GNA President's Message

#22by2022

Richard Lamphier, RN
GNA President

Someone once told me the three most important things in an association is membership, membership, membership. I think the three most important words for the Georgia Nurses Association is inclusiveness, inclusiveness and inclusiveness. I want you to be included and counted as our members.

I’ve had the opportunity to work with school nurses, who in my opinion are at the front line of so many pediatric health issues. I will always remember the passion of a school nurse in South Georgia. It was a cold wintry day when I arrived. I asked to use the clinic restroom; I had to walk through a well-stocked clothes closet and food pantry. When I inquired about her supplies she said “If my babies are cold or hungry they aren’t able to learn.”

I’ve proudly lobbied side by side at the Capitol with Advanced Practice Registered Nurses (APRNs) and other nurses who work so diligently and have a passion to provide access to care for all of Georgians.

GNA has partnered with United Advanced Practice Registered Nurses (UAPRN) of Georgia to bring you the Unity conference, which is on October 31-November 2 at the Hilton Atlanta Downtown Hotel. Our lineup of speakers and topics will rival any conference in the country.

The Nursing influencers I’ve worked with at the bedside are now inviting me to their boardrooms. Clinical instructors of the past are now Deans of Schools of Health, and in my short time as President of the Georgia Nurses Association, you’ve included me in your organizations and institutions, which I am deeply appreciative.

With that said, please join us in the groundswell of nursing happening in our state.

Director of Membership Development Sherry Danello and I have a goal to increase membership, in the Georgia Nurses Association, to 22 percent of Georgia state.

Georgia has approximately 170,000 licensed nurses. That number includes all nurses that are regulated by the Georgia Board of Nursing. We have approximately 22 percent of Georgia state by 2022.

Unity Conference Cocktail Party:
On April 12, 2019, we enjoyed time together with legislators, administrators, leaders, staff nurses at all levels and others interested in the ongoing evolution of the practice of Nursing in Georgia. The Unity Conference Cocktail Party was a precursor to the Unity Conference which will be held this Fall. The Conference represents a movement devoted to making the Nursing Profession stronger by bringing nurses from all practice settings and all levels of accountability together to learn, to interact and to strengthen the practice of nursing in Georgia. This event was very popular last year. We had a great turnout and lots of interaction about nurses, nursing, their practice settings and what we all together can do to make nurses and nursing stronger throughout the State. Unity is very important to the success of all that we do as nurses no matter the role we play or the work we do.

March of Dimes Georgia Nurse of the Year:
We are especially pleased to note that GNA/GNF will be the March of Dimes Georgia Nurse of the Year:

GNA/GNF Have Lots Going on in 2019

Catherine Futch, MN, RN, FACHE, NEA-BC

Following is a listing of events we planned or are planning for fiscal year 2019. We hope many of you will join us for one or more of these events.

2019 Teeing Up for Georgia Nurses: Annual Benefit Golf Tournament:
The GNA/GNF Annual Golf Tournament was held on Monday, April 15, 2019 at The Heritage Golf Club, 4445 Britt Road, Tucker, GA, 30084. The day began at 8:30 AM with registration and breakfast and ended at approximately 4:30pm as we announced our winners and enjoyed our 19th Hole Southern Barbecue. Prizes were given to the 1st, 2nd, and 3rd lowest scoring teams. Funds will allow us to provide scholarship awards.

Unity Conference Cocktail Party:
On April 12, 2019, we enjoyed time together with legislators, administrators, leaders, staff nurses at all levels and others interested in the ongoing evolution of the practice of Nursing in Georgia. The Unity Conference Cocktail Party was a precursor to the Unity Conference which will be held this Fall. The Conference represents a movement devoted to making the Nursing Profession stronger by bringing nurses from all practice settings and all levels of accountability together to learn, to interact and to strengthen the practice of nursing in Georgia. This event was very popular last year. We had a great turnout and lots of interaction about nurses, nursing, their practice settings and what we all together can do to make nurses and nursing stronger throughout the State. Unity is very important to the success of all that we do as nurses no matter the role we play or the work we do.

March of Dimes Georgia Nurse of the Year:
October 2019 (date to be determined).
We are especially pleased to note that GNA/GNF will be the March of Dimes Georgia Nurse of the Year.

March of Dimes Georgia Nurse of the Year:

April 12, 2019, we enjoyed time together with legislators, administrators, leaders, staff nurses at all levels and others interested in the ongoing evolution of the practice of Nursing in Georgia. The Unity Conference Cocktail Party was a precursor to the Unity Conference which will be held this Fall. The Conference represents a movement devoted to making the Nursing Profession stronger by bringing nurses from all practice settings and all levels of accountability together to learn, to interact and to strengthen the practice of nursing in Georgia. This event was very popular last year. We had a great turnout and lots of interaction about nurses, nursing, their practice settings and what we all together can do to make nurses and nursing stronger throughout the State. Unity is very important to the success of all that we do as nurses no matter the role we play or the work we do.

March of Dimes Georgia Nurse of the Year:

October 2019 (date to be determined).
We are especially pleased to note that GNA/GNF will be the March of Dimes Georgia Nurse of the Year.

March of Dimes Georgia Nurse of the Year:
exclusive 10th Anniversary Tribute Sponsor of Georgia Nurse of the Year. It is an honor for us to support the recognition of registered nurses throughout the State for their hard work, professionalism and stellar work outcomes. The Georgia Nurse of the Year Award (NOTY) is an awards event and fundraiser that celebrates the health care community and recognize nursing excellence and achievements in research, education, quality patient care, innovation and leadership. Each award will be presented to the most outstanding nurse within each select category.

Nurses are first nominated by peers, nurse managers, supervisors or even the families they have impacted. Once nominated, each nurse is asked to submit an application to be considered for a particular award. Each application is carefully reviewed and scored by a committee of Chief Nursing Officers and other nurse leaders from the health care community in the State of Ga. GNA/GNF look forward to being part of this fabulous event. Recognition of excellence in any category of nursing is proof that good work must be not only recognized but rewarded. (Source: March of Dimes)

2019 Nursing Unity Conference: October 31-November 2, 2019 at the Hilton Atlanta Downtown Hotel, 255 Courtland Street, NE, Atlanta, GA. 30303

This is the second year GNA/GNF and UAPRN have held a Unity Conference. The first was quite a success with lots of very positive comments about the program content and, perhaps more importantly, how nice it was for nurses, irrespective of title or role, to come together as one body in one room listening and interacting in ways perhaps they never have before. It is our belief that the Unity Conference affords an opportunity to strengthen our profession and our bonds as Registered Nurses. No matter the titles and credentials we all have, the one thing we all hold in common with each other is the RN after our names. Work is presently underway to identify content and speakers. We are very pleased to announce that Tim Porter O'Grady and Sharon Hulon Cox have both agreed to be keynote speakers. Come to the Unity Conference!! We don’t think you will be disappointed.

Do you know the percentage of lawyers, realtors, teachers and doctors who belong to their state organizations? Please contact me by email president@ganurses.org or leave a message at 404-325-5536. I want to hear from you.

Encourage each other to become a member of GNA. I know a school nurse in South Georgia and so many other nurses who have encouraged me. Is it a lofty goal? We think so. Is it an achievable goal? Check back in #22by2022.

Amanda smoked while she was pregnant.

Her baby was born 2 months early and
weighed only 3 pounds. She was put in
an incubator and fed through a tube.

If you’re pregnant or thinking about
having a baby and you smoke, please call
1-877-270-STOP (7867)
or Spanish: 1-877-2NO-FUME

Some of the reasons to quit smoking are very small.

Amanda, age 30, Wisconsin.

GNA President's Message continued from page 1

3,100 members, 22% of the licensed nurses in Georgia would get us to 37,400.

How do we plan to do this? Two by Two, two nurses encourage each other to become members of GNA. Your social media post need to have our hashtag, #22by2022. I know two nurses, working together can accomplish just about anything. We can save a life, place a central line, instruct a room full of nursing students, and lift each other up on those days. Please go to GeorgiaNurses.Org to join.

GNA President's Message continued from page 1

Do you know the percentage of lawyers, realtors, teachers and doctors who belong to their state organizations? Please contact me by email president@ganurses.org or leave a message at 404-325-5536. I want to hear from you.

Encourage each other to become a member of GNA. I know a school nurse in South Georgia and so many other nurses who have encouraged me. Is it a lofty goal? We think so. Is it an achievable goal? Check back in #22by2022.
Congratulations to Candice Saunders, president and CEO of WellStar Health System and Ninfa Saunders, president and CEO of Navicent Health for being selected for “The top 25 women in health care, according to Modern Healthcare!”


To create the list, Modern Healthcare accepted hundreds of nominations for women who are in health care leadership roles across the country. To be eligible for the honor, the women must:

- Work at a hospital, health insurer, health care research organization, physician organization, home health organization, government health agency, or health care vendor or supplier organization;
- Serve in a role that is senior VP or higher;
- Promote gender equity in the C-suite; and
- Act as a mentor to the next generation of leaders.

You may read the original publication by visiting https://www.advisory.com/daily-briefing/2019/02/20/top-25-women7WT.mc.id=EmailDailyBriefing+Headlin e4DBIC.1a62DEBABB2019Feb20J1T1nDB2019Feb20l11 &lq_cds=24706478x_id=003C-000003909813

The overall purpose of the GNF Peer Assistance Program is to identify and assist impaired nurses to seek treatment for addictive diseases so they may remain useful members of the nursing profession.

The philosophical beliefs underlying the program are: 1) Addiction is a disease process with physical, social, and emotional aspects. 2) There is hope in the treatment of the chemical dependency nurse. 3) No nurse should lose job or license until he/she has had opportunity for care through an appropriate intervention. 4) A profession has the responsibility to regulate and control its own members and professional practice through assuming an advocacy role and by providing a network of supportive peers.

To apply for a position, please visit https://jobs.myflorida.com

For more information please contact: Kevin Bist, Recruiting Consultant
kevin.bist@myflfamilies.com
Or text 850-274-4287

As a member of the team and a State of Florida employee, you’ll be eligible for some GREAT benefits!

- 34 days of paid annual leave - unused vacation and sick leave accrues annually
- Student loan forgiveness programs
- Relocation reimbursement up to $5,000
- Low-cost health insurance
- Tuition fee waiver at any Florida public university
- Retirement options with State match
- FLORIDA HAS NO STATE INCOME TAX and is a member of the enhanced Nursing Licensure Compact

To apply for a position, please visit https://jobs.myflorida.com
As an esteemed professor of nursing at the Nell Hodgson Woodruff School of Nursing at Emory University from 1963 until 1997, Barbara Reich’s physiology classes demonstrated a depth of knowledge and her ability to engage nursing students in understanding difficult concepts. I was one of her students in 1974 in the graduate nursing program. With no nursing physiology textbooks in circulation at the time, we were assigned Guyton’s Medical Physiology. Not only detailed in content but heavy in weight, we struggled through. The struggle was made easier by Reich’s explanations in class, and her intent that we all clearly understood the concepts and their relation to nursing care.

When examining her entire life, one can see that she was immersed in the sciences early on and made a mark in both her classes and in the various appointments she took. Not unlike married women of her time, her own career was dependent on where her husband’s career would take them, where she studied medicine, did her internship and residency, served in the military, and took up his practice of medicine. Only when she gave birth to her two sons did she take short intervals of time away from her own career.

In Chicago from 1955-1957, Reich took a position at Michael Reese Hospital School of Nursing where she was “excused” from taking the chemistry course. Because of her college major in Chemistry, a nursing course was a three year academic (summers off) MN program. Because of her college major in Chemistry, Barbara was one of only four students majoring in Chemistry. When her boyfriend, Robert Reich was admitted to Yale School of Medicine, did his career was dependent on where his career would take them; where he studied medicine, did his internship and residency, served in the military, and took up his practice of medicine. Only when she gave birth to their two sons did she take short intervals of time away from her own career.

Graduating from the University of Michigan in 1957, Barbara married Robert A. Reich. In 1960, they moved to Chicago, where Reich began in a one year academic (summers off) nursing program at St. Luke’s School of Nursing, Emory University. After one year, Reich was asked to develop teaching new content, but in the hours they were both required to conform to certain concepts. When in 1972 the curriculum was based on systems theory as a theoretical framework, her course name changed to “Regulation and Control of Selected Human Living Systems.” One of the arguments for the change in title was that pathophysiology wasn’t a discipline and sounded more like medicine. In 1977 the title of her course changed to “Physiologic Bases for Advanced Nursing Practice.” In 1979 pathophysiology content was integrated into several specialty tracks. What remained the same over the years was that Reich’s courses combined both science and psycho-social concepts with an application to the nursing care required when there was an alteration in health.

The quality of her courses can be shown in this anecdote she relayed in one of her interviews. She was recalling that starting in the 1970’s Emory School of Nursing was part of a Consortium of several nursing schools where once per year selected students presented their master’s research. She specifically remembered one student, “Joan Modelewski, a pediatric nurse, was selected to do one of the major presentations. Dr. Dorothy Brinsfield, a pediatric cardiologist, was on her committee, [because] . . . you had to have somebody in the Medical School agree to let students do cardiac outputs and other heart tests. Dr. Brinsfield said that Modelewski’s presentation was superior to many of the presentations from the other schools.

In her interview in 2012 she mentioned how proud she was of two particular students that went on to do groundbreaking work. Pat Richardson, a nurse practitioner in endocrinology taught patients to use their insulin pumps when this was a new technology, and Barbara Johnson became an expert in cardiac rehabilitation, and lectured nationally. These students gladly came back to the school to present lectures in some of the classes Reich taught.

All of us can point to professors that made a deep impression on us not only for the quality of the content in their courses but for the passion they had for us to learn and incorporate the content into our future careers. Barbara Reich will be remembered by hundreds of students for doing just this.

References:

Donated papers from husband, Robert Reich, MD, to the School of Nursing, Emory University

In her interview in 2012 she mentioned how proud she was of two particular students that went on to do groundbreaking work. Pat Richardson, a nurse practitioner in endocrinology taught patients to use their insulin pumps when this was a new technology, and Barbara Johnson became an expert in cardiac rehabilitation, and lectured nationally. These students gladly came back to the school to present lectures in some of the classes Reich taught.

All of us can point to professors that made a deep impression on us not only for the quality of the content in their courses but for the passion they had for us to learn and incorporate the content into our future careers. Barbara Reich will be remembered by hundreds of students for doing just this.

References:

Donated papers from husband, Robert Reich, MD, to the School of Nursing, Emory University

In her interview in 2012 she mentioned how proud she was of two particular students that went on to do groundbreaking work. Pat Richardson, a nurse practitioner in endocrinology taught patients to use their insulin pumps when this was a new technology, and Barbara Johnson became an expert in cardiac rehabilitation, and lectured nationally. These students gladly came back to the school to present lectures in some of the classes Reich taught.

All of us can point to professors that made a deep impression on us not only for the quality of the content in their courses but for the passion they had for us to learn and incorporate the content into our future careers. Barbara Reich will be remembered by hundreds of students for doing just this.

References:

Donated papers from husband, Robert Reich, MD, to the School of Nursing, Emory University

In her interview in 2012 she mentioned how proud she was of two particular students that went on to do groundbreaking work. Pat Richardson, a nurse practitioner in endocrinology taught patients to use their insulin pumps when this was a new technology, and Barbara Johnson became an expert in cardiac rehabilitation, and lectured nationally. These students gladly came back to the school to present lectures in some of the classes Reich taught.

All of us can point to professors that made a deep impression on us not only for the quality of the content in their courses but for the passion they had for us to learn and incorporate the content into our future careers. Barbara Reich will be remembered by hundreds of students for doing just this.
The National Association of Hispanic Nurses: Representing the Voices of Hispanic Nurses in Georgia

Gladys N. Jusino-Leon, DNP, MSN, RN, CN, CMSRN

The National Association of Hispanic Nurse (NAHN) is the leading professional society for Latino nurses in the nation (NAHN, 2019). It was founded in 1975 by Ildaura Murillo-Rohde, PhD, RN, ND, FAAN and today, the Georgia chapter, is the newest chapter of this growing association that continues to represent the voices of Hispanic nurses in the United States. According to Pew Research Center (2019), the Hispanic population in the nation has increased from 6.3 million in 1960 to 56.5 million in 2015 with approximately 883,000 Hispanics currently living in Georgia. Last year we recognized the importance of establishing NAHN with the desire to promote and advance a healthy lifestyle and health knowledge among the Latinx community of Georgia. I am grateful for the opportunity of establishing and leading the GA Chapter in collaboration with three amazing people: Dr. Imelda Reyes (Treasurer), PhD student Roxanna Chicas (Vice-President) and FNP student Sasha Thompson (Secretary). Things are always easier when you are surrounded by nursing leaders that are compassionate and self-driven.

The National Association of Hispanic Nurses is committed to the advancement of health and the prevention of disease in Hispanic communities. We want to promote and advocate for the health of our communities at increased risk. Latinos represent 18% of the US population; however, less than 7% of the nursing workforce is of Hispanic descent (NAHN, 2019). In collaboration with the Georgia Latino community, we hope to promote the nursing profession in Latinx communities and diversity in the nursing workforce. The Georgia chapter wants to raise awareness about health issues among the Hispanic population, helping them navigate the healthcare system and establish ourselves as leaders in nursing education in the Latinx community. Our purpose statement declares a commitment to our roots: “Let us celebrate the culture, caring and spirit of Hispanic nurses who are the leading voice of health in our communities.”

Regardless of being a new chapter, we are already committed to several projects close to our hearts. We are organizing an immunization and education campaign in collaboration with Pfizer, a strong supporter of NAHN nationwide. The National Association of Hispanic Nurses: Representing the Voices of Hispanic Nurses in Georgia. Gladys N. Jusino-Leon, DNP, MSN, RN, CN, CMSRN

Nurses who are the leading voice of health in our communities.

Dean of Nursing

Ready for a Career in Higher Education?

West Georgia Technical College needs the right person as Dean of Nursing. Must hold an MSN degree with at least 3 years of RN experience and at least 3 years of associate degree nursing education experience. Join a great team and make a difference!

Apply online! www.westgate.edu/ftc

Nursing Job Opportunity

PvP Coordinator (RN) - This highly specialized position will provide leadership in the implementation of Biomedical Intervention (BIS) efforts throughout the state of Georgia and establish a coordinated approach for the implementation of Prophylaxis (PVP) and post-exposure prophylaxis (PEP) utilization at the state level. This position will advance the mission and goals related efforts that prevent HIV infection among populations and communities at increased risk.

Join our Team!

Apply at https://west.gatechjobs.com/tracker/georgiadph

Nurse Practitioner, Emergency Medicine

Piedmont Atlanta is seeking a Nurse Practitioner in the Emergency Department. Excellent opportunity to join a multi-disciplinary team and serve a diverse patient population. Benefits include flexible work environment, relocation assistance, and opportunities for professional growth.

Equal Opportunity Employer

AHIMA

SET YOUR SIGHTS ON MEDICAL CODING

Online Courses Self-Paced CEUs Awarded

Courses in: Biomedical Basics, HIM Basics, and Codilog Basics

Learn More at ahima.org/CR

In Memoriam

Dianne Rogers

She graduated from Washington county High School in 1974. Dianne chose to continue her education at Georgia College in Milledgeville Georgia. She graduated in 1979 with an Associate Degree in Nursing. She earned a Bachelor’s Degree in Nursing, and in 2000 she earned her Master’s Degree in Nursing. She also obtained her Nursing Home Administrator License. Dianne had a successful career in Nursing. She dedicated 32 years to Central State Hospital and was certified and as Gerontology Nurse.

She dedicated her career to Georgia Nurses Association by being an active member and officer within the organization. She served on the advisory board of Georgia College and State University’s Nursing program.

Dianne established the Dianne Rogers Minority Nursing Scholarship. Her goal was to help other underprivileged students achieve their dream of becoming a nurse.

Dianne had a passion for Georgia Nurses Association. She attended almost every meeting. Even when she was sick, she never complained, she always showed up and participated fully. She served as treasurer for the Old Capital chapter of GNA for years and performed the role with excellence.

She passed away Thanksgiving Day after a long battle with cancer. Dianne will be never forgotten and we all will miss her.

Contributions can be made to the Dianne Rogers Minority Nursing Scholarship at Dianne M. Rogers Minority Nursing Scholarship.

Mail checks to: Georgia College Foundation Campaign Box 96 Milledgeville GA 31061

If you prefer to use the online donation site, the link is https://alumni.gcsu.edu/dpage. aspx?pid=298.

National Association of Hispanic Nurses

info@ganahn.org

Piedmont Nursing Team

JOIN THE PIEDMONT NURSING TEAM

RN & Full-Time Opportunities Available Throughout the State of Georgia

As an RN with Piedmont, you can have valuable experience and make a difference in every life you touch.

Flexibility - a schedule that works with your lifestyle and commitments.

Premium Pay - offering top pay for positions with applicable shift differentials.

More Opportunities - work in diverse environments to expand your RN skills.

Full-Time Roles - a full-time schedule with comprehensive benefits! We can do that.

Learn more & apply online at: piedmontcareers.org

AHIMA

SET YOUR SIGHTS ON MEDICAL CODING

Online Courses Self-Paced CEUs Awarded

Courses in: Biomedical Basics, HIM Basics, and Codilog Basics

Learn More at ahima.org/CR

In Memoriam

Dianne Rogers

She graduated from Washington county High School in 1974. Dianne chose to continue her education at Georgia College in Milledgeville Georgia. She graduated in 1979 with an Associate Degree in Nursing. She earned a Bachelor’s Degree in Nursing, and in 2000 she earned her Master’s Degree in Nursing. She also obtained her Nursing Home Administrator License. Dianne had a successful career in Nursing. She dedicated 32 years to Central State Hospital and was certified and as Gerontology Nurse.

She dedicated her career to Georgia Nurses Association by being an active member and officer within the organization. She served on the advisory board of Georgia College and State University’s Nursing program.

Dianne established the Dianne Rogers Minority Nursing Scholarship. Her goal was to help other underprivileged students achieve their dream of becoming a nurse.

Dianne had a passion for Georgia Nurses Association. She attended almost every meeting. Even when she was sick, she never complained, she always showed up and participated fully. She served as treasurer for the Old Capital chapter of GNA for years and performed the role with excellence.

She passed away Thanksgiving Day after a long battle with cancer. Dianne will be never forgotten and we all will miss her.

Contributions can be made to the Dianne Rogers Minority Nursing Scholarship. Her goal was to help other underprivileged students achieve their dream of becoming a nurse.

Dianne had a passion for Georgia Nurses Association. She attended almost every meeting. Even when she was sick, she never complained, she always showed up and participated fully. She served as treasurer for the Old Capital chapter of GNA for years and performed the role with excellence.

She passed away Thanksgiving Day after a long battle with cancer. Dianne will be never forgotten and we all will miss her.

Contributions can be made to the Dianne Rogers Minority Nursing Scholarship. Her goal was to help other underprivileged students achieve their dream of becoming a nurse.

Dianne had a passion for Georgia Nurses Association. She attended almost every meeting. Even when she was sick, she never complained, she always showed up and participated fully. She served as treasurer for the Old Capital chapter of GNA for years and performed the role with excellence.

She passed away Thanksgiving Day after a long battle with cancer. Dianne will be never forgotten and we all will miss her.

Contributions can be made to the Dianne Rogers Minority Nursing Scholarship. Her goal was to help other underprivileged students achieve their dream of becoming a nurse.

Dianne had a passion for Georgia Nurses Association. She attended almost every meeting. Even when she was sick, she never complained, she always showed up and participated fully. She served as treasurer for the Old Capital chapter of GNA for years and performed the role with excellence.

She passed away Thanksgiving Day after a long battle with cancer. Dianne will be never forgotten and we all will miss her.

Contributions can be made to the Dianne Rogers Minority Nursing Scholarship. Her goal was to help other underprivileged students achieve their dream of becoming a nurse.

Dianne had a passion for Georgia Nurses Association. She attended almost every meeting. Even when she was sick, she never complained, she always showed up and participated fully. She served as treasurer for the Old Capital chapter of GNA for years and performed the role with excellence.

She passed away Thanksgiving Day after a long battle with cancer. Dianne will be never forgotten and we all will miss her.

Contributions can be made to the Dianne Rogers Minority Nursing Scholarship. Her goal was to help other underprivileged students achieve their dream of becoming a nurse.

Dianne had a passion for Georgia Nurses Association. She attended almost every meeting. Even when she was sick, she never complained, she always showed up and participated fully. She served as treasurer for the Old Capital chapter of GNA for years and performed the role with excellence.

She passed away Thanksgiving Day after a long battle with cancer. Dianne will be never forgotten and we all will miss her.

Contributions can be made to the Dianne Rogers Minority Nursing Scholarship. Her goal was to help other underprivileged students achieve their dream of becoming a nurse.

Dianne had a passion for Georgia Nurses Association. She attended almost every meeting. Even when she was sick, she never complained, she always showed up and participated fully. She served as treasurer for the Old Capital chapter of GNA for years and performed the role with excellence.

She passed away Thanksgiving Day after a long battle with cancer. Dianne will be never forgotten and we all will miss her.

Contributions can be made to the Dianne Rogers Minority Nursing Scholarship. Her goal was to help other underprivileged students achieve their dream of becoming a nurse.

Dianne had a passion for Georgia Nurses Association. She attended almost every meeting. Even when she was sick, she never complained, she always showed up and participated fully. She served as treasurer for the Old Capital chapter of GNA for years and performed the role with excellence.

She passed away Thanksgiving Day after a long battle with cancer. Dianne will be never forgotten and we all will miss her.

Contributions can be made to the Dianne Rogers Minority Nursing Scholarship. Her goal was to help other underprivileged students achieve their dream of becoming a nurse.

Dianne had a passion for Georgia Nurses Association. She attended almost every meeting. Even when she was sick, she never complained, she always showed up and participated fully. She served as treasurer for the Old Capital chapter of GNA for years and performed the role with excellence.

She passed away Thanksgiving Day after a long battle with cancer. Dianne will be never forgotten and we all will miss her.

Contributions can be made to the Dianne Rogers Minority Nursing Scholarship. Her goal was to help other underprivileged students achieve their dream of becoming a nurse.

Dianne had a passion for Georgia Nurses Association. She attended almost every meeting. Even when she was sick, she never complained, she always showed up and participated fully. She served as treasurer for the Old Capital chapter of GNA for years and performed the role with excellence.

She passed away Thanksgiving Day after a long battle with cancer. Dianne will be never forgotten and we all will miss her.

Contributions can be made to the Dianne Rogers Minority Nursing Scholarship. Her goal was to help other underprivileged students achieve their dream of becoming a nurse.

Dianne had a passion for Georgia Nurses Association. She attended almost every meeting. Even when she was sick, she never complained, she always showed up and participated fully. She served as treasurer for the Old Capital chapter of GNA for years and performed the role with excellence.

She passed away Thanksgiving Day after a long battle with cancer. Dianne will be never forgotten and we all will miss her.

Contributions can be made to the Dianne Rogers Minority Nursing Scholarship. Her goal was to help other underprivileged stu...
Re-capping the 2019 Legislative Session

Tim Davis, Sr. Director of Government Affairs & Membership

The 2019 Legislative Session came to a close, late in the night, on Tuesday, April 2, 2019. The Georgia Nurses Association began the session with a robust agenda aimed at addressing several issues we deemed important to nursing in our state. As your advocate, we provided countless opportunities for GNA members and non-members to engage legislators and voice your opinions on a myriad of legislative initiatives. Thank you for answering that call and helping us to accomplish many of the goals prescribed in our 2019 Legislative Platform.

The session started with our 2019 GNA Legislative Kick-off, on January 15th. Nurses from around the state gathered at the Capitol to meet with legislators and hand-deliver our GNA Branded gift bags along with a copy of our legislative platform.

GNA also launched a page on the EMPOWRD application which allowed us to engage the nursing community with legislative “Calls to Action” and enabled our members to easily contact their legislators directly from the app using their smart phone and tablet devices. This application proved to be very successful in supporting our initiatives and defending against bills bad for the nursing profession.

We showed our strength utilizing not only the “calls to action” mentioned above, but also by having a large number of nurses and nursing students on hand with us at the capitol advocating for our bills.

House Bill 287 sponsored by Rep. Matt Dubnik (R - Gainesville), commonly known as PTIP, proposes to create a new income tax credit for those who are licensed physicians, advanced practice registered nurses, or physician assistants who provide uncompensated preceptorship training to medical students, advanced practice registered nurse students, or physician assistant students. PTIP passed the House by a vote of 163-2 and the Senate by a vote of 41 to 9. This will incentivize and encourage practitioners to serve as preceptors, thereby enabling us to graduate more trained and ready nurses in our state. The measure now sits on Governor Kemp's desk awaiting his signature into law.

House Bill 31, sponsored by Rep. Terry England (R - Auburn), is the FY’20 budget which begins July 1st. Most importantly, the Georgia Nurses Foundation’s (“GNF”) $150,000 appropriations request was agreed to in the final version of the spending plan. The funding will help expand the Georgia Nurses Foundation Peer Assistance Program (GNF-PAP), by assisting more nurses with substance abuse issues in recovery, ensuring they are able to be reliable healthcare providers.

GNA, also works to ensure bills are not passed that negatively impact nursing in our state. Such was the case with S.B. 76 sponsored by Sen. Ellis Black (R - Valdosta) which never moved from the Senate Rules Committee to the Senate floor for a vote. The legislation renames “veterinary technicians” to “veterinary nurses” by opening up the Nurse Practice Act and providing an exception to the title protection which moved from the Senate Rules Committee to the Senate floor for a vote. The legislation renames “veterinary technicians” to “veterinary nurses” by opening up the Nurse Practice Act and providing an exception to the title protection provided to nurses. GNA worked together with the chairman of Senate Health & Human Services Committee, Sen. Ben Watson (R - Savannah), and the chairman of the Senate Rules Committee, Sen. Jeff Mullis (R - Chickamauga), along with Sen. Renee Unterman (R - Buford), to educate Senators, and ensure Rules Committee members knew the importance of stopping this legislation and maintaining the public trust in the title “nurse.” Your calls and emails to Senators proved a vital asset to ensure this bill never moved and is a perfect example of how, working together, nursing can have a significant impact on a vitality of any single piece of legislation.

Unfortunately we were unable to accomplish all of our 2019 goals. HR 448, sponsored by Rep. Sharon Cooper (R – Marietta) created a study committee on safe staffing levels of nurses in Georgia. The resolution was caught up in the commotion of all things relating to advocacy for the nursing profession. Because of the tight legislative session, GNA worked with the chairman of the Senate Health Systems Leadership, Clinical Nurse Leader Nursing Education Committee, and the chairman of the House Health Systems Leadership, to educate Senators, and ensure Rules Committee members knew the importance of stopping this legislation and maintaining the public trust in the title “nurse.” Your calls and emails to Senators proved a vital asset to ensure this bill never moved and is a perfect example of how, working together, nursing can have a significant impact on a vitality of any single piece of legislation.

As your advocate, we provided countless opportunities for GNA members and non-members to engage legislators and voice your opinions on a myriad of legislative initiatives. Thank you for answering that call and helping us to accomplish many of the goals prescribed in our 2019 Legislative Platform.

The session started with our 2019 GNA Legislative Kick-off, on January 15th. Nurses from around the state gathered at the Capitol to meet with legislators and hand-deliver our GNA Branded gift bags along with a copy of our legislative platform.

GNA also launched a page on the EMPOWRD application which allowed us to engage the nursing community with legislative “Calls to Action” and enabled our members to easily contact their legislators directly from the app using their smart phone and tablet devices. This application proved to be very successful in supporting our initiatives and defending against bills bad for the nursing profession.

We showed our strength utilizing not only the “calls to action” mentioned above, but also by having a large number of nurses and nursing students on hand with us at the capitol advocating for our bills.

House Bill 287 sponsored by Rep. Matt Dubnik (R - Gainesville), commonly known as PTIP, proposes to create a new income tax credit for those who are licensed physicians, advanced practice registered nurses, or physician assistants who provide uncompensated preceptorship training to medical students, advanced practice registered nurse students, or physician assistant students. PTIP passed the House by a vote of 163-2 and the Senate by a vote of 41 to 9. This will incentivize and encourage practitioners to serve as preceptors, thereby enabling us to graduate more trained and ready nurses in our state. The measure now sits on Governor Kemp's desk awaiting his signature into law.

House Bill 31, sponsored by Rep. Terry England (R - Auburn), is the FY’20 budget which begins July 1st. Most importantly, the Georgia Nurses Foundation’s (“GNF”) $150,000 appropriations request was agreed to in the final version of the spending plan. The funding will help expand the Georgia Nurses Foundation Peer Assistance Program (GNF-PAP), by assisting more nurses with substance abuse issues in recovery, ensuring they are able to be reliable healthcare providers.

GNA, also works to ensure bills are not passed that negatively impact nursing in our state. Such was the case with S.B. 76 sponsored by Sen. Ellis Black (R - Valdosta) which never moved from the Senate Rules Committee to the Senate floor for a vote. The legislation renames “veterinary technicians” to “veterinary nurses” by opening up the Nurse Practice Act and providing an exception to the title protection provided to nurses. GNA worked together with the chairman of Senate Health & Human Services Committee, Sen. Ben Watson (R - Savannah), and the chairman of the Senate Rules Committee, Sen. Jeff Mullis (R - Chickamauga), along with Sen. Renee Unterman (R - Buford), to educate Senators, and ensure Rules Committee members knew the importance of stopping this legislation and maintaining the public trust in the title “nurse.” Your calls and emails to Senators proved a vital asset to ensure this bill never moved and is a perfect example of how, working together, nursing can have a significant impact on a vitality of any single piece of legislation.

Unfortunately we were unable to accomplish all of our 2019 goals. HR 448, sponsored by Rep. Sharon Cooper (R – Marietta) created a study committee on safe staffing levels of nurses in Georgia. The resolution was caught up in the commotion of all things relating to advocacy for the nursing profession. Because of the tight legislative session, GNA worked with the chairman of the Senate Health Systems Leadership, Clinical Nurse Leader Nursing Education Committee, and the chairman of the House Health Systems Leadership, to educate Senators, and ensure Rules Committee members knew the importance of stopping this legislation and maintaining the public trust in the title “nurse.” Your calls and emails to Senators proved a vital asset to ensure this bill never moved and is a perfect example of how, working together, nursing can have a significant impact on a vitality of any single piece of legislation.

As your advocate, we provided countless opportunities for GNA members and non-members to engage legislators and voice your opinions on a myriad of legislative initiatives. Thank you for answering that call and helping us to accomplish many of the goals prescribed in our 2019 Legislative Platform.

We ask that you consider doing a few things that will help us as we prepare for the 2020 Session.

1) Join the Georgia Nurses Association – as our numbers continue to grow so will our reach and access to resources needed in order to advance our profession legislatively.

2) Like and follow us on all Social media platforms – this is a great way to stay involved and engaged regarding the legislative process.

3) Participate in our Legislative Survey – this survey, done annually, is used to guide our legislative platform for the session and your valued feedback allows us to ensure we are championing legislation impactful to your profession.

4) Download the EMPOWRD Application on your smart phone and/or tablet device and follow GNA – this will allow us to engage and inform you of all things relating to advocacy for the nursing profession.

We appreciate each of you for your valued contributions to our work during the 2019 session. It proves that by working together and supporting a common cause we can accomplish great things for the nursing profession in our state. I look forward to seeing and collaborating with you all for even more success in 2020!

This article was written in collaboration with the GNA Lobbying team W.L. Clifton Political Consultants.
Every nurse has a story.

This is mine.

On a rainy October day in a suburb of Philadelphia while her two children were in school, Helen went to confession in the attached Catholic Church. She had entered the church hopeful and left embarrassed, ashamed and, according to her confessor, damned to hell if she went through with the plan her doctors proposed to save her life.

At the age of thirty-five, in the age of Kennedy, with one first and one fifth grader, she had recently been diagnosed with breast cancer. Her doctors, knowing there was a hormonal component to the disease, proposed a Halsted radical mastectomy followed by a complete hysterectomy.

Her confession that day was to seek comfort that God was on her side and would help her through the physical and mental challenges of the fight ahead. She was instead told by the priest, that removal of her female organs would be tantamount to most of what was going on during those dark days. She was instead told by the priest, that removal of her uterus would make her less than a woman, the isolation was a disservice. Most of all, when I see a woman as she was, I want to make my mother proud.

I can talk about how grateful I am to God that she carried this burden with her into the operating room where one breast was removed down to the ribs and later, the loss of her womb and ovaries. Her only prayer was to live long enough to raise her two girls. She did.

Every day when I come to work I endeavor to do what she would have done. I want to make my mother proud.

And always, I want to make my mother proud.
Near-Miss Medication Errors Provide a Wake-Up Call

Jennifer Flynn, CPHRM, Risk Manager, Nurses Service Organization

Medication errors result from failures in a complex, interconnected medication-use process in which prescribers, nurses, pharmacists, and administrators all participate. For example:

- A medication was prescribed that didn’t make sense for the patient’s condition. When a nurse questioned the order, she learned it had been prescribed for the wrong patient.
- A medication was prescribed for a patient with a known allergy to it. The allergy had been documented in the electronic medical record (EMR). When the prescription was questioned, it was cancelled.
- The ED pharmacist hand-delivered insulin for a patient who didn’t have diabetes and whose lab values were normal. The medication had been prescribed for the wrong patient.

This article discusses why near-miss medication errors such as these occur and how they can be avoided.

Shared responsibility

Nurses should never administer a drug if they don’t know what it’s for, aren’t able to explain it to the patient, don’t understand the outcome of its administration, or can’t recognize potential adverse reactions.1 A multi-professional, evidence-based approach to medication management is essential.

Nurses have traditionally learned to follow the five rights of medication administration: right patient, drug, route, time, and dose. The problem? These five rights focus only on medication administration at the bedside. Because a drug’s journey involves far more than what happens at the bedside, the 10 rights approach is more likely to ensure safe practice throughout the medication journey, from drug preparation to monitoring outcomes to response. (See What are the 10 rights of drug administration?)

Risk reduction

The American Nurses Association (ANA) is working to quantify and describe nurses’ interventions related to medication error prevention by capturing information about near misses.2 Based on the results of its survey, the ANA’s recommendations for avoiding errors include the following:

- Employ a system of checks and balances for medication administration, such as medication dispensing systems that cross reference with the hospital’s EMR system.
- As part of the checks and balances, ask, ask, and ask again. Question orders that don’t make sense based on the patient’s clinical condition.
- Engage the patient and family in the process of care.
- Obtain a complete health history and perform a comprehensive physical assessment.
- Treat patients holistically rather than focusing exclusively on their presenting complaints.
- Get enough rest.
- Always report near misses.2

Full disclosure of medication errors and transparency in an inherently litigious healthcare culture is difficult but necessary to develop risk reduction strategies for improved medication safety practices. Nurses must recognize the complexity of medication management because it may protect them from being named in a liability lawsuit.

What are the 10 rights of drug administration?

1. Right patient • Have two patient identifiers been used?
   • Does the patient know why he or she is receiving the drug?
2. Right drug • Is this the prescribed drug or is it a drug with a similar name?
   • If needed, has the drug been checked by another nurse?
3. Right dosage • Is the dose appropriate or usual for the drug being prescribed?
4. Right time • Has the time gap between each drug administration been appropriate?
5. Right route • Is the route appropriate for the drug being administered?
6. Right to refuse (patient and nurse) • Should you use your clinical judgment to refuse to give the drug and do you have the rationale for the decision?
   • Do you know what actions to take if the patient refuses the prescribed medication?
7. Right knowledge • What monitoring is required prior to administration?
   • Do you understand the pharmacokinetics, pharmacodynamics, possible interactions, adverse reactions, and expected outcomes of the drugs you’re administering?
8. Right questions • Is this the right prescription and an appropriate drug for the patient’s condition?
   • Can you access resources such as formularies and patient-education materials?
9. Right advice • Does the patient know about the drug’s adverse reactions?
10. Right response or outcome • Do you know the expected response when the drug is administered?
    • Do you know how to observe for allergic reactions, drug interactions, and adverse reactions, and when to call for assistance?

References


Adapted from “Near-miss medication errors provide a wake-up call” by Colleen Claffey, MSN, RN-BC, CEN, CPEN, which originally appeared in the January 2018 issue of Nursing © 2017 Wolters Kluver Health.

Jennifer Flynn, CPHRM, Risk Manager, Nurses Service Organization, Healthcare Division, Aon Affinity, Philadelphia. Phone: (215) 773-4513. Email: Jennifer.Flynn@aon.com.

This risk management information was provided by Nurses Service Organization (NSO), the nation’s largest provider of nurses’ professional liability insurance coverage for more than 550,000 nurses since 1976. Georgia Nurses Association (GNA) endorses the individual professional liability insurance policy administered through NSO and underwritten by American Casualty Company of Reading, Pennsylvania, a CNA company. Reproduction without permission of the publisher is prohibited. For questions, send an email to nso@nso.com, call (800) 247-1500, or visit www.nso.com.
The first week of May is Nurses Week. We set aside this time to honor nurses because nursing is hard.

We’ve all been there. We barely scrape out of nursing school sleep-deprived and stressed to the max only to start a new job where every day we are terrified we are going to kill someone. The stress nurses undergo getting through a BSN program and certain jobs, especially in ICU and ED, have been compared to PTSD symptoms in war veterans. Therefore, nurses are often in states of flux: changing jobs and careers every two years or so in order to combat the constant burn-out that they feel.

But nurses are more than glorified waitresses. They coordinate care with respiratory therapy, physical therapy, nutritionists, radiology studies, other testing, and who knows what else. They change dressings, set up for procedures, prevent bed-sores, help patients exercise, and comfort family members. They double check medication after medication, always scared that they will make that one mistake. In school, and during training, I distinctly remember feeling like I was going to make that mistake. And after all of that I love it.

I went this route. I went through nursing school, crying at every test and simulation with the thought that I was failing just for breathing a certain way. I did not want to change careers every two years or so in order to combat the constant burn-out that they feel.

American legislators must take action to lower prescription drug prices. The legislator responded that the cost of medicine is often too high; and that she, herself, has been prescribed $500/month eye drops, which she cannot afford so she doesn’t use them. This example is all too common.

Americans pay the highest brand-name drug prices in the world. Congress, the Administration, and our own Georgia legislators must take action to lower prescription drug prices, the root cause of this problem. That’s why AARP launched a national campaign urging federal and state policymakers to Stop Rx Greed by cracking down on price-gouging drug companies. AARP’s goal is to help lower drug prices for all Americans through decisive actions and solutions.

In 2017, the average annual cost for one brand-name medication used on a chronic basis was almost $6,800. For the average older American taking 4.5 prescription drugs per month, that would amount to more than $30,000 per year, while the average Medicare beneficiary has a median annual income of just over $26,000.

Americans depend on their prescriptions, yet from cancer treatments to EpiPens, and many indicated they have or will need to make trade-offs to afford their medications.

AARP asked likely voters ages 50 and older about their experience with prescription medication and their thoughts on proposals for reducing prescription drug costs. The vast majority surveyed (80%) say they take at least one prescription medication, and seven in ten (72%) say they are concerned about the cost of their medications. A majority (60%) say prescription drug costs are unreasonable and many indicated they have or will need to make trade-offs to afford their medications.

Virtually all the voters surveyed (regardless of party affiliation) support various proposals for reducing prescription drug costs, including making it easier for generic drugs to come to market (93%) and allowing Medicare to negotiate with drug companies for lower prices (92%).

No American should be forced to choose between paying for the medicines they need and paying for food, rent, or other necessities. We hope state-level lawmakers will work together with all members of Congress to protect Americans and pass bipartisan, commonsense legislation to lower prescription drug prices.

Tell your legislators to support commonsense solutions to lower prescription drug prices today by visiting www.aarp.org/drug.

References

1 This survey was conducted by the nonpartisan and objective research organization NORC at the University of Chicago on behalf of AARP. For this national survey, data were collected using the AmeriSpeak Panel. AmeriSpeak, the probability-based panel of NORC, is designed to be representative of the U.S. household population.
The four main goals of Georgia Project AWARE are:

1. Increase participation of families, youth, and communities and mental health providers in efforts to identify the mental health resources available to meet the needs of students and families;
2. Increase awareness and identification of mental health and behavior concerns, and student and family access to mental health providers through the PBIS framework in Georgia Project AWARE (GPA) schools;
3. Increase the percentage of Georgia youth and families receiving needed mental health services through collaboration between school systems and community mental health providers; and
4. Train educators, first responders, parents and youth group leaders to respond to mental health needs of youth by providing free training in Youth Mental Health First Aid (YMHFA).

The purpose of Georgia’s Project AWARE is “to increase awareness of mental health issues among school-aged youth; provide training in Youth Mental Health First Aid and to develop innovative ways to connect youth and families to community-based mental health services.”

The four main goals of Georgia Project AWARE are:

1. Increase participation of families, youth, and communities and mental health providers in efforts to identify the mental health resources available to meet the needs of students and families;
2. Increase awareness and identification of mental health and behavior concerns, and student and family access to mental health providers through the PBIS framework in Georgia Project AWARE (GPA) schools;
3. Increase the percentage of Georgia youth and families receiving needed mental health services through collaboration between school systems and community mental health providers; and
4. Train educators, first responders, parents and youth group leaders to respond to mental health needs of youth by providing free training in Youth Mental Health First Aid (YMHFA).

Georgia’s Project AWARE grant supports the participation of three Georgia school systems: Griffin-Spalding County School System, Muscogee County School District, and Newton County Schools. The GaDOE has partnered with these school districts to provide training in Youth Mental Health First Aid and to develop innovative ways to connect youth and families to community-based mental health services.

Through Project AWARE, elementary and middle school teachers conduct universal screenings of their students and the screening results are used in two ways. School-, grade-, and classroom-level data is used to guide decisions about what universal supports or programs may be needed to better support the social and emotional needs of students. For example, if the results of the screening show high rates of anxiety for an entire grade of students, school leaders and teachers may make changes to school practices that may contribute to student anxiety or implement a program to help reduce or address the anxiety students are feeling.

Individual level screening results are used to identify those students who could benefit from extra social and emotional supports. These students are then connected to the appropriate behavioral services through partnerships the schools have developed with community-based providers.

Georgia Project AWARE has already screened a total of 18,713 students in 29 schools. Georgia State University’s Center for Leadership in Disability and the University’s Center for Research on School Safety, School Climate and Classroom Management provide support for the program through analysis of the screening results and trainings for school leadership and staff.

In Getting to know Project AWARE. Part II, we’ll learn more about Youth Mental Health First Aid and how it helps educators meet the social and emotional needs of their students.

References:

http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Special-Education-Services/Pages/Georgia-Project-AWARE.aspx
http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Special-Education-Services/Documents/ProjectAWARE/GDAP-Fall18-web.pdf
http://datacenter.commonwealthfund.org/scorecard/state/17/Georgia
http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Special-Education-Services/Pages/Georgia-Project-AWARE.aspx
http://www.mentalhealthfirstaid.org/
http://www.samaritanglobalpartners.org
http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Special-Education-Services/Pages/Georgia-Project-AWARE.aspx
http://www.healthyfuturega.org/2019/01/02/healthy-minds-healthy-bodies-get-to-know-project-aware-part-i/
http://www.auburn.edu/page/12329
http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Special-Education-Services/Pages/Georgia-Project-AWARE.aspx
http://www.georgia.gov/Programs/Georgia-Project-AWARE.aspx
https://www.samaritanglobalpartners.org
https://www.healthyfuturega.org/2019/01/02/healthy-minds-healthy-bodies-get-to-know-project-aware-part-i/

Michelle Conde, Communications & Special Projects Manager
Georgians for a Healthy Future
mconde@healthyfuturega.org

Michelle Conde

GEORGIA’S PROJECT AWARE

The School of Nursing at Auburn University, located in Auburn, Alabama, invites applications for two full-time 12-month, positions to begin August 2019. The successful candidate will be appointed to a tenure track (Assistant/Associate Clinical Professor) position or a non-tenure track (Assistant/Associate Professor) position depending upon experience and qualifications.

The School of Nursing is offering two positions to begin August 2019. The successful candidate will be appointed to a tenure track (Assistant/Associate Clinical Professor) position or a non-tenure track (Assistant/Associate Professor) position depending upon experience and qualifications.

Review of applicants will begin April 1, 2019 and will continue until a suitable candidate is identified. Candidates should use the following link to apply:

aufacultypositions.peopleadmin.com/postings/3414

Auburn University is an EEO/AA/Disability employer.

AUBURN UNIVERSITY SCHOOL OF NURSING
is now hiring Assistant/Associate Professor:
Assistant/Associate Clinical Professor  |  1 positions

Contact: Carmen Atkinson
ctobryan@auburnmedical.com  |  334-268-8608
careers.selectmedical.com

Georgians for a Healthy Future

Michelle Conde, Communications & Special Projects Manager

Healthy Minds, Healthy Bodies: Get to know Project AWARE, Part I

Save the Date!

Nursing Unity Conference 2019

October 31 - November 2, 2019
Hilton Atlanta Downtown Hotel

- October 31: pre-conference/full-day of workshops with evening mixer & great reception
- November 1st and 2nd: Main Conference - Offering six half-day sessions: social and emotional learning, resilience education (AWARE), and through innovative programs like Project Advancing Wellness and Resilience Education (AWARE)
- Expected CE credits to be awarded: 36.6
- Opening keynote speaker: Tim O’Grady, EdD, BSN, RN
- And more! Visit UMNUR.org for more information and registration.

Auburn University is an EEO/AA/Disability employer.

Auburn University is an EEO/AA/Disability employer.

http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Special-Education-Services/Pages/Georgia-Project-AWARE.aspx
http://www.samaritanglobalpartners.org
https://www.healthyfuturega.org/2019/01/02/healthy-minds-healthy-bodies-get-to-know-project-aware-part-i/

http://www.samaritanglobalpartners.org
https://www.healthyfuturega.org/2019/01/02/healthy-minds-healthy-bodies-get-to-know-project-aware-part-i/

Michelle Conde
Have you made a job change in the past few years? If the answer is yes, your employer introduced you to their corporate culture through an “Onboarding” experience. For some new hires the process consists of completing a couple hours of paper work through the human resources department. As a result, after the first few days of work a new hire can easily feel they have been thrown “Overboard” and left alone to fend for themselves. Other employers are leaning toward extensive orientation programs which may last a few days or 2-3 weeks. In the last decade more healthcare providers have taken measures to seriously evaluate the value of human capital including the impact on the bottom line and patient care.

In Georgia Registered Nurse positions are in high demand. A significant number of nurses will reach retirement age by 2025 creating demand that will not be able to keep up with employer needs. A healthcare provider’s hard cost of hiring a registered nurse is just shy of $3,000. This figure does not include costs associated with a mentoring or shadow program for recent graduates nor a fee for utilizing a staffing agency. Industry is just shy of $3,000. This figure does not include costs associated with a mentoring or shadow program for recent graduates nor a fee for utilizing a staffing agency. Industry

As an employer what does this mean? First of all evaluate your employee turnover rates and determine how your organization stacks up against industry standards. Secondly, it is good business to retain valued talent rather than consistently replacing demand. A significant number of nurses will reach retirement including the impact on the bottom line and patient care.

Several years Jim also served on the Board of Directors for two Georgia based healthcare systems. Lendwell, a mortgage bank focused on serving the needs of healthcare professionals. For six years Jim worked for thirty-two years in the financial services industry and was the founder of Lendwell, a mortgage bank focused on serving the needs of healthcare professionals. For six years Jim also served on the Board of Directors for two Georgia based healthcare systems.

Jim Williams, CEO and Founder of Lendwell

As an employer what does this mean? First of all evaluate your employee turnover rates and determine how your organization stacks up against industry standards. Secondly, it is good business to retain valued talent rather than consistently replacing demand. A significant number of nurses will reach retirement including the impact on the bottom line and patient care.

Several years Jim also served on the Board of Directors for two Georgia based healthcare systems. Lendwell, a mortgage bank focused on serving the needs of healthcare professionals. For six years Jim worked for thirty-two years in the financial services industry and was the founder of Lendwell, a mortgage bank focused on serving the needs of healthcare professionals. For six years Jim also served on the Board of Directors for two Georgia based healthcare systems.

Lendwell, a mortgage bank focused on serving the needs of healthcare professionals. For six years Jim worked for thirty-two years in the financial services industry and was the founder of Lendwell, a mortgage bank focused on serving the needs of healthcare professionals. For six years Jim also served on the Board of Directors for two Georgia based healthcare systems.

As an employer what does this mean? First of all evaluate your employee turnover rates and determine how your organization stacks up against industry standards. Secondly, it is good business to retain valued talent rather than consistently replacing demand. A significant number of nurses will reach retirement including the impact on the bottom line and patient care.

Several years Jim also served on the Board of Directors for two Georgia based healthcare systems. Lendwell, a mortgage bank focused on serving the needs of healthcare professionals. For six years Jim worked for thirty-two years in the financial services industry and was the founder of Lendwell, a mortgage bank focused on serving the needs of healthcare professionals. For six years Jim also served on the Board of Directors for two Georgia based healthcare systems.

As an employer what does this mean? First of all evaluate your employee turnover rates and determine how your organization stacks up against industry standards. Secondly, it is good business to retain valued talent rather than consistently replacing demand. A significant number of nurses will reach retirement including the impact on the bottom line and patient care.

Several years Jim also served on the Board of Directors for two Georgia based healthcare systems. Lendwell, a mortgage bank focused on serving the needs of healthcare professionals. For six years Jim worked for thirty-two years in the financial services industry and was the founder of Lendwell, a mortgage bank focused on serving the needs of healthcare professionals. For six years Jim also served on the Board of Directors for two Georgia based healthcare systems.

As an employer what does this mean? First of all evaluate your employee turnover rates and determine how your organization stacks up against industry standards. Secondly, it is good business to retain valued talent rather than consistently replacing demand. A significant number of nurses will reach retirement including the impact on the bottom line and patient care.

Several years Jim also served on the Board of Directors for two Georgia based healthcare systems. Lendwell, a mortgage bank focused on serving the needs of healthcare professionals. For six years Jim worked for thirty-two years in the financial services industry and was the founder of Lendwell, a mortgage bank focused on serving the needs of healthcare professionals. For six years Jim also served on the Board of Directors for two Georgia based healthcare systems.

As an employer what does this mean? First of all evaluate your employee turnover rates and determine how your organization stacks up against industry standards. Secondly, it is good business to retain valued talent rather than consistently replacing demand. A significant number of nurses will reach retirement including the impact on the bottom line and patient care.

Several years Jim also served on the Board of Directors for two Georgia based healthcare systems. Lendwell, a mortgage bank focused on serving the needs of healthcare professionals. For six years Jim worked for thirty-two years in the financial services industry and was the founder of Lendwell, a mortgage bank focused on serving the needs of healthcare professionals. For six years Jim also served on the Board of Directors for two Georgia based healthcare systems.
I know a student on her way to college. When asked what she wants to do or what she is going to college for, she answers, “I want to be a nurse practitioner.” My response to her is always that you have to be a nurse before you become a nurse practitioner. The reason I say this is because the first step to becoming a great nurse practitioner is to become a great and skilled nurse. Many young nurses want to bypass the nurse part and go directly to the practitioner part. They miss out on a lot of fundamental elements by going straight to being a nurse practitioner. I was a registered nurse for 12 years before I became a nurse practitioner. I taught me the one thing I did not have to learn when I became a nurse practitioner which is how to have rapport with my patients. I had sympathy and empathy for my patients. I found this much easier because I had too had been in their situation at one time. I had empathy for them because I could only imagine what some of them were going through. I have been at births and I have been at deaths. Both of these situations teach you something about yourself that you otherwise would not have learned. Eventually, you learn how to deal with extreme situations, and this is something that you carry with you into practice. Patients not only want someone who is clinically smart, they want someone who cares and has empathy. So now is my first bit of advice to new nurses. Build a solid foundation by gaining some experience as a registered nurse first.

Secondly, when you are in the nurse practitioner program make every clinical count. Pay attention not only to the clinical part, but also the business part. When I graduated from the nurse practitioner program, I learned I was well prepared for the clinical side of the practice. I did well as a health care provider. I was in a situation where I started off being a solo provider right out of school. It was a very busy pediatric clinic that was turning into a family clinic. I felt I was ready for the job. I noticed that between 35 and 40 patients a day, sometimes more. I gained experience very quickly with the high patient volume.

Soon, I felt running my own clinic was a distinct possibility. It takes time and money to build up a practice. One needs to estimate how much money they need to start a business, but to operate for 6 months or more without a time and money to build up a practice. A business plan is important for this reason. I will need not only to start a business, but to operate for 6 months or more without a time and money to build up a practice. I had to learn how to order them and know what tube they go in. These are just some of the things I have had to learn since being in business for myself.

The one thing I did not have to learn when I became a nurse practitioner was how to deal with extreme situations, and this is something that you carry with you into practice. Patients not only want someone who is clinically smart, they want someone who cares and has empathy. So now is my first bit of advice to new nurses. Build a solid foundation by gaining some experience as a registered nurse first.

Next form your business entity such as a LLC or S-Corp. It is a good idea to consult a attorney in your state. It is also a good idea to consult a nurse attorney in your state. I know a student on her way to college. When asked what she wants to do or what she is going to college for, she answers, “I want to be a nurse practitioner.” My response to her is always that you have to be a nurse before you become a nurse practitioner. The reason I say this is because the first step to becoming a great nurse practitioner is to become a great and skilled nurse. Many young nurses want to bypass the nurse part and go directly to the practitioner part. They miss out on a lot of fundamental elements by going straight to being a nurse practitioner. I was a registered nurse for 12 years before I became a nurse practitioner. I taught me the one thing I did not have to learn when I became a nurse practitioner which is how to have rapport with my patients. I had sympathy and empathy for my patients. I found this much easier because I had too had been in their situation at one time. I had empathy for them because I could only imagine what some of them were going through. I have been at births and I have been at deaths. Both of these situations teach you something about yourself that you otherwise would not have learned. Eventually, you learn how to deal with extreme situations, and this is something that you carry with you into practice. Patients not only want someone who is clinically smart, they want someone who cares and has empathy. So now is my first bit of advice to new nurses. Build a solid foundation by gaining some experience as a registered nurse first.

Secondly, when you are in the nurse practitioner program make every clinical count. Pay attention not only to the clinical part, but also the business part. When I graduated from the nurse practitioner program, I learned I was well prepared for the clinical side of the practice. I did well as a health care provider. I was in a situation where I started off being a solo provider right out of school. It was a very busy pediatric clinic that was turning into a family clinic. I felt I was ready for the job. I noticed that between 35 and 40 patients a day, sometimes more. I gained experience very quickly with the high patient volume.

Soon, I felt running my own clinic was a distinct possibility. It takes time and money to build up a practice. One needs to estimate how much money they need to start a business, but to operate for 6 months or more without a time and money to build up a practice. A business plan is important for this reason. I will need not only to start a business, but to operate for 6 months or more without a time and money to build up a practice. I had to learn how to order them and know what tube they go in. These are just some of the things I have had to learn since being in business for myself.

The one thing I did not have to learn when I became a nurse practitioner was how to deal with extreme situations, and this is something that you carry with you into practice. Patients not only want someone who is clinically smart, they want someone who cares and has empathy. So now is my first bit of advice to new nurses. Build a solid foundation by gaining some experience as a registered nurse first.

Secondly, when you are in the nurse practitioner program make every clinical count. Pay attention not only to the clinical part, but also the business part. When I graduated from the nurse practitioner program, I learned I was well prepared for the clinical side of the practice. I did well as a health care provider. I was in a situation where I started off being a solo provider right out of school. It was a very busy pediatric clinic that was turning into a family clinic. I felt I was ready for the job. I noticed that between 35 and 40 patients a day, sometimes more. I gained experience very quickly with the high patient volume.

Soon, I felt running my own clinic was a distinct possibility. It takes time and money to build up a practice. One needs to estimate how much money they need to start a business, but to operate for 6 months or more without a time and money to build up a practice. A business plan is important for this reason. I will need not only to start a business, but to operate for 6 months or more without a time and money to build up a practice. I had to learn how to order them and know what tube they go in. These are just some of the things I have had to learn since being in business for myself.

The one thing I did not have to learn when I became a nurse practitioner was how to deal with extreme situations, and this is something that you carry with you into practice. Patients not only want someone who is clinically smart, they want someone who cares and has empathy. So now is my first bit of advice to new nurses. Build a solid foundation by gaining some experience as a registered nurse first.
Stephan Davis, DNP, MHSA, NEA-BC, CENP, CNE, FACHE, Director of Leadership Development, Georgia Nurses Association

As the board director of leadership development for the Georgia Nurses Association, it gives me great pleasure to feature Dr. Linda A. Streit, Dean of the Georgia Baptist College of Nursing at Mercer University.

I came to know Dean Streit through my prior role as the system director of academic partnerships for WellStar Health System. In working with Dean Streit, it became clear that she was a thoughtful and innovative leader and committed to the advancement of the nursing profession. Examples of this include Mercer’s development and sponsorship of the Executive Nursing Leadership Excellence Award at the annual Atlanta Journal Constitution’s Celebrating Nursing Event and the college’s recent creation of a one-year accelerated bachelor of science in nursing program for non-nurses with a bachelor’s degree in another field. These initiatives reflect Dean Streit’s exemplary strategic thinking, leadership and innovation.

In addition to being a thoughtful leader, Dean Streit is also such a warm and genuine person. If you ever have the pleasure of meeting her, I assure you that she will listen to you attentively and provide words of encouragement to support the achievement of your goals. I am confident you will enjoy reading about Dean Streit’s leadership journey as much as I did.

Linda A. Streit, Ph.D., RN Dean and Professor Georgia Baptist College of Nursing Mercer University

What inspired you to become a nurse and pursue roles in nursing leadership?

At an early age, I made the decision to become either a math teacher or a nurse. My parents encouraged me to volunteer as a ‘candy striped’ to gain greater awareness of the care provided by nurses. Candy strippers were under the supervision of registered nurses and these volunteers wore red and white striped pinafores, which resembled candy canes. Hence the name candy striper. The nurses were kind, took me under their wings, and their support and mentorship led to my desire to be a registered nurse. As a nurse, I could incorporate my knowledge of science with my desire to care for patients and their families. From the moment I entered my baccalaureate program, I knew I would pursue advanced degrees. I valued education and I thirsted on knowledge.

Clinical experience was also important. As a newly minted RN, I began my career in the emergency department at the very same hospital I served as a candy striper. I would later move to another state and while in Virginia Beach a director of nursing saw my potential. This mentor recommended I consider graduate nursing programs and progress into leadership positions. This is how my leadership journey began. My first leadership position was serving as a clinical nurse specialist in an intensive care unit. My strong interest in teaching led me to academia and over the years I completed my doctorate in nursing and advanced through the ranks up through professor. Making the decision to serve as dean for nursing was a pivotal leadership moment for me. Serving as dean has provided me with the ability to support colleagues, students, and the profession.

Ultimately, my service in the position affirms my leadership traditions. As the college’s recent creation of a one-year accelerated bachelor of science in nursing program for non-nurses with a bachelor’s degree in another field. These initiatives reflect Dean Streit’s exemplary strategic thinking, leadership and innovation.

What do you see as the greatest leadership development opportunities for nurses in the State of Georgia?

The state of Georgia offers numerous leadership opportunities for nurses. A key opportunity is focusing on preparing a diversified and unified professional nursing workforce which can work collaboratively to meet the healthcare needs of society. An important element is working as a unified professional team to focus on achieving the highest targeted patient outcomes. Nurse educators are in a unique position to develop creative and innovative educational degree programs to address the Georgia nursing workforce shortage. Collaborative clinical partnerships are likely to be integral to the success of nursing educational programs.

It is also critical to acknowledge trailblazers within the profession. Celebrating leaders is essential to team building. National Nurses’ Week is often a time of celebration. During this week Georgia celebrates at the Atlanta Journal-Constitution Nursing Excellence Awards Ceremony, which includes the Executive Nursing Leadership Excellence Award. Georgia has been instrumental in providing accolades to members of the nursing profession who have been identified as leaders of excellence. Confident, accomplished leaders inspire those around them and we must always embrace time to celebrate our professional achievements.

As a member of the Georgia Nurses Association, what do you find valuable about your involvement with the oldest professional nursing organization in the state?

GNA remains committed to their mission and vision of nurses shaping the future of professional nursing for a healthier Georgia, as well as a promise to provide opportunities for growth through energizing experiences, empowering insight and essential resources. Members are able to embrace a professional group that values collaboration and supports professionals across all specialties. This unified ‘nursing voice’ provides distinct professional value through a commitment to education, advancement of health policy, legislative advocacy with supportive lobbyists, and most importantly working to promote the health of all Georgians. GNA facilitates the networking of nurses, which fosters a high-level engagement to focus on improving the profession.

The fundamental core of healthcare is the nursing profession. Membership in GNA strengthens all nursing efforts within the state and serves as the key element for promoting and advocating for Georgia nurses, the nursing profession, and those who receive nursing care.

Nursing Leadership Perspectives on the Value of Professional Association Involvement

The fundamental core of healthcare is the nursing profession. Members are able to embrace a professional group that values collaboration and supports professionals across all specialties. This unified ‘nursing voice’ provides distinct professional value through a commitment to education, advancement of health policy, legislative advocacy with supportive lobbyists, and most importantly working to promote the health of all Georgians. GNA facilitates the networking of nurses, which fosters a high-level engagement to focus on improving the profession.

The fundamental core of healthcare is the nursing profession. Membership in GNA strengthens all nursing efforts within the state and serves as the key element for promoting and advocating for Georgia nurses, the nursing profession, and those who receive nursing care.

E-mailed Job Leads
Privacy Assured
Free to Nurses
Easy to Use

Contact Rose Marie at recruiter@nshcorp.org or 877-538-3142 for more information

www.nortonsoundhealth.org

There’s no place like Nome

$5,000 Sign on Bonus
Director of Nursing - LTC RN Nurses & RN Case Managers
Quality Improvement RNs, LPNs, CNA
Contact Rose Marie at recruiter@nshcorp.org or 877-538-3142 for more information

Nome, Alaska

NursingALD.com can point you right to that perfect NURSING JOB!

South College

EDUCATION FOR NURSES, BY NURSES

Learn and grow across your entire nursing career

• Pre-nursing, BSN, RN-BSN, RN-MSN, MSN options
• FNP & Nurse Executive master’s specializations
• Online & on-campus classes work with your career, not against it

South College

www.south.edu

WORK. LEARN. GRADUATE. EARN.

Earn your Bachelor of Science in Nursing Degree ONLINE while you work!

East Georgia State College

www.eega.edu/nursing
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.

GEORGIA NURSES FOUNDATION
HONOR A NURSE

About GN-PAC:
The Georgia Nurses Association Political Action Committee (GN-PAC) actively and carefully reviews candidates for local, state and federal office. This consideration includes the candidate's record on nursing issues and value as an advocate for the nursing profession. 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 will become a supporting member of GN-PAC. By contributing $100 or more, you will become a full member of GN-PAC! The purpose of the GN-PAC shall be to promote 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.

TO DONATE VISIT:
https://georgianurses.nursingnetwork.com/page/75371-gn-pac

E-Store Now Open!
Purchase GNA merchandise at GNA's Café Press online store! Cups, bags, hats, t-shirts, hoodies, and more!
www.cafepress.com/georgianursesassociation

Online RN to BSN
THROUGH COLUMBUS STATE UNIVERSITY

Columbus State University.
With accelerated 7-week classes, student success coaches, affordable tuition, and no on-campus clinical requirements, CSU’s online RN-BSN program is the best choice to take your nursing career to the next level.

COLUMBUS STATE UNIVERSITY
nursing.columbusstate.edu/m2bsn

Registered Nurse (RN) & Licensed Practical Nurse (LPN)
Locations: Tifton, Acworth, Fort Valley/Kathleen
We offer competitive wages, performance bonuses, opportunities for career advancement, and full-and-part-time openings for all shifts, including weekends! Benefits include medical and dental insurance, flexible spending accounts, 401k with employer match, tuition reimbursement, paid time off and sick time, and referral bonuses. Valid State Nursing License and driver's license required
Please send resume to lhorne@benchmarkhs.com
EEO and Affirmative Action Employer
Veterans, Women and Individuals with Disabilities encouraged to apply
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.

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 https://georgianurses.nursingnetwork.com/page/77581-chapter-chairs to view a list of current GNA Chapters and Chapters Chair contact information.

**As a GNA Member, you are part of the largest Nursing association in the State of Georgia. Other benefits include:**

- Active representation at the State Legislature by respected professional lobbyists
- Opportunity to serve as a GNA Board and/or Committee Member*
- Access to shared-interest and local chapters, and avenues to connect with leaders in the profession
- Participation in the Biennial Professional Development Conference and Membership Assembly
- Hot-off-the press legislative updates that affect the nursing profession
- Member-only access to ANA’s Nurse Space
- Free access to The Online Journal of Issues in Nursing (OJIN)
- Free subscription to The American Nurse Today - the official journal of ANA
- Discounts at NursesBook.org
- Access to free and discounted webinars at Navigate Nursing Webinars
- LARGEST discount on initial ANCC certification ($120/full members only)
- LARGEST discount on ANCC recertification ($150/full members only)

*“Serving as a GNA Board Member is subject to running in and winning the GNA Board of Directors’ Election for the position of interest.”

**Member Lifestyle Benefits**

We partnered with trusted organizations to meet the needs of our members beyond the professional scope so that at the end of a long day or week they can focus on what matters the most: enjoying life with their loved ones.

GNA Members receive exclusive access to valuable retail, hospitality and financial planning discounts and services at:

**MEMBERSHIP**

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

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.**

**DO YOU HAVE A NURSE LICENSE PLATE?**

The Georgia Nurses Foundation (GNF) special nurse license plate is available NOW at Georgia tag offices. Each nurse plate sold results in revenue generated for GNF, which will be used for nursing scholarships and workforce planning and development to meet future needs. Show your support for the nursing profession in Georgia by purchasing a special nurses license plate today! Get details at http://www.georgianurses.org/?page=LicensePlate.

**GNA MEMBERSHIP APPLICATION**

To become a member of GNA please review and submit our membership application located on the homepage of our website at www.georgianurses.org.

**Open for opportunity**

The relationship between the clinician and the patient is at the heart of everything we do. So you are not part of a system. You’re part of a family.

**Registered Nurse**

- A better work/life balance
- Partnering with skilled clinicians
- Patient-centered care

Call us today at 855-KND-AT-HOME (855.563.2848) or visit www.kindredathome.com/careers

**AUBURN UNIVERSITY SCHOOL OF NURSING**

**Assistant/Associate Professor**

Tenure Track | 2 positions

**Minimum Qualifications for Tenure Track**

Requires an earned Ph.D in a relevant discipline, Masters in Nursing and BSN with a specialty in Adult Health/Medical Surgical, Pediatrics, Community Health, Maternal Health and Mental Health and must have current clinical skills. Must be eligible for Alabama RN License and meet eligibility requirements to work in the United States at the time the appointment is scheduled to begin and continue working legally for the proposed term of the employment at the time employment begins.

Review of applicants will begin April 22, 2019 Candidates should use the following link to apply: auburnpositions.peopleadmin.com/postings/3445

**AUBURN UNIVERSITY**

Auburn University is an EEO/ Vet/Disability employer.

**5 Tenure Track Faculty Positions Available**

- Requires an earned Ph.D in a relevant discipline, Masters in Nursing and BSN with a specialty in Adult Health/Medical Surgical, Pediatrics, Community Health, Maternal Health and Mental Health and must have current clinical skills. Must be eligible for Alabama RN License and meet eligibility requirements to work in the United States at the time the appointment is scheduled to begin and continue working legally for the proposed term of the employment at the time employment begins.

**Review of applicants will begin April 22, 2019** Candidates should use the following link to apply: auburnpositions.peopleadmin.com/postings/3445

**LARGEST discount on ANCC recertification ($150/full members only)**

**LARGEST discount on initial ANCC certification ($120/full members only)**

**Education Loan Finance Corporation**

**Member/Owner**

At home, in the office or on the road, we want you to get where you’re going in comfort and style. With your credit union card, you’ll access outstanding benefits and the best service at some of the world’s most respected brands. Find out how our Visa, Mastercard, American Express and Discover cards give you better choices for everyday use. Visit our website at www.americanexpress.com/thanksnow.

**Kindred at Home**

**Call us today at 855-KND-AT-HOME (855.563.2848) or visit www.kindredathome.com/careers**

**EEO**

© 2019 Kindred at Home, LLC | 18801-2019
Make your next step, a Step Up

Phoebe Putney Health System offers a rewarding career that benefits you and the patients you serve.

- Full-time, part-time and per diem
- Sign-on bonus
- Labor pool
- Above market nursing pay
- Nurse residency program

Happy Nurses Week!
Thank you for your commitment to the health and wellness of your patients

Join the Phoebe Family by visiting phoebeecareers.com

SHINE. BRIGHTER.

ONLINE NURSING DEGREES

Bachelor’s Degree
RN to BSN

Doctoral Degrees
DNP

Post-BS/BSN to DNP (FNP)

Master’s Degrees
ASN-MSN
MSN-MBA
MSN-Post MBA
MSN-Nursing Administration
MSN-Nursing Education
MSN-Primary Care Nursing
Family Nurse Practitioner
Psychiatric Mental Health Nurse Practitioner

Certificates
Post-Masters and Undergraduate Certificates available
Some programs require on-campus component and/or materials.
All nursing programs require background and fingerprinting.

TEXT 765.613.3059
INWES.EDU/NURSING

INDIANA WESLEYAN UNIVERSITY

EARN YOUR MBA
Reach Higher. Think West.

The University of West Georgia’s Online MBA program offers highly qualified students the ability to earn accredited master of business administration degrees in a convenient and flexible online setting in five semesters. Offering a collaborative learning environment and award-winning faculty, the program allows students to build upon their current career successes while deepening their knowledge base.

Where will West take you?
Start exploring at westga.edu/business.

UNIVERSITY OF WEST GEORGIA
RICHARDS COLLEGE OF BUSINESS