I Am TNA

Michael Carter, DNSc, DNP, FAAN, FNP-BC, GNP-C
Distinguished Professor Emeritus – UTHSC
Member TNA District 1

I am often asked about how I decided to become a nurse, and I suspect it is related to my gender. My flip response is that I wanted to marry a physician, and being a nurse seemed to be a great way to do that. The real story is a bit different. I was a 16-year-old farm kid in the Ozarks of Missouri when I hatched this grand plan to make nursing my life’s work. We all know that kids this age are not noted for clear thinking about a lot of things, but at the time it seemed to me that nurses ran the health care system. I knew I liked to run things. I can assure you that my family’s plans for my life’s work did not include nursing. There were no health care professionals in my family, but we did have a close friend that was a public health nurse. She was my greatest help in this process.

Finding a school to attend was a challenge. This was the mid-1960s, and most nursing schools did not admit male students and the few that did were not all that keen on enrolling a farm kid. For example, the University of Missouri offered me admission with a four-year scholarship but not for nursing. It seems they had their “quota” of male students for the next several years, but they did have space in the BS in Agriculture. However, I was admitted to the University of Arkansas BSN program, and the doors to professional practice flew open from there!

My career has taken several paths and each one a new adventure – two years in the Army Nurse Corps during the Viet Nam war; completing my master’s as an FNP in 1973; starting the first primary care private practice as an NP in Arkansas; completing my first doctoral degree in nursing at Boston University in 1979; then to Colorado to an academic position as Department Chair for the University of Colorado School of Nursing where I also developed NP practices around the state; and then to Memphis as Dean of the College of Nursing at UTHSC. I served as Dean for 18 years before being named University Distinguished Professor. I completed the DNP at UTHSC in 2009. In 2013 I had an adventure in Australia where I helped establish an NP clinic in Perth as one of the very first private practice NPs in the country. Yes, I did obtain my RN license with a Nurse Practitioner endorsement, and I am still working with the country to advance NP practice.

In each of my positions, I have been able to maintain an active practice as an NP but could not have done that without the help of the professional nursing association. TNA has been my support for the past 37 years I have been a member. My work as both an academic and as an NP would not have been possible without TNA standing firmly behind me. I believe that all the state laws, rules, and policies that apply to our ability to care for patients as NPs are the direct result of TNA and the many TNA members who have provided their time, money, and support to make sure nursing is what it is in our great state. Together, TNA and many nurses make TNA a strong force for positive change for patients, families, and the many communities that depend on the daily work of nurses to advance the health of Tennessee.

In the end, I have spent a lot of my career running things with the help of TNA. By the way, my goal was met in that I did marry the Chief Resident in Internal Medicine! This is our 50th year of marriage.
From the President

Summer is just around the corner! I cannot wait for the longer days of sunshine and spending more time outdoors. If you are looking for something to fill your time this summer, join us at TNA! There are district meetings happening across the state in a variety of venues. Connecting at the district level gives you an opportunity to link arms with fellow nurses who live, work, and play where you are. You can celebrate in local victories and walk through the difficult situations together. District Meetings provide an opportunity for encouragement, discussion, and a shared passion for the nursing profession.

In July, TNA will hold the inaugural TNA Leadership Academy here in Nashville. I encourage you to consider participating. This will be a wonderful opportunity for you to learn more about TNA, hear about opportunities for nurses to serve on boards, discuss advocacy here in Tennessee, and connect with some of the TNA leadership. Whether you are a long-time TNA member, a new TNA member, or if you are not a TNA member but considering joining, this event is for all of you.

Don’t forget – our annual conference is coming up in October. Look forward to seeing you all there!
Spring was a very busy time here at TNA. The TNA Legislative Summit was a huge success and we thank the individual and corporate sponsors of that event. The legislative session was a fruitful time for TNA positions. TNA-supported legislation, to protest the title nurse (HB422/SB743) and changes to RN First Assistant education (HB1350/SB1128) to align the law with AORN standards, was passed. TNA-opposed legislation, the doctor of medical science act and the graduate physicians act, was defeated. Unfortunately, legislation to allow nurse practitioners to prescribe Buprenorphine was tabled. We look forward to the 2020 legislative session and our work to advance the profession through full practice authority for APRNs. We thank each of you for your support of TNA advocacy on health policy and legislation that impacts nursing and healthcare in Tennessee. Join the efforts to pair every legislator with a nurse and plan to join us on Capitol Hill next year to lobby on TNA priority legislation.

We are also celebrating our scholarly writing contest winner and our District scholarship winners through the Tennessee Nurses Foundation. TNF is happy to support nursing education and scholarly work; but can only do so with generous donations from nurses like you. Please consider making a donation to TNF so that we can continue to support advancing nursing education and practice in Tennessee.

As you will see throughout this issue, we are busy planning for the annual TNA/TSNA conference in Memphis!! Ernest Grant, ANA’s first male President, will deliver the keynote address on Saturday afternoon. Please consider submitting an abstract for a poster or for a podium presentation. We are especially looking for podium speaker abstracts on the following topics: maximizing your strengths, workforce issues such as violence, multi-generations working together, work-life balance and nurse retention strategies; care of the geriatric population; mental health issues; dealing with dementia/Alzheimer’s Disease; and, Nurse Informatics.

Consider running for a TNA office. If you are interested in being on the TNA or your District board, you may want to attend the inaugural TNA Leadership Academy on July 20 in Nashville to learn more about TNA and submit your nomination form. This year we elect the TNA delegates to the ANA Membership Assembly. This year’s representatives will vote in June on a new ANA membership/dues structure, changes to the ANA presidential endorsement policy, and ANA bylaws changes. Being a Membership Assembly representative is a great way to learn more about nursing at the national level and bring TNA’s voice to the nation’s capital.

I wish you all a happy, healthy summer and look forward to seeing you in Memphis on October 18-20.

Tina Gerardi, MS, RN, CAE
From the Executive Director

### Project Serve Events

Tennessee Nurses Association (TNA) is honored to sponsor Project Serve, an event dedicated to meeting the needs of others. During the month of April, nurses across Tennessee selected a service project to be the hands and feet of love and hope to those in our communities and surrounding areas.

#### District 1
Members of District 1 delivered clothes, toiletries, and gift cards, from District 1 member donations, to Merge Memphis a non-profit organization founded by husband and wife team, Sherry and Keith McClure. Both Sherry and Keith are full-time working RNs with a passion to help those less fortunate. They try to make a difference in their communities. For more information on Merge Memphis’ mission, and how you can help, go to www.mergememphis.org.

#### District 6

On Saturday, April 13, the Student Nurses Association (SNA) at the University of Memphis Lambuth Loewenberg College of Nursing hosted the ‘Colors of Cancer 5k and Fun Walk’ to raise money for the Kirkland Cancer Center (KCC). With over 140 registrants, the students were able to raise $5000 to support KCC.

KCC stated the money will be used to help patients in west TN in a variety of ways, like helping those who struggle with transportation get there for their treatments and helping pay for adjuvant medications that are not covered by insurance, like pain medication, so patients are not going home in pain. The money is not going for cancer treatments, but to help patients in other ways.

[JOIN THE PIEDMONT SYSTEM FLOAT TEAM](#)

### Board Action

At their March 22, 2019 meeting the Board took the following actions:
- Approved a policy on member requests to review Board/Committee minutes;
- Approved the recommendation for a feature in Tennessee Nurse sharing board actions with members;
- Approved the request from a DNP student regarding her research project;
- Approved initiation of a Leadership Development program for offering this summer;
- Made appointments to the following committees: Bylaws, Awards, Membership, Operations, and Reference;
- Appointed Election Tellers; and,
- Supported work being done by District 2 to raise awareness regarding violence against nurses and develop educational material including de-escalation strategies.

The next Board meeting is May 17, 2019

### Tennessee Nurse

Look here for the most recent actions taken by the TNA Board of Directors

- [Screen and test patients for prediabetes and refer them to a diabetes prevention program](#)

Help Your Patients Prevent and Control Diabetes

- [Visit the University of Tennessee Extension website](#)

#### JOIN THE PIEDMONT SYSTEM FLOAT TEAM

**TRAVEL OPPORTUNITIES THROUGHOUT THE ATLANTA METRO AREA**

As a Float Pool RN with Piedmont, you gain valuable experience and expand your professional network through placements in multiple locations. 

- **Flexibility** – a schedule that works with your lifestyle and commitments.
- **Premium Pay** – offering top pay for positions with applicable shift differentials.
- **More Opportunities** – gain in situ opportunities to expand your RN skills.

**Full-Time Roles** – a full-time schedule with comprehensive benefits!

Learn more on [piedmontnurses.org](#).
2019 TNA Conference Registration Fees. Register NOW and Save! Visit: https://tna.societyconference.com/v2/

**Keynote Speaker**

**Ernest J. Grant**

PhD, RN, FAAN

Dr. Ernest J. Grant is the 36th president of the American Nurses Association (ANA), the nation's largest nurses organization representing the interests of the nation's four million registered nurses. Ernest will speak on nursing leadership. A distinguished leader, Dr. Grant has more than 30 years of nursing experience and is an internationally recognized burn-care and fire-safety expert. He previously served as the burn outreach coordinator for the North Carolina Jaycee Burn Center at University of North Carolina (UNC) Hospitals in Chapel Hill. Grant also serves as adjunct faculty for the UNC-Chapel Hill School of Nursing, where he works with undergraduate and graduate nursing students in the classroom and clinical settings. Grant is frequently sought out for his expertise as a clinician and educator.

Grant holds a BSN degree from North Carolina Central University and MSN and PhD degrees from the University of North Carolina at Greensboro. He was inducted as a fellow into the American Academy of Nursing in 2014. He is the first man to be elected to the office of president of the American Nurses Association.

**Opening Plenary Speaker**

**Rose O. Sherman**

EdD, RN, NEA-BC, FAAN

Rose Sherman is the editor of the Nurse Leader journal and will speak on building leadership and trust throughout your nursing career.

Rose is a Professor of Nursing in the Christine E. Lynn College of Nursing at Florida Atlantic University in Boca Raton, Florida where she also serves as the Graduate Coordinator for the Nursing Administration Master’s Program. Prior to joining the FAU faculty in 2002, she had a 25 year nursing career.

Rose is ANCC certified as a Nurse Executive Advanced. She has served as a director of risk management in acute care hospitals and integrated health care systems and has held leadership positions in risk management, quality, HIPAA privacy, environmental and patient safety, case management, corporate compliance, Workers’ Compensation and infection prevention. She earned her BSN from the University of West Georgia in Carrollton, Georgia and is currently pursuing a MSN-FNP with an expected graduation of Spring 2020.

**Closing Plenary Speaker**

**Lynn Pierce, BSN, RN, CPRHR**

Lynn Pierce is a risk control consultant for CNA. Prior to joining CNA, she worked in such clinical settings as emergency, surgical and critical care, and cardiac and orthopedic rehabilitation services. Lynn will present “Staying Ahead of the Curve: Don’t Become a Malpractice Case Study!”

**Dr. Ernest J. Grant**

Ernest will discuss onboarding accomplishments and share advice on how to make the most of your time in office. He will speak on his vision of nursing leadership and the role nurses have in shaping the future of patient care.”

**Lynn Pierce**

Lynn Pierce is a risk control consultant for CNA. Prior to joining CNA, she worked in such clinical settings as emergency, surgical and critical care, and cardiac and orthopedic rehabilitation services. Lynn will present “Staying Ahead of the Curve: Don’t Become a Malpractice Case Study!”

**2019 TNA Conference Registration Fees**

<table>
<thead>
<tr>
<th></th>
<th>Full Registration</th>
<th>Friday Only</th>
<th>Saturday Only</th>
<th>Sunday Only</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Early Bird! Before Sept 7</td>
<td>Regular (Post-marked between Sept. 8 until Oct. 10)</td>
<td>On-Site After Oct. 10</td>
<td>Regular (Post-marked between Sept. 8 until Oct. 10)</td>
</tr>
<tr>
<td>TNA Member</td>
<td>$312</td>
<td>$364</td>
<td>$390</td>
<td>$218</td>
</tr>
<tr>
<td>Non-Member</td>
<td>$416</td>
<td>$468</td>
<td>$494</td>
<td>$270</td>
</tr>
<tr>
<td>TNA Members that are full time students or Retired</td>
<td>$265</td>
<td>$281</td>
<td>$307</td>
<td>$198</td>
</tr>
</tbody>
</table>

Saturday - Exhibits and Schools of Nursing Luncheon (included in registration fee) Guest Ticket/s are $42 each
All fees include a 4% transaction fee.
Membership Assembly
All TNA members who attend this Annual Conference will be eligible to vote on all issues, positions, resolutions and policies brought before the assembly. This year, the TNA Membership Assembly will be considering changes to the TNA Bylaws. Don’t miss this chance to let YOUR voice be heard!

Let’s Vote!
TNA members will vote for Board officers and Directors Sunday morning. Election results will be announced during the closing of the Membership Assembly. The slate of candidates will be at tna.societyconference.com as soon as it is available. If you are unable to attend the conference, Absentee Ballots are available. Information on requesting an Absentee Ballot is available in this issue of the Tennessee Nurse.

TNA Achievement Awards Reception
The TNA Achievement Awards Reception held on Saturday evening, October 19, offers an opportunity to honor nurses and other individuals by acknowledging their exceptional dedication, commitment and professionalism to the profession of nursing. The Ceremony will be followed by the Awards Reception that allows us to enjoy fellowship and, of course, to eat.

Edna Mason Memorial TNA Conference Scholarship
Sponsored by the Tennessee Nurses Foundation

Donations are being accepted through 11:00 a.m. on Saturday, October 19, the last day of the auction. A donation form is available in this issue of the Tennessee Nurse or online at tna.societyconference.com.

TNA Silent Auction
The Tennessee Nurses Foundation will hold its Annual TNA Silent Auction and will offer a unique assortment of items for sale, with proceeds going to support nurses through TNF’s programs, as well as opportunities to support fellow colleagues. The TNA Silent Auction—your shopping extravaganza—begins Friday evening and ends Saturday at 4:30 p.m.

Do You Know an Extraordinary Nurse?
The Tennessee Nurses Association is now accepting nominations for the 2019 TNA Achievement Awards. Awards are presented to nurses and others who are making outstanding contributions to the field of nursing and to acknowledge exceptional dedication, commitment and professionalism.

Discounted Room Rates

Hotel Information
You may also call the hotel directly at (901)684-6664. PLEASE NOTE: You must use the conference code: TN1017 to receive the special rate.

CALL FOR ABSTRACTS
We invite you to submit an abstract to be considered for oral or poster presentation at the 2019 TNA & TSNA Joint Conference, Nurses: The Real Super Heroes in Memphis, Tennessee. Poster abstracts may be on any topic. The focus/content of your oral abstract should relate to one of the following themes:

- Maximizing Your Strengths
- Workforce Issues
- Violence
- Multi-generational Workforces
- Work-Life Balance
- Nurse Retention Strategies
- Care of the Geriatric Population
- Mental Health Issues
- Dementia/Alzheimer’s Disease
- Nurse Informatics

If you have an innovative project or topic that does not quite fit into any of these categories, please submit, as a few innovative presentations outside those boundaries will be considered.

ABSTRACT SUBMISSION DEADLINE:
Abstract submissions must be received by 4:30 p.m. CST, on June 21, 2019.
For more details visit TNA.societyconference.com or email TNA@TNAonline.org.
CALL FOR RESOLUTIONS

The Tennessee Nurses Association is issuing a formal Call for Resolutions for the 2019 TNA Membership Assembly to be held during the TNA & TSNA Joint Conference on October 18-20, 2019, at the Hilton Memphis, in Memphis, TN.

Resolutions can be submitted by any TNA member. If you wish to submit a Resolution, please submit by email to Diane Cunningham at the TNA office, diane.cunningham@tnaonline.org, no later than August 16, 2019.

How to Write a Resolution

There is a call for resolutions posted in this issue of Tennessee Nurse. Last year several members asked how resolutions are formatted for consideration by the TNA Membership Assembly. I hope that this brief article provides you with some guidance on how to write a resolution. The information below is garnered from Robert’s Rules of Order Newly Revised, 11th Edition and the TNA Policy and Procedure Manual.

A resolution or a long or complicated motion should be prepared in advance of the meeting and should be put into writing before it is offered. The deadline for submission of resolutions this year is August 16, however, TNA policies and procedures allow for resolutions to be submitted to TNA no later than 30 days prior to the Membership Assembly. Resolutions shall then be referred to the Reference Committee for appropriate review. Resolutions cannot be submitted from the floor of the Issues or Bylaws Forums, or Membership Assembly except by affirmative vote of two-thirds (2/3) of the members of the Membership Assembly present and voting. Any resolution submitted from the floor and accepted for presentation must be submitted in written form.

Resolutions must be submitted adhering to the following guidelines:

- The Resolution shall deal with a single topic.
- The Resolution shall be accompanied by an action plan in sufficient detail to allow a financial impact statement to be delivered.
- The Resolution and accompanying action plan shall be concise and clear.
- The Resolution shall have relevance to the Tennessee Nurses Association and/or citizens of the state of Tennessee.
- The Resolution shall not duplicate existing Association policy or Bylaws or be redundant.

TNA resolutions include a preamble, a preamble consists of brief statements of background and reasons for the resolution. A preamble consists of one or more clauses beginning with “Whereas…” To avoid detracting from the force of the resolution itself, a preamble generally should contain no more clauses than are strictly necessary. The last paragraph of the preamble should close with a semicolon, after which a connecting expression such as “therefore” or “therefore, be it” is noted. The preamble is then followed by the actions being requested of the Membership Assembly. These actions are written as “Resolved” clauses, the resolved is generally in italics, followed by action clauses, not in italics. If there are more than one resolving clause, each of them should be a separate paragraph.

The resolution format therefore is as follows:

- WHEREAS, Insert Resolution Information, and
- WHEREAS, Text of additional background/reason…; and now, therefore be it
- RESOLVED, Insert Resolved Information, and
- RESOLVED, That (text of action). Additional actions should be in additional resolved statements.

TNA resolutions, therefore, should be submitted using the following template.

(Office Use Only)

Resolve Name: ____________________________

MA Disposition: ____________________________

Insert Name of Resolution Here

WHEREAS, Insert Resolution Information, and
Continue using WHEREAS until you have covered all background/ reasons; and now, therefore be it RESOLVED, Insert Resolved Information, and
Continue using RESOLVED until you have covered all action issues.

Submitted By, Insert Name(s) Insert Submitter’s email address

*Resolutions requiring resources must include a financial impact statement
Tena Nurses Association Members Only Request for Absentee Ballot – 2019

Please send an absentee ballot for the 2019 Tennessee Nurses Association election. “Request for Absentee Ballot” must be received at TNA by September 20, 2019. I understand that mailing this ballot to me in the manner and form approved discharges TNA’s responsibility to me in the matter of absentee voting. Absentee ballots will be mailed September 23, 2019.

I further understand that requesting an absentee ballot removes my name from the list of eligible voters at the TNA Annual Conference. No “group requests” will be honored. Fill in this Request for Absentee Ballot form and return it by:

• Email to Diane Cunningham at diane.cunningham@tnaonline.org
• Fax to (615) 254-0303
• Mail to TNA, 545 Mainstream Drive, Suite 405, Nashville, TN 37228-1296.

NOTE: Completed absentee ballots must be received at TNA headquarters by the close of business on October 11, 2019.

Name:
Address:
City/State/Zip:
District Number: ______________________
Member ID Number: ______________________
Electronic Signature: (Required to receive ballot) ______________________

CALL FOR CANDIDATES

TNA Members – Help Lead and Shape TNA Policy
Nominations Accepted Now for Several Elected Positions

Tina Gerardi, MS, RN, CAE, TNA Executive Director

OPPORTUNITIES TO LEAD, Nurses: Real Super Heroes

The Tennessee Nurses Association Nominating Committee is actively seeking nominations for several positions that will be open for election on the TNA ballot at Membership Assembly on October 18th through 20th. A nomination to one of the Board of Directors’ positions allows you to lead and make a difference in your state professional association. YOU are the Voice of TNA!

Positions Available:
• Secretary – 1 to be elected
• ANA Membership Assembly Representative – 3 to be elected
• Director-Government Affairs – 1 to be elected
• Director-Operations – 1 to be elected
• Director-Practice – 1 to be elected
• Nominating Committee – 3 to be elected

I encourage ALL of you who are interested in serving on the Board of Directors to fill out the Call for Candidates form, available at tna.societyconference.com and submit by email to Diane Cunningham at diane.cunningham@tnaonline.org. The submission deadline date is June 30, 2019.

No handwritten, faxed or mailed Call for Candidates Applications will be accepted. All Call for Candidates applications will be reviewed and selections made by the TNA Nominating Committee. Thank you in advance for your willingness to serve.

Benefit Focus

Save more with your membership.

The Tennessee Nurses Association is proud to provide valuable, exclusive benefits to you as a member. You are a powerful force in the lives of your community, and we’re here to help support and provide you with savings that will make your life that much easier.

Because of your commitment to nursing. Because you champion for quality healthcare. Because you work hard to stay informed, educated and involved.

Visit your TNA Member Benefits page to learn how you can save.
Grants assist Tennessee nurses on the front lines of helping sexual assault patients

Mavis Schorn, PhD, CNM, FACNM, FAAN, Senior Associate Dean for Academics, Vanderbilt University School of Nursing, and Patricia Vanhook, PhD, RN, FNP, BC, FAAN, Associate Dean for Practice and Community Partnerships, East Tennessee State University College of Nursing

Nurses on the front lines in helping sexual assault patients deal with the trauma they experience will now have more access to specialized training thanks to federal grant funding from the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services. Vanderbilt University School of Nursing (VUSN) and East Tennessee State University (ETSU) College of Nursing both were awarded $1.4 million grants to increase the number of trained and certified Sexual Assault Nurse Examiners (SANEs) in the state.

SANEs have specialized education to conduct forensic examinations that have been shown to provide better physical and mental health care for assault patients, deliver better evidence collection and support higher prosecution rates, as a cohesive team. Many people are familiar with the staggering statistics surrounding sexual assault: One in six women and one in 33 men have experienced an attempted or completed rape in their lifetime, according to the National Violence Against Women Survey. In Tennessee, 31.5 per 100,000 individuals reported forcible rape in 2016, exceeding the national average of 27 rapes per 100,000 people, according to FBI reports.

From a nursing perspective, there are additional shocking statistics that shed a light on the importance of increased funding to train SANES. In many cases, nurses are the first people patients talk to about their assault. Nurses trained in caring for this vulnerable population create a safe environment while collecting forensic evidence. Sensitive, non-judgmental care can assist an individual who has experienced a trauma to begin the healing process.

According to HRSA, there are fewer than 1,500 SANEs in the country. In Tennessee, there are currently only 26 certified SANE-A (adult) providers in 21 Tennessee counties and eight certified SANE-P (pediatric) providers in eight Tennessee counties. Those existing SANEs are outstanding providers, offering sensitive and vital care at all hours of the day or night, but more are needed. Currently, there are 63 Tennessee counties without adult SANEs and 87 counties without pediatric SANEs. SANEs are particularly scarce in Tennessee's rural counties without pediatric SANEs.

A Metro Nashville Police Department crime scene investigator uses a nursing mannequin with simulated bruising to demonstrate how to photograph assault injuries. From left are VUSN’s Senior Assault Nurse Examiner course students Erin Talbott, Lauren Lariscy, Jennifer Pricher, and Rita Peters.

Sexual Assault Nurse Examiners (SANEs) receive specific training in order to collect vital forensic evidence from sexual assault patients.

Students Forum

Core values in nursing, as well as nursing, include respect, selfless service, leadership, teamwork, humility, and sportsmanship.

I have played tennis and been a tennis coach since I was fourteen years old. There was respect for the sport growing up as a teenager, but never the courage to begin. After trying; my love for the sport grew. Determination to always be a team player and help out others in any capacity was a goal through high school and college. Humility and selfless service with my coaches, teammates, and students were my rewards, rather than awards and fame. Like Roger Federer, a professional tennis player once stated, “It is nice to be important, but it is more important to be nice.” This statement has always reminded me to stay humble as a player, through teaching as a coach, and my future career in nursing.

Nursing is a profession that demonstrates the same core values as a tennis player. A nurse needs to be equipped with the knowledge and skill sets to provide optimal patient care. Nursing as in tennis is where one must hold the ball in the net while collecting forensic evidence. Flexibility and adaptability are crucial for nurses and how to work as a cohesive team in any situation or environment. For example, a tennis team has six players that make up a team. There are six individual players, but as a cohesive unit, improving the care given to patients. Whether in sports or nursing, a lack of communication skills, ineffective leadership, and lack of respect for others on their team; will result in poor results. Thus, decrease the quality of patient care.

In 2017, I began my career in nursing at Bethel University, one of the top baccalaureate nursing programs in the state of Tennessee. During this time, I was allowed the opportunity to serve as class president and learned nurse leadership skills that will forever be useful in my nursing career. While at Bethel University, I was introduced to the Tennessee Student Nurses Association and elected to the vice president position. While serving on the TSNA board, I have learned various leadership and teamwork qualities that have helped gain another point of view in the profession of nursing.

Overall, many values found in nursing are not learned, but are some values nurses are born with. Compassion and selfless service provided by nurses to all of their patients demonstrate the importance of being a nurse advocate. It is important for all nurses to serve as an advocate not only for their patients in rural areas but for the whole interdisciplinary team. Whether in sports or nursing, one should strive to set an example for others. A nurse that is humble, respectful, and compassionate will always be remembered in a positive manner. While all nurses may come from different ethnicities, generations, or cultural backgrounds, it is essential that nurses come together to provide optimal patient-centered care and advance the profession of nursing.
implement an innovative educational model for SANE education, with a goal of training and certifying a minimum of 21 SANE nurses through the three-year grant program. The ETSU College of Nursing will also develop a Forensic Nursing Certificate program to maintain SANE training opportunities for nurses.

The certification training will be made available at five ETSU nurse-managed clinics in Johnson, Hancock and Washington counties and at Ballad Health hospitals located in rural areas of the state. A 48-hour International Association of Forensic Nurses (IAFN) SANE-A didactic training is planned for nurses in Elizabethton, Mountain City, and Rogersville, Tennessee, from July 13-14, 2019.

ETSU is partnering with the University of Alabama, Children's Hospital of Alabama for pediatric SANE training and clinical experiences. The goal is to have eight certified pediatric SANE nurses servicing the eight counties of Northeast Tennessee.

ETSU is also using grant funds to partner with Nurse Examiner Foundation (TNF) for an inaugural conference for the first Tennessee chapter of IAFN.

In Middle Tennessee, Vanderbilt is using its $1.4 million award to offer SANE education to incoming students in its Emergency Nurse Practitioner Post-Master's Certificate (PMC) program. These students are current family nurse practitioners who are seeking additional education to become ENPs. The program is intended to increase the number of SANE-trained and certified advanced practice registered nurses practicing in emergency departments in rural or underserved communities and is designed to meet IAFN competencies.

Vanderbilt’s students will complete SANE training concurrently with their ENP education and will be able to select adult/adolescent and/or pediatric/adolescent SANE training. The school is also offering the SANE education program to its other master-level students if openings are available. By the grant’s end in 2021, Vanderbilt intends that 35 ENP PMC students will have completed the program and obtained SANE certification.

Vanderbilt recently launched its SANE program with a three-day clinical immersion. The 15-member class included ENP, women’s health, and pediatric nurse practitioner students. In addition to the three-day clinical immersion, students participating in the SANE program complete a minimum of 40 hours of online coursework and at least 300 hours of clinical experience to be eligible to sit for the certification examination.

The HRSA grants allow these institutions to expand patient access to sexual assault evidentiary exams, as well as provide better patient-centered, trauma-informed care in underserved and rural areas of the state.

With the national conversations focusing on the pervasive issue of sexual assault, the nursing community is also engaging in important conversations about how we can better serve our patients, by providing accessible, specialized and timely care during what is often one of the worst and most vulnerable times of their lives.
As a medical-surgical-telemetry nurse in Tennessee, a nurse educator for a nearby state college, and a student pursuing a doctorate in nursing education online, I use leadership on a daily basis. Based on my experience, Servant-leadership is my preferred leadership style. In this paper, I will explain Servant-leadership as described by Greenleaf (Greenleaf, Spears, Covey, & Senge, 2002), and share how this leadership style is used in my daily practice.

Servant-leadership “begins with the natural feeling that one wants to serve, to serve first.” This form of leadership differs from other leadership styles in that servant-leaders try to make sure the highest priority needs of others are met in the process. The servant-leader makes a conscious choice to prioritize serving over leading, then identifies a goal, and motivates others to join in the effort for the benefit of all. Because I am aware that adequate numbers of culturally competent nurses can improve patient outcomes, my goal is to help increase the nursing workforce and the diversity therein. Toward this end, servant leadership is applied in my daily life through mentoring new nurses from diverse backgrounds, facilitating nursing education, and advocating for recipients of Deferred Action for Childhood Arrivals (DACA). For the purpose of this paper, I will focus on the latter as I highlight principles of servant leadership and provide examples of their application. Servant-leadership principles include listening and understanding, conceptualization, acceptance, empathy, healing, foresight, awareness, persuasion, stewardship, and commitment to growth and community.

Listening and Understanding

Listening in order to understand is the servant-leader’s automatic response to any problem. Greenleaf wrote, “One does not awaken each morning with the compulsion to reinvent the wheel; but if one is a servant... one is always searching, listening, expecting that a better wheel for these times is in the making.” In my searching for ways to increase nursing workforce diversity, I have listened to the stories of DACA recipients. I have learned what DACA is, and how the policy holds potential to impact diversity in the nursing workforce. I have also listened to policymakers as their decisions can impact the nursing profession.

In 2012, the Obama administration announced a program to grant two years of work authorization and protection from deportation for undocumented immigrants who were brought to the United States as infants and children. Three decades earlier, the Supreme Court had ruled that the constitutional rights of due process and equal protection of the laws included the right to a minimum subsistence income for a person in the United States who is lawfully present. The Court also held that Title 8 of the U.S. Code, including section 1254, which authorized the Attorney General to deport aliens, was not unconstitutional as applied to an alien who had been lawfully present in the United States for a continuous period of 15 years ending on the date of entry or parole.


To qualify for DACA, applicants had to be under the age of 31 as of June 15, 2012, and at least 15 years or older at the time of application. Other qualifying criteria include U.S. immigration status from June 15, 2007 to June 15, 2009, and residence from June 15, 2007 to the time of application, presence in the United States on June 15, 2012 and at the time of application with no lawful status on June 15, 2012. Applicants must also meet education and/or military veteran requirements, and pass a federal criminal background check. In almost seven years since the program started, approximately 800,000 people have qualified for DACA.

With this status, these young people received associated requirements, and pass a federal criminal background check. In almost seven years since the program started, approximately 800,000 people have qualified for DACA.

Somedays you run across a scenario where a client with a highly contagious disease will provide the names of contacts- but has no idea of their location. Here’s where your investigation begins. Your job is to somehow find these people and get them vaccinated before the window of opportunity closes for post-exposure prophylaxis. You may only have a few days. You must be resourceful. You have to be creative.

Every day is different. Somedays you run across a scenario where a client with a highly contagious disease will provide the names of contacts- but has no idea of their location. Here’s where your investigation begins. Your job is to somehow find these people and get them vaccinated before the window of opportunity closes for post-exposure prophylaxis. You may only have a few days. You must be resourceful. You have to be creative.

Hello Nurse Colleagues, my name is Donna Ashford and I am a Public Health Nurse in the Bureau of Epidemiology. It is my pleasure to work within a branch of our local government. Our focus is on the health, health promotion and disease prevention. An entry level position requires at least a Bachelor’s Degree.

As a public health nurse you can develop your practice around a particular public health specialty such as vaccination, lead poisoning, HIV, maternal and child, environmental health or communicable disease.

Furthermore, a Master’s in public health opens up a world of opportunities! I chose Public Health Nursing because I have global perspective. I seek to understand how upstream factors, whether environmental or social, impact the health of populations. In the Epidemiology department, I enjoy the role as a public health investigator, educator and consultant.

I LOVE my job and all of the exciting opportunities that come with it!
Ethical Obligations in the Opioid Crisis: Relieving Suffering

Provision 2 of the ANA Code of Ethics (1) says, “The nurse's primary commitment is to the patient, whether an individual, family, group, community, or population.” Nurses care for the patient, protect their health and that of the community, and also have a responsibility to alleviate suffering. What does this mean in the opioid crisis affecting our nation?

The facts are scary. News about the opioid crisis is everywhere and every day. Print, television and social media are covered up with it. This crisis affects providers, patients, families and the broader society in which we all live. The numbers are staggering, note the statistics are often two or more years behind. Addiction is indeed a public health crisis that has taken the lives of 47,600 people from opioid overdoses in 2017; drug overdoses overall were over 72,000. Every 11 minutes someone dies from an opioid overdose, that is 130 Americans a day. Heroin overdose related deaths increased fivefold from 2010 to 2017, with overdose deaths increasing overall almost six times from 1999 to 2017. More than 17,000 people died from prescription opioid overdoses in 2017. As opioid deaths have increased, the rates of major killers like cancer and heart disease have declined. In 2017 more people died from heroin related causes than from gun homicides. Many people become addicted from a narcotic prescription after a minor surgery or injury; 80% of heroin users started that way. If a high schooler is prescribed opioids before they graduate, they are 33% more likely to misuse prescription opioids after graduating. In 2016, enough painkillers were prescribed to medicate every adult in America with 30 mg of hydrocodone every day for almost a month, a drug chemically similar to heroin. That year, one in five deaths among young adults were opioid related. Drugs like ibuprofen and acetaminophen can be just as effective as prescription opioids at reducing certain types of pain. First responders and emergency rooms are feeling the strain as well. In 2011 more than 420,000 emergency department visits were related to misuse or abuse of narcotics. In 2015 the opioid and related health care costs were $500 billion dollars. If you want more information, Truth.com has a great collection of more facts like these and links to related articles.(2)

Nurses are the largest segment of the health care workforce. They practice in a variety of direct-care, care-coordination, leadership, and executive roles, so they are in critical positions to help patients and their families, as well as regulators and legislators, understand the needs, risks and benefits of pain treatment options. This includes non-opioid pain medications, regional anesthetic interventions, surgery, psychological therapies, rehabilitative/physical therapy, and complementary and alternative medicine (CAM). (3) (The opioid crisis touches every nurse, some personally as well as professionally. Many people struggling with opioids were prescribed the drugs originally, so health care professionals are involved and sometimes blamed for the problem. Since nurses practitioners are often the ones who prescribe medications, they have a larger role. Nurses must insist that all prescribers adopt responsible prescribing practices and use evidenced-based guidelines for pain and substance use disorders. (4) Nurses can also do a lot by educating themselves about opioids, addiction, pain assessment and management. Nurses as direct care givers are in the best position to determine which patients are at risk to abuse opioids and can also educate them about the risks and alternatives before filing a prescription.

Over the last two years, every state has tried to address the problem through legislation that seeks to limit the amount of narcotic that can be given, or the number of prescriptions, or the duration (5). Pharmacies are also setting their own limits about legislation that seeks to limit the amount of narcotic that can be given, or the number of prescriptions, or the duration (5). Much of the focus on narcotic restriction has been on chronic pain treatment. The opioid crisis has also led to a reevaluation of acute pain treatment. Fears and concerns, as well as stigma and judgment, are affecting acute pain and non-cancer pain. Providers are often hesitant to provide needed medications, (6) they may under medicate after surgery for acute pain especially for those who may already have a problem, or they are fearful they may create a new dependency.

There is a place for opioids despite the risks. Relieving pain and suffering is indeed a core ethical obligation. In fact, not treating pain causes harm and undertreating pain can lead to chronic pain or patients seeking opioids from non-medical sources. Nurses must advocate for evidence-based guidelines to best assess and treat pain and substance use disorder and help to remove barriers for both. Providers should treat acute pain the way they normally would, based on evidence and the standard for a given procedure. This is true of the patient with substance abuse issues as well. Nurses must also examine their own biases about substance use disorder remembering that this is a disease as much as any cancer, and increasingly more deadly. Nurses must advocate for better access to naloxone to treat overdoses and medication assisted treatment. Our communities are made of individuals dealing with substance abuse on many levels, including terrible pain and loss of loved ones and friends to overdose. Our ethical obligation to the community to relieve suffering means we must insist on resources for proper use of opioids and treatment for dependence and addiction. The public health epidemic of opioids is the third leading cause of death in America (7). We must prioritize relieving suffering at every level of the crisis.

References
The Shelby County Crime Victims & Rape Crisis Center

Forensic Nurses/Sexual Assault Nurse Examiners (SANEs)

SANEs work with law enforcement to provide forensic nursing services to victims of sexual violence.

SANEs are registered nurses who have specialized training in the care of sexual assault victims. They are trained to collect evidence, provide medical care, and support victims of sexual assault.

The benefits of SANEs include:
- Improved access to medical care
- Reduced trauma and stress for victims
- Increased accuracy of evidence collection
- Improved understanding of the impact of sexual assault

To apply, please email a resume with phone number to kristine.gable@shelbycountytn.gov.

For more information, call 901-222-4364.

MOCCASIN BEND MENTAL HEALTH INSTITUTE

Has immediate openings in Chattanooga, TN for FULL-TIME RN 2's

The Scenic City has been voted one of the Best Places to Live. Nursing services in veterans of sexual violence.

SANEs must be comfortable working with people experiencing trauma and collaborating with law enforcement and victim advocates.

SANEs must have a master's degree in nursing, with a focus on sexual assault nursing.

The position requires:
- A minimum of one year of experience in sexual assault nursing
- Excellent communication skills
- Ability to work in a fast-paced environment

The benefits include:
- Competitive salary
- Health, dental, and vision insurance
- 401(k) retirement plan
- Paid time off

For more information, visit www.mbh.org.

The Shelby County Crime Victims & Rape Crisis Center

Forensic Nurses/Sexual Assault Nurse Examiners (SANEs)

SANEs work with law enforcement to provide forensic nursing services to victims of sexual violence.

SANEs are registered nurses who have specialized training in the care of sexual assault victims. They are trained to collect evidence, provide medical care, and support victims of sexual assault.

The benefits of SANEs include:
- Improved access to medical care
- Reduced trauma and stress for victims
- Increased accuracy of evidence collection
- Improved understanding of the impact of sexual assault

The position requires:
- A minimum of one year of experience in sexual assault nursing
- Excellent communication skills
- Ability to work in a fast-paced environment

The benefits include:
- Competitive salary
- Health, dental, and vision insurance
- 401(k) retirement plan
- Paid time off

For more information, visit www.mbh.org.

The Shelby County Crime Victims & Rape Crisis Center

Forensic Nurses/Sexual Assault Nurse Examiners (SANEs)

SANEs work with law enforcement to provide forensic nursing services to victims of sexual violence.

SANEs are registered nurses who have specialized training in the care of sexual assault victims. They are trained to collect evidence, provide medical care, and support victims of sexual assault.

The benefits of SANEs include:
- Improved access to medical care
- Reduced trauma and stress for victims
- Increased accuracy of evidence collection
- Improved understanding of the impact of sexual assault

The position requires:
- A minimum of one year of experience in sexual assault nursing
- Excellent communication skills
- Ability to work in a fast-paced environment

The benefits include:
- Competitive salary
- Health, dental, and vision insurance
- 401(k) retirement plan
- Paid time off

For more information, visit www.mbh.org.

The Shelby County Crime Victims & Rape Crisis Center

Forensic Nurses/Sexual Assault Nurse Examiners (SANEs)

SANEs work with law enforcement to provide forensic nursing services to victims of sexual violence.

SANEs are registered nurses who have specialized training in the care of sexual assault victims. They are trained to collect evidence, provide medical care, and support victims of sexual assault.

The benefits of SANEs include:
- Improved access to medical care
- Reduced trauma and stress for victims
- Increased accuracy of evidence collection
- Improved understanding of the impact of sexual assault

The position requires:
- A minimum of one year of experience in sexual assault nursing
- Excellent communication skills
- Ability to work in a fast-paced environment

The benefits include:
- Competitive salary
- Health, dental, and vision insurance
- 401(k) retirement plan
- Paid time off

For more information, visit www.mbh.org.
Panel of Peers:
This year the Panel of Peers included five nurses, including Rep. Robin Smith, RN. Each spoke about not only what lead them to the nursing profession but what inspired them to become leaders in the nursing profession. It was a spirited discussion that proved inspiring and thought provoking in what challenges still lay ahead for nurses to advance the profession.

Legislative Office Visits:
Many of the nurses and students attending took advantage of the opportunity to meet with their elected officials. Getting to know legislators is one of the vital steps in helping nurses have a powerful voice at the Capitol. Attendees met with Legislators to discuss issues important to nurses and what active steps TNA is taking to gain the support of legislators regarding Full Practice Authority legislation in Tennessee and promoting healthcare.

How can you help?
Involvement is the key to success at the Capitol! Support the Tennessee Nurses Political Action Committee (TN PAC) to help support events like the Legislative Summit and candidates and elected officials who will go to Nashville and advocate for nurses and patients!

On April 3rd, nurses, nursing students, and faculty came together at the War Memorial Auditorium in Nashville to participate in TNA’s 2019 Legislative Summit. This event is vital to the mission of TNA. Not only is there an opportunity to network with other nurses from across the state, the chance to participate in advocacy at Capitol Hill is an experience not to be missed.

Legislative Process and Bill Review:
TNA’s Executive Director, Tina Gerardi, MS, RN, CAE, and TNA’s Government Affairs Director, Kathleen Murphy, gave a briefing on how a bill becomes a law and best practices for legislative advocacy. They also gave a legislative update on SB743/HB422 “Nurse’s Title Protection” and other legislation that can and will affect the nursing profession. An update was also given on the push to gain Full Practice Authority in Tennessee for Advanced Practice Nurses. See the Government Affairs section at TNAonline.org for more details.

TNA President, Haley Vance, welcomes attendees to the 2019 TNA Legislative Summit
TSA East Regional Director, Austin Smith, welcomes students.
Tina Gerardi, MS, RN, CAE TNA Executive Director
Kathleen Murphy Director of Government Affairs and Chief Lobbyist

Panel of Peers:
This year the Panel of Peers included five nurses, including Rep. Robin Smith, RN. Each spoke about not only what lead them to the nursing profession but what inspired them to become leaders in the nursing profession. It was a spirited discussion that proved inspiring and thought provoking in what challenges still lay ahead for nurses to advance the profession.

Legislative Office Visits:
Many of the nurses and students attending took advantage of the opportunity to meet with their elected officials. Getting to know legislators is one of the vital steps in helping nurses have a powerful voice at the Capitol. Attendees met with Legislators to discuss issues important to nurses and what active steps TNA is taking to gain the support of legislators regarding Full Practice Authority legislation in Tennessee and promoting healthcare.

How can you help?
Involvement is the key to success at the Capitol! Support the Tennessee Nurses Political Action Committee (TN PAC) to help support events like the Legislative Summit and candidates and elected officials who will go to Nashville and advocate for nurses and patients!

On April 3rd, nurses, nursing students, and faculty came together at the War Memorial Auditorium in Nashville to participate in TNA’s 2019 Legislative Summit. This event is vital to the mission of TNA. Not only is there an opportunity to network with other nurses from across the state, the chance to participate in advocacy at Capitol Hill is an experience not to be missed.

Legislative Process and Bill Review:
TNA’s Executive Director, Tina Gerardi, MS, RN, CAE, and TNA’s Government Affairs Director, Kathleen Murphy, gave a briefing on how a bill becomes a law and best practices for legislative advocacy. They also gave a legislative update on SB743/HB422 “Nurse’s Title Protection” and other legislation that can and will affect the nursing profession. An update was also given on the push to gain Full Practice Authority in Tennessee for Advanced Practice Nurses. See the Government Affairs section at TNAonline.org for more details.

TNA President, Haley Vance, welcomes attendees to the 2019 TNA Legislative Summit
TSA East Regional Director, Austin Smith, welcomes students.
Tina Gerardi, MS, RN, CAE TNA Executive Director
Kathleen Murphy Director of Government Affairs and Chief Lobbyist

Panel of Peers:
This year the Panel of Peers included five nurses, including Rep. Robin Smith, RN. Each spoke about not only what lead them to the nursing profession but what inspired them to become leaders in the nursing profession. It was a spirited discussion that proved inspiring and thought provoking in what challenges still lay ahead for nurses to advance the profession.

Legislative Office Visits:
Many of the nurses and students attending took advantage of the opportunity to meet with their elected officials. Getting to know legislators is one of the vital steps in helping nurses have a powerful voice at the Capitol. Attendees met with Legislators to discuss issues important to nurses and what active steps TNA is taking to gain the support of legislators regarding Full Practice Authority legislation in Tennessee and promoting healthcare.

How can you help?
Involvement is the key to success at the Capitol! Support the Tennessee Nurses Political Action Committee (TN PAC) to help support events like the Legislative Summit and candidates and elected officials who will go to Nashville and advocate for nurses and patients!

On April 3rd, nurses, nursing students, and faculty came together at the War Memorial Auditorium in Nashville to participate in TNA’s 2019 Legislative Summit. This event is vital to the mission of TNA. Not only is there an opportunity to network with other nurses from across the state, the chance to participate in advocacy at Capitol Hill is an experience not to be missed.

Legislative Process and Bill Review:
TNA’s Executive Director, Tina Gerardi, MS, RN, CAE, and TNA’s Government Affairs Director, Kathleen Murphy, gave a briefing on how a bill becomes a law and best practices for legislative advocacy. They also gave a legislative update on SB743/HB422 “Nurse’s Title Protection” and other legislation that can and will affect the nursing profession. An update was also given on the push to gain Full Practice Authority in Tennessee for Advanced Practice Nurses. See the Government Affairs section at TNAonline.org for more details.

TNA President, Haley Vance, welcomes attendees to the 2019 TNA Legislative Summit
TSA East Regional Director, Austin Smith, welcomes students.
Tina Gerardi, MS, RN, CAE TNA Executive Director
Kathleen Murphy Director of Government Affairs and Chief Lobbyist

Panel of Peers:
This year the Panel of Peers included five nurses, including Rep. Robin Smith, RN. Each spoke about not only what lead them to the nursing profession but what inspired them to become leaders in the nursing profession. It was a spirited discussion that proved inspiring and thought provoking in what challenges still lay ahead for nurses to advance the profession.

Legislative Office Visits:
Many of the nurses and students attending took advantage of the opportunity to meet with their elected officials. Getting to know legislators is one of the vital steps in helping nurses have a powerful voice at the Capitol. Attendees met with Legislators to discuss issues important to nurses and what active steps TNA is taking to gain the support of legislators regarding Full Practice Authority legislation in Tennessee and promoting healthcare.

How can you help?
Involvement is the key to success at the Capitol! Support the Tennessee Nurses Political Action Committee (TN PAC) to help support events like the Legislative Summit and candidates and elected officials who will go to Nashville and advocate for nurses and patients!

On April 3rd, nurses, nursing students, and faculty came together at the War Memorial Auditorium in Nashville to participate in TNA’s 2019 Legislative Summit. This event is vital to the mission of TNA. Not only is there an opportunity to network with other nurses from across the state, the chance to participate in advocacy at Capitol Hill is an experience not to be missed.

Legislative Process and Bill Review:
TNA’s Executive Director, Tina Gerardi, MS, RN, CAE, and TNA’s Government Affairs Director, Kathleen Murphy, gave a briefing on how a bill becomes a law and best practices for legislative advocacy. They also gave a legislative update on SB743/HB422 “Nurse’s Title Protection” and other legislation that can and will affect the nursing profession. An update was also given on the push to gain Full Practice Authority in Tennessee for Advanced Practice Nurses. See the Government Affairs section at TNAonline.org for more details.

TNA President, Haley Vance, welcomes attendees to the 2019 TNA Legislative Summit
TSA East Regional Director, Austin Smith, welcomes students.
Tina Gerardi, MS, RN, CAE TNA Executive Director
Kathleen Murphy Director of Government Affairs and Chief Lobbyist

Panel of Peers:
This year the Panel of Peers included five nurses, including Rep. Robin Smith, RN. Each spoke about not only what lead them to the nursing profession but what inspired them to become leaders in the nursing profession. It was a spirited discussion that proved inspiring and thought provoking in what challenges still lay ahead for nurses to advance the profession.

Legislative Office Visits:
Many of the nurses and students attending took advantage of the opportunity to meet with their elected officials. Getting to know legislators is one of the vital steps in helping nurses have a powerful voice at the Capitol. Attendees met with Legislators to discuss issues important to nurses and what active steps TNA is taking to gain the support of legislators regarding Full Practice Authority legislation in Tennessee and promoting healthcare.

How can you help?
Involvement is the key to success at the Capitol! Support the Tennessee Nurses Political Action Committee (TN PAC) to help support events like the Legislative Summit and candidates and elected officials who will go to Nashville and advocate for nurses and patients!

On April 3rd, nurses, nursing students, and faculty came together at the War Memorial Auditorium in Nashville to participate in TNA’s 2019 Legislative Summit. This event is vital to the mission of TNA. Not only is there an opportunity to network with other nurses from across the state, the chance to participate in advocacy at Capitol Hill is an experience not to be missed.

Legislative Process and Bill Review:
TNA’s Executive Director, Tina Gerardi, MS, RN, CAE, and TNA’s Government Affairs Director, Kathleen Murphy, gave a briefing on how a bill becomes a law and best practices for legislative advocacy. They also gave a legislative update on SB743/HB422 “Nurse’s Title Protection” and other legislation that can and will affect the nursing profession. An update was also given on the push to gain Full Practice Authority in Tennessee for Advanced Practice Nurses. See the Government Affairs section at TNAonline.org for more details.

TNA President, Haley Vance, welcomes attendees to the 2019 TNA Legislative Summit
TSA East Regional Director, Austin Smith, welcomes students.
Tina Gerardi, MS, RN, CAE TNA Executive Director
Kathleen Murphy Director of Government Affairs and Chief Lobbyist

Panel of Peers:
This year the Panel of Peers included five nurses, including Rep. Robin Smith, RN. Each spoke about not only what lead them to the nursing profession but what inspired them to become leaders in the nursing profession. It was a spirited discussion that proved inspiring and thought provoking in what challenges still lay ahead for nurses to advance the profession.

Legislative Office Visits:
Many of the nurses and students attending took advantage of the opportunity to meet with their elected officials. Getting to know legislators is one of the vital steps in helping nurses have a powerful voice at the Capitol. Attendees met with Legislators to discuss issues important to nurses and what active steps TNA is taking to gain the support of legislators regarding Full Practice Authority legislation in Tennessee and promoting healthcare.

How can you help?
Involvement is the key to success at the Capitol! Support the Tennessee Nurses Political Action Committee (TN PAC) to help support events like the Legislative Summit and candidates and elected officials who will go to Nashville and advocate for nurses and patients!
District 1
President: Carla Kirkland

Our District 1 January meeting was held at Ruth's Chris Steakhouse, sponsored by Gilead Pharmaceuticals. Dr. Ziad Younes presented on Epclusa, for Hepatitis C. We were honored to have as our guests TNA's Executive Director, Tina Girardi, and TNA’s Lobbyist, Kathleen Murphy.

January 25th and 26th was our annual participation with Mid South Mission of Mercy Dental Clinic at Bellevue Baptist Church. This is always such an amazing event! 2034 registered volunteers participated; 1945 patients were treated; and $1,163,091 worth of free dentistry was provided to our community.

February 1st Sharon Hinton, Administrator for CNE with TNA, taught our area nurses how to apply for CNE for our educational programs, whether small local programs, or educational events through hospitals or schools of nursing. Sponsors were District 1 and Mid-South Association for Nursing Professional Development. Thank you to St. Francis Hospital Memphis for use of their facilities.

Our February educational meeting was again sponsored by Gilead Pharmaceuticals at Capital Grille. Chantil Jeffreys, Francis Hospital Memphis for use of their facilities!

April is also our month of service, and representatives from TNA district 2 were able to coordinate and present at the West Park Baptist Church Community Service Day in collaboration with UT College of Pharmacy regarding poison control education.

District 2
President: Traci Brackin

District 2 nurses have been very busy! We had a phenomenal “Celebrate Nurses” event on April 14th. Our Board of Directors and TNA members worked so hard to have this event so we could show appreciation for our nurses! Our goal and mission for TNA District 2 is to increase awareness and education regarding violence against healthcare workers. Dr. Angela Heatherly was our keynote speaker at the celebrate nurses event, and her topic of discussion was entitled “Victory in the Face of Violence.”

Student Excellence awards were given to students from each college of nursing in our district. It was wonderful to watch each of their instructors present the awards to the students. Each one had very meaningful things to say, and it caused us to get very excited about our graduating nurses getting ready to take boards and begin their nursing career! It was also very nice to see our scholarship winners from last year come back to discuss the ways they were able to use their scholarship money while in nursing school.

District 5
President: Stephanie Cook

Greetings and Happy Spring from District 5 in Northeast Tennessee. Spring is a wonderful time of year- a time of growth, renewal and the celebration of Registered Nurses during National Nurses Week. Our district will be represented at the annual “Nurses Night Out,” an exciting event sponsored by WTFM. It is a popular event in the Tri-Cities area with free food, games, and prizes. We use this opportunity to educate nurses about the mission and vision of the Tennessee Nurses Association and our district. Several board members will be present with information, and those who stop by our booth are entered into a drawing for a gift card.

April 16th was our Nurses Night Out® 2018 event and our annual “Nurses Night Out®” at the West Park Baptist Church Community Service Day. We kicked off our 2019 general session with a presentation on Fall Prevention: Innovation and Technology by Dr. Pamela Wells, a Senior Clinical Consultant at Hill Rom. The session was very informative regarding data on falls and how Hill Rom has utilized this data to develop new technology in their hospital beds and stretchers. We had a demonstration of this new technology in the Compella Bed and were given an opportunity to see and use the features that improve patient safety. The Board would like to thank Hill Rom for sponsoring this event and feeding all 63 of us! A special acknowledgment to the Nurse Manager of Johnson City Medical Center Surgical FCU, Trish Moody who brought her entire Unit Based Practice Council on a field trip to our meeting!
On April 16, our general meeting focused on Workplace Violence and Active Shooter. The presentation was provided by Ken Harr, Corporate Director of Safety, Security and Emergency Management at Ballad Health and Brandon Davis, Security Captain at Indian Path Community Hospital. Over 40 attendees were present to hear this very important information on how to protect ourselves in the event of a violent attack or active shooter.

We are busy preparing for the annual Legislative Breakfast which will be held on August 10, 2019, at 10:00 am. Our local legislators will be attending to not only answer questions in a panel discussion but to learn more about issues that are pertinent to nursing practice in our area.

Our next general meeting is June 18, 2019, at 6 pm. We will meet in the Summit conference Room at Franklin Woods Community Hospital in Johnson City, TN. The topic will be Cyber Security.

District 6
President: Raven Wentworth

District 6 was well represented April 3rd at the TNA Legislative Summit held at the War Memorial Building in Nashville. Students and faculty were in attendance from Freed-Hardeman University, University of Memphis - Lambuth and UT Martin - Parsons.

University Memphis Lambuth at Summit w/TNA president, Haley Vance.

District 8
President: Shannon Johnson

We are happy to announce that Shannon Johnson recently became the new president for TNA District 8. The next meeting will be July 25. The location and time has yet to be determined. If you would like to serve on the board of District 8, or learn more about opportunities and ways you can get involved in your area, contact Shannon at shannonjohnson5321@yahoo.com.

District 9
President: Chaundel Presley

District 9 held a meeting at Tennessee Tech University in Cookeville on April 4th, directly following the pediatric conference hosted by the Whitson-Hester School of Nursing. There were over a dozen in attendance, and food, fellowship and some district business were enjoyed by all.

In addition, the district held their first virtual meeting in February as well. That was a great success, and TNA Executive Director Tina Gerardi was the special guest. The district Facebook page is active and being maintained, and the district board is continuing to work on the development of a county representation program. Representatives from several counties are still needed.

TTU Whitson-Hester School of Nursing Dean, Kim Hanna, (left) and conference speaker, Dr. Mary Lambert.

District 15
President: Marcia Barnes

District 15 is now maintaining its own Facebook page at Tennessee Nurses Association District 15. If you are not following us on Facebook please do. This coming year all District 15 members are encouraged to share any special awards, promotions, continuing education, degree completions and other news regarding District 15 members so that we can feature our nursing talents on Facebook so all members can remain informed.

District 15 has been meeting quarterly. Our last meeting was on April 8th at Sammy B’s in Lebanon. After a short business meeting, Dr. Mary Bess Griffith, Dean of the School of Nursing at Cumberland University, presented her dissertation work on therapeutic crying. Continuing education credit was provided.

During the last two meetings, discussions pursued regarding rotating sites of meetings between Rutherford and Wilson Counties. This is the scheduled plan for 2019 with our next meeting being held July 15, 2019 in Smyrna at Jim N’ Nick’s Bar-B-Q. In a business meeting, Diane Businda, MSN, RN, Faculty at Cumberland School of Nursing, will present an update in Women’s Health. One CEU will be provided.

Please update your emails with the TNA office so that your information is current. Don’t want you to miss out on anything.

We encourage and welcome all nurses in District 15 to attend. For additional information please contact mbarnes@cumberland.edu.

Happy summer.
Recently, I was attending a monthly TNA board meeting in Nashville. One of the board members mentioned a conversation she had with a Registered Nurse (RN) working on the floor with her. She explained to the board members that many Tennessee RNs are unsure of how they fit into TNA without an advanced degree. The board members were perplexed and began to ask aloud, “Why would they feel that way? The organization is for all nurses that are licensed in Tennessee." I agreed and instantly began to think of a way to share how important it is for each nurse in Tennessee to understand no matter what nursing degree he or she earns, TNA deems it essential to include their education, experiences, and excitement for the nursing profession.

TNA’s existence depends on nursing knowledge and practice. Nurses at all levels are valued and can bring awareness of issues nurses are experiencing in the healthcare system. The fact remains, nurses thrive in practice, some in education and others in research. Ask yourselves, “What other profession are you aware of that offers so many arenas to display your professionalism?” In this light, it is evident that each nursing degree serves great purpose in the professional realm. This means all professional nursing degrees are welcome to become active members of the association. All nursing professionals are invited to participate and submit ideas to progress the TNA lineage. Present TNA members possess, but are not limited to the listed degrees:

- RN - Diploma in Nursing
- RN - Associate of Science in Nursing (ASN)
- RN - Bachelor of Science in Nursing (BSN)
- RN - Master of Science in Nursing (MSN)
- RN - Philosophy of Science in Nursing (PhD)
- RN - Doctor of Nursing Practice (DNP)

I decided to list the distinctive degrees to exhibit nursing’s diversity and to expound on how all degrees can uniquely be used to expand TNA’s membership. If you notice, we all have one thing in common; we are all RNs that received extensive education to be a voice for patients, families, and students we encounter in hospitals, clinics, classrooms, and research. As a membership unit, we embrace the idea to make it our business to mediate for ourselves and healthcare in Tennessee. The community is we cannot afford what happened in the past that got us where we are today; we are presently advocating for changes that will provide more assurance for our profession, and we are looking forward for future laws that will take Tennessee nursing to the next level. So, the question is not, “How does my degree link to TNA?” The question is, “Where can I develop my voice and reveal how my nursing qualities can enlarge the membership of TNA?” Your answer is, join the TNA family and discover there are no boundaries in progression!

Government Affairs

The first of two legislative sessions of the 111th Tennessee General Assembly has been completed. Legislators will return to Nashville in January 2020. Thirty-two legislative offices had new or different legislators elected or appointed to them to serve this session. With 99 members in the House of Representatives and 33 members in the Senate, that is a lot of new relationships for the TNA and Tennessee’s nurses to build and strengthen. We are the only professional organization representing all registered nurses in Tennessee. We must be involved in shaping policy about healthcare, public health, and the profession of nursing. If we don’t, who will? Our main goal is to ensure that nurses’ voices are heard and respected by legislators and policymakers that means having your help in doing so!

Kathleen Murphy, Director of Government Affairs and Chief Lobbyist

Not all of that relationship building work can be done during the legislative session. A lot of that relationship building happens at home. Legislators are “back home” for the summer and fall and it’s a perfect time for you to meet with them in a more relaxed setting than the rush at the Capitol. We can help you connect with your legislators and prepare for meaningful meetings with them. If you have not signed up for or want more details about the “Every Legislator, Every Nurse,” please email me at Kathleen.Murphy@TNAonline.org so we can make sure the nursing profession has a strong voice on the hill.

Legislative Priorities and Victory!

This year one of TNA’s main priorities was expanding protections of the title “Nurse.” House Bill 422 by Rep. Robin Smith/Senate Bill 743 by Sen. Joey Hensley passed overwhelmingly in the House and Senate and was signed into law by Gov. Bill Lee.

This legislation prohibits the use of the title “nurse” or any other title, abbreviation, or designation in connection with a person’s name, occupation, or profession, that indicates Tennessee. The components or implies that the person is a practicing nurse, unless the person is actively licensed or certified by the Board of Nursing.

It also authorizes the Board of Nursing to petition any circuit or chancery court to enjoinder anyone in violation of using the title “registered nurse,” “licensed practical nurse” or the title “nurse.”

While this might seem like a little change, it provides transparency of those qualified to provide care for patients. The title “nurse” is a respected and distinctive one and it is only fitting and proper that Tennessee laws reflect that.

Legislative Update:

There were many pieces of legislation that dealt with prescribing abilities, expansion of medical doctors’ roles, healthcare regulations, and opioids. The fight over Medicaid Expansion, insurance coverage, and TennCare programs continued on this year. A constant theme in many of the House and Senate committee hearings was constituent’s ability to access healthcare in rural areas. This is the last year of the moratorium on scope of practice changes for Advanced Practice Registered Nurses. We expect to see more legislation filed next year regarding access to healthcare and practitioner choice not just because the moratorium will be over but because it is an election year. This is one more reason why it is so important for you to get to know your legislators now and build relationships with them. Too many decisions are made at the Capitol regarding the profession and practice of nursing for you not to be involved!

Resources for you:

Over the summer and fall, the Government Affairs portion of the TNA website will be updated with new tools to help you feel more comfortable being an advocate and getting involved in our legislative activities. We know your spare time can be limited so we want to make things easy for you to feel empowered.

On the TNA website you will find a complete list of the legislation that TNA was following and working on this year. Because it is the first half of the two-year session, legislation that was not voted down during the legislative process does carry over to next year when Legislators will be able to file additional legislation. If you have questions about a piece of legislation or how your legislator voted on something, visit www.capitol.state.tn.us or reach out to us at TNA, we are happy to help you find the information you are looking for.

Membership

Linking TNA Membership to Nursing Degree!

Tracy Collins, DNP, FNP-BC Director of Membership

For more information contact Dr. Carol Murch: murraystate.edu/nursing

Not only fitting and proper that Tennessee laws reflect that.

Kathleen Murphy, Director of Government Affairs and Chief Lobbyist

This legislation prohibits the use of the title “nurse” or any other title, abbreviation, or designation in connection with a person’s name, occupation, or profession, that indicates Tennessee. The components or implies that the person is a practicing nurse, unless the person is actively licensed or certified by the Board of Nursing.

It also authorizes the Board of Nursing to petition any circuit or chancery court to enjoinder anyone in violation of using the title “registered nurse,” “licensed practical nurse” or the title “nurse.”

Too many decisions are made at the Capitol regarding the profession and practice of nursing for you not to be involved!

This formulation of the legislation that TNA was following and working on this year. Because it is the first half of the two-year session, legislation that was not voted down during the legislative process does carry over to next year when Legislators will be able to file additional legislation. If you have questions about a piece of legislation or how your legislator voted on something, visit www.capitol.state.tn.us or reach out to us at TNA, we are happy to help you find the information you are looking for.

Resources for you:

Over the summer and fall, the Government Affairs portion of the TNA website will be updated with new tools to help you feel more comfortable being an advocate and getting involved in our legislative activities. We know your spare time can be limited so we want to make things easy for you to feel empowered.

On the TNA website you will find a complete list of the legislation that TNA was following and working on this year. Because it is the first half of the two-year session, legislation that was not voted down during the legislative process does carry over to next year when Legislators will be able to file additional legislation. If you have questions about a piece of legislation or how your legislator voted on something, visit www.capitol.state.tn.us or reach out to us at TNA, we are happy to help you find the information you are looking for.

Linking TNA Membership to Nursing Degree!

Tracy Collins, DNP, FNP-BC Director of Membership

For more information contact Dr. Carol Murch: murraystate.edu/nursing

Not only fitting and proper that Tennessee laws reflect that.

Kathleen Murphy, Director of Government Affairs and Chief Lobbyist

This legislation prohibits the use of the title “nurse” or any other title, abbreviation, or designation in connection with a person’s name, occupation, or profession, that indicates Tennessee. The components or implies that the person is a practicing nurse, unless the person is actively licensed or certified by the Board of Nursing.

It also authorizes the Board of Nursing to petition any circuit or chancery court to enjoinder anyone in violation of using the title “registered nurse,” “licensed practical nurse” or the title “nurse.”

Too many decisions are made at the Capitol regarding the profession and practice of nursing for you not to be involved!

This formulation of the legislation that TNA was following and working on this year. Because it is the first half of the two-year session, legislation that was not voted down during the legislative process does carry over to next year when Legislators will be able to file additional legislation. If you have questions about a piece of legislation or how your legislator voted on something, visit www.capitol.state.tn.us or reach out to us at TNA, we are happy to help you find the information you are looking for.

Resources for you:

Over the summer and fall, the Government Affairs portion of the TNA website will be updated with new tools to help you feel more comfortable being an advocate and getting involved in our legislative activities. We know your spare time can be limited so we want to make things easy for you to feel empowered.

On the TNA website you will find a complete list of the legislation that TNA was following and working on this year. Because it is the first half of the two-year session, legislation that was not voted down during the legislative process does carry over to next year when Legislators will be able to file additional legislation. If you have questions about a piece of legislation or how your legislator voted on something, visit www.capitol.state.tn.us or reach out to us at TNA, we are happy to help you find the information you are looking for.
Sequela of Buprenorphine Prescribing Restrictions in Combating the Opioid Epidemic

As healthcare providers, we are conscious of the devastating effects from the current opioid crisis in the United States. This epidemic has numerous social and health-related implications including increases in the incidence of addiction, communicable disease, neonatal abstinence syndrome (NAS), violence, and disruption of communities and families, as well as overdose-related deaths. Opioid misuse has created a national crisis with over two million cases of opioid use disorder (OUD) diagnosed in 2015 and related increases in heroin use. More than 72,000 Americans died from opioid-related deaths in 2017 with close to 16,000 of those deaths from heroin. In response to the growing number of opioid-related deaths, the CDC and certain states issued prescribing guidelines. Many states, including Tennessee, have also passed legislation to reduce the supply of opioids. However, appropriate treatment options are lacking for many who are dependent on opioids, especially in rural areas of the state.

Current evidence supports utilizing psychological interventions merged with medication assisted therapy (MAT) as the most effective treatment for OUD. Additionally, buprenorphine MAT has been associated with fewer adverse effects, as well as improved fetal outcomes when initiated during pregnancy. Although MAT is limited to the number of patients in need far exceeding that of qualified providers. In 2015, less than 50% of U.S. counties had a physician prescriber for OUD with the majority of these providers practicing in urban areas. Based on current estimations, only 3% of all primary care providers have waivers to prescribe buprenorphine for OUD. Additional barriers to MAT availability include geographic location, socioeconomic circumstances, and stigma regarding addiction.

Buprenorphine maintenance treatment (BMT) requires specialty training with strict regulations on the number of patients each provider may treat. Currently, buprenorphine is a scheduled III drug, and the majority of states permit nurse practitioners and physician assistants to prescribe this medication for pain. Although section 383 of the federal Comprehensive Addiction and Recovery Act (CARA) authorized nurse practitioners and physician assistants to prescribe BMT, many states scope of practice limitations restrict advanced practice providers from prescribing buprenorphine for addiction. Tennessee has granted buprenorphine practitioners and physician assistants the right to provide this treatment. Although advanced practice providers are able to prescribe buprenorphine for pain, they are not permitted to prescribe this medication for addiction; meaning Tennessee nurse practitioners and physician assistants who diagnose OUD cannot provide evidence-based treatment for opioid dependence.

The management of opioid dependence and OUD frequently defaults to primary care providers. This is especially true in areas with limited access to addiction and chronic pain specialists, especially in rural areas. Patients in these regions may have limited financial and psychosocial resources further restricting their ability to seek appropriate treatment for OUD. Nurse practitioners often serve these rural areas to meet health care needs, even practicing independently in certain states. The Health Resources and Services Administration projections estimate that nurse practitioners will provide up to 28% of primary care for patients with OUD. Currently, 28 states place prescribing restrictions on BMT. However, Tennessee remains the only state in the U.S. that explicitly prohibits advanced practice providers from prescribing buprenorphine for addiction. There is a lack of scientific evidence to support these practice constraints, and analysis of state-level scope of practice restrictions displays no evidence of improved quality of care in these states. In fact, states with reduced or restricted nurse practitioner scope of practice utilize more resources such as emergent care, hospitalizations, and readmissions compared to full practice states. These prescribing limitations lead to a lack of qualified MAT providers and place patients at greater risk for misuse, overdose, and death. Equipping nurse practitioners and physician assistants with BMT prescribing privileges could significantly increase the availability of OUD treatment specialists and improve access to care for those suffering from OUD in Tennessee and surrounding regions.

Conflict of Interest Disclosure: the author denies any conflict of interest; no outside funding was provided for this article.

Author Statement: Heather Jackson is a chronic pain specialist at Vanderbilt University Medical Center’s Pain Management clinic. She serves as the treasurer for TNA and is currently completing the final year of her PhD curriculum. Heather’s research interests focus on the use of acupuncture to improve access to care for those suffering from OUD and surrounding regions.

References available upon request.

Academic Detailing Pilot Brings Nursing Outreach Education to Rural Communities

April N. Kapu, DNP, APRN, ACNP-BC
Carla Saunders, DNP, APRN, NNP-BC

The Tennessee Nurses Association has joined the Centers for Disease Control and Prevention (CDC) grant-funded collaborative known as “Academic Detailing.” This program is being offered through the healthcare collaborative, ONE Tennessee. In this program, community pharmacists and nurse practitioners establish working relationships with clinicians in the communities to discuss current evidence in pharmacotherapeutic management of disease. The academic detailing concept originated after studying relationship building and prescribing practices of community providers working with pharmacological representatives. These studies demonstrated that these relationships and regular visits by pharmaceutical representatives influenced the prescribing practices of community providers. Using the psychological premise evidenced by the studies, academic detailing created a pathway for developing these relationships and having these important conversations, but in an unbiased manner, truly promoting evidence-based practice.

An unbiased review of current literature will be especially important for many issues that we face in our Tennessee communities. For example, we are facing a tremendous opioid crisis in Tennessee. Having trained pharmacists or physicians who are committed to evidence-based practice, clinicians can easily reach out to discuss the current evidence for effective pain therapies, including opioid alternatives and treatment of substance addiction. MAT is the most effective treatment for OUD. However, having a trained pharmacist or nurse practitioner providing this information, customized to the practice and clinician’s population, healthcare team members can be constantly immersed in the most current and reliable practice. Tennessee nurses have a long history of collaborative care with evidence-based patient care. Academic detailing provides an avenue for Tennessee nurses to be always up-to-date and providing the highest quality care for our patients.

Recent News Release
ONE Tennessee, a startup nonprofit healthcare collaborative located in Nashville, whose aim is to save lives, prevent addiction, and promote wellness is partnering with the Tennessee Department of Health, Tennessee Pharmacists Association, and Tennessee Nurses Association to pilot Academic Detailing across the State in our most high-risk rural communities affected by the opioid epidemic. Academic Detailing (AD) is an innovative, 1-on-1 outreach education technique that helps clinicians provide evidence-based care to their patients. Using an accurate, up-to-date synthesis of the best clinical evidence in an engaging format, academic detailers ignite clinician behavior change, which ultimately improves patient health.1 Through CDC’s (Centers for Disease Control and Prevention) Cooperative Agreement for Emergency Response: Public Health Crisis Response Funding, and with further support from NACCHO (National Association of City and County Health Officials) and NaRCAD (National Resource Center of Academic Detailing) ONE Tennessee was recently able to host a rigorous one-day training in Nashville to teach pharmacists and nurse practitioners this unique technique. These newly trained Academic Detailing Ambassadors are in their final stages of preparation and will begin detailing in their local communities in the coming months. For more information on ONE Tennessee and Academic Detailing please contact info@onetnhealth.org.

References


Learn online with UTC
BSN Gateway Program
Doctor of Nursing Practice
Post Masters Academic Nursing Education Certificate

423.425.4644 | utc.edu/nursing
Nursing is a calling, a way of life. Nurses rely on each other for the synergistic effect of teamwork in our efforts of care giving. It is appropriate that we honor those colleagues that have made an impact in our lives and the lives of others.

Erlean Bunch, BSN, RN, MN

After graduating with a diploma of Nursing from Columbia Hospital School of Nursing (CHSN), Erlean earned a BSN and MN from the University of South Carolina (USC). She taught in the nursing program at USC in Columbia, South Carolina and at Union University in Jackson, Tennessee. She was honored as teacher of the year at both universities. She worked as a Program Nurse Specialist at the South Carolina Department of Mental Health. Her active nursing career also included 12 years as manager/owner of C&M Home Health. Additionally, she served as director at other home health agencies. As an independent contractor, she performed long term assessment. She served briefly as a captain in the US Army. Prior to her retirement, Erlean was employed for 17 years as a Medical Nurse Case Manager for Genesys Services. Erlean currently serves on the Ways and Means Committee and Archive Committee with the CHSN Alumnae Association. She also serves as the recording secretary for JAMMIN, a local non-profit nursing association that provides scholarships for minority students. Erlean is a faithful member of the Denmark Rd. Church of Christ where she actively participates in Sunday school classes and Bible study and when needed has taught Sunday school classes. She has been the guest speaker for many Ladies Day Programs. Family is very important to Erlean. She is the mother of two daughters, both educators, one at a local high school and the other at a collegiate institution. She has a son who is a technician at a local plant and also preaches at the Denmark Rd. Church of Christ as needed. She has three teenage grandchildren.

Erlean currently serves on the Ways and Means Committee and Archive Committee with the CHSN Alumnae Association. She also serves as the recording secretary for JAMMIN, a local non-profit nursing association that provides scholarships for minority students. Erlean is a faithful member of the Denmark Rd. Church of Christ where she actively participates in Sunday school classes and Bible study and when needed has taught Sunday school classes. She has been the guest speaker for many Ladies Day Programs. Family is very important to Erlean. She is the mother of two daughters, both educators, one at a local high school and the other at a collegiate institution. She has a son who is a technician at a local plant and also preaches at the Denmark Rd. Church of Christ as needed. She has three teenage grandchildren.

Entering into another phase of her life, Erlean plans to continue to be actively involved with family, church, nursing, and community activities. She also plans to increase time spent traveling which she enjoys and spending more time with flower gardening.

Honored by: Family and friends.

Visit TNF\TNF Initiatives at TNAonline.org for information on the Honor A Nurse program.
Invest in your practice, your patients, and your career. Many members will tell you they are where they are today because of their relationship with TNA and its members! Join the TNA and ANA Network Today!

**Foundation**

Help make a nurse’s dream become reality. Your contribution will help support educational scholarships, grants and nursing research. Donate to TNF today! Visit our secure online donation form at [https://www.tnaonline.org/donations/](https://www.tnaonline.org/donations/) or mail or fax the below form.

**Method of Payment**

Check enclosed for the amount of $ ______

Charge my credit/debit card in the amount of $ ______

Visa MasterCard American Express Discover

Cardholder Name ________________________________

Address ___________________________ City ______ State ______ Zip ______

Send acknowledgement to: Name __________________________

City/State/Zip __________________________

The TNA Membership Does Scholarship and Honor a Nurse programs require additional forms. Please visit TNAonline.org or call 859-254-0350 for details.

**Do you work at the VA?**

Join TNA today for only $11.45 a pay period. Check Payroll Deduction on the lower right-hand side of the TNA Membership application. A TNA staff member will send you a payroll deduction form to take to the VA Payroll Department to setup your payroll deduction plans. It’s that simple. You will never miss $11.15 from your paycheck and you will have gained some much in return. If you have any questions, call 859-254-0350.

TNA also has Payroll Deduction Plans at Regional Medical Center – Memphis @ $12.08 per pay period.

**NOW HIRING**

Registered Nurses - ALL AREAS including PERIOPERATIVE and EMERGENCY

We are currently recruiting RNs in Lexington, KY in all areas of UK Chandler, UK Good Samaritan and Kentucky Children’s Hospital, all part of the University of Kentucky HealthCare system.

**BENEFITS INCLUDE:**
- Education opportunity
- Nurse residency program
- Tuition benefits
- Nursing professional advancement program
- Comprehensive benefits package including retirement plans with 401k match

**APPLY NOW:** [UKJOBS.UKY.EDU](http://UKJOBS.UKY.EDU)
Take your next step at a school that embraces diversity and inclusion.

LMU | Caylor School of Nursing
LINCOLN MEMORIAL UNIVERSITY

Advance your nursing career online.

**ONLINE PROGRAMS:**
- RN to BSN
- MSN - Nursing Administration
- DNP - Doctor of Nursing Practice

*The University delivers distance education online. LMU BSN, MSN Adams, and DNP from the main campus in Harriman, Tennessee.

423.869.6324 • nursing.LMUnet.edu

PhD IN NURSING

Advance your career by earning your Doctor of Philosophy in nursing from UT Knoxville through an innovative blended online model for learning.

Learn more at nursing.utk.edu.

The University of Tennessee
KNOXVILLE

EDUCATION ACROSS YOUR CAREER

Nursing isn’t just your job – it’s who you are. At South College, you can learn and grow in programs designed for nurses, by nurses.

- 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.

Loewenberg College of Nursing

Preparing Leaders. Promoting Health.

For over 50 years, LCN has been committed to the preparation of nursing professionals who share a common goal of promoting health of the global community.

Ranked #17 on U.S. News & World Report. Best Online Master’s in Nursing Programs

Assistant/Associate Professor

The Loewenberg College of Nursing invites applications for a 9-month, tenure-track position as Assistant/Associate Professor. The following minimum qualifications are desired:

- Earned PhD or Doctorate in nursing or related field from an accredited school that is eligible for completion of a doctoral degree study
- Tenure-track positions require a research doctorate in nursing or a related field, with a record of funded research or demonstrated potential for developing a program of research
- Preference given to individuals with established programs of research and publications, as well as, clinical expertise in the areas of Health Equity, Adult Health, Mental Health, Acute Care, Gerontology, Community Health and/or APN
- Previous teaching experience at graduate program level preferred.
- Two (2) years of full-time, equivalent, clinical experience as a practicing registered nurse and/or teaching expertise in mental health, acute care or IHN
- A current, unrestricted RN license in the State of Tennessee and/or eligibility for licensure in Tennessee

Review of applications will begin immediately and will remain open until the position is filled. Rank, tenure, and salary are competitive and commensurate with professional background and experience. The University of Memphis is an Equal Opportunity/Affirmative Action Employer. Appointment will be based on qualifications as they relate to position requirements without regard to race, color, national origin, sex, age, disability, or veteran status.

For more information and to apply, visit our website at https://workforum.memphis.edu/pastings/16497.