As we prepare for the 2019 Membership Assembly, I’m reflecting on the many accomplishments over the past two years. We’ve had the opportunity to hire a new CEO, Matt Caseman. His extensive healthcare association background and legislative experience has already brought huge dividends. We are coming off of a successful legislative session where we received $150,000 in the state budget for the Georgia Nurses Foundation’s Peer Assistance Program, which helps nurses struggling with substance abuse. GNA will be meeting with the Department of Public Health in the coming weeks to finalize plans on how to use the funds to help more Georgia nurses throughout the entire state get back on their feet and care for patients. We also helped pass a tax credit for APRNs serving as preceptors to nursing students doing community based rotations.

Matt’s financial stewardship has GNA on a positive cash flow. We’ve increased our revenue, while maintaining our costs. I’m excited with our projected profit and loss statements.

In my last article, I asked for your help in growing our membership and I am glad to report that our membership is headed in the right direction! Since January, over 300 new nurses joined GNA. In March alone, 83 joined our ranks. Of course there is more work to be done but this is positive news. To all our new members, thank you and welcome aboard! Please continue to encourage your colleagues to join their state named nurses organization. With your help, we will reach our goal of 22 percent by the year 2022.

Planning is intensifying for our upcoming Unity Conference on October 31 – November 2, 2019. On Friday November 1st, GNA will have its biennial Membership Assembly at the conference in the morning. This is an opportunity for members to participate in our governing process and the results of the election for board positions will also be announced. If you have not registered for the conference, you and welcome aboard! Please continue to encourage your colleagues to join their state named nurses organization. With your help, we will reach our goal of 22 percent by the year 2022.

Most important is the recognition that the Unity Conference is for all nurses in all walks of nursing life. If you are an RN working in any one of countless clinical sites, we look forward to seeing you at the Unity Conference. If you are a nurse educator, Dean or Scholar we look forward to seeing you at the Unity Conference. If you are a Nurse Executive, Dean or Scholar we look forward to seeing you at the Unity Conference. You may ask why a Unity Conference when we have so many other educational offerings you can attend. The answer is simple...it is the one conference when all nurses from all walks of nursing practice, education, and research come together in one place to spend time together, learn from each other, and gain better appreciation of what we each do.

So...if you are a staff nurse begin to work with your leadership to obtain approval to attend the Unity Conference. If you are in a leadership role, begin to plan now not only for you to attend but also to make certain some of your staff can attend. It makes a difference when we are together. Of equal importance, it makes a difference when we come from all walks of life to sit together to learn, to talk and to better appreciate what each of us does every day.

I look forward to seeing you at the Unity Conference. If you are a Nurse Executive, Dean or Scholar we look forward to seeing you at the Unity Conference. If you are a Nurse Executive, Dean or Scholar we look forward to seeing you at the Unity Conference. If you are a Nurse Executive, Dean or Scholar we look forward to seeing you at the Unity Conference. If you are a Nurse Executive, Dean or Scholar we look forward to seeing you at the Unity Conference. If you are a Nurse Executive, Dean or Scholar we look forward to seeing you at the Unity Conference.

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I look forward to seeing you at the Unity Conference. I will be there and I hope many of you will be there too.
Board of Director positions for 2019-2021. Please have your voice heard and vote for the candidate you think will serve the members of the organization.

I look forward to seeing everyone at the Georgia Nurses Association 2019 Membership Assembly. Please encourage a friend or colleague to come with you.

FOLLOW GNA please do so today and join us at our membership assembly! We will have important By-Laws to vote on. I think the by-law changes will give the organization the opportunity to grow and prosper. The 2019 strategic planning meeting has outlined a plan to keep GNA financially stable and to grow our member’s benefits. The Nominations Committee has put together a ballot of extremely talented individuals to fill the GNA Board of Director positions for 2019-2021. Please have your voice heard and vote for the candidate you think will serve the members of the organization.

I look forward to seeing everyone at the Georgia Nurses Association 2019 Membership Assembly. Please encourage a friend or colleague to come with you.

GNA President’s Message continued from page 1

Remove Barriers, Improve Quality – Learn the tools, techniques and methods to eliminate waste across your organization and provide services to your patients more efficiently.

Introduction to Lean Healthcare Workshop
Thursday, August 15, 2019
9 a.m.-1 p.m.
At Georgia Nurses Association Headquarters

Workshop Description
Many healthcare organizations have implemented quality improvement methodologies in support of their goal to reduce preventable harm events. Improve operational efficiencies, and enhance outcomes with the patient experience. Introduction to Lean Healthcare is a six-hour, blended-learning workshop that will engage participants in the use of Lean methodologies and tools that are designed to streamline and improve clinical care and operational processes. This Lean learning workshop will develop and inspire you to more efficiently improve work environments, so that more value can be delivered to your patients and family members.

Learning Objectives
• Explain why the implementation of Lean is vital to the continuous improvement of a healthcare system.
• Describe the five key principles of Lean, and how they work in a healthcare environment.
• Identify the roles and responsibilities of the Lean implementation team.
• Discuss how these roles can be integrated into any organization.

Who should attend this workshop?
There’s always a huge demand for Lean Six Sigma trained professionals across all levels of the healthcare industry. Lean six sigma trained leaders are not only found in administrative levels, but across all departmental structures. Healthcare professionals with below-mentioned backgrounds should consider joining this free webinar:
- Clinical and Operational Healthcare Administrators
- Public and Population Health Leaders
- Health Informatics Professionals
- Current master’s students completing healthcare-based degree program (i.e. MHA, MPH, MSN, etc.)
- Healthcare Administrative Fellows
- Healthcare Quality Leaders
- Healthcare Analysis
- Healthcare Customer and Patient Services

Upon approval, 4 contact hours are to be awarded.
- GNA Members: $225
- Non-GNA Members: $395

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

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FOLLOW GNA
CEO CORNER

Georgia Nurses Association, a place where everybody knows your name and they’re always glad you came.

Matt Caseman, GNA CEO

One of my fond memories from growing up in the 1980s include sitting in our family room on Thursday night watching the classic sitcom Cheers with Mom and Dad. Every week we laughed until our ribs hurt at Normy, Cliff Clavin, Woody and Coach, and the rest of the cast. It was a great time for TV and unlike now, our viewing options were more limited, which was probably good.

And to this day, the show’s theme song is the best ever; “Sometimes you want to go where everybody knows your name. And they’re always glad you came. You want to be where you can see. The troubles are all the same. You want to be where everybody knows your name. You want to go where people know. The people are all the same. You want to go where everybody knows your name.”

You might be wondering where I’m going with this, but the Georgia Nurses Association wants to be that place where everyone knows your name, and we are always glad you came. Being a member of GNA can be valuable to you both professionally, and personally. GNA is where you can build friendships for life as well as enhance your career through exceptional learning opportunities.

With that said, our members have stepped up. We are coming off a successful legislative session where nurses advocated for, and helped pass, a tax credit for APRNs serving as preceptors to nursing students doing community based rotations, and GNA received $150,000 in the state budget to help more nurses struggling with substance abuse.

There are also great educational and networking opportunities on the horizon at GNA. Behind the scenes, hardworking nurses are helping plan the Unity Conference on Oct 31st – Nov 2nd at the Hilton Atlanta Downtown Hotel. The Unity Movement is a collaborative initiative launched by the United Advanced Practice Registered Nurses (UAPRN) of Georgia and us, Georgia Nurses Association (GNA) to support the achievement of nursing excellence. This year’s conference will draw regionally from those practicing as a professional nurse, as advanced practice nurse, as a nurse executive, educator, or scholar, as well as students of the nursing profession.

As part of this free webinar, attendees learned how GNA will make it easy to keep track of the many opportunities nurses have to enhance your career through exceptional learning opportunities. The webinar was held on Tuesday June 18th and Thursday June 20th.

As a member of the Georgia Nurses Association you can access the following benefits:

- 34 days of paid annual leave - unused vacation and sick leave accrue annually
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Candidate for President-elect & ANA Delegate-at-large

Name: Dina Hewett, Ph.D., RN, NEA-BC
Present Position: Director, Mary Inez Grindle School of Nursing
Education: University of Georgia - Ph.D. in Nursing
Current Offices Held: GNA Treasurer 2017-Present; Georgia Board of Nursing Education Committee Member 2014
Past Offices Held: Sigma Theta Tau, Nu Gamma Chapter President 1997-1999
Candidate Statement
It has been my honor and pleasure to serve as the Treasurer for the Georgia Nurses Association for the last two years. In this position I have seen the growth of state membership and with that an increase in our revenue. The Georgia Nurses Association is the voice for the nursing profession in the state, and through our membership and support of the GNA, everything is possible.

Access to care is a major legislative issue facing the citizens of the state of Georgia. Whether the nurse practices at the bedside, in the community, or in an advanced practice role, we are in a unique position to provide that care. Nurses should practice to the full extent of their education. The continued flux and uncertainty of health care at the state and national level requires us to advocate for our patients and our profession.

I will work closely with our current president, board members, and other professional nursing organizations to advocate for legislation that improves access to care and increases membership in GNA. My goal in seeking election as your President-elect, is to continue the strong leadership and support at the State level, encourage membership in GNA for all Registered Professional Nurses, and advocate for the health of the citizens of Georgia. Thank you for your support!

Candidate for Secretary & ANA Delegate-at-large

Name: Barbara Austin, RN, MN
Present Position: Case Manager, GNF Peer Assistance Program
Education: Emory-MN
Current Offices Held: GNA Finance Committee Member 2017-Present; GNA Legislation Committee Member 2017-Present; GNF-PAP Chair-elect 2014-Present
Past Offices Held: None
Candidate Statement
My goal in seeking election as your President-elect, is to continue the strong leadership and support at the State level, encourage membership in GNA for all Registered Professional Nurses, and advocate for the health of the citizens of Georgia. Thank you for your support!

Candidate for Treasurer & 1st Alternate ANA Delegate-at-large

Name: Rachel E. Myers, Ph.D., RN, CDE
Present Position: Associate Professor of Nursing, Kennesaw State University; Independent Nursing Consultant
Education: University of South Florida - Ph.D. in Nursing
Current Offices Held: GNF Board of Trustees Member 2016-Present; GNF Finance Committee Member 2018-Present; Sigma Theta Tau International, Mu Phi Chapter Director of Research 2017-Present
Past Offices Held: GNA Legislative Committee Member 2015-2017; GNA Membership Development Committee 2014-2015
Candidate Statement
I am proud to say I have been a Registered Nurse for over 28 years and have had an opportunity to see the nursing profession grow and evolve in many directions, as well as be faced with several challenges. Two major overarching issues impacting our profession today which GNA has an opportunity to impact is work environment (e.g., safe staffing, workplace violence, nurses’ health and wellbeing) and access to care (e.g., scope of practice barriers). I have knowledge and experience in several of these areas given my longevity as a nurse, my seven years in academia, my 18 years as a nursing consultant in health care facilities, and my 7+ years as a GNA member in which I have served in several leadership roles and on various committees. I believe the breadth of my knowledge and experience will enable me to be a valuable addition to the GNA Board of Directors in which I will be a collaborative team player and contribute visionary ideas to help shape the direction as to how we as an organization will address the major issues impacting the nursing profession today. More specific to my qualifications for the role of Treasurer, I have served on the GNF Finance Committee for over one year and on the GNF Board of Trustees since Jan. 2016. I am familiar with the monthly GNA and GNF financial management reports. I am very organized and detail-oriented, which are essential characteristics for a Treasurer.
Candidates for Director Leadership Development & 2nd Alternate ANA Delegate-at-large

Name: Catherine Futch, MN, FACHE, NEA-BC

Present Position: Retired

Education: Emory University School of Nursing-MB Nursing Administration

Current Offices Held: GNF President 2016-Present; GNA Executive Committee Member 2016-Present

Past Offices Held: President American Academy of Ambulatory Care Nursing 2003- 2004; GNF President 1999-2001; GNF Secretary 1996-1998

Candidate Statement

Many issues confront nurses and nursing today. Perhaps one of the most difficult issues has to do with ensuring that nurses have not only clinical skills but leadership skills as well. This is particularly important for those who are experienced nurses in either clinical or leadership positions who haven’t the skills needed to successfully confront and eliminate bullying within their particular arena. Providing the skills necessary to identify and eliminate bullying in the workplace would result in a work environment conducive to harmony among staff members as well as a reduction in the number of nurses who leave the profession because of what they perceive to be a hostile work environment.

Candidates for Director Legislation/Public Policy

Name: Lora Duncan, MSN, RN, MBA

Present Position: CNO, Optim Healthcare

Education: Chamberlain-MSN Nurse Executive

Current Offices Held: None

Past Offices Held: Bynax Chair West Virginia Organization of Nurse Leaders 2011-2017; Co-Chair Strategic Planning West Virginia Future of Nursing 2013-2016

Candidate Statement

Our nursing shortages continue to be one of our major issues in our profession. We’re asking our clinical staff to continue to do more with less resources. We need to continue to partner with our local high schools and colleges to mentor and grow our own to help with the shortage. Also, we need to work on growing our nurse leaders, forty under forty by 2020 was the task for future of nursing leadership. Work with legislators to let our advanced practice nurse work at the full extent of their licensure. We have people who are making decisions for our profession and don’t have any clinical background so it’s my responsibility to help educate to help. If given this opportunity I’ll work beside our committee members and legislature to help move our profession and grow not only the leadership but to excite younger generations to join the most trusted profession. Be a nurse leader and maintaining a high quality as well as a strong ethical perspective extremely important.

Name: Iris Hamilton, RN, MPA

Present Position: Director Clinical Operations, Anthem, Inc.

Education: Troy State University-MS Public Administration

Current Offices Held: GNA Director Legislation/Public Policy 2017-Present; March of Dimes, ELT Committee Member for Nurse of the Year 2019

Past Offices Held: Chair GNA Metro Atlanta Chapter 2016-2017; GNA Legislative Committee Member 2016-2019

Candidate Statement

Nurses are in a unique position to be change agents as the most trusted and ethical profession. Nurses can use their influence for the greater good. It is important for the things that are pressing to the community at large to be discussed and executed without delay. Likewise, there are many issues within the nursing profession that continue to make working conditions less than safe for frontline staff. One major issue that nursing faces is fatigue which leads to adverse outcomes. Nurses are working long hours to ensure continuity of care but it is essential that they are able to restore and replenish themselves with adequate rest. Additionally, the Georgia Nurses Association is the voice of the Georgia nurse but there are several advance practice nurses who are willing to work at the top of their scope. This will not happen unless nurses band together and meet with the legislators who can enact the changes that are so desperately needed. Nurse practitioners are a gift to healthcare and they can provide expert consultations to special populations who may not have accessed healthcare in the past. Moreover, many nurse practitioners are having to leave the state of Georgia to become gainfully employed. With nursing being both an art and a science, the nurse practitioner is poised and positioned to be a patient advocate while managing the patient's holistic concerns. I have been a vessel for reform and hope to bring my expertise to this position in the near future.

Name: Phyllis Wright, DNP, MSN, MPH, AGPCNP

Present Position: Assistant Professor, Program Director, Adult Gerontology Primary Care, Emory University Nell Hodgson Woodruff School of Nursing

Education: Medical College of Georgia (Augusta University) – DNP Systems Leadership

Current Offices Held: None

Past Offices Held: None

Candidate Statement

Visible, Vibrant, and Valiant—this is how I see nursing leadership as it could be, but is it where we are now? From my view looking upward toward nursing leadership, it appears nurses have been broadly focused on multiple social issues (in which we certainly excel), but which has diluted nurse’s voice by the noise of generalization. Positioning ourselves to lead in chaotic health care environments will require solid conceptual and foundational hard work to speak the currency of leadership to inspire to action, to draw inactive members to the fold, and to raise our voice in legislative decision making. I have not held multiple nursing leadership positions in the past because transparently, I did not see the benefit of small voices preaching only to the choir who appeared fearful to step out of a constraining shell. However, with age, comes wisdom and as an older experienced woman who sees the value of leaning in and stepping out, if not me then who? If unwilling to serve, then I should be unwilling to complain. Therefore, I want to use my external leadership experience and business owner acumen, knowledge as an educator and practitioner coupled with my perpetual enthusiasm to develop this visibility, vibrancy and yes, valiant paradigm. To champion for health outcomes reflective of the contribution we make requires strong leadership development. My goal is to direct this path so many can walk its journey.

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2019 Board of Directors Candidates Slate

Candidates for Director Nursing Practice & Advocacy

Name: Edward Adams, MSN, RN
Present Position: Staff RN, Candler Hospital
Education: Georgia College and State University-MSN Nurse Education

Current Offices Held:
- GNA Director of Nurse Practice & Advocacy 2017-Present
- Section Chair, GNA 1st City Chapter 2018-Present

Past Offices Held:
- GNF Secretary 2015-2017; Vice President Xi Rho Chapter of Sigma Theta Tau 2014-2015

Candidate Statement
One of the major issues facing nursing in Georgia in the past has been the lack of unity within the different nursing professional organizations. With the start of the Unity movement in Georgia nursing professional organizations are working together more. I have supported this movement since the beginning and continue to support the message that as Registered Nurses we have many things in common and are stronger together. I believe that this movement gives nurses here in Georgia a greater voice to advocate for nursing issues.

Another major issue within nursing is substance use. Many nurses do not seek help due to shame, fear or both. For this reason, I support and continue to support the GNF Peer Assistance Program that is designed to help nurses recover from substance use and continue to work as Registered Nurses. I have attended the annual training for Peer Assistance Volunteers, lobbied at the Capitol for funding to expand this program and have started a group in my part of the state. I believe that this will help keep good nurses in practice and is a program worthy of advocating.

I have spoken about the need to advocate for increasing nursing faculty numbers and improving nurse residencies in the state to ensure that there are highly qualified nurses taking care of patients. I also have spoken about the need to allow nurses to work at their level of education. I have lobbied and advocated for these positions and will continue to do so.

Name: Louise Terry Perdue, MSN/ED, BSN, RN
Present Position: Educator, Grady Memorial Hospital
Education: University of Phoenix-MSN/ED in Nursing

Current Offices Held:
- GNA Nominating Committee Member 2017-Present; Historian, Gamma Chi Chapter of Chi Eta Phi Sorority, Inc 2015-Present

Past Offices Held:
- Secretary AMSN-SEA 2014-2016

Candidate Statement
The hospital environment is being inundated by professional nurses expressing their concerns about unsafe staffing issues and nurse-to-patient ratios. This is my concern as well. Nurses desire to have assignments that ideally would reflect a four to five patient-to-nurse ratio.

Safety of patients and nursing staff ranks number one on my list of priorities. As nurses, we are empowered to collaborate with nursing leadership to identify different ways to address both staffing and nurse-to-patient issues using current evidence-based practice as our guidelines. To this end, my main focus would be to serve as an advocate in the nursing practice office, to recognize ways for professional nurses to deliver safe patient care and to promote safe staffing levels.

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Candidate for Chair Nominations Committee

Name: Shakira Lynn, DNP, APRN, FNP-C
Present Position: Nurse Practitioner, University of Georgia Student Health Center
Education: Medical University of South Carolina-DNP

Current Offices Held:
- None

Past Offices Held:
- Nominations and Elections Committee Member South Carolina Nurses Association 2017-2019;
- SCNA Advanced Practice Registered Nurse Member At Large 2017-2019

Candidate Statement
I believe the major issue for the Nominations Committee is to develop and implement a program of activity to carry out the Committee’s functions within the bylaws and policies determined by Georgia Nurses Association. The committee would be charged with developing a slate of candidates to serve on the upcoming terms’ Board of Directors and Committees for Georgia Nurses Association. I would contribute by utilizing my prior experience as a member of the Nominations and Elections Committee for South Carolina Nurses Association, where I helped to develop an outstanding slate of candidates eligible for election.

I’m committed to evaluating the experience of potential candidates and determining whether their experience would successfully meet the needs of Georgia Nurses Association. I’m dedicated to determining whether each candidate is eligible for an elected office and can meet the demands of those they will serve. My plan is to commit to Georgia Nurses Association’s Mission and Vision of nurses shaping the future of professional nursing for a healthier Georgia.
Candidates for Director Membership Development

Name: Sherry Danello, DHA, MSN, RN, FACHE, NEA-BC
Present Position: Vice President of Patient Care & CNO, St. Joseph's Candler
Education: University of Phoenix-DHA
Current Offices Held: GNA Director Membership Development 2017-Present; Leadership Advisor GNA 1st City Chapter 2018-Present
Past Offices Held: GNF Board of Trustees Member 2016-2017; Treasurer GNA 1st City Chapter 1987-1992; Member at Large Georgia Organization of Nurse Leaders 2013-2016
Candidate Statement
Nursing is positioned today to face its challenges head on. It is my belief that with the right representation and leadership the challenges we face as a profession become opportunities to uncover. Healthcare reform brings with it endless value propositions. Numerous possibilities around how care is delivered in a high quality low cost manner. It is my belief that nursing needs to lead this charge taking control of the cost curve versus falling victim to its challenges. Roles we have not yet thought of are going to be needed to drive nursing excellence and at the same time eliminate challenges as care moves from the traditional acute care model to a more integrated one. It is my belief that for nursing to strengthen among the nursing value that I believe will ultimately strengthen nursing practice, policy and advocacy; thereby, creating nursing students through membership and active participation within the organization. I will develop innovative strategies that will not only facilitate increased GNA membership and participation, but expand in leadership that will promote professional growth through the value of service. Service is a core nursing value that I believe will ultimately strengthen nursing practice, policy and advocacy, thereby, creating opportunities for the novice and expert nurse to serve on all levels within the nursing profession. As a GNA board member, I plan to utilize my strengths and experiences around execution, influence, relationship building and strategic thinking to help advance and promote the mission of GNA.

Name: Paula Tucker, DNP, FNP-BC, ENP-C
Present Position: Clinical Assistant Professor, Emory University Nell Hodgson Woodruff School of Nursing
Education: Vanderbilt University- DNP
Current Offices Held: Co-Chair Emergency Specialty Practice Group, American Academy of Nurse Practitioners (AANP) 2018-Present; Practice Committee Member, AANP 2015-Present
Past Offices Held: None
Candidate Statement
I am very interested in serving on the Georgia Nurses Association (GNA) Board of Directors. I believe my academic preparation, clinical experience, service and research has prepared me to become a valuable and contributing member of the GNA Board. Nursing practice and workforce issues across the state are evident barriers within the profession. Membership within a professional nursing organization such as GNA, and policy advocacy is the pathway to mitigate these barriers. As a nurse leader, educator and provider, I believe my contribution as GNA Membership Development Director will generate impact on local and state-wide levels. I plan to develop and employ strategies in collaboration with GNA board members to engage and motivate nurses on the frontline and nursing students through membership and active participation within the organization. I will develop innovative strategies that will not only facilitate increased GNA membership and participation, but expand in leadership that will promote professional growth through the value of service. Service is a core nursing value that I believe will ultimately strengthen nursing practice, policy and advocacy, thereby, creating opportunities for the novice and expert nurse to serve on all levels within the nursing profession. As a GNA board member, I plan to utilize my strengths and experiences around execution, influence, relationship building and strategic thinking to help advance and promote the mission of GNA.

Candidate for President

Name: Wendy Jones, BSN, RN, MSN, FNP-BC
Present Position: Retired
Education: Troy State University-Nursing
Current Offices Held: GNA Treasurer 2015-Present; GNA Nominations Committee Member 2015-Present; GNA Finance Committee Member 2009-Present; GNA Bylaws Committee Member 2013-Present
Past Offices Held: GNA Secretary 2011-2015; GNA Director of Nursing Practice and Advocacy 2007-2011; President GNA Columbus Chapter 2007-2011; Vice President UAPRN 2011-2013; President UAPRN 2009-2011
Candidate Statement
These are exciting times for all nurses in Georgia. I am honored to be involved with the Georgia Nurses Foundation (GNF) and Georgia Nurses Association (GNA). As the treasurer for GNF the past four years, as well as, holding multiple board positions on the GNA Board of Directors, I am truly proud of GNF and GNA in their present roles in this nursing environment. I understand and accept the importance and responsibility of serving on the Board of Directors for these organizations.
If elected as president of GNF, I will continue to lead the organization in its mission as the charitable and philanthropic arm of GNA by supporting it’s work to foster the well-being of nurses, promote and advance the nursing profession and provide leadership critical to nursing issues. I will also work diligently to increase funding for the multiple scholarships given to nursing students by the Foundation.
If elected, I would be honored to serve as president of the Georgia Nurses Foundation and continue its valuable work in the nursing community.
Education:
Georgia State University-DNP

Current Offices Held:
GNA Director Advanced Practice Registered Nurse 2017-Present

Past Offices Held:
Chair Advocacy Committee American Association of Heart Failure Nursing

Candidate Statement

The nursing profession is a dynamic profession that has various opportunities for growth and success. Although nursing is touted as the most trusted profession, I feel it lacks the respect it deserves. Issues such as safe staffing practices for the nursing work force within the hospital system needs to be studied in the state of Georgia and its impact on patient safety and care. Awareness of the positive attributes provided by ambulatory care nurses needs to be highlighted as well as support their educational needs. Unfortunately, APRNs are still dealing with issues of restrictive practice barriers. Despite evidenced-based research that validates our practice as safe and cost-effective, the challenges remain.

Over the past two years GNA has made gains to continue the unification of all nurses within the state of Georgia. Participating in the states’ first ever Unity Conference was a wonderful way to improve the relationship of all nurses within the state. Even bringing nurses together to lobby against the veterinary organization’s commitment to all nurses in Georgia. The relationship of all nurses within the state. Even the Unity Conference was a wonderful way to improve our practice as safe and cost-effective the challenges remain.

As a senator from the state of Washington recently mischaracterized us, we are not “playing cards while working.” It is an important time to find our voice and change the state of healthcare and how we are viewed, starting with Georgia. As someone who was raised in a small town in south Georgia, I know access to healthcare and nurses is critical to the citizens of Georgia.

Governor Kemp ran his campaign on the creation of accessible healthcare and a patient-centered model. I believe this is right for Georgia. If elected as director, I will work tirelessly to fight the discrimination against nurses that continues to remain a pernicious force in Georgia and throughout the United States. It is time to elect a leader who can bring “America’s Most Trusted Profession” into the 21st Century and address the necessary changes, including helping to eliminate burnout. If you want change in Georgia: Vote Stew, he’s the person for you!
Candidates for Nominations Committee, 4 Members

Name: Joy King-Mark, DNP, FNP-C
Present Position: Family Nurse Practitioner, CVS A Nurse Clinic
Education: Georgia College and State University-DNP
Current Offices Held: GNA Bylaws Committee Chair 2018-Present; GNA Legislation Committee Member 2018-Present
Past Offices Held: None
Candidate Statement
The local, regional, and national scope of nursing practice serves as the guiding framework upon which patient care is directed and delivered. Each nurse has the unique opportunity to positively impact this framework, through advocacy within our profession and in the lives of our patients. As described in Nursing: Scope and Standards of Practice, Third Edition, the breadth of our practice also allows for effective collaborative efforts across various nursing specialties, as well as throughout interdisciplinary and allied health professions. Emerging trends, such as ongoing health care reform, integration of new technologies, and patient-centered care, impacts the field of nursing and should be monitored continuously. Doing so, we have the ability to identify and propose initiatives, which will positively impact the future of our communities and our country. Health care is ever changing and it is our responsibility to continue to evolve to better serve our patient population. My educational journey and practitioner experiences have instilled in me the importance of becoming a transformational leader, not only in my practice setting but also in my community. If afforded the privilege to serve you on the GNA board, I will focus my efforts on upholding these newly bestowed responsibilities by collaborating with both nursing organizations and other health care professionals to further our profession. As Director, I will represent the board, GNA’s mission, and the unique perspective of nurses at the highest level. As Director Staff Nurse, I will represent the interests of nurses at state and local levels. I have an acute appreciation for challenges in the nursing profession. I will promote recruitment and retention strategies focused on a new generation of staff nurses and will fervently advocate for nurses to have the resources needed to excel in practice.

Name: Jill Williams, RN, MSN
Present Position: Contract - MIDAS+ System Manager/Clinical Analyst, Meadows Regional Medical Education: Georgia College and State University-MSN
Current Offices Held: None
Past Offices Held: GNA Bylaws Committee Member 2010-2012; Chair GNA Bylaws Committee 2004-2010
Candidate Statement
I have been in the GNA organization since 1996. I feel I can bring insight to the committee by knowing some of the members. As Bylaws chair I learned a great deal about how the organization works. Would like to give back to the organization by volunteering to be on this committee.

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Name: Linda Morrow, DNP, MBA, NE-BC, CPHQ
Present Position: Administrative House Supervisor, Navicent Health Medical Center
Education: Duquesne University-DNP
Current Offices Held: GNA Nominating Committee Member 2017-Present; GNA Growth and Development Committee Member 2017-Present; Chair GNA Old Capitol Chapter 2017-Present; Task Force Member Quality and Safety Education for Nurses
Past Offices Held: Vice Chair GNA Old Capitol Chapter 2016-2017; Member of the Membership Committee American Organization for Nursing Leadership (AONL) 2016-2017; Secretary/Treasurer Georgia Organization of Nurse Leaders (GONL) 2016-2018
Candidate Statement
I believe the major issues confronting the nursing profession are nurses practicing to the full scope of their license and autonomously within the scope of practice as well as, addressing the issue of BSN as entry level into RN nursing practice. A key issue for the Georgia Nurses Association (GNA) is the need to increase membership in the association and engagement of nurses state-wide. Nursing continues to be one of the most trusted professions and nurses need to have their voices and concerns heard at the highest level. As a potential member of the Nominating Committee, I will work with colleagues on the Nominating Committee to bring forward to GNA members the most qualified leaders to advocate on the behalf of the membership.

Candidates for Director Staff Nurse

Name: Ann Horigan, Ph.D., RN
Present Position: Staff Nurse, Wellstar Kennestone Hospital
Education: Duke University-Ph.D. in Nursing
Current Offices Held: Chair-elect Clinical Practice Guidelines Committee Emergency Nurses Association 2018-2020
Past Offices Held: None
Candidate Statement
In all environments of care, nurses are concerned about our safety and for our patients. Workplace violence is increasing and nurses are not well prepared to identify or intervene in these situations. Nurses are concerned about patient safety in the context of safe staffing and quality of care. The growing complexity of care, documentation requirements and evaluation processes demand increasing time and force us to incorporate more and more into our shift. Recruitment and retention of nurses is challenging. Replacing nurses is expensive and difficult due to competition among health care organizations and nurses’ desire to leave the bedside for advanced practice. Engaging a new generation of staff nurses is critical to help offset the difficulties in recruiting and retaining nurses. The GNA must attract, involve and demonstrate the relevance of the Association to a new generation of nurses and their practice. Then, the GNA will be in a key position to better support recruitment and retention initiatives for staff nurses. The GNA must also play a significant role in advocating for education and training in workforce safety for nurses. The Director for Staff Nurses must be familiar with these issues to assure that the GNA is prepared to represent interests of nurses at state and local levels. I have an acute appreciation for challenges in the nursing profession. I will promote recruitment and retention strategies focused on a new generation of staff nurses and will fervently advocate for nurses to have the resources needed to excel in practice.

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The United Advanced Practice Registered Nurses (UAPRN) of Georgia and the Georgia Nurses Association present...

2nd Annual Unity Conference for Nursing Excellence:
"Leading Change through Collaborative Influence."

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3 DAYS
- Of 6+ immersive hands-on workshops, talks and networking sessions
- 3 Keynotes from industry leaders
- 1 Evening Gala

Masquerade-themed gala with food & band

Registration Fees
- More information available at https://uaprn-registration.run"
Unity Conference: Leading Change through Collaborative Influence

Tentative Schedule
October 31 - November 2, 2019
Hilton Atlanta Downtown Hotel
Atlanta, GA

Thursday, Oct. 31st
Pre conference Workshops
Registration 7am-4pm
Lunch 11:30 am - 12:30 pm (on your own)
Snacks will be provided

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<tr>
<th>APRN Track</th>
<th>RN Track</th>
<th>Executive Track</th>
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<tr>
<td>8:00 am to 9:00 am</td>
<td>- X-Ray Interpretation Lab</td>
<td>- Lean Six Sigma Nurses on Board GNLC</td>
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<tr>
<td>8:00 am to 10:00 am</td>
<td>- IUD Insertion Assessment</td>
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<td>8:00 am to 11:00 am</td>
<td>- Suturing Joint Injections</td>
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<td>1:00 pm to 3:00 pm</td>
<td>- IUD Insertion (repeated) Assessment (repeated)</td>
<td>- Wound Care</td>
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<td>1:00 pm to 4:00 pm</td>
<td>- Suturing (repeated) Joint Injections (repeated)</td>
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<tr>
<td>4:00 pm to 5:30 pm</td>
<td>Exhibit Hall Grand Opening</td>
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<tr>
<td>4:15 pm to 6:00 pm</td>
<td>Meet &amp; Greet</td>
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Friday, Nov. 1st
Tentative Agenda
Registration 7am-5pm
Lunch 11:30 am - 1:30 pm in Exhibit Hall

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<tr>
<th>APRN Track</th>
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<tr>
<td>7:30 am to 8:00 am</td>
<td>Breakfast with exhibitors - Exhibit Hall Open</td>
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<tr>
<td>8:00 am to 9:00 am</td>
<td>Conference Welcome by UAPRN and GNA Presidents Keynote Speaker: Dr. Tim Porter O’Grady</td>
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<tr>
<td>9:00 am to 11:30 am</td>
<td>GNA Membership Assembly</td>
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<td>9:00 am to 9:30 am</td>
<td>Mental Health Pharmacology Update</td>
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<td>9:15 am to 12:30 pm</td>
<td>Adverse Children Experiences</td>
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<tr>
<td>9:45 am to 11:15 am</td>
<td>CNO Executive Forum</td>
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<tr>
<td>10:30 am to 10:45 am</td>
<td>Amedysis</td>
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<tr>
<td>10:30 am to 11:00 am</td>
<td>Medical Management</td>
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<tr>
<td>12:30 pm to 1:00 pm</td>
<td>Poster Presentations</td>
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<tr>
<td>1:15 pm to 2:15 pm</td>
<td>Plenary Session: Sex Trafficking</td>
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<tr>
<td>2:15 pm to 2:45 pm</td>
<td>Preceptor Tax Incentive Program (PTIP BII)</td>
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<tr>
<td>3:30 pm to 4:30 pm</td>
<td>Headache Management Nursing Burnout</td>
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<td>3:45 pm to 4:45 pm</td>
<td>Legislative Update Advocacy 101 Nurse Leadership</td>
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<tr>
<td>7:00 pm to 10:00 pm</td>
<td>Masquerade Gala/Awards Banquet</td>
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Saturday, Nov. 2nd
Tentative Agenda
Registration 7am-5pm
Lunch 12:30 am - 1:30 pm in Exhibit Hall

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<td>7:00 am to 9:00 am</td>
<td>I&amp;D Workshop</td>
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<td>8:15 am to 8:45 am</td>
<td>IUD Insertion Assessment</td>
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Jonessa Alexander
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jalexander@ucpga.org

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It is always important to have a good understanding of a definition. In this case, we will define self-care. Self-care is an activity that we do deliberately to take care of our mental, emotional, and physical health. Nursing is an industry where nurses have subscribed to an unspoken mindset of “patient first.” While this is seen as one of the primary tenants of this self-less industry, the nurse bears the brunt of the repercussions of not prioritizing self-care. These repercussions come in the form of physical and mental illness, inability to focus, stress-linked diseases, disgruntlement, absenteeism, disengagement from duties, and ultimately—early departure from the nursing industry.

It also appears that the added weight of one of the latest measurements for hospital re-imbursement by the Centers for Medicaid and Medicare Services (CMS) is patient satisfaction. This means that if a patient does not rate their hospital stay as a positive experience, CMS can withhold funding for that patient’s hospital stay. Keeping this in mind, hospitals have restructured the accessibility of the nurse, promoting assigned phones, mandated bedside shift reporting, updating individual patient rounding logs, and updating communication boards in each patient’s room. The patient population is getting sicker, leading to an increased inpatient population, which leads to an increased work load for nurses. As the patient population swells, and the demands on the nurses increase, the nurse must take a stand and begin implementing facets of self-care.

To say that practicing self-care is important is rather appropriate; however, what does that actually look like for nurses? According to a health risk appraisal from the American Nurses Association, there is room for improvement in nurse’s health particularly in regards to physical health, nutrition, rest, safety, and quality of life. Self-care takes on physical forms such as regular exercise, spending time with friends/family, and regular planned time off, as well as appropriate amounts of sleep, proper nutrition, and some form of spiritual edification. When nurses practice self-care, they are better able to handle daily stress, enact compassion, and improve patient care and satisfaction, to name a few.

How then, does a nurse begin to implement these facets of self-care? First, the nurse must take an assessment of their own pursuit of self-care. Second, the nurse would find benefit in generating a plan of action to begin self-care implementation. As a third action, the nurse may begin to take an action based on the deficits in self-care that were found. An example of self-care implementation is for the nurse who is looking to enhance a spiritual connection. The nurse may need to look no further than themselves. There has been much documented research on the wonders of spending time alone, in nature.

Nurses must begin to prioritize the care of themselves, as much as, if not more than the care of their patients. The authors of this article revere self-care so much, that they founded a nurse-centered, self-care initiative—Nurses 4 Ever Fit™, located in Atlanta, GA. This initiative primarily focuses on physical wellness, and currently consists of monthly sessions that involve some form of physical exercise. Nurses must begin to take responsibility for their own health by implementing self-care. All that one would need to do is be open to the vital role that self-care plays in the life of a nurse, and be willing to make themselves a priority. If you are a nurse located in Atlanta, GA and would like to connect with us, please utilize one of the methods listed below.

References
2 The Importance of Self-Care and How to Put a Plan in Place. (2019, February 13). Retrieved from https://www.purdueglobal.edu/blog/nursing/self-care-for-nurses/
Addiction is called America’s number-one Public Health Crisis. Yet the stigma of addiction acts as a barrier, preventing nurses in need of help from seeking it, remaining strong in recovery and practicing safe nursing. For the first time in our program history, we will be receiving funding from the State of Georgia for program expansion and community education to help reduce these barriers.

Our history goes back almost 40 years with very limited financial resources. The Georgia Nurses Foundation Peer Assistance Program (GNF-PAP) began its volunteer-based program as one of the first programs for impaired nurses in the United States. The program was established in 1980 by Rose Dilday RN, at the recommendation of Dr. G. Douglas Talbot. Ms. Dilday accepted the invitation and collected information on the problems of the impaired nurse and drafted a proposal. The proposal was presented to the GNA Board of Directors and the board moved to appoint Ms. Dilday as the chairperson of the GNA Committee for Impaired Nurses. The GNA Impaired Nurse Committee was later changed to the Georgia Nurses Association Nurse Advocate Program and nurse support groups began to form around the state. The first peer support groups were formed in Augusta, Brunswick, Athens and Atlanta and the program was also selected to be an approved aftercare provider by the Georgia Board of Nursing. Our name has changed over the last 40 years, but our three philosophical beliefs remain constant:

1. Addiction is a disease with physical, social and emotional aspects.
2. No nurse should lose their job or license until he/she has had an opportunity for care.
3. There is hope in treatment for the nurse with Substance Use Disorders.

Today, our program is called the GNF-Peer Assistance Program (GNF-PAP) and we have 14 volunteer Nurse Facilitators and 11 Certified Addiction Counselors who conduct 26 weekly peer support groups across the state.

The GNF-PAP proposes a strong focus on the continued education of Healthcare Providers, Institutions, Legislators, and the community on the disease of addiction and nurses in recovery. The National Institute on Drug Abuse and the National Institute of Health’s focus on education substantiate the impact of education on decreasing the stigma and increasing the possibility of recovery for those suffering from the disease. Our proposed educational outreach will impact employers, employees, families, and our communities.

We are extremely grateful to the Georgia General Assembly for our state funding. With the additional funds, we will be able to provide more support to more nurses and conduct educational outreach, which will allow us to continue to fulfill our founder, Ms. Dilday’s vision.

Barbara Austin, RN, MN
Chair-elect GNA-PAP
baustind31@yahoo.com
**Georgia Nurses Association Political Action Committee (GN-PAC)**

**About GN-PAC:**
The Georgia Nurses Association Political Action Committee (GN-PAC) actively and carefully reviews candidates for local, state and federal office. This consideration includes the candidate's record on nursing issues and value as an advocate for the nursing profession. Your contribution to GN-PAC today will help GNA continue to protect your ability to practice and earn a living in Georgia. Your contribution will also support candidates for office who are strong advocates on behalf of nursing. By contributing $25 or more, you'll become a supporting member of GN-PAC. By contributing $100 or more, you'll become a full member of GN-PAC! The purpose of the GN-PAC shall be to promote the improvement of the health care of the citizens of Georgia by raising funds from within the nursing community and friends of nursing and contributing to the support of worthy candidates for State office who believe, and have demonstrated their belief, in the legislative objectives of the Georgia Nurses Association.

**To Donate Visit:**
https://georgianurses.nursingnetwork.com/page/75371-gn-pac

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**GEORGIA NURSES FOUNDATION**

**HONOR A NURSE**

We all know a special nurse who makes a difference! Honor a nurse who has touched your life as a friend, a caregiver, a mentor, an exemplary clinician, or an outstanding teacher. Now is your opportunity to tell them “thank you.”

The Georgia Nurses Foundation (GNF) has the perfect thank you with its “Honor a Nurse” program which tells the honorees that they are appreciated for their quality of care, knowledge, and contributions to the profession.

Your contribution of at least $35.00 will honor your special nurse through the support of programs and services of the Georgia Nurses Foundation. Your honoree will receive a special acknowledgement letter in addition to a public acknowledgement through our quarterly publication, Georgia Nursing, which is distributed to more than 100,000 registered nurses and nursing students throughout Georgia. The acknowledgement will state the name of the donor and the honoree’s accomplishment, but will not include the amount of the donation.

Let someone know they make a difference by completing the form below and returning it to the following address:

Georgia Nurses Foundation
3032 Briarcliff Road, NE | Atlanta, GA 30329
FAX: (404) 325-0407 | gna@georgianurses.org

(please make checks payable to Georgia Nurses Foundation.)

**I would like to Honor a Nurse:**

Honoree: Name: ____________________________
Email: ____________________________
Address: ____________________________
State/City: ____________________________ Zip: ____________________________

From: Donor: ____________________________
Email: ____________________________
Address: ____________________________
State/City: ____________________________ Zip: ____________________________

Amount of Gift: __________________
MasterCard/Visa #: __________________ Exp Date: __________________
Name on Card: __________________

My company will match my gift? _YES (please list employer and address below) _NO
Employer: __________________
Address: __________________

The Georgia Nurses Foundation (GNF) is the charitable and philanthropic arm of GNA supporting GNA and its work to foster the welfare and well being of nurses, promote and advance the nursing profession, thereby enhancing the health of the public.

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- Intensive Care
- Emergency Room
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- Medical/Surgical
- Public Health

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- Nurse Practitioner
- Certified Nurse Midwife
- CRNA

**Supervisory Clinical Nurse**

- Must possess a current, active, full, and unrestricted license or registration as a professional nurse from a state, the District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States.

Recruitment and/or Relocation incentive(s) may be authorized. There are also other opportunities to participate in the Loan Repayment Program.

**The Indian Health Service is the largest integrated provider of health services for American Indians and Alaska Natives.**

IHS nurses serve a critical role in clinics, hospitals and public health outreach programs that are vital to the health of American Indian and Alaska Native individuals, families and communities.

Our nurses live and work in some of the most beautiful areas of the country. These communities have deep traditions and are located mainly, but not exclusively, in rural settings. If you are a new graduate nurse or experienced nurse looking for new challenges, we have a place for you!

To contact the Indian Health Service Nursing Recruiters, send us an email at ihsrcruiters@ihs.gov or visit www.ihs.gov/nursing/
Are you interested in Palliative Care? Nurse Navigation? Informatics?
Whatever your nursing passion may be, Georgia Nurses Association (GNA) can help you connect with your peers locally and across the state. Becoming involved in your professional association is the first step towards championing your personal career satisfaction and connecting with your peers. Now, GNA has made it easy for you to become involved according to your own preferences.

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

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

Culturally Sensitive Healthcare: Removing the Masks

Glady N. Jusino-Leon, DNP, MSN, CMSRN, CLNC

Marty Rubin once said: “Behind every mask there is a face, and behind that a story.”

A brother and sister traveled in silence for seven hours. Only one thing was in their minds: the terrible diagnosis that the sister had received. She was now sent to a different hospital and they did not know what to expect. They arrived with hundreds of questions in their minds and a bag of uncertainty in their hearts. On top of everything else, they had little understanding of the language. Mixes of feelings were rushing through their minds and bodies: anxiety, fear, sadness, anger but above all, a child might see was anger.

As nurses, our lives become intertwined with the lives of those we care for. Many patients arrive wearing a mask to hide the anxiety and fear they carry because of the unknown: unknown diagnosis, unknown treatment, unknown process, unknown people, unknown outcome and unknown country. On the other hand, many healthcare professionals also wear a mask that prevents them from offering culturally sensitive care. With all the emphasis on cultural awareness and sensitivity these days, why is it possible that some healthcare professionals in 2019 are still lacking to provide culturally sensitive care. With all the emphasis in promoting changes and a better understanding of health and disease. Today, cultural awareness is a class that every professional is required to attend yet there are still healthcare professionals that lack the desire to learn failing to understand cultural traditions, beliefs, moral values or what it is like to walk in the patient’s shoes doing a disservice to their patients. Throughout my professional life, I have seen patients with terrible diagnoses, confused, afraid and puzzled by a healthcare system that was intimidating. I have seen healthcare professionals that did not want to “waste time” using the language line preventing patients from receiving the appropriate information. But I have also seen healthcare professionals that went above and beyond to provide the best care they could offer by breaking communication barriers. My respect for those healthcare professionals grew immensely.

There were many things affecting the brother and sister throughout the hospitalization. However, one thing made the difference: a nurse decided to break the wall and introduced himself with a smile. The nurse tried to make them feel more comfortable and shared information about the unit using the language line. He made arrangements for an interpreter to be available the next day and put up a sign regarding the language the family spoke. Several days passed and the nurse found out that the patient’s brother was the only relative the patient had in the United States. Because of the language barrier, the brother had not eaten in days. The room was very cold and they had trouble sleeping. Very quickly arrangements were made and those issues were addressed. Unfortunately, the patient died. The nurse shared that arrangements for an interpreter to be available the next day and put up a sign regarding the language the family spoke. Several days passed and the nurse found out that the patient’s brother was the only relative the patient had in the United States. Because of the language barrier, the brother had not eaten in days. The room was very cold and they had trouble sleeping. Very quickly arrangements were made and those issues were addressed. Unfortunately, the patient died. The nurse shared that arrangements for an interpreter to be available the next day and put up a sign regarding the language the family spoke.

The steps you should follow to create a NEW GNA chapter are below. If you have any questions, contact the membership development committee or GNA headquarters; specific contact information and more details may be found at www.georgianurses.org.
1. Obtain a copy of GNA bylaws, policies and procedures from www.georgianurses.org.
2. Gather together a minimum of 10 GNA members who share similar interests.
3. Select a chapter chair.
4. Chapter chair forms a roster to verify roster as current GNA members. This is done by contacting headquarters at (404) 325-5536.
5. Identify and agree upon chapter purpose.
6. Decide on chapter name.
7. Submit information for application to become a chapter to GNA Headquarters. Information to be submitted includes the following:
   - Chapter name and chapter contact information including an email, Chapter name, Chapter purpose, and Chapter roster.
8. The application will then go to the Membership Development Committee who will forward it to the Board of Directors. The Board will approve or decline the application and notify the applicant of its decision.

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