



# Tennessee Nurse

The voice for professional nursing in Tennessee since 1905



The Official Publication of the Tennessee Nurses Foundation  
 Quarterly publication direct mailed to approximately 98,000 Registered Nurses in Tennessee.



## I Am TNA

## Every Nurse a Leader 2017 Conference Highlights

### A Challenger and Encourager for the Nurse Profession

Christine Reed, BSN, RN



Christine Reed

Nursing is the greatest profession for those who are called and for those who are willing to endure the hardships that our profession often requires.

I graduated from East Tennessee State University in 1992 with my BSN in Nursing and began a roller coaster ride embarking on a fulfilling career as a nurse. I started out as a nurse on a medical surgical unit, where I had also worked as a Patient Care Technician while in nursing school. This decision helped prepare me for the challenges ahead and I developed a better understanding of my responsibilities while caring for patients. I was blessed to have older more experienced nurses, who came alongside me, to mentor and encourage me in the early days as I learned the responsibilities of an RN. As a successful medical surgical nurse, I learned the skills that helped prepare me to organize my time, collaborate with other professionals, and set priorities to care for my patients.

My next career step was a transition into the Emergency Department; where I was challenged to learn a whole new set of skills while building upon the foundational skills of being a successful nurse in collaboration, organization and setting priorities. I was blessed to have mentors who helped me face the challenges of working in a Level One Trauma Center. Many times, I had the privilege to work alongside some of the best and brightest nurses and physicians, whom I

*I Am TNA continued on page 2*



Janet Haebler, MSN, RN, Senior Associate Director, State Government Affairs, American Nurses Association, delivered a very informative session on, "Update: State Trends in Health Care Legislation."



Carole Myers, past chair of TNPAC, officiated TNPAC's Legislative Panel. L to R Carole Myers; Sen. Ferrell Haile; Rep. Mike Stewart; Rep. Sherry Jones; Rep. Ron Gant.

*Conference Highlights continued on page 4*



### You Could Win \$1,000 Plus a FREE Membership! Nurses Leading to the Future 2018 TNF Scholarly Writing Contest Deadline: March 31, 2018

The Tennessee Nurses Foundation is sponsoring a scholarly writing contest for all Registered Nurses (within all specialties of nursing), in the State of Tennessee. A \$1,000 award plus a free one-year membership in both the Tennessee Nurses Association and the American Nurses Association (value \$290) will be presented to the winner/s as part of the celebration of Nurses Week 2018.

**Criteria:**

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

**Manuscript requirements:**

1. **Introduction:** will provide adequate foundation for the body of the paper and will include a purpose statement for the paper

2. **Body of the Paper:** will address one of the following
  - Nursing research – how to use research in daily practice supported by an example and explanation of how you have used research in your daily practice.
  - The use of leadership in daily practice supported by an example and explanation of how you have either used or experienced a particular leadership style in your daily practice
  - How you have used or influenced the use of evidence based practice in your daily practice.
  - Identify mentoring strategies for use with new nurses and/or strategies to retain the experienced nurse.
3. **Conclusion:** will summarize the main points of the body of the paper with implications for nursing practice.

*TNF Scholarly Writing continued on page 14*

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*I Am TNA continued from page 1*

still maintain contact with today. It was in the hard and challenging times that we grew close and learned to trust each other to provide the best care for our patients and caring for each other. I was encouraged by nurse leaders to be ready and willing to mentor new nurses while they were in school during clinical rotations, or a new nurse who was starting to work in the Emergency Department for the first time. It was a pleasure to give back and pour into those who were new to the profession and pass on what so many others had passed onto me. I helped instill into others what had been instilled into me; to always strive to be the best, treat others with high regard, and respect all persons and patients. It was during the years of working in the Emergency Department, where I was challenged to step out in faith and become an instructor in courses that were required to be an emergency nurse. I became an instructor in all of the American Heart Association Classes, BLS, ACLS, and PALS. I also became an instructor in TN Advanced Trauma Nursing. I earned my Certification in Emergency Nursing. After 13 years as a Trauma Nurse, it was time to make a change into education where I worked in Organizational Development writing and teaching classes for nurses. I also worked in Cardiac Rehabilitation, and as adjunct faculty for a Community College as a clinical instructor passing on the challenges of our noble profession and encouraging my students to stay the course. It was at this time in my life that I met my husband, and became a step mom to two beautiful children who have been an inspiration to help me step out in faith each day to be a better wife, mom, grandmother, nurse, employee and person.

After a few years, I was called with an opportunity to help re-start a clinical program with a well-known med-tech company Hill-Rom. They saw the need for experienced nurses who could teach CE classes and help train on products to help caregivers and end users understand how to use the technology to its' fullest potential to enhance outcomes for patients and caregivers. This resonated with me, as it would enable me to make a broader impact across several states challenging and encouraging nurses, giving back what so many others had given to me using my nursing profession and valuable skills. I have since moved into a couple of sales roles within Hill-Rom. I now serve as an Account Executive in Acute Care Sales, managing a territory and collaborating with other clinicians and professional sales executives, to help prioritize sales across seven product lines, all created to help keep nurses safe and provide the best care for their patients. Each day I have the awesome privilege to work with the brightest thought leaders in the nursing profession at each hospital in my territory. It was while serving in this role and reflecting on all that had been given to me as a nursing professional, that I decided to join my professional organizations, ANA and TNA, to give back on a larger scale and make a difference for the future of our profession. I am now serving as president in District 5, where I am able to challenge and encourage others to join our professional organization to make a difference, on a much larger scale as an influencer in our Legislative branch of government. It has been an honor to give back and a time of learning, while being challenged and encouraged from top nursing leaders across the state of Tennessee. I challenge you to give back to the most important profession in the world and the greatest profession in the world of being a Professional Nurse.

That is why I AM TNA.

## From the President

### Looking Forward in Hope and Anticipation

**Haley Vance, DNP, APRN, CPNP-AC**

In a time of many unknowns regarding the future of healthcare in our nation, I choose to look forward with hope and anticipation of what is to come. While the details and direction of healthcare may not be agreed upon at this moment, I am confident that nurses across the United States and across the world will continue to rise to the challenge of providing high quality care to all individuals. We, as registered nurses, will link arms together and continue to advocate for the needs of the patients that we care for.



**Haley Vance**

It is my great privilege to begin this new chapter with you, serving as your state President for the Tennessee Nurses Association (TNA). I am passionate about the profession of nursing and get excited about the opportunities we have daily to make a difference in the lives of others. I will strive to partner with you both at the local and state level. I am committed to advocating for you and diligently fighting to protect this profession we all love.

I am encouraged by the growth of our TNA membership, but know there is always room for more! I challenge each of you to join TNA and be united with your fellow nurses and colleagues across the state.

I am honored to be working with an amazing group of Board of Directors. Together we will strive to represent you – the registered nurses of Tennessee- in the most honest and respectful way that we can. Looking forward with hope and anticipation – the best is yet to come!

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

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

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# From the Interim Executive Director

## Hello, Thank You, and Good-bye

Ann Duncan, MPH, RN

When you receive the December issue of the *Tennessee Nurse*, this will be my farewell message as the part-time Interim Executive Director of the Tennessee Nurses Association. It has been my honor to have been asked by the Board of Directors to serve our professional organization in this capacity and my pleasure to reconnect with nursing colleagues, partner organizations, and TNA staff that I have not seen in several years. You have made me feel most welcome. Thank you.

A strong organization plans for the succession of its leadership. The Tennessee Nurses Association is a strong organization. Twenty seven brought the election of new officers, the retirement of experienced leadership in the Executive Director position, the national search and appointment of a competent and experienced new Executive Director, and appointment of an Interim Executive Director to bridge the gap in leadership. Throughout this period of transition in leadership, the TNA staff has been the stable force maintaining the work of the organization. Kudos to the staff and past and present leaders for the smooth execution of their succession planning.

We have a strong professional organization and we have a strong, and growing, membership of professional nurses. The New Year will undoubtedly bring numerous challenges, legislatively and otherwise. Together, we can prevail in our mission to promote and protect nurses and the public we serve.

*Best wishes for a healthy and productive 2018!*



Ann Duncan

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# Every Nurse a Leader 2017 Conference Highlights

## Exhibits

Conference attendees enjoyed an excellent array of exhibits during one of TNA's largest conference exhibitions.



## Nurses on the RUNway—

Did we say, "Quirky nurse creativity?" Yes, we did! And our three fashion designers definitely showed off their impressive quirky designs! The fashion faux pas emcee was McKinsey Patterson, TSNA Legislative Director and our judges were Deb Chyka, Nursing Instructor at UT Knoxville; Hugh Friar, TSNA E. Regional Director and Anna McNeely, TSNA President.



L to R: Deb Chyka; Hugh Friar; Anna McNeely and McKinsey Patterson

## RUNway Contestants

Meredith Howard is wearing the ultimate in psychiatric apparel this season. Restraints with No Complaints was the name of her design and she wore her constraints "constrictively" well.



Brooke Bailey, wearing a colorful creation named Tropical Storm Student Nurse, "highlighting" the craziness of student nurse life. Brooke is ready for any assignment that may come her way.



Raven Wentworth modeled her creation, named Every Nurse a Hero, and this Wonder Woman was well equipped!



Each fashion faux pas designer yearned for the esteemed "WINNER" sash and a \$50 Amazon gift card. However, only one could win and by audience applause, Raven Wentworth became the 2017 Nurse On the RUNway. However, Meredith and Brooke did not go away without a prize. They each received a \$25 Amazon gift card.



## Keynote: Why We Chose Nursing and How Nursing Continues to Choose Us



Kelley Johnson received high marks during her keynote address and students, as well as seasoned nurses, enjoyed hearing her testimony and the journey that lead her to where she is today. Ms. Johnson is most known for her Miss America pageant, nurse monologue, in which she wore scrubs and stethoscope that drew national attention, brought nursing to the forefront, and spawned the #NursesUnite campaign.

## TNA Awards Gala

Congratulations to the outstanding nurses honored at the TNA Annual Achievement Awards. Honorees were nominated by fellow TNA members for their exceptional dedication, commitment and professionalism to nursing. The Tennessee Nurses Association honored eleven individuals and organizations, as well as TNA District 12 for their outstanding membership recruitment efforts and Bethel University School of Nursing for 100% faculty membership in TNA! To those of which were honored, we give a special thanks for the contributions you have made to the nursing profession and to your professional organization, the Tennessee Nurses Association. Photos of the 2017 TNA Achievement Awards are included in this issue.

## The Tennessee Nurses Foundation (TNF)

The Tennessee Nurses Foundation held their Twelfth Annual Silent Auction during the TNA Conference. The total amount raised from the Silent Auction, conference contributions and pledges, was over \$3,000. Thank you to all of our donors and those who participated in the auction for making this another great year. If you would like to make a monetary donation or a silent auction donation to TNF, contact [tnf@tnaonline.org](mailto:tnf@tnaonline.org).



## Membership Assembly

During the opening of TNA's Membership Assembly, participants were greeted by TNA President Sandy Murabito. Recognition was given to members of the TNA Board of Directors, District Presidents, as well as Past Presidents in attendance. Special recognition was given to participants, or those present with family members, serving in the Armed Forces and the Nightingale Tribute was given. TNA's Membership Assembly convened Friday, Saturday and Sunday with TNA members voting on the business of the organization. Wilhelmina Davis, TNA's Manager of Government Affairs, speaks to some of the business conducted during the 2017 Membership Assembly in the Government Affairs section in this issue.



Sandy Murabito, President of TNA



Alvin Jeffery, Chair of TNA's Reference Committee, addresses the assembly



## Sharon Adkins is Recognized

Wilhelmina Davis presented to Sharon Adkins a letter of recognition and congratulations from Governor Bill Haslam. She then presented proclamations from Speaker of Senate, Lt. Governor Randy McNally, and House Speaker Beth Harwell. Throughout the many years of diligent lobbying on behalf of the nursing profession, and the many visits with legislators, it seemed only fitting that each proclamation be presented to Ms. Adkins in "General Assembly style", as Ms. Davis read aloud each in a manner which House and Senate Clerks would read to members of the General Assembly.



Wilhelmina Davis recites in General Assembly style.

# Every Nurse a Leader 2017 Conference Highlights



Surprise visit from Sharon's family. L to R: Brandon Moore, Sharon's son; Mike Kraay, Sharon's son-in-law; Sharon Adkins; Shannon Kraay, Sharon's daughter.

### TNA Elections and Installation of 2017 – 2018 Board of Directors



L to R: Donna Copenhaver; Mary Bess Griffith; Sandy Murabito; Haley Vance; La-Kenya Kellum; Jenny Webb; Trish Baise



### Change of Leadership



Sandy Murabito passes the gavel to Haley Vance, TNA's new president.



Sandy Murabito congratulates Vance



Haley Vance, TNA's new President, gives her first President address

Election results were announced Sunday afternoon.

- Donna Copenhaver – Secretary
- Patricia (Trish) Baise – Director-Operations
- Loretta Bond – Director-Government Affairs
- Laura Reed – Director-Practice
- Nominating Committee: Kathy "Diane" Butler; Carol Johnson; Donna Wallace
- ANA Membership Assembly Representative: Michelle Baldwin; Sandy Murabito; Carole Myers

Remaining on the TNA Board: La-Kenya Kellum, Vice President; Mary Bess Griffith, Treasurer; Jenny Webb, Director-Education; and Allyson Neal, Director-Membership The 2017 – 2018 TNA Board of Directors is on page 13.

### TNA District Presidents include:

Carla Kirkland, District 1; Deb Chyka, District 2; Chita Farrar, District 3; Martina Harris, District 4; Christine Reed, District 5; Raven Wentworth, District 06; Vacant, District 08; Angel Brewer, District 9; Melissa Swinea, District 10; Brad Harrell, District 12; Jessica Wilson, District 15

TNA extends a huge THANK YOU to everyone that had a part in making this conference great!



Conference Highlights continued on page 6

## Special thanks to our 2017 CORPORATE sponsors



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## Nurse Wins Charlie Daniels' Fiddle at TNPAC Auction

TNA member, Missy Arwood, RN, MSN, CNS-BC, was the highest bidder on a Charlie Daniels fiddle at the TNPAC Auction held during the 2017 TNA & TSNA Joint Annual Conference.

### Arwood Dedicates Fiddle to Her Mother

"My mother was a HUGE (Bigger than life) fan of Charlie Daniels. She adored him. She passed away from complications of heart failure 18 years ago this coming Thanksgiving. Her death was the reason I elected to become a nurse, which was my second career. I have been a nurse since 2007 after attending nursing school at night and working full time. I continued my education and received my Masters as a Clinical Nurse Specialist with an emphasis on Heart failure. I am currently pursuing my Doctorate in Nursing Practice and will complete this terminal degree in May 2018.



My mom was my rock and it seems that every time I came to her home she was playing Charlie Daniels. I even have a picture of her and my dad (who passed away 7 years ago due to complications of Alzheimer's disease) doing the jitterbug to his songs!"

Ms. Arwood was able to arrange a backstage meet and greet with Daniels, while attending one of his concerts, where he personally signed her fiddle.

# Every Nurse a Leader 2017 Conference Highlights

Conference Highlights continued from page 5



## Every Nurse A Leader



The Tennessee Nurses Association along with the Tennessee Student Nurses Association would like to express our sincere and heartfelt thanks to all those who were instrumental in helping to make the 2017 Annual Conference a huge success.

*We extend a special recognition and appreciation to our Sponsors and Exhibitors!*

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### Exhibitors

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- Walden University
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## TNA Membership Challenge

The TNA Board of Directors, believing in the importance of building our membership, approved the **TNA Membership Challenge** in June 2017. We have successfully completed Step 1 which was a challenge to Board of Director members and District Presidents to recruit 5 new members by September 8. The top recruiter was awarded the first annual **Sharon Adkins Top Recruiter Award**. Congratulations to Raven Wentworth on winning the top recruiter award.

Step 2 of the Membership Challenge officially started September 15 with each TNA Conference Attendee being challenged with recruiting 2 new members to join TNA by December 31. Members are encouraged to direct potential new members to visit the TNA website and join through the membership link. On the TNA website, [www.tnaonline.org](http://www.tnaonline.org), where they can review information about TNA, select type of payment, either one annual payment or by the month, and pay with major credit cards. Each person completing this challenge will have their names displayed in the *Tennessee Nurse* as having achieved the status of **Membership Champion**. After **January 1, 2018**, email names of your new members to Diane Cunningham at [diane.cunningham@tnaonline.org](mailto:diane.cunningham@tnaonline.org) no later than **January 15, 2018**. All names will be verified for TNA membership.

If you were unable to attend the conference I would like to invite you to join us in this challenge. Our membership is stronger than it has ever been and yet we have more work to do. TNA has been the voice of professional nursing in the state of Tennessee since 1905, promotes and protects the registered nurse, advances the practice of nursing, and ensures a healthier Tennessee. Our strength is the membership, please join us in helping it grow.

Stay tuned for Step 3 of the Membership Challenge starting January 1, 2018!

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TENNESSEE NURSES ASSOCIATION

# 2017 TNA Achievement Awards

*TNA Special Lifetime Achievement Award*



Gloria Russell, MSN, RN

*Award for Nursing Excellence in Administration*



Alisa Haushalter, DNP, RN

*Award for Nursing Excellence in Advanced Practice*



Brett Snodgrass, MSN, APRN, FNP-C

*Friend of Nursing Award*



Jackson Baker  
Senior editor of the *Memphis Flyer* and contributing editor of *Memphis Magazine*

*TNA Professional Promise Award*



Amanda Poole, BSN, RN

*Award for Nursing Excellence in Education*



Lisa Beasley, DNP, APRN, NP-C

*TNA Outstanding Member Award*



Louann O'Dell, DNP, RN

*President's Membership Award*



TNA District 12  
Brad Harrell, DNP, APRN, ACNP-BC  
51% increase in membership. Congratulations!

*TNA Alma G. Gault Leadership Award*



Carla Kirkland, MSN, RN, ACNP-BC, FNP-BC, ENP-BC

*Award for Nursing Excellence in Direct Care*



Claudia Twardzik, RN, BSN, MBA, CMSRN, RN-BC

*Outstanding Employer Award*



Franklin Woods Community Hospital, Johnson City  
Accepting the award – Trish Baise, DNP, RN, NEA-BC, FACHE

*Dean's and Director's Award*



L to R: Holly Kimbrell, DNP(c), MSN, RN; Mary Bess Griffith, PhD(c), RN, CS, FNP, CNE and Jenny Webb, PhD(c), MSN, RN, CNE accepts the Dean's and Director's Award for Bethel University School of Nursing. 100% faculty participation in TNA! Congratulations!

*Louise Browning Political Nurse Award*



Connie McCarter, MSN, RN-BC, CNRN

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# TN Board of Nursing Update

## Enhanced Nurse Licensure Compact: What You Need to Know

Elizabeth J. Lund, MSN, RN,  
Executive Director



Elizabeth J. Lund

Tennessee passed a law that allowed it to become a member of the Enhanced Nurse Licensure Compact (eNLC). This compact is very similar to the original NLC. The eNLC will be implemented January 19, 2018. States that are members of the eNLC will issue multistate licenses (MSL) that allow a RN or LPN to practice physically, electronically and/or telephonically across a state border to patients located in other states.

As with the original NLC, a nurse practicing in other states on the multistate licensure privilege must adhere to the laws and rules of the state where the patient is located. If a nurse needs to practice in a state that is not a member of the eNLC, the nurse must obtain a single state license issued from that state regardless of where the nurse holds a MSL.

The eNLC does not have the same member states as the original NLC. Currently Colorado, New Mexico, Rhode Island and Wisconsin are the four original states that have not joined. New eNLC states include Oklahoma, Georgia, Florida and West Virginia. Member states will change as states pass laws to enact the eNLC.

### What happens January 19, 2018?

Those holding a Tennessee RN or LPN multistate license will be "grandfathered" into the eNLC and will not need to take any further action unless the nurse moves to another state. Tennessee multistate licensees will be eligible to practice on the privilege to practice in all eNLC states. Nursys Quick Confirm lookup at <https://www.nursys.com/> will provide a list and map visual of eNLC states where each RN and LPN may practice.

### What important changes are in the eNLC?

New Tennessee licensees and those moving to another eNLC state must meet uniform licensure requirements (ULRs) to be eligible for a MSL. ULRs include:

1. Meets the requirements for licensure in the home state (state of residency);
  - a. Has graduated from a board-approved RN or LPN prelicensure program; or
  - b. Has graduated from an international prelicensure program approved by the accrediting body in the country and that has been verified by an independent credential review agency as comparable to a US board-approved program;
2. Has passed an English proficiency exam if prelicensure program was not taught in English or if English is not the individual's native language;
3. Has passed an NCLEX-RN® or NCLEX-PN® Examination or predecessor exam (State Board Test Pool Exam);
4. Is eligible for or holds an active, unencumbered license (i.e., without discipline);
5. Has submitted to state and federal fingerprint-based criminal background checks (CBC);
6. Has no state or federal felony convictions (absolute bar to MSL);
7. Has no misdemeanor convictions related to the practice of nursing (determined on a case-by-case basis);
8. Is required to self-disclose participation in an alternative program, e.g. Tennessee Professional Assistance Program; and
9. Has a valid United States Social Security Number.

### What is the impact on nurses practicing in Tennessee on the multistate privilege?

A nurse practicing in Tennessee on the multistate privilege from a state that has not joined the eNLC as of January 19, 2018, must apply for a Tennessee single state license by endorsement or reinstate an inactivated Tennessee RN/LPN license. Go to <https://www.tn.gov/health/article/nursing-applications>.

### What is the eNLC impact on APRNs?

APRNs practicing in Tennessee must hold a Tennessee RN license (single or multistate) or multistate license from an eNLC party state in addition to a Tennessee APRN certificate. APRNs holding a MSL in an original compact state that has not joined the eNLC as of January 19, 2018 must apply to Tennessee for a single state license by endorsement or reinstate an inactivated Tennessee RN license. Go to <https://www.tn.gov/health/article/nursing-applications>.

### What does an employer need to know?

Employers that have nurse employees practicing in Tennessee on the multistate privilege from a state that was a member of the original NLC that is not a member of the eNLC must ensure that the nurse is eligible to practice in Tennessee. Use Nursys Quick Confirm lookup at <https://www.nursys.com/>. The Board of Nursing recommends employers register its nurses in E-Notify, also found at <https://www.nursys.com/>.

Follow the eNLC at <https://nursecompact.com/about.htm>.

## TNA Leadership Opportunities

### You Can Make a Difference:

The Tennessee Nurses Association offers many opportunities for members to become involved in their professional organization. Our membership, **made up of registered nurses just like you**, volunteer their time and their expertise to make this organization a viable part of the healthcare delivery system in Tennessee. Many nurses will say they are where they are today because of nurses they met in TNA. We invite you to become involved today!

### District Opportunities:

TNA's membership is comprised of 11 District Associations. When you join your state organization, TNA, you will also become a member of the district association in the area in which you either live or work, depending on which works best for you. Within the districts there are opportunities to serve on committees and the district's board.

- Networking and mentoring opportunities
- Great place to meet colleagues in your area
- Help nurses in your area thrive

Visit [tnaonline.org](http://tnaonline.org), highlight Membership and click on District Associations for a district map of the state and District President contact information.

### State Opportunities:

Did you know that the association is completely run by the members of TNA? Your participation in TNA makes a difference!

- Gain opportunities to meet and network with nursing and healthcare leaders in practice, legislation, academics, research and other areas.
- Participate in the driving force of TNA, which is to promote, protect and advance the practice of nursing.

Members of the association elect the TNA Board of Directors. Elections take place during the TNA Annual Conference each year with nomination forms available on TNA's website prior to the conference. However, there are many opportunities to get involved by joining committees and task forces within the organization. Visit [tnaonline.org](http://tnaonline.org), highlight Membership and click on Get Involved for further information.

### Tennessee Nurses Foundation:

The Tennessee Nurses Foundation (TNF) Board of Trust consists of members of TNA and non-nurse community leaders within the state of Tennessee. Visit [tnaonline.org](http://tnaonline.org) and click on TNF for details or contact [tnf@tnaonline.org](mailto:tnf@tnaonline.org) if you are interested in serving on the TNF Board of Trust.

### National Opportunities:

The American Nurses Association, much like TNA, has many opportunities to become involved on a national level. When you join, you will receive valuable information from ANA and ways to serve on a national level.

### Not yet a member of TNA?

TNA needs someone just like **YOU**. Come join other leaders across the state as TNA continues to support, improve and advance the practice of nursing in Tennessee. You will find a membership application on page 15. Don't put it off any longer. **You can make a difference** whether you are a seasoned nurse or whether you are brand new to the profession! TNA values every member. Join Today! Call 615-254-0350 if you have any questions. We would like to welcome you into TNA!

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# Spotlight on Practice

*Michelle Rickard, DNP, CPNP-AC, CHPPN*

When I graduated from nursing school with my diploma in nursing over 22 years ago, I was relieved my educational experience was over and knew that I would never go back to school. At least that is what I thought.

I began my nursing career in a Neonatal Intensive Care Unit (NICU), providing care for the most fragile of patients. I learned that I loved working with the parents of my tiny charges, teaching and encouraging them as they learned to care for their babies. When acute problems turned into chronic, life-long conditions, it was rewarding to watch parents, whose hands once shook at the thought of just holding their precious baby, skillfully provide detailed care for their child with confidence and ease.

Although I loved caring for acutely ill infants, I felt I should expand my knowledge and experience and accepted a position at a pediatric hospital in the Bone Marrow Transplant Unit. There was much to learn and I was often overwhelmed, but I found solace in the patients and families that I quickly came to love. With the support and encouragement of my wonderful coworkers, I learned everything I could about pediatric oncology. I took pride in giving quality care, being a strong patient advocate and teaching other nurses what I had learned. That is until the day when I realized I needed to know more.

As a nurse who practiced primarily in acute care settings, I understood that not all illnesses are cured and not everyone will be healed. As a nurse, I also accepted that and did what I could to meet the needs of all of my patients no matter what the outcome of their illness was to be. It was the night that I was caring for a beloved teenage patient that changed everything for me. She knew that there were no more options for cure and had recently been granted several "wishes" before she was too sick to enjoy them. When I asked what I could do for



Michelle Rickard

her, thinking she might want a cup of water or a blanket, she quietly asked me to "do everything you can to make sure that everyone had as good of a life and death as I have had". I did not know how I would do what she asked, but I realized then that my education journey was just beginning.

Fast-forward 10 years from the night when I was asked such a simple, yet profound request from a teenager who was wise beyond her years. Since that time, I have searched for and participated in educational opportunities to learn more about palliative and end of life for children and adults. I have had the opportunity to participate on many committees, locally as well as nationally, to bring awareness to these topics. Although palliative and end-of-life care were not familiar terms 10 years ago, they have become a standard of care. National guidelines recommend the implementation of palliative care upon diagnosis of life-threatening illness for pediatric patients. In fact, that pediatric hospital now boasts a very large Quality of Life program that supports and cares for children throughout their disease trajectory in the inpatient as well as outpatient setting.

I knew early on in my journey that I would need all of the knowledge and leadership skills that an advanced nursing degree could afford. It took several years, but I am proud to say that I eventually earned my Doctorate of Nursing Practice (DNP) and am a Pediatric Acute Care Nurse Practitioner. I have the privilege of providing care for children with acute illness or exacerbations of chronic illness while working with the hospitalist service at a local pediatric hospital. Although my nurse practitioner position is a part-time appointment, I am also a full-time assistant professor at the University of Tennessee Health Science Center, College of Nursing. Last year, I was asked to develop the new Pediatric Acute Nurse Practitioner program with the first student cohort starting fall of 2017. The new on-line program provides a unique experience and is being developed using innovative technology to prepare graduates to care for children with complex acute, critical and chronic illness from infant to young adulthood.

Even though I do not practice in the palliative care or hospice setting as I thought I might, I continue to work

toward fulfilling my patient's request that everyone have a good life as well as death through my role as an educator of future nurses and nurse practitioners. Having had the opportunity to present at state and national conferences on the subject, I continue to bring awareness to these topics while educating others on how they can provide and improve palliative and end-of-life care. As you have now read about my journey to fulfill my patient's wish, I encourage you to ensure that all of your patients "have a good life and death" as well.

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## Student Forum

*Kamiko Ritchey, TSNA President*

My name is Kamiko Ritchey, and I am the President of the Tennessee Student Nurses Association. I am currently a nursing student in Union University's Accelerated BSN program at the Hendersonville, TN campus. My journey to becoming a nurse has been a long time coming. Growing up, I had "white coat syndrome" and was terrified of anything and everything medical related.



Kamiko Ritchey

That all changed with one hospitalization, and one amazing care team comprised of the most caring and compassionate nurses a scared little girl could ask for. From then on, I knew I wanted to help people like they helped me, I was no longer afraid of blood, needles, or anything medical, and I was determined to become a nurse.

Once I decided I wanted to become a nurse, I started to focus my education and extracurricular activities on health, wellness and the medical field. I started volunteering at the local hospital in the NICU department. I loved being in the hospital, talking to the baby's parents, providing support to the nurses, and being in the business of helping people. My experience validated my decision to become a nurse.

When it was time to apply to college I looked for schools in good locations and schools with nursing programs. I ended up falling in love with Northern Arizona University (NAU). I loved the little mountain town and bonus, they had a nursing program! I went to NAU and declared my major as pre-nursing. Through the general education and elective classes I was taking,

I developed another passion for fitness. I ended up changing my major to Fitness Wellness and picked up minors in Biology and Health Education while still completing my pre-requisites for nursing school. I graduated with my bachelors degree in 2015 and immediately started looking for accelerated nursing programs.

My husband and I moved around a bit (thank you, Army) and ended up getting orders to Tennessee, which was a huge blessing because I found the school of my dreams and better yet, got accepted! I can tell you with 100% honesty that as a nursing student in an accelerated program, I've never worked so hard in my life. I can also tell you I wouldn't change it for the world. I've had some of the best experiences, patients, and life lessons. I've also made friends and memories I will never forget. Long story short, all our stories are different, but in the end, we all have a goal to be a part of something bigger than ourselves and help those who are sick and in need.

As the TSNA Board of Directors President, I get to make a positive impact on not only the patients I serve while in school but fellow nursing students as well. If you're not currently involved in a student nurse association, I highly encourage you to consider it, and TSNA is a wonderful place to start! The goal of TSNA is to organize, represent and communicate with students who are preparing for initial licensure as a nurse. We strive to promote the development of skills needed by students as they enter the nursing profession, educate students on the importance of nursing associations and encourage involvement in those therein. As an association we can also come together to advocate for high quality health care. I'm excited for everything this year has to bring and I hope to see you at the National Student Nurse Association Conference (Nashville) in April and the Tennessee Student Nurse Association annual conference (Murfreesboro) in October!

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# Government Affairs

*Wilhelmina Davis*

*Manager, Government Affairs and Lobbyist*

The second session of the 110th General Assembly is fast approaching and will begin Tuesday, January 9, 2018. As our legislators are busy readying themselves for the new session, they also are undergoing a major move from the familiar Legislative Plaza on 6th Ave North, to new legislative offices located in the renovated Cordell Hull Building located on 5th Ave North. Legislative staff and others are busy making the transition. Please note there will be no entry to the old legislative plaza. The State Capitol will remain the same except for a new tunnel leading to and from the Cordell Hull Building. All House and Senate members will have offices in the Cordell Hull, as well as, all supporting staff, i.e., legal service offices, legislative administration offices, and committee hearing rooms.

The following public chapters enacted subsequently to the last *Tennessee Nurse* publication. For a detailed copy of any public chapter, please visit the General Assembly's website to read in their entirety at <http://www.capitol.tn.gov/legislation/>.

PC 0084 – As enacted, authorizes rules and policies permitting the administration of medications for adrenal insufficiency in schools.

PC 0130 – As enacted, adds healthcare services provided to a patient at a public elementary or secondary school to the current definition of telehealth services for which health insurance entities are required to reimburse in a manner that is consistent with reimbursement for in-person encounters; requires that the public elementary or secondary school be staffed by a healthcare service provider and equipped to engage in such services.

PC 0138 – As enacted, authorizes a physician to provide peripartum analgesia and peripartum care to a minor who is at least 14 years of age without the knowledge or consent of a parent.

PC 0240 – As enacted, authorizes entities that regulate health professionals to issue limited licenses; makes various changes related to reporting of disciplinary matters to licensure entities.

PC 0256 – As enacted, authorizes local education agencies and nonpublic schools to maintain opioid antagonists in schools.

PC 0266 – As enacted, authorizes physician assistants, nurse practitioners, and nurse midwives who are advanced practice registered nurses to treat minors with sexually transmitted diseases to the full extent of the person's authority, including the authority to prescribe and dispense drugs relating to a sexually transmitted disease.

PC 0334 – As enacted, changes references to the professional relationship between physicians and advanced practice registered nurses and certified nurse practitioners from "supervisory" to "collaborative."

PC 0349 – As enacted, allows disabled adults to have paid personal aides to perform health maintenance tasks for them.

PC 0350 – As enacted, authorizes a healthcare provider to satisfy one hour of continuing education requirements in exchange for one hour of volunteer healthcare services.

PC 0353 – As enacted, enacts the "Tennessee Infants Protection Act," which prohibits abortion of a viable fetus except in a medical emergency and requires testing to determine viability if a woman is at least 20 weeks pregnant.

PC 0363 – As enacted, requires the bureau of TennCare to develop and implement a temporary medication therapy management pilot program.

PC 0396 – As enacted, enacts the "Kenneth and Madge Tullis, MD, Suicide Prevention Training Act."

PC 0413 – As enacted, authorizes, if approved by the department of health, any nongovernmental organization, including an organization that promotes scientifically proven ways of mitigating health risks associated with drug use and other high-risk behaviors, to establish and operate a needle and hypodermic syringe exchange program.

PC 0420 – As enacted, creates the state palliative care and quality of life task force.

PC 0481 – As enacted, specifies that a healthcare practitioner violates the practitioner's practice act by refusing to submit to a drug test or testing positive for a drug when the practitioner does not have a lawful prescription for using the drug or a valid medical reason for using the drug; establishes procedural requirements to be followed in such situations.

PC 0483 – As enacted, requires the department of health to identify high-risk prescribers; requires the commissioner of health to report certain information concerning births involving neonatal abstinence syndrome and opioid use by women of childbearing age; requires bureau of TennCare to issue appropriate requests for information for program initiatives aimed at primary prevention and secondary prevention of births involving neonatal abstinence syndrome and the use of opioids by women of childbearing age enrolled in the TennCare program.

PC 0484 – As enacted, requires that any person treated for a drug-related overdose with an opioid antagonist by a first responder be taken to a medical facility by emergency medical services for evaluation, unless the person is competent to refuse medical treatment and chooses to refuse treatment.

Several bills TNA tracked last session remain in committee or were deferred for further study, one such bill deferred to a summer study was **SB534/HB503 – Increases the number of BEP (Basic Education Program) funded full-time public school nurse positions** – by Rep. David Hawk and Senator Steve Sutherland. As introduced, the bill calls for an increase to the number of BEP funded

full-time public school nurse positions from one for every 3,000 students to one for every 750 students.

Although, not meeting during the summer, a fall meeting did take place on Tuesday, October 24, of the House Education Administration and Planning Committee along with the Education Instruction and Program Committee, these committees met jointly to hear several agenda items, including BEP (Basic Education Program) funding of school nurse positions. The committee heard testimony from Nathan James, Director of Legislation and External Affairs for the State Board of Education and BEP Review Funding Committee, Suzanne Jones with the Germantown School Board and TNA Staff, all in support of reducing the student to school nurse ration. As a representative of the BEP funding review committee, Mr. James stated that funding for school nurses is one of the top priorities and recommendation.

During the last session, House Speaker appointed Ad Hoc Task Force on Opioid and Prescription Abuses. This committee met on several occasions, concluded its work and submitted recommendations on September 26, 2017, these recommendation have been put on TNA's Government Affairs webpage at [www.tnaonline.org](http://www.tnaonline.org).

The Joint Ad Hoc Committee on Medical Cannabis met to discuss and hear testimony. With a very lengthy agenda, members of the committee first heard from Co-Chairman Representative Jeremy Faison, who gave a preview of new legislation calling for the creation of Medical Cannabis Commission. The committee then heard testimony from persons on both sides of the issue and scheduled another meet for November 30, to continue discussion.

In response to Public Chapter 420, which calls for the creation of a State Palliative Care and Quality of Life Task force, House and Senate Speakers made appointments of task force members. The taskforce has met, however they have not finished their work and will continue to meet. This task force has until January 18, 2018, to submit findings and recommendations to the Governor and General Assembly.

Also continuing to meet is the Buprenorphine Treatment Guidelines Committee, in response to Public Chapter 112. TNA will post final draft of recommendations on TNA's Government Affairs webpage, after the committee makes their recommendations public.

This year's issues forum met to discuss resolutions introduced by members and the TNA Government Affairs committee. The following resolutions, presented for discussion and were affirmed, please visit TNA Government Affairs page on the website to review all resolutions introduced.

***Support to Amend Board of Nursing/Rules and Regulations of Registered Nurses/Rule#1000-01-.20: Registered Nurse First Assistant Certificate (RNFA) to include Advanced Practice Registered Nurses***

**Whereas**, legislation passed in May 2014 authorized the Tennessee Board of Nursing under the Rules and Regulations of Registered Nurses/Rule#1000-01-.20: Registered Nurse First Assistant Certificate (RNFA) to issue a certificate to RNFAs who meet the following requirements:

1. A current, unencumbered license as a registered nurse under T.C.A. Title 63, Chapter 7, or current unencumbered licensure as a registered nurse with the multistate licensure privilege to practice in Tennessee;
2. A current certification in perioperative nursing;
3. Successful completion of a RNFA education program that meets the education standard of the Association of Perioperative Registered Nurses (AORN) for a registered nurse first assistant; and

**Whereas**, the national standards established by AORN recognizes two levels of academic qualifications for the RNFA role which include both the nurse who has current certification in perioperative nursing as required by Tennessee legislation, but also recognizes the credentials of the Advanced Practice Registered Nurse (APRN); and

**Whereas**, the national standards established by AORN state that both of these levels of nursing professionals must complete an educational program:

1. Equivalent to a minimum 6 semester credit hours of formal post-basic RN education, associated with a college or university
2. Must adhere to the current version of the *AORN Position Statement on RN First Assistants and the*

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# Government Affairs

*AORN Position Statement on the Perioperative Advanced Practice Nurse*

3. Must incorporate all of the content in the current edition of the Core Curriculum for the RN First Assistant, and
4. Must incorporate all of the requirements of the *AORN Standards for RN First Assistant Education Programs*; and

**Whereas**, Tennessee has demonstrated national leadership in providing Title Protection for the RNFA based upon the AORN qualifications of the perioperative nurse who is CNOR certified but does not include the APRN who has completed a formal RNFA academic program; therefore, be it

**Resolved**, that TNA advocate to the Tennessee Board of Nursing and the Tennessee Board of Medicine, to recognize the national standards established by AORN which include both the CNOR certified registered nurse or the Advanced Practice Registered Nurse who completes a formal academic RNFA program as qualified to practice as a RNFA and be awarded Title Protection under the Tennessee Board of Nursing Rules and Regulations; and be it further

**Resolved**, that TNA advocate to the Tennessee General Assembly to amend Board of Nursing/Rules and Regulations of Registered Nurses/Rule#1000-01-.20: Registered Nurse First Assistant Certificate (RNFA) to include Advanced Practice Registered Nurses who complete a formal academic RNFA program under the rule for Title Protection to practice as a RNFA; and be it further

**Resolved**, that this resolution be subject to sunset in 2022 if not reaffirmed by the TNA Membership Assembly.

### APRN Full Practice Authority Planning and Advocacy

**Whereas**, the practice environment for Tennessee Advanced Practice Register Nurses (APRNs) is classified among the most restricted in the United States (US),

**Whereas**, recent attempts in Tennessee to advance *full practice authority* for APRNs, including TNA introducing a full practice authority bill in 2015 and the commissioning of the Healing Arts Scope of Practice Task Force by the Tennessee General Assembly in 2016 as a means to facilitate discussions about full practice authority and transforming the delivery of healthcare in the state, have not resulted in significant progress on advancing full practice authority,

**Whereas**, Tennessee is burdened by a number of challenges related to health, healthcare, and demographics, including, but not limited to: ranking 44th among the 50 states and the District of Columbia and having an infant mortality rate of 6.9 per 1,000 live births, in excess of the national average of 5.8,

**Whereas**, Tennessee has a large rural population and rural residents tend to be older, more are uninsured, and rural residents suffer from significant health disparities including poverty, lower life expectancies, higher rates of chronic disease, and preventable hospitalizations,

**Whereas**, there are substantial shortages of available primary care, anesthesia, and obstetrical/women's care physicians as evidenced by: three (3.2%) Tennessee counties having no primary care providers, 23 counties (24.2%) have low, adequate supply, 45 counties (47.4%) have a moderately adequate supply, and only 24 counties (25.2%), just one of them rural, have an adequate supply; Certified Registered Nurses (CRNAs) are the only available anesthesia provider in 41 (43.2%) Tennessee counties; and Tennessee has 47 (49.5%) with no hospital-based obstetric services,

**Whereas**, a broad complement of stakeholders, including the National Governor's Association, National Council of State Legislators, and the Federal Trade Commission, have concluded from 50+ years of scientific evidence and experience in other states that APRNs are qualified, proven providers and are an effective strategy for reducing barriers to care and improving health outcomes, access to primary care and other essential services, and healthcare value,

**Whereas**, the Tennessee Nurses Association is precluded from re-introducing full practice authority legislation before 2010 based on a three-party agreement between the Tennessee Nurses Association, Tennessee Association of Nurse Anesthetists, and the Tennessee Medical Association following the inability of the Scope of Practice Task Force to reach consensus recommendations regarding APRN practice authority

and transformation of the delivery of health care; therefore, be it

**Resolved**, that TNA will dedicate organizational resources to organizing and educating Tennessee APRNs and other TNA members for effective grassroots advocacy related to achieving full practice authority; and be it further

**Resolved**, TNA will collaborate with members to establish a task force by December 1st, 2017 to develop, implement, and actively manage a comprehensive action plan for achieving full practice authority, including, but not limited to, a plan for communications, education, messaging, and outreach; clear, specific, and measurable accountabilities for TNA, the Government Affairs Committee (GOVA), board of directors and District Presidents, and members; specified due dates; and tracking and management of progress with at least bi-annual reporting to the board of directors and annual reporting to membership with identification of gaps in the plan and/or progress; and be it further

**Resolved**, TNA will work with other stakeholders, including, but not limited to, APRN and APRN students, other nursing organizations, health-related associations, consumer groups, as well as municipal and county governments and key business leaders to develop and support a coalition to advance full practice authority in Tennessee for the purpose of improving access to high-quality, cost-effective primary care and other essential services for all Tennesseans; and be it further

**Resolved**, that this resolution be subject to sunset in 2022 if not reaffirmed by the TNA Membership Assembly.

### TNPAC Donations

**Whereas**, political action committees (PACs) are organized to elect political candidates and/or advance a particular issue or legislation, and

**Whereas**, contributing to candidates for public office is an important part of politics and policymaking occurs in a political environment, and

**Whereas**, collective influence is an important complement to individual influence and PAC contributions are one aspect of collective influence, and

**Whereas**, PAC contributions can be a visible sign of support and/or an indication of the importance of a particular topic and a legislator's influence related to the topic, and

**Whereas**, many special interest and other groups have established PACs and are competing for the attention of legislators, and

**Whereas**, the effectiveness of advocacy efforts of the Tennessee Nurses Association (TNA) are in part linked to PAC contributions which enhance the organization's visibility, impact, and efforts to gain access to state legislators and candidates, and

**Whereas**, TNPAC serves as the PAC for TNA and contributions are relatively low given the number of professional nurses in Tennessee, and

**Whereas**, TNPAC contributions totaled \$13,450 in 2015 while the Tennessee Medical Association PAC contributions totaled \$78,500 and there are approximately five times more Registered Nurses than physicians in Tennessee, and

**Whereas**, TNA has 3,024 members who contributed \$13,450 in 2015 and the Tennessee Association of Nurse Anesthetists (TANA) has 2,400 members and contributed \$17,750 in 2015, and

**Whereas**, only 2.2% of TNA members contributed to TNPAC in 2016 and only 0.3% this far in 2017, and

**Whereas**, 8 TNA Districts (72%) contributed baskets to the 2016 TNPAC auction, and

**Whereas**, only 4 Districts (36%) made monetary donations to TNPAC since January 2016; therefore, be it

**Resolved**, that all TNA members are encouraged to make an annual contribution; and be it further

**Resolved**, that all TNA Districts are encouraged to make an annual PAC contribution commensurate with their number of members; and be it further

**Resolved**, that all TNA Districts are encouraged to support TNPAC through in-kind donations to the annual TNPAC auction or similar initiative; and be it further

**Resolved**, that this resolution be subject to sunset in 2022 if not reaffirmed by the TNA Membership Assembly.

As a reminder, the 2018 Legislative Summit, will be Wednesday, April 4, 2018 at the War Memorial Building in downtown Nashville, we hope to see each of you there!

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★ Add strength to your contribution as a nurse★  
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TNPAC is founded on the belief that nurses have a stronger voice and representation in the political process by making contributions to candidates.

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# Grit: Passion and Perseverance in Nursing

Kate Payne, JD, RN, NC-BC

Ask nurses what keeps them coming back to their job, and you will hear stories about loving their work, about helping a patient recover or being with a patient at their death, or bringing new life into the world. Stories about the families and friends that visit their patients and the pictures of pets and grandchildren shared. You will also hear about nurses going back to school and how excited they are about learning new things, reinforcing, and expanding skills. Listen to new grads and you will hear excitement and wonder about nursing. You will also hear passion for nursing, for being technically competent, emotionally aware, and able to be support for patients and families facing crisis or a sounding board for colleagues—nurses and non-nurses alike. Nurses talk about what it takes to do this work, this hard work, how they work, how they help, how they teach and how they care, how they persevere.



Kate Payne

Passion and perseverance are core values in nursing practice. Some call this passion and perseverance

‘grit.’ Dictionary definitions speak of it in the context of behavior, that grit is about courage and resolve; strength of character or will. Grit is also about toughness, hardiness, determination and tenacity. Researchers and observers in the field of education have also been measuring grit in the lab and the classroom and what it means for students and success in education. Angela Duckworth, psychologist, researcher and MacArthur “genius” grant winner studies and writes about grit and what it means for success.(1) Duckworth has identified major characteristics of grit. Some things can be measured, some can’t, but they are all things that point to success in a number of fields. It’s more than a high IQ or emotional intelligence or competence or experience. All are things any person can access and control to be successful in education, work, and life. (See also <https://angeladuckworth.com/> for a grit scale you can do for a self assessment.) Not everyone agrees with Duckworth’s conclusions, especially in the education realm. There is so much more to life and professional development. (2) Still, there is something to the idea of cultivating grit, or passion and perseverance, or at least characteristics that lead to it along with a strong sense of ethics in nursing. Here are some of the more salient features of grit.(3)

Grit is forward looking, about setting goals and achieving them. Certainly it is a component of how nurses develop from student to expert practitioner.(4) It takes

stamina to get through school, and clinicals, your first job, charge nurse, manager and leader. Gritty people, gritty nurses, are both goal directed and able to respond to immediate needs especially nurses in the ED, ICU, or trauma where quick responses are required. People with grit also have courage. Though hard to measure, it’s partly about managing fear of failure. Nurses take risks everyday as they care for the injured, sick and dying. It is also a risk to sit and listen to a troubled colleague, a dying mother about concerns for her child as well as her spouse who will loose her soon. Gritty nurses are conscientious; they have to be. For one, nursing requires meticulous attention to detail when medications are given and the patient assessed for their reaction to them. Conscientiousness is also about being able to count on each other—absolutely required for a functioning unit or hospital or system. Nurses that succeed in patient care or a project or going back to school show the grit characteristic of follow through. There is a time commitment to success as well. Nurses have goals and lots of practice as they move from novice to expert and they practice with purpose. Gritty nurses are also resilient, that ability to bounce back from a failure or problem and stay on their purpose. Much of ethics is about purpose as well and supporting good decisions, which also promotes resilience. Resilience helps us move forward with nursing practice and with life. Gritty nurses also seek excellence rather than perfection. I think it’s because nurses work with human beings who are not perfect but are so valuable. One of the key commitments in nursing is to meet the patient where they are. The care plan flows from that. Excellence in patient care requires a great deal of flexibility rather than perfection. Excellence is really more of an attitude than a final goal. The word excellence comes from the Greek word Arête which is about the notion of fulfillment of purpose or function and is closely associated with virtue. Grit is like this too, a mindset or an attitude about seeking, a striving for something good and virtuous like nursing.

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 Perlis, MM. 5 Characteristics Of Grit -- How Many Do You Have? *Forbes.* 2013; 29 Oct.  
 Benner, P. *From Novice to Expert: Excellence and Power in Clinical Nursing Practice.* Menlo Park, CA:Addison-Wesley, 1984.

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# Here Comes that Maintain, Don't Gain Advice Again

Joan Cook, MS, RD

Yes, here it is again, the pre-holiday offering of strategies to help you avoid gaining those unwanted pounds throughout the holiday season. I don't mean to downplay it, because it is in fact a very important topic. The half-pound to a pound added to our frame can have an impact on our long-term health and wellness. According to the National Institutes of Health, most Americans never lose the weight they gain during the winter holidays. The pounds add up year after year, making holiday weight gain an important factor in adult obesity.

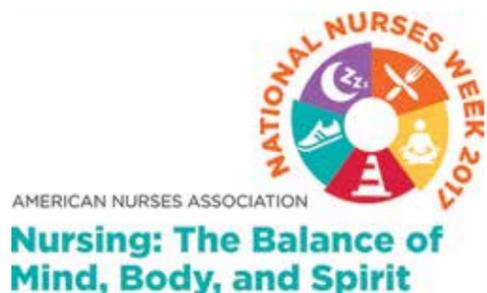
This is the time to refresh our consciousness on the game plan to use against overindulging at family meals and holiday parties. Along with the tried and true tips, I would like to suggest a method that works all year long no matter what the situation. The method is mindfulness – that is, non-judgmentally paying attention to what's happening while it's happening. Mindful eating is not about denying yourself the pleasures of eating; it's all about enjoying fully whatever you eat. Zero in on the foods that truly delight your taste buds and say no thank you to all the rest. The first few bites are for flavor, the rest are for fuel. Being truly mindful of what you are doing in the moment will help you be selective in choosing what you put on your plate. Indulge in the foods or treats that you really enjoy and savor every bite while appreciating the aromas, flavors and textures of your favorite foods. You don't really love eggnog? Then skip it. That move will save you 344 calories, 414 if there is a shot of whiskey in it. It is a kind of selective enjoyment.



Here are some of the undeniable, tried and true tips to avoid overindulgence:

1. Use a small plate.
2. Don't stand next to the food table at parties.
3. Avoid alcohol on an empty stomach. Alcohol increases your appetite and diminishes your ability to control what you eat.
4. Resign from the Clean Plate Club. As an ex-member I can tell you, there is nothing healthy going on there.
5. Walk it off. Get everybody off the couch and outside for a walk.
6. Wait a bit before you go back for seconds. Do you really want more, or is it just because it is there?
7. Don't beat yourself up for going a little overboard. Instead, balance, go a little lighter on calories the next meal or day.

Maintaining your weight during the holiday season is an attainable goal. Stay mindful while celebrating with friends and family and enjoy the festivities!



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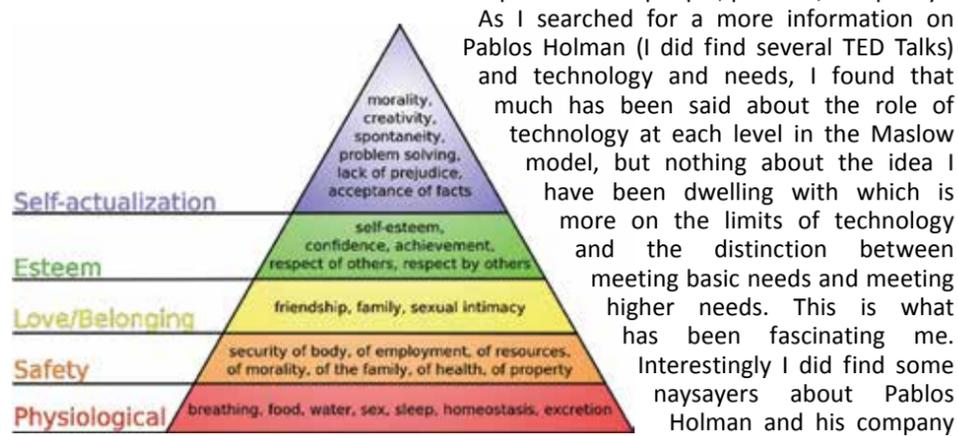
# Needs, Technology, and Caring

Quick! How does technology intersect with Maslow's Hierarchy of Needs? I bet this is not something you routinely consider. Yet this question has been dancing around in my thoughts since I attended the American Association of Colleges (AACN) of Nursing Faculty Policy Intensive in DC recently where I heard Pablos Holman, a futurist, discuss this question. As I have contemplated the question, I have added caring to the mix. Caring is a defining characteristic of the nursing profession. I have a unique perspective on caring. It is easy to see the caring in direct hands-on provision of care. As a nurse whose practice is policymaking, I frequently have to explain and advocate for the position that I care deeply, but I do it in a different way. I care for patients, families, and populations by working on policies that have impact on health, healthcare, our environment, and the practice of professional nursing. My assertion is that policymaking and advocacy extend the caring ethos of the nursing profession.



Carole Myers

Back to technology and Maslow's model. The futurist had a unique view and depiction of the hierarchy. In his interpretation, the bottom levels of the pyramid have to do with *quantity* of life while the upper levels have to do with *quality* of life. Furthermore, the futurist said, technology is important at the bottom of the hierarchy, but not the top. Think about it...I have been doing this for a few weeks and reflecting on the implications for people, practice, and policy.



which has received some major funding from the Gates Foundation. Sometimes it is hard to sort-out legitimate criticism from lack of understanding or appreciation of alternative ideas. This is not a major concern for me on this topic since I found the presentation at the AACN engaging and I am now integrating what I heard into my own thoughts and understanding. I am aiming low as my musings are simply a complement to my walks. I like to exercise my mind while I exercise my body.

Once you settle-in with how the needs Maslow describes and technology overlap and what it means for caring, ponder these quotes from the same presentation:

*Robots can only do what we teach them to do.  
Vision without action is a daydream.  
Action without vision is a nightmare.*

I hope you enjoy reflecting on these thoughts as much as I have. Fondest regards.

Respectfully submitted,  
Carole R. Myers, PhD, RN

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# Tennessee Nurses

## TNF Scholarly Writing continued from page 1

4. **References:** will be adequately and appropriately referenced in the body of the paper and will be from contemporary peer reviewed resources.
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The Tennessee Nurses Association is here to help you turn your nursing related ideas and interests into continuing nursing education (CNE). The American Nurses Credentialing Center defines CNE as an activity "intended to build upon the educational and experiential bases of the professional RN for the enhancement of practice, education, administration, research, or theory development to the end of improving the health of the public and RN's pursuit of their professional career path" (ANCC, 2015, p. 44). This covers a wide range of topics that benefit nursing practice and provide lifelong learning opportunities.

Approved activities may be presented once or multiple times during a two-year approval period. Whether live, technology-based, hybrid design, your activity is welcome. All activity applications are Peer reviewed. Activity fees are \$150 for 1-3 hours and an additional \$50 per additional hours. For questions contact Sharon Hinton, TNA's CNE Administrator and Nurse Peer Review Leader at [tna.cne@tnaonline.org](mailto:tna.cne@tnaonline.org) or call 615-988-7258.

Filter your idea for an educational activity through the TNA CNE application process:

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**Your idea for a continuing nursing education activity**

Does it fill a gap in RN knowledge, skills, or practice? -- **NO Stop here**

Yes

Does it fall into one of these categories?

Clinical practice/patient care inside or outside of a hospital setting including in-service topics

Indirect patient care including disease education, administration, research, leadership, cultural/ethnic diversity, spiritual care, other related topics

Specialty practice, competency required topics like ACLS, PALS, certification prep courses, independent practice, writing/publishing, communications, other related topics

Yes

Is this activity taught by a commercial entity representative? -- **YES, Stop here**

**UNSURE contact the TNA CNE Administrator for guidance**

NO

Is this your first continuing education activity application? -- **YES, contact the TNA CNE Administrator for guidance**

NO

**APPLY TODAY!**

**<https://www.tnaonline.org/continuing-education-general-information/activity-application/>**

**Reference**

American Nurses Credentialing Center. (2015). 2015 ANCC Primary Accreditation Provider Application Manual. Silver Spring, MD: Author.





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# District News

## District 1

President: Carla Kirkland



Carla Kirkland

District 1 was host for our monthly July educational dinner and legislative update by St. Francis Hospital. Dr. Robert Wegner spoke on "Advances in Bariatric Surgery". TN Rep. Mark White spoke to attendees and entertained questions.



Representative Mark White

In August, we were hosted by Lakeside Behavioral Health, "Recognition and Treatment of Anxiety and Depression." TN Rep. GA Hardaway joined us for the dinner and comments/questions afterward.



Representative GA Hardaway with University of Memphis Nursing students

In September, Theraworx hosted our educational dinner meeting, discussing "The Evolution of Skin Antisepsis." Also in September, Connie McCarter and Carla Kirkland met with TN Rep. Ron Gant to discuss nursing and APRN issues.



L to R: Connie McCarter, Representative Ron Gant, Carla Kirkland

Many District 1 members enjoyed the TNA Conference in Murfreesboro September 15-17. We congratulate District 1 Achievement Award winners: Lisa Beasley, Amanda Poole, Claudia Twardzik, Connie McCarter, Carla Kirkland, Dr. Alisa Haushalter, Brett Snodgrass, and Jackson Baker; see page 7 for a complete list of TNA Achievement Awards. We also wish Sharon Adkins much happiness in her retirement. We will miss you!



Dr. Alisa Haushalter with members of District 1



L to R: Connie McCarter, Jackson Baker, Diana Baker



TNA District 1 Awards Winners with Sharon Adkins

Also, congratulations to District 1 election winners Missy Arwood, Director; Claudia Twardzik, Director; Sharon Little and Tommie Norris, Nominating Committee; and Lisa Beasley, President-Elect.

## District 2

President: Deb Chyka

### Upcoming District 2 Meetings. Come Join Us!

Saturday, January 6, 2018:

District 2 will be hosting a **Legislative Forum** with members of the Knoxville-area delegation of the Tennessee General Assembly **beginning at 9:30 a.m. EST.** The meeting will be held in **room E 310 of the University of Tennessee Medical Center Heart Hospital**, 1940 Alcoa Highway, Knoxville, TN. For additional information, contact either Deb Chyka at [dchyka@tds.net](mailto:dchyka@tds.net) or Carole R. Myers at [cmyers9@utk.edu](mailto:cmyers9@utk.edu).



Deb Chyka

- **January 22**, BOD meeting, LMU (Cedar Bluff Campus) 6:00-8:00 p.m.
- **February 17**, Stewards of Children, LMU (Cedar Bluff Campus) 10:00-Noon
- **March 22**, Legislative Day, Wood Auditorium (UTMC) 6:00-7:30 p.m.



## District 5

President: Christine Reed



Christine Reed

Please join with me in congratulating our award winners from our district at this year's conference and our new State Board member.

District 5 took home 2 awards this year:



Congratulations to our own Treasurer for District 5, **Louann Odell, DNP**



Franklin Woods Community Hospital in Johnson City, TN

See page 7 for a complete list of TNA Achievement Awards.



Enjoying dinner before the conference

**2017 TNA Board of Directors Newly Candidates Elected**  
**Director of Operations:** Trish Baise, DNP and CNO at Franklin Woods from our District was elected.

**General Meetings update for District 5**  
 General Meeting October 17th  
 Topic: "Cyber Security"

We had an excellent attendance and much interest was generated from our guest speaker, Mr. Gary Haney, VP of IT Security for Mountain States Health Alliance.

**December 5, 2017: Christmas Party at Black Olive in Jonesborough 6-8pm**

Our next General meeting will be our Christmas party on December 5, 2017 at the Black Olive Restaurant in

*District News continued on page 18*

### ATTENTION NURSES:

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# Welcome New & Reinstated Members

## District 01

Nancy A. Appling, Munira Asif, Jodie Bond, Cady Burcham, Vicki L Chandler, Tara Cherry, Brian Clinton, Kari Williams Daniel, Cherie Didier, Amanda Durbin, Jehan R Ellis, Belinda Fleming, Sharon Gant, Carolyn Yvonne Harper, Tammara Harris Beard, Sharron Renee Hightower, Diana Inglis, Katherine Kirby Jensen, Corretta Jones, Keisha C Jones, Morgan Jones, Zlatoslava Karga, Cayla Kelley, Emily R. Laird, Christine Brock Landon, Cheryl A. Leslie, Bedelia Warner Lewis, Wendy M. Likes, Shokea Miller, Helen Bedford Mitchell, Elizabeth Paton, Emily Peters, Jo'Niece Phillips, Pamela Ann Rebolledo, Teresa Richardson, Linda Rosenblatt, Manijeh Russell, Andrea Sawyer, Susan Scott, Pamela Jean Smith, Sarah Stone, Amber Nichelle Struble, Dalvie L. Taylor, Janet A. Tucker, Alice Nicole Kircher Uhlhorn, Cynthia Walters, Adrienne West, Camille S. Wheeler, Carlisha Marie Whitlow, Amanda Woodall, Theresa Elizabeth Zazzara

## District 02

Brittany Adams, Aaron Archer, Andrea Baxley, Jewel M. Birdwell, Veronica Boyer, Mary Lynn Brown, Tonya Chase, Katherine Compton, Jocelyn Dodson, Stephanie N. Frome, Monica Paige Greene, Brittany C Grimes, Jessica Lynn Hamby, Amanda Harper, Elaine Jarratt, Kathleen Rae Jones, Tennille Kent, Lisa D. Kirkland, Teresa Lucas, Angela C Lunsford, Elaine Mauter, Maranda McBath, Mickey McBride, Melanie Nixon, Sara Myers, Sarah A. Nalle, Rebecca G. Nicholson, Katherine Palermo, Hannah Russell, Denise Smoak, Evangeline M. Tant, Kelli M. Walker, Digna Delia Wilhoiite, Jonni Rhea Wood, Tami Jo Yager

## District 03

Terri Lynn Allison, Nancy Anness, Audrey Grace Arroyo, Alexandria Barry, Kelsey Marie Bivacca, Shanda Renee

Brown, Gina Bullington, Erin Campbell, Cindy Childress, Makenzie Cisewski, Lauren Paige Clanton, Sarah Todd Cloud, Elizabeth Coughlin, Kimberly A. Currier, Amber B Duventre, Tatum Rena Fike, Sandra French, Marjorie Gray, Kim Adair Grubbs, Beth Hallmark, Tracy Harper, Erin M Havrilla, Catherine O. Hayden, Brandy Heath, Clotivel Hernandez, Jenna Hill, Alisha Tiffany Hodgkin, Wanda Neal Hooper, Dana Hughes, Elaine Townes Jay, Santeia Kinnon, Benjamin Lee, Kristin Leonard, Kathrina Madrona, Aureata Majors, Deressa Marshall, Fay G. McRady, Janet Marie Myers, Lisa Nistler, Ronald Eugene Osea, Selena Renee Pevahouse, Brooke Roberson, Derrick Rodriguez, Elizabeth Jarnagin Sanders, Jessica A. R. Searcy, Sarah Lee Sexton, Angela F. Sims Evans, Susannah Spero, Roxane B. Spitzer, Olivia Ann Stranges, Sarah Elaine Sullivan, Lindsay Thomas-Batey, Joseph Bright Toplon, Shari Dawn Wherry, Taylor Williamitis, Stacy Witt, Hannah Woodard, Jennifer Young, Kathy T. Zimmerman

## District 04

Caryn M. Anderson, Kathryn Ann Berger, Melissa Blasingame, Donna L. Boulter, Cynthia D. Johnson, Brenda B. Jones, Madissen King, Morgan Lovejoy, Rebecca C. Miller, Michalle B. Morris, Rosebelle Peters, Christopher Reynolds, Donna N. Roddy, Kathy Rose, Karen Penley Smith, Kim Vroom, Lynn Whelan

## District 05

Nicole Buckmaster, Erin Byrd, Tequila Dashea Davidson, Altheria Davis, Tasha Devereaux, Torey Emmert, Rachel Gayle Farley, Jessica M Holmes, Jennifer Howard, Amy Maeve Hubbard, Brittany Hudson, Sarah Rebekah Jacobs, Laura A Jessee, Betty Christian Kinser, Andrew Kovacs, Carol Leonard, Kimberly Masee, Lisa Mobley, Priscilla Moore, Dana Phillips Moreland, Jessica Myers, Amy

Neshat, Janet Elaine Parks, Michelle Jordon Peterson, Wendy Pomeroy, Deborah Ann Ricker, Regina Simpson, Trevina Sinard, Miranda Rose Smith, Michelle R. Taylor, Stephanie Taylor, Kendrea Lea Todt, Emily Duncan Turbyfill

## District 06

Troy Don Adkins, Attila Elise Barnett, Deanna Beachum, Jessica Lynn Blalock, Melissa L. Bolton, Markeshe Ellison, Heidi Ann Flowers, Dana Jannice Gann, Roydell Herron, Anna Paige Hunt, Ginger M. Keymon, Heather C. Lawler, Angela Marie Nixon, Brandi Nicole Pruitt

## District 08

Ramona A. Dodson, Lori Fisher, Jennifer Haydon, Sarah Elizabeth Hoover, Melanie Holland King

## District 09

Mary Claiborne, Jenny Maffett, Michael A. Rawdon

## District 10

Gene Dougherty, Randy Guy, Jason M. Hypes, Evelyn Nicole Jackson

## District 12

Brooke Garner, Richard A. Keenan, Melinda Mosby, Stephanie Castro Tims, Regina Wilkes

## District 15

Hannah Bloom, Latoya Byrd, Mary Judy Campbell, Tammy Eckel, Mary Ann Keith-Marcus, Melissa Simpson, Pam Taylor, Wanda Wicker, Marci L Zsomboky

## District News continued from page 17

Jonesborough, TN, 6-8pm. Please bring a \$15 gift for our Secret Santa.

Thank you to all of you who have joined TNA District 5, as our membership has grown to over 363 members this year.

Join us January 16 for our first general meeting in 2018. Hope to see you there! Be sure to check out our Face Book page and the TNA website.

### District 5 Officers:

- President: Christine Reed
- Vice President: Billie Sills
- Secretary: Gail Broyles
- Treasurer: Louann Odell
- Board Members: Trish Baise, Jane Mustain, and Stephanie Cook

## District 6

President: Raven Wentworth

District 6 members had a great time at the TNA/TSNA Joint Conference held in Murfreesboro, Tennessee on September 15-17, 2017. Congratulations to Dr. Diane Butler who was elected to the Nominating Committee and Dr. Michelle Baldwin who was elected as ANA Membership Assembly Representative. Dr. Raven Wentworth won the Sharon Adkins Top Recruiter Award.



Raven Wentworth

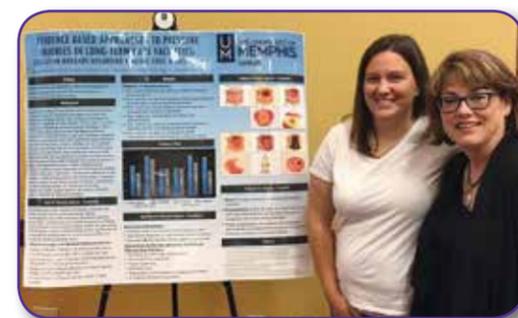
Congratulations to those who presented. Dr. Kathy Butler, DNP, APRN, FNP/GNP-BC and Tina McCall, MSN, FNP-BC presented a poster entitled, "Whole Person Integrated Care in a Rural Health Setting." Dr. Michelle Baldwin and DeAnna Beachum, RN, BSN presented a poster entitled, "Evidence-Based Approaches to pressure Injuries in Long Term Care Facilities." Mrs. Tina Prescott, MBA, BSN, RN, NEA-BC orally presented, "Implementation of a Nursing Bundle to Affect the Patient Experience." Administrative staff from West

Tennessee Healthcare was in attendance to offer support. Dr. Raven Wentworth, DNP, APRN, AGPCNP/FNP-BC orally presented, "Building a Legacy: A Tool for the Classroom & Practice." If you were unable to attend, we would love to see you next year at the TNA-TSNA Annual Conference on October 26-28.

For District 6 upcoming meeting information, follow us on Facebook - TN Nurse's Association - District 6. Members of TNA District 6 will also be notified by email.



Diane Butler



L to R: DeAnna Beachum and Michelle Baldwin



Tina Prescott

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# Member News



**Lora Beebe, RN**  
TNA District 2

Lora Beebe, Professor at UT College of Nursing was inducted as a fellow in the American Academy of Nursing in early October.



**Sandy Mixer, PhD, RN, CTN-A**



**Mary Lynn Brown, PhD, RN, ACNS, CNE, CHSE**

**TNA District 2**

Sandy Mixer and Mary Lynn Brown, Professors at the University of Tennessee, College of Nursing, were honored on Oct. 13 by Sigma Theta Tau, Gamma Chi Chapter with the Excellence in Education Award for their work in Scott County that promotes End-of-Life Care.



**Brett Snodgrass, MSN, APRN, FNP-C**  
TNA District 1

Brett Snodgrass won the Memphis Business Journal Health Care Hero Award in the non-physician category at a ceremony on August 17.



**Diane Butler, DNP, FNP/GNP-BC, NP-C**  
TNA District 6

Dr. Diane Butler recently received the Daisy Faculty Award at the Loewenberg College of Nursing, University of Memphis. DAISY Faculty Award recipients are models for engaging, empowering, and enabling students to pursue their dreams.



**Sheila Taylor, DNP, RN, RNC-OB, C-EFM**  
TNA District 2

Sheila Taylor, Clinical Assistant Professor at UT College of Nursing, presented her fetal monitoring app at Technov865 in September.



**Carol Etherington, MSN, RN, FAAN**  
TNA District 3

Carol Etherington was recently elected as chair of the Metropolitan Board of Health of Nashville and Davidson County where she has served as vice chair since 2014 and as a board member since 2009.

Carole Myers was recently selected as a Hometown Hero for Rural Healthcare by the Tennessee Justice Center. Carole has been speaking-out about rural health and health care disparities and the closure of rural hospitals (Tennessee leads the country in the rate of hospital closures).



**Carole R. Myers, PhD, RN**  
TNA District 2



**Pamela Waynick-Rogers, DNP, APRN-BC**  
TNA District 3

Pamela Waynick-Rogers received the American Interprofessional Health Collaborative (AIHC) Scholar Award. The award recognizes AIHC members dedicated to the advancement of scholarship in interprofessional education and practice. She is also as a mentor with the AIHC – National Center Faculty Mentor Program and is the Vanderbilt School of Nursing course director for the Vanderbilt Program in Interprofessional Learning.



**Florence Jones, DNP, RN, NEA-BC, FACHE**  
TNA District 1

In a ceremony on September 22, Florence Jones, President of Methodist North Hospital, was named by the Memphis Business Journal as one of the 25 Super Women in Business.

Nashville Mayor Megan Barry recently appointed healthcare leader, Dr. Freida Outlaw, to the Hospital Authority of Metropolitan Nashville and Davidson County board of directors for a five-year term. The Hospital Authority of Metropolitan Nashville and Davidson County was formed by City Charter in 1999, and is the governing body that oversees Nashville General Hospital at Meharry.



**Freida Outlaw, PhD, RN, FAAN**  
TNA District 3

Ms. Outlaw is currently the Executive Program Academic Consultant for Substance Abuse and Mental Health Services Administration, Minority Fellowship Program at the American Nurses Association. Outlaw's appointment is part of a national initiative by the American Nurses Association's Nurses on Boards Coalition to place 10,000 Nurses on Governing Boards by 2020.



**Tracy Wilson, DNP, MSN, ED, RN, FNP-BC, CNE**  
TNA District 15



**Otis James Wilson III**

Congratulations to Tracy Wilson on the birth of her son, Otis James Wilson III, on July 25. He was born at St. Thomas Rutherford at 12:11pm. He weighed 7lbs 4oz and was 20.5 inches.



**Deborah Leggett, MSN, APRN, FNP-BC**



**Kathy O'Connor-Wray, DNP, MBA, MSN, APN, FNP-C**

**TNA District 6**

Congratulations to owners and nurse practitioners Deborah Leggett, and Kathy O'Connor-Wray of Primary Care Clinic of Jackson on opening a second clinic site in Trezevant on October 29.

Congratulations to Christie Schrotberger on a recent promotion to Assistant Dean of Nursing-Lambuth, Clinical Associate Professor at The Loewenberg College of Nursing, University of Memphis.



**Christie Schrotberger, PhD (c), RN, CHPN**  
TNA District 6

Tami Wyatt, Professor at UT College of Nursing, was recognized as a Wellness Warrior through UTK's Be Well initiative.



**Tami Wyatt, PhD, RN, CNE, ANEF, FAAN**  
TNA District 2



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