state legislature. In other cases, it is the Board of Nursing which falls under the Secretary of State.

There are 236 legislators who serve in the Georgia General Assembly, 56 in the Senate and 180 in the House of Representatives. Our legislature serves part time (they take about 3-4 months away from their full time jobs to serve) to help make laws in Georgia. There are several key committees on which many want to serve. Two of the most influential and busiest committees are the Health and Human Services Committees in the Senate and the House. These two committees are chaired by... members of your profession-nurses. Madama Chair Renee Unterman chairs the Senate HHS Committee and Madama Chair Sharon Cooper chairs House HHS. Please see the list of health professionals who serve in the Georgia General Assembly.

Senate			
Senator	District	Health Profession	Email Address
Ben Watson, M.D.	SD 1- Savannah	Physician	
Lester Jackson, D.M.D.	SD 2- Savannah	Dentist	
Dean Burke, M.D.	SD 11-Bainbridge	Physician	
Renee Unterman	SD 45- Buford	Nursing Professional	
Chuck Hufstetler	SD 52- Rome	PA-Anesthetist	

House of Representatives			
Representative	District	Health Profession	Email Address
Bruce Broadrick	HD 4-Dalton	Pharmacist	
Sharon Cooper	HD 43-Marietta	Nursing Professional	
Betty Price, M.D.	HD 48- Sandy Springs	Physician	
Lee Hawkins, D.M.D.	HD 77-Gainesville	Dentist	
Jodi Lott	HD 122-Evans	Nursing Professional	
Mark Newton, M.D.	HD 123-Augusta	Physician	
James Beverly	HD 143- Macon	Optometrist	
Buddy Harden	HD 148- Warner Robbins	Pharmacist	
Butch Parrish	HD 158-Swainsboro	Pharmacist	
Ron Stephens	HD 164-Savannah	Pharmacist	
Dexter Sharper	HD 177-Valdosta	Emergency Medical Technician	
Jason Spencer	HD 180- Waycross	Physician's Assistant	

These individuals, more than most understand the issues important to patients in Georgia and equally important are that they understand healthcare. It is important to engage as many of these professional in discussions involving patient care and to learn their positions on helping nurses be all they can be in the practice environment in Georgia.

We have invited our nursing professionals to submit a column for your consideration. Please enjoy the following submissions from your colleagues.

- Sen. Renee Unterman, Chair of Senate Health and Human Services Committee
- Rep. Sharon Cooper, Chair of House Health and Human Services Committee
- Rep. Jodi Lott, Member of House Health and Human Services Committee

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Legislative Engagement

Sen. Renee Unterman

On November 8, 2016, Georgia voters will have an unprecedented opportunity to make a permanent change to help children who have been victimized and exploited in sex trafficking. Amendment 2 will create the Safe Harbor for Sexually Exploited Children Fund to provide restorative services to minor victims in our state. I believe we owe it to the children of our state to Vote Yes on Amendment 2.



Renee Unterman

Once thought to be a crime that occurred somewhere else, the sexual exploitation of children is now understood to be a statewide problem with victims from at least 101 counties across Georgia.

Victims are not limited to any part of the state – victims come from rural, urban, and suburban

areas – nor to any demographic group or family income level. The average age of victims is 14, but boys and girls as young as 9 years old have become victims.

But getting these children out of servitude and arresting their victimizers is only the beginning.

These children have often been subject to physical violence and emotional trauma, some even have been hooked on drugs by their traffickers. Children coming out of exploitation require safe housing, psychological and medical care, and other social services to allow give them back the future they deserve.

Today, there is no Constitutionally-dedicated funding source for these needs, but we can change that on November 8th by voting yes for Constitutional Amendment 2.

The amendment, also called the Safe Harbor Amendment will create a fund that is constitutionally dedicated to victims' services and cannot be diverted for other uses by the political process. Currently, the only funding available for these children must come through

the legislative process and competes with every other function of state government for limited funds.

Funding will come from increased fines on a list of criminal offenses associated with sexual exploitation of children, plus a new fee on adult entertainment establishments.

These funding sources are estimated to generate between one million and two million dollars per year – not sufficient for all the needs, as the costs are very high. The Georgia Bureau of Investigation has estimated that it costs as much as \$90,000 per victim to help these children.

Passing the Safe Harbor Constitutional Amendment will not fund all the services required for minor victims, but it will set a baseline of funding that is available to help provide the care these children need and deserve.

I'm asking you to join me in voting "Yes" on the Safe Harbor Amendment this November 8th. To help these children, we must all go to the end of our ballots, find the Constitutional Amendments, and vote "YES on Amendment 2."

At the Legislature...

prepared to give the legislator information he or she can use, including what you are hearing from other legislators and from people back home.

As nurses, you have a good deal of information that legislators use to help them make decisions on public policy and laws. There are 236 legislators in the Georgia General Assembly. There are several health professionals in the Georgia legislature but only three nurses. Develop positive ways to provide the remaining members of the legislature with important information about health care.

3. A little professionalism goes a long way...

Be credible, honest, and trustworthy. Never threaten, lie, or conceal facts. Stay calm—if you lose your cool, you lose the case.

Creating laws is often an emotional undertaking. Be sure that as you are advocating for your issues, that you remain calm and respectful. This can mean the difference between support and opposition. If there is a wall between you and the legislator, it often makes it difficult to have good communication. Without good communication, a legislator will be less inclined to work on behalf of your issue.

4. There are no permanent friends and no permanent enemies...

Don't take your traditional friends for granted. Never write-off a legislator just because of party affiliation or past disagreements. Don't make enemies of

legislators—you may need them as a friend in the future.

Just because a legislator doesn't support one of your issues doesn't mean that they won't support future issues. Keep the lines of communication clear and open. Try your best to understand what prevents support of an issue. Sometimes you will need to agree to disagree but do not cease communication with that legislator. They may be your best champion on a future issue.

5. Build a Bond, Not a Gap...

Research things you might have in common with the legislator. Use shared values to create easy, friendly, frequent communication with legislators.

6. Be a Partner...

Build coalitions and look for allies among other organizations. Be accessible to legislators and other lobbyists if they have questions or need follow-up information. Become known as a reliable resource.

Others may agree with your issue. Try to find support to help demonstrate why your issue is good for many.

7. Stay Committed...

Remember - you are the expert! You have a compelling, energizing reason to keep fighting until you get what the constituents need.

Your issue is worth all of your efforts. Do everything you can to stay the course. Your patients and your profession are counting on you!

Rep. Sharon Cooper, RN. Chair of the House Health and Human Services Committee

I was excited when asked to submit an article for the Georgia Nurses Newsletter, since I had never approached before. I have been a registered nurse for more than 40 years and during those years I was first a Staff Nurse, then a Nursing Educator, and now a legislator for 20 years. The ability to communicate as professionals is key to your efforts at the legislature.



Sharon Cooper

The same commitment that we exhibit to patient care as nurses should be translated to your activity at the legislature. Putting Patients first and not personal or group agendas should be our primary goal when advocating for legislation. I am excited to see that the GNA is under new leadership who is committed to fostering a more professional and cohesive organization that will represent the needs and viewpoints from a wider cross-section of Georgia nurses. With over 110,000 registered nurses in our state, I have been saddened by the fact that the GNA in the past has only represented about 3% of them. Thank you for this opportunity to contribute to this newsletter. Please know that my office is always open to you, and I will be glad to share with you what I am hearing from nurses and nursing administrators across our state. From the day I entered nursing school my commitment has been to providing quality patient care and I look at all legislation with that primary goal first in mind.

I have taken a few important points from an excerpt entitled "The 10 Golden Rules of Lobbying" to act as a guideline when you lobby.

1. The issues are consumer-driven...

Help your legislator understand why your position is important to his or her constituents. Fight where the legislator lives through grassroots organizations at home.

As nurses, you interact with patients, our constituents. While you are advocating for your profession, you are also advocating for the interests of your patients. Legislators need to know how your ideas will assist their constituents.

2. Information begets influence...

The secret is the distribution of information to legislators and their constituents. Be

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Legislative Engagement

Find Your Inner Activist: Nursing Skills Translate to the Gold Dome

Rep. Jodi Lott (R-Evans, Ga)

Welcome to the “Gold Dome” in Atlanta.

Our State Capitol is a flurry of activity January through April as your Representatives and Senators are working to pass legislation for the betterment of our state. As one of the newer Representatives in the Georgia State House, I have gained an even greater appreciation for the role that our state government plays in our lives, and how important citizen awareness and involvement is to the process. Thankfully, each day we deliberate bills significant to our families, communities, and jobs, the Capitol is full of ACTIVISTS. Representatives for professional organizations, businesses, charities along with many students, concerned citizens, lobbyists, and staff fill our hallways and committee rooms each day that we are in session, making the legislative process collaborative. My nursing career prepared me well for the multidisciplinary and collaborative decision making required when discussing issues important throughout our state.



Jodi Lott

Nursing skills to use in political activism:

- **Teamwork.** United we stand – divided we fall. As nurses we recognize the importance of teamwork. Though some days are easier than others, we often rely on each other. Our differences and our varied expertise carry us through our most difficult shifts. Working through the legislative process requires this same understanding and ability to work together.
- **The Facts and the Tiny Details Matter.** I was once asked if I would vote against a bill because one portion was not to my liking. I answered, “YES.” Five lines in a five page piece of legislation have the possibility of negatively affecting thousands, if not millions, of people, and those details matter. Nurses understand this well. We are trained to put the tiny details together to create the big picture.
- **No Applause Needed.** Harry S. Truman said, “It is amazing what you can accomplish if you do not care who gets the credit.” Nurses are often unsung heroes and work tirelessly to improve the lives of those around them. Being focused on a specific outcome, no matter who gets the credit, is considered a strength of the nurse. Politically and legislatively, we can accomplish great things by foregoing “praise” for “outcome.”
- **We Care!** Nurses care about people, and this is a trait that ALL who participate in government should possess.

I am honored to be one of the few registered nurses in the Georgia General Assembly. My nursing background has helped to prepare me for this role, but I cannot properly represent my constituents, or my profession, without hearing from you. **You** are a valuable voice in Georgia. I encourage you to learn about our state government and the lawmaking process so that we can work together to promote change for our profession and our communities. I hope that you will introduce yourself to your Representative, your Senator, and me when you visit the “Gold Dome.”

A Fresh Take on Legislative Advocacy

Tim Davis

It is a great time to be a nurse in Georgia and to be a member of the named organization representing the nursing profession in our state.

My name is Tim Davis, I am the new Director of Communications and External Coalitions for the Georgia Nurses Association. I look forward to meeting as many of you as possible in the coming months and working with you to build our association into an even more credible force capable of advancing the issues important to all nurses in our state.

I come to GNA with a background rooted in community organizing and state level legislative advocacy. Crafting a legislative engagement process that will serve our members in the most effective manner is one of my top priorities and I would like to share with you all my vision for getting the most out of your legislator visits to the Capitol during the next session. I would also like to hear from you about what it is that you would like to get out of your legislative experience with GNA.

In the past, GNA has hosted one branded lobby day. It is imperative that we demonstrate to our nursing students the value and power of their potential from a legislative action standpoint. That being said, on **Tuesday, March 21, 2017**, GNA will host our “**Georgia Nurses Association Legislative Day 2017**.” I want to encourage you all to participate in the same manner by which you have during previous “GNA Lobby Days.” However, I believe that in addition to the great work of our traditional lobby day our cause would benefit from a more laser focused, overall, approach. The goal of this new approach is to yield substantive legislator interactions at the frequency necessary in order to leave a lasting impression upon our elected officials.

On, **Saturday, November 5, 2016**, at the Georgia Nurses Association headquarters we will be hosting our first ever, “**GNA Pre-Session Legislative Strategy Meeting**.” The purpose of this meeting will be to gather leadership within the nursing profession from around the state, deliver our priorities for the coming 2017 Legislative Session, and to map out a course of action that will ensure that we have a positive, impactful and lasting legislative engagement strategy; one that will ultimately produce results for Georgia nurses and Georgia patients. In order to do this, we plan to have nurses at the Capitol in smaller groups, with more pointed messaging and with greater frequency. I am encouraging you to accept this invitation to collaborate in the interest of the greatest good. I am confident that we can work together to achieve this and by doing so demonstrate that Georgia Nurses are primed and ready to advance our agenda under the gold dome and to leverage the electoral power of our state’s 155,000 plus nurses.



Tim Davis

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Names, Faces, Places

The Southern Performance Assessment Center at GNA: Who Are We?

Barbara D. Powe, PhD, RN, FAAN
Shan Haugabrook, BA

On July 5, 2016, I assumed the role of Director, Southern Performance Assessment Center at Georgia Nurses Association. Prior to reviewing the initial posting for this position and then doing my own comprehensive research on the Center, I must admit despite being a Georgia nurse for over 15 years, I had very little knowledge of the Center and its role within GNA. As I continue to transition into the role, it occurred to me that other nurses may be as I was and not know about this integral part of the GNA. Therefore, this article is the first in a series to provide greater insights about the Center. The current article will describe the Southern Performance Assessment Center, its history within GNA, and provide insight from a successful graduate of the program. Future articles will provide insights into the staff, faculty, and student testing processes associated with the Center.

The Southern Performance Assessment Center (SPAC) was established as a business entity in 1981 by leadership of the Georgia Nurses Association and the Georgia Nurses Foundation. In turn, SPAC formed a unique partnership with Regents College External Degree Program located in Albany, New York. Regents College, now known as Excelsior College, was founded in 1971 and was one of only a few distance learning programs in the country, offering degrees in Business, Liberal Arts, Nursing, and Technology.

The role of SPAC within its partnership with Excelsior College is to oversee the administration of the Clinical Performance in Nursing Examination (CPNE) to students who have successfully completed the didactic portion of the Excelsior program. As described by Excelsior College, the CPNE is a "skill-based assessment designed to measure a student's ability to demonstrate the expected behaviors and skills of a beginning-level associate-prepared nurse. The exam evaluates a student's application of the nursing process and nursing skills in the care of adults and children who are experiencing potential, actual, and/or recurring health problems requiring maintenance and restorative interventions. Critical thinking, diagnostic reasoning, use of knowledge from nursing and related disciplines, effectiveness of interventions, and standards of care are measured in this exam" (Excelsior College, 2016).

Our dedicated nurse faculty who administer the CPNE must be master's prepared, are hired by SPAC, and complete orientation and training provided by staff at Excelsior College. Students completing the CPNE as a part of SPAC can reside anywhere in the United States, but most are within the Southeast. The administration of the CPNE occurs over a 3-day weekend at one of our partner facilities: Children's Healthcare of Atlanta, Atlanta, Ga; Grady Memorial Health Care System, Atlanta, Ga; Memorial Health University Medical Center, Savannah, Ga; Northside Hospital, Atlanta, Ga; and Southern Regional Medical Center, Riverdale, Ga.

Lastly, I will introduce one of our facility partners who is also a graduate of Excelsior College. **Rebecca Long, BSN, RN**, is Senior Clinical Educator at Southern Regional Medical Center, Riverdale, Ga. In this role, Rebecca partners with SPAC for student placement on clinical units and within laboratory simulation settings in order to complete the CPNE requirements.



Rebecca Long

In Rebecca's words: *In 1990 I graduated from the University of the State of New York Regents (now known as Excelsior College) with my Associate's Degree in Nursing. This was an outstanding program and provided me the flexibility I needed to complete my curriculum. Therefore, I have first-hand knowledge about the CPNE and testing weekend! The Excelsior experience started my pathway into nursing and I have since completed my BSN and am working on my Master's degree. I am excited that I have come full circle with the Excelsior program. Now instead of being a student, I help to facilitate student clinical so that they can complete the CPNE. The quality of care and guidance offered by the outstanding SPAC faculty to assist the Excelsior students has been fantastic.*

In summary, this is the first in a series of articles to introduce Georgia nurses to SPAC and its unique partnership with Excelsior College. Please contact me if you have questions or to receive

more information about part-time clinical faculty opportunities with SPAC.

Contact information:

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Barbara.Powe@GeorgiaNurses.org
404-325-5536 ext. 105

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In Memory

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Annette H. Fennell
Robin Hamilton Floyd
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Part-Time Clinical Faculty: Positions Available

The Southern Performance Assessment Center, a subsidiary of the Georgia Nurses Association, is recruiting part-time clinical faculty to administer the Clinical Performance Assessment Examination (CPNE) within selected Georgia Hospitals. The CPNE is administered during a weekend (selected hours on Friday evening through Sunday afternoon). Faculty is required to complete training (on-line and in-person) and work at least one weekend every 4 to 6 weeks.

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For more info, contact:

Barbara D. Powe, PhD, RN, FAAN
Southern Performance Assessment Center/
Georgia Nurses Association
Barbara.Powe@GeorgiaNurses.org
404-325-5536 ext. 105

Georgians for a Healthy Future

Cindy Zeldin

As a nonprofit consumer health advocacy organization, Georgians for a Healthy Future (GHF) provides a voice in the public policy process for health care consumers across the state. To ensure this voice reflects the most pressing needs, challenges, and barriers that consumers face and that the policy initiatives for which we advocate are grounded in sound evidence, GHF maintains robust partnerships with organizations that work day in and day out with patients and consumers in Georgia.

Since our founding in 2008, we have focused our attention on increasing health care coverage and improving access to care. We have approached our coverage work both through education about existing programs and through advocacy to expand coverage options. Our access to care initiative also includes both educational and advocacy components. Most recently we have been supporting the development and implementation of provider network adequacy standards and other policy proposals that would better connect Georgians to the health care services they need.

We are currently advancing our coverage work through two important coalitions. First, the Cover Georgia coalition, comprised of community-based nonprofit organizations, health care provider associations, and other groups who serve the uninsured, provides a way for the voices of the people these organizations serve to be heard as policymakers weigh options around expanding Medicaid, either traditionally or through a waiver that would allow for the state to customize a coverage solution. Second, the GEAR (Georgia Enrollment Assistance Resource) network provides a forum for organizations that help people navigate the health insurance enrollment process to engage



Cindy Zeldin

with each other and with policy advocates. We welcome participation from the Georgia Nurses Association in either or both of these coalitions.

We also welcome your partnership around access to care. During the 2016 Legislative Session, Georgians for a Healthy Future was part of a process that resulted in the passage of Senate Bill 302, legislation which will improve the accuracy and usability of provider directories. Through the feedback loop we have nurtured with our partner organizations, we learned that provider directories, the primary tool that patients and consumers have to identify which health care providers are in their network, were error-ridden. This made it more difficult for consumers to select the best health plan for them when enrolling in coverage and to access the providers they thought they could. The legislation requires regular audits of a sample of directories, requires directories to be searchable based on the type of information that consumers most need, provides a way for errors to be reported and addressed, and holds consumers harmless if they end up out-of-network based on materially inaccurate information in their plan's provider directory. This represents important progress for health care consumers, but there is more we can do to improve access

to care for Georgians in private plans as well as for children and families who have coverage through Medicaid or PeachCare for Kids.

The Georgia Nurses Association has its finger on the pulse of what nurses and their patients are experiencing all across Georgia. You are on the front lines, delivering care in hospitals, community health centers, and other settings and facilities in rural areas, urban areas, and everything in between. Georgians for a Healthy Future looks forward to opportunities to work together as we seek to advance access to care throughout our state. In the coming years, we will also be working more deliberately on improving health care value, advancing health equity, and addressing social determinants of health, areas where input from the nursing profession is essential. Together, we can and will build a healthier Georgia!



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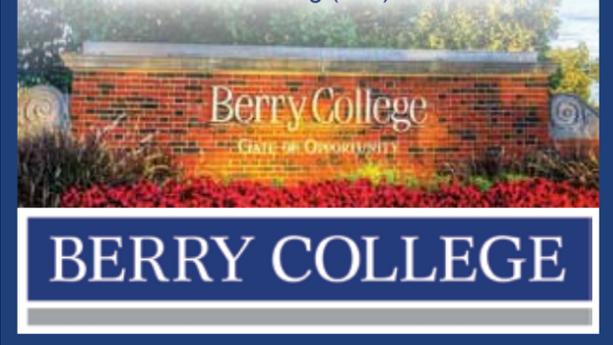
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Names, Faces, Places

A Unified Voice for Georgia Nurses: READY or NOT?

With almost 50 years as ANA loyalist and activist in three (SC, IL, GA) states, I have asked **READY OR NOT?** with numerous inevitable health, healthcare, and nursing education changes. Last year, I presented **Raising the Bar: Ready or Not!** to assert the future of DNP education to NP faculty. There is no question that we must prepare DNPs to meet greater healthcare challenges. And, in the same vein, we need to reflect deeply to answer: Can Georgia nurses unify our voices to affect change? That is, are we **READY or NOT?**

Mr. Marcus Downs, new CEO of the Georgia Nurses Association, shared his view that a unified



Lucy Marion

voice and action plans by nurses is essential for healthcare improvement in Georgia. He and new Director of Communications, Mr. Tim Davis, recently visited our College of Nursing at Augusta University. Marcus presented his vision on growing the membership and advancing the missions. As former lobbyist for the Medical Association of Georgia, he understands the political processes and history in the state. Consolidation of a majority ~150,000 nurses' view and voice without a doubt could impact health care for all Georgians.

The GNA, as a member of ANA at the national level and the parent organization of local units throughout the state, has the broadest reach and therefore the responsibility and opportunity to lead The GNA state and local units network with specialty and honor societies for conferences, celebrations, and community service. Regardless of our coalitions, the Georgia legislators look to GNA for a unified Nursing Voice—what positions we are taking, who can speak for whom, and when is best timing. But how to create and activate an effective, relevant Voice?

We need to **practice creating a collective voice that drives prompt and meaningful action.** For example, we Georgia nurses recently demonstrated the will to join hands and have a collective voice in response to the proposed Georgia Board of Nursing (GBON) change of executive director. Clearly, this new show of a united front was not expected. Then, asking for an Georgia Attorney General opinion about such appointments and approvals was a bold departure from acceptance as usual. The nursing response was an indicator of interest and ability to communicate quickly with one another and officials. This experience laid a firm foundation on which to build strategy and action plans for any nursing issue: scope of practice for all

RNs, the Nurse Licensure Compact, and need for supply and demand workforce data.

Also, we need to **practice transcending all nursing organizational and individual goals for the good of the public.** As individuals, we have an unmeasured and often invisible impact on the health of the public. An example of how we together can take our work to higher levels is the **Talk to me Baby!** initiative. Georgia public health nurses, led by RWJF Public Health Nursing Leadership Fellow Diane Durrance, are piloting a project that warrants the attention and action of all of us in nursing and our organizations. This simple message, if ubiquitous among all nurses—active, retired, students—can improve literacy throughout Georgia. Increasing literacy results in more education, graduation, meaningful jobs and quality of life! As we practice more strategic communication, planning, and acting, we move mountains together!!

So, are we ready, Georgia nurses? New association professionals, emerging leaders, collaborating groups, well-attended events, and pressing societal demands are promising signs of readiness for influencing change. Let's create that united voice and respond with confidence, **yes, We are READY!**

Ever onward, Lucy

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Influencing Legislation through Partnership in the Georgia General Assembly

Kay Argroves and Melissa Sinden

Each session, thousands of bills are introduced in the Georgia legislature. The 236 members of the Georgia General Assembly have many interests brought to their attention daily, so gaining support for an issue can present challenges. One method of increasing the likelihood of having an issue addressed is through partnership with likeminded groups.



AARP Georgia works in tandem with a number of organizations on initiatives of mutual interest. One specific example in the 2015-2016 Legislative Session was with regard to the Uniform Adult Guardianship and Protective Proceedings Jurisdiction Act (UAGPPJA). AARP Georgia worked closely with the Georgia Chapter of the Alzheimer's Association on behalf of this measure. Given the collective voice, legislators were able to ascertain the level of support which existed as members from both associations consistently weighed-in with their elected officials. The bill was passed on the last day of the session and Georgia became the 43rd state to enact the legislation. AARP Georgia and the Georgia Chapter of the Alzheimer's Association will be continuing their work together in the upcoming legislative session.

Other examples of partnership which AARP Georgia enjoys exist in our membership within the Coalition of Advocates for Georgia's Elderly (CO-AGE) and the Georgia Job/Family Collaborative. As a member of these groups, we are able to lend our support to additional initiatives of interest to members of AARP as well as those of the other membership organizations.

The current healthcare environment in Georgia presents challenges with regard to access to care. Contributing factors include rural hospital closures, high rates of uninsured, and lack of adequate healthcare provider populations. By continuing to seek opportunities for partnership with groups such as the Georgia Nurses Association (GNA), AARP Georgia can work to mitigate the effect felt by our more than one million members in Georgia through innovative policy change.

We appreciate the value of our partnerships and look forward to working together with GNA on issues which stand to impact members of both organizations.

Kay Argroves is a certified registered nurse anesthetist, former president of the Georgia Association of Nurse Anesthetist, a member of the AARP Georgia Executive Council and an AARP Georgia Capitol Team member. Melissa Sinden is the Associate State Director of Advocacy for AARP Georgia.

Nurses Unite with Pride (and stethoscopes)

Pamela Cipriano

The original "shot heard round the world" commemorated the start of the Revolutionary War in 1775. But another shot heard round the world came on Sept. 14, 2015, when the hosts of the television show "The View" offended nurses by mocking Miss Colorado, Kelley Johnson, an RN who chose to deliver a monologue demonstrating her talent as a nurse during the Miss America competition. The flippant comments struck a chord with RNs around the world who were incensed by the suggestion that only doctors use stethoscopes and that Johnson, who was wearing scrubs, was in a costume. No way, not ever, were RNs going to tolerate such blatant disregard for their knowledge, abilities and lifesaving interventions.



Pamela Cipriano

Thanks to immediate action by Joslin Leasca, an APRN from the Rhode Island State Nurses Association who alerted us to the outrageous comments, ANA leapt into action. Quickly joined by thousands of nurses worldwide, the groundswell of social media response thrust nurses into the spotlight with hashtags such as #nursesshareyourstethoscopes, #thisisnotacostume, #showmeyourstethoscope, #nursesunite, and #nursingismy talent, among others.

You probably know the rest of the story ... the hosts apologized to their viewing audience, the president of ABC News apologized to me, and more than a dozen companies paused their advertising, stating their respect and support for nurses. Such collective action, organic and swift, detours from traditional theories of collective action but can be a powerful force for social movements in the Internet age.

Nurses can be heartened by this message from Johnson & Johnson: "J&J values and appreciates nurses and we respect the critical role they play in our health care system. We disagree with recent comments on daytime television about the nursing profession, and we have paused our advertising accordingly. We're committed to raising the level of awareness about the skill and knowledge that the profession requires, and we send our thanks today and every day to the millions of nurses who touch the lives of patients and their families." And Egglund's Best stated: "[The company] appreciates nurses and values the important role they play in family health. We thank the millions of nurses across the country who work to improve the lives of their patients and families." ANA is following up with these companies and others to be partners in helping us advance our profession to improve health for all.

Our colleagues, other health care professionals, family, friends and consumers also spoke up in solidarity to afford us the respect our work demands. Television celebrities, including Ellen DeGeneres and Dr. Mehmet Oz, took the opportunity to host Miss Colorado on their shows and highlight the essential work of nurses. Online articles in Forbes, People Magazine, Entertainment Weekly and US Weekly trumpeted the vital contributions of nurses, while other bloggers acknowledged the dangers of "messaging with nurses." What was a "foot in mouth" moment for the television hosts became a clarion call to action. And nurses responded. The unity of spirit and pride was palpable. Nurses set the record straight and engaged hundreds of thousands of people in recognizing nurses as smart caregivers (who use stethoscopes) and leaders in health care. You may have been one of more than 5 million people who saw ANA's campaign on Facebook, Twitter or other social media sites, or among the more than 38 million individuals around the world reached by media coverage of the story overall, but no doubt you had a conversation, text, email or phone call from someone who respects and admires you and understands what you do.

Banding together to project and promote professionalism is what we do. Never before has this been so critical as we seek to achieve the "Future of Nursing" vision — to be full partners in changing health care for the better. Nurses acting together create a strong and powerful voice that speaks up for not just nurses but the welfare of our public. Nurse pride — it's a beautiful thing!

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Proud to be GNA

Lisa Marie Walsh, RN, APRN, FNP-BC



- 1. When did your nursing career begin?**
My nursing career began in 2011 when I graduated from Kennesaw State University. Nursing is my second career, my first career was in the mental health field working with addiction patients as a counselor.
- 2. What drove you to become a member of GNA and continue with your membership?**
While in nursing school I was a student member of the GNA and was part of the SNA at KSU. I was the chair and the developer of the Mentorship Program - that program still currently exists!
- 3. How long have you been a GNA Member?**
GNA Member since 2010.
- 4. How can GNA make sure that you have gotten what you deserve as a member?**
More scholarship opportunities!! I have returned to school since receiving my BSN, I now have my MSN-FNP, and I am currently in school again at Georgia Southern working on a post masters in PMHNP. After I finish I plan to pursue my DNP.
- 5. How can GNA ensure a return on your investment?**
Offer continuing education opportunities.

6. What volunteer roles have you served in as a member of GNA?

I am currently a Nurse Facilitator for the PAP-GNA program which I am very proud of! Member of the NW Metro Chapter and serve as Community Director.

7. Please list your accomplishments and paying it forward contributions to the nursing profession.

I am currently a clinical instructor for KSU - to give back to nursing students! I am very passionate about education, and nursing students, I love them! I mentor students any chance I am asked! I have a nursing blog that helps support nursing students, new graduate nurses, and nurses who need inspiration!

I am also the Medical Program Director for The Zone which is a recovering community organization in Cobb County through the Davis Direction Foundation. The Zone is in the process of becoming a nationally certified recovering community organization. There are only 7 recovery communities in the United States. I am very excited to be part of the DFF Board of Directors, and helping Cobb County! We are on a mission to help those who are seeking recovery from the current opioid epidemic find recovery! For more information, please visit <http://www.davisdirection.com/>.

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A Crisis in the Making?

Jim Williams
President, Team Lendwell



A key to the success of any business model is a well trained staff with competent team members. The US faces a continued nursing shortage which will impact the quality of care for patients and the bottom line for healthcare providers in many parts of the country. The dilemma has been in the headlines for years and does not have a quick nor easy solution.

In some ways a perfect storm is evolving. The Baby Boomer generation is growing older and living longer, cases of chronic disease have increased and a large percentage of the nursing work force and teaching faculty are reaching retirement age.

The seventy-seven million Baby Boomers born between 1946 and 1964 have a life expectancy of almost 79 years. The good news is Americans are living longer, the bad news is chronic disease is on the increase. Almost 86% of healthcare costs are associated with diabetes, heart disease, cancer and other chronic diseases. The task of working to manage chronic disease is taxing our healthcare system and adding additional stress to nursing staff.

In 2012 there were approximately 2.7M Registered Nurses in the United States. The Department of Labor Statistics states the demand for registered nurses will reach 3.238M by 2022. During the period there will be approximately 1.052M job openings due to growth and retirement. In 2013 over 53% of working nurses were over the age of 50. By contrast 54% of the nurses in 1980 were under the age of 40.

A majority of the professional faculty in nursing schools are also reaching retirement age. A survey by the NCSBN concludes that 72% of the teaching faculty is over the age of 50. The average age of the doctoral prepared nurse faculty holding the title of professor is 61.3 years and 57.3 years for a masters.

In order to minimize a nurse shortage the focus for employers should be to retain good and well qualified nurses while stepping out of the box to attract new talent. By offering scholarships or other incentives for education advancement the organization will be able to leverage existing talent and create a path for career growth. Healthcare providers would be prudent to form and nurture affinity relationships with Georgia nursing schools. A high degree of collaboration between provider and educator can reap significant results for all.

A solution to nursing shortages will vary with every provider. My next article will focus on additional suggestions for combating a nursing shortage within your organization. If you have questions please email jim.williams@teamlendwell.com.



Jim Williams

Membership

Georgia Nurses Foundation Honor A Nurse Recipients

The Georgia Nurses Foundation (GNF) wishes to express gratitude to the following individuals for their generous contributions to GNF in honor of friends, family and colleagues:

Debbie Barnhart, honored by Amber Ellis

Honor a star nurse by making a minimum donation of \$35.00 to the Georgia Nurses Foundation. A personal acknowledgement will be sent to the person designated. Your tax-deductible contribution will also help support the important programs of the Foundation. Let a rising or guiding star know they made a difference today!



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:

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:

Honoree: Name: _____

Email: _____

Address: _____

State/City: _____ Zip: _____

From: Donor: _____

Email: _____

Address: _____

State/City: _____ Zip: _____

Amount of Gift: _____

MasterCard/Visa #: _____ Exp Date: _____

Name on Card: _____

My company will match my gift? YES (Please list employer and address below.) NO

Employer: _____

Address: _____

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.

GNA E-Store Now Open!

Purchase GNA merchandise at GNA's Café Press online e-store!
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www.cafepress.com/georgianursesassociation

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- **Wheeler Correctional Facility Alamo, GA**
RNs - Full and Part Time, PRN

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Medical Recruiter at 615-263-3148.

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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 re-certification – \$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 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.

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

From: Name: _____
 Address: _____
 City/State: _____
 Zip Code: _____ Email: _____
 Phone: _____
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Membership

GANS15_02

MEMBERSHIP APPLICATION

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empowering insight.
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MEMBER DATA

NAME _____ RN LICENSE # _____ BIRTHDATE _____

HOME ADDRESS _____ CITY, STATE, ZIP _____

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 Manager/ Administration APRN Licensed RN Student
New Graduate Educator/ Research Other _____

YOUR MEMBERSHIP (Choose ONE membership option that best describes you!)

<input type="checkbox"/> GNA STATE-ONLY MEMBERSHIP (\$185 annual/\$15.92 monthly EDPP*) The most cost effective way to join GNA!	<input type="checkbox"/> Full GNA/ANA Membership (\$325 annual/\$27.59 monthly EDPP*) Employed, full or part time
<input type="checkbox"/> Special Rates - New Grad/RN Student •New Graduate (\$162.50 annual/\$14.04 monthly EDPP*) initial year of membership	<input type="checkbox"/> Senior Discount Rates •62 or over, employed (\$162.50 annual/\$14.04 monthly EDPP*)
<input type="checkbox"/> •Licensed RN Student (\$85 annual/\$7.59 monthly EDPP*) Currently enrolled, actively pursuing RN-BSN, Masters or Doctorate, initial year of membership	<input type="checkbox"/> •62 or over, retired (\$81.25 annual/\$7.27 monthly EDPP*)



MAIL APPLICATION AND PAYMENT TO:
GEORGIA NURSES ASSOCIATION
3032 Briarcliff Road NE, Atlanta, GA 30329
FAX: 404-325-0407

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

Payment by Credit Card: (MC or Visa) Monthly Charge to Card Annual Charge to Card

Card number & expiration date _____ Signature _____

TO BE COMPLETED BY GNA/ANA

State _____ Approved By _____ Date _____ Exp. Month/ Year _____ Amt. Enclosed \$ _____ Check # _____ Chapter _____

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.georgianurses.org/?page=ChapterChairs> 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.georgianurses.org.

1. Obtain a copy of GNA bylaws, policies and procedures from www.georgianurses.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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EOE

GNA at Work



Prospecting for new Georgia Nurses Association members at The 2016 Grady Healthcare System Nursing Perspectives Conference at Lake Lanier.



GNA is grateful to these and many more Emory University School of Nursing students who helped prepare legislative session materials and hear from GNA CEO Marcus Downs.



The Georgia Nurses Association was happy to be on hand at Augusta University in Augusta, GA to give a presentation on the vision of nursing to department heads and faculty.



GNA held a membership drive and had an information table at the WellStar career fair in Marietta, GA.



On hand in Macon, GA at Middle Georgia Technical College presenting to Deans and Directors of Schools of Nursing with ACCON.



GNA hosted a meet and greet for Senate Health and Human Services Chair Sen. Renee Unterman. Several of the GNA/GNF Board Members were present as well as officials from many of the surrounding healthcare facilities.

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(more than 95% online):

- Family Nurse Practitioner (FNP)
- Psychiatric Mental Health Nurse Practitioner (PMHNP)
- Nursing Education

MSN-Chronic Care Management

(entirely online)

Post-MSN Doctor of Nursing Practice (DNP)

(entirely online)

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- Operating Room (Job ID # 519, 1379, 4811, 3588, 316, 3788)
- Recovery Room (Job ID # 2179)
- ICU (Job ID # 293, 1279, 2956, 3500)
- OB/L&D (Job ID # 392, 1790)
- Outpatient (Job ID # 593, 598, 3489)
- Manager Nursing Med Surg/ER (Job ID # 3995)
- Manager Nursing OR (Job ID # 3083)
- LPNs

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To learn more about career opportunities at Presbyterian contact Tammy Duran-Porras at tduran2@phs.org or (505) 923-5567, or Janna Christopher at jchristop2@phs.org or (505) 923-5239.

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*Commission on Collegiate Nursing Education. For accreditation and licensing information, visit <https://www.southuniversity.edu/online/whoweare/about/accreditation-licensing>. Programs, credential levels, technology, and scheduling options vary by school and are subject to change. Not all online programs are available to residents of all U.S. states. South University, Savannah, 709 Mall Boulevard, Savannah, GA 31406-4805. ©2016 South University. All rights reserved. Our email address is materialsreview@southuniversity.edu. See SUprograms.info for program duration, tuition, fees and other costs, median debt, salary data, alumni success, and other important info.