



# Tennessee Nurse

*The voice for professional nursing in Tennessee since 1905*



The Official Publication of the Tennessee Nurses Foundation  
 Quarterly publication direct mailed to approximately 102,000 Registered Nurses in Tennessee.



## I Am TNA

*Mary Lambert, DNP, RN, FAAN  
 Retired O-6 (U.S.P.H.S. Commissioned Corps and  
 Army Nurse Corps) Associate Professor (part-time)  
 – Vanderbilt University School of Nursing*

My earliest serious desires focused on becoming a nurse. This desire was enhanced by volunteer service (at the encouragement of my parents) as a Red Cross Candy Stripper at one of the local hospitals during high school. This focus was also influenced by a long history of military service in my family – such as a maternal uncle who was among the first African-American airborne soldiers, during the Korean war.



Mary Lambert

Admission to and through nursing school and the path through nursing school often presented interesting challenges. During the BSN program, completed at The University of Tennessee Chattanooga (UTC), I was instilled with the value of involvement with professional nursing associations as well as the need for continued professional development and lifelong learning. As a student, at UTC, I was elected secretary of the new chapter of the NSNA. Since graduation from UTC, I have always been a member of one or more professional nursing organizations.

My career path also presented some unique challenges and professional opportunities. After attending the University of Tennessee Knoxville (UTK) for over two years, I dropped out of that program to marry and move to Virginia. My only child (a son) was born in Virginia – and is a graduate of West Point. Upon graduation from UTC, I completed a new nurse internship program at Erlanger Medical Center. I then accepted a position as a public health nurse for the Chattanooga Hamilton County Health Department. I was commissioned as a 2<sup>nd</sup> Lt in an Army reserve unit in Chattanooga while with the health department. Service with the health department ended upon my acceptance for admission to Emory University's

*I Am TNA continued on page 10*

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## Government Affairs

### A New Way to Support and Advance Your Profession: Nurses Day on the Hill & Legislative Reception

*Kathleen Murphy  
 Director of Government Affairs and Chief Lobbyist*

Join us and start the New Year off right by making a commitment to support your profession in Nashville on February 4th!



Kathleen Murphy

We invite all RNs, APRNs, and Nursing Graduate Students to join us this year at our refocused “Nurses Day on the Hill” and Legislative Reception on **February 4th, 2020**. It will be a full day of advocacy, networking with nurses from across the state, learning about issues, and meeting with legislators. We will be advocating for TNA sponsored legislation that makes changes to the Nurse Practice Act. For TNA’s legislative program of promoting and protecting the registered nurse to be successful we need nurses like you to be involved and attend this event.

**What’s NEW about this event?** In the past our Legislative Summit has been held later in the Spring after the Legislature has voted or taken positions on many issues. The TNA Board has decided to refocus our advocacy efforts by changing the format of this event for a bigger impact on legislation and the RN’s role in advocacy. This event gives you the opportunity to share and advocate on important legislative issues facing Tennessee. You can attend the full day or just the legislative reception.

**Tentative Schedule:** The morning workshop, starting at 9am, will cover the legislative process, advocacy tools, legislative issue overview, and specific briefings on legislation that TNA is supporting. This workshop and activities will educate the first-time participants while giving seasoned participants a refresher on their skills and updates on issues. Over lunch we will have time for discussion and a legislative speaker. In the afternoon at the Cordell Hull Legislative building (where legislative offices and committees are) participants will put their lobbying and advocacy skills to work by delivering information and meeting with legislators and attending committee meetings. TNA will assist you in setting up appointments with Legislators. TNA will host a hor d’ouves/cocktail reception from 5-7p.m. for attendees, legislators, and their staff members.

**Event Locations:** The morning workshop and lunch will be held at the Nashville Downtown

Library (which has a parking garage attached.) In the afternoon, we will visit the Cordell Hull Legislative Building. The evening reception will be held at Woolworth’s on 5<sup>th</sup> which is located between Cordell Hull Legislative Building and the Nashville Downtown Library.

**How to register & registration fees:** Visit the TNA website [TNAOnline.org](http://TNAOnline.org) to register now. Registration fee for Nurses Day on the Hill and Legislative Reception (includes all materials, lunch and reception) is \$65 for nurses and \$50 for graduate students. To attend the Legislative Reception only, the registration fee is \$35. Parking information and maps are on the TNA website.

**Why you should attend:** Politics and state legislative policy affect health care and every aspect of nursing. Since nurses are experts about the nursing profession and care for our patients, nurses should have a seat at the policy decision making table. Legislators need to meet nurses who can be their go-to source for information. This is your opportunity to make that connection with your legislators and others. Sharing your experiences with legislators and providing information is the most powerful way to advocate for your profession and health care. Studies show that one-on-one communications between constituents and their elected officials often cause a tipping point that results in them supporting legislation. Your voice does make a difference!

**What you will gain from attending:** Participating will connect you with the statewide nursing community and inspire you to become even more involved in nursing

*Government Affairs continued on page 10*



# From the President

**Carla Kirkland,**  
MSN, APRN, ACNP-BC, FNP-BC, ENP-BC



Carla Kirkland

I am honored, humbled, and excited to begin my journey as your President of the Tennessee Nurses Association! All of your leaders at TNA, at both the state and district levels, are working diligently toward the vision that TNA will be the unifying voice for nursing in Tennessee to positively influence the future of healthcare; and the mission to empower the registered nurse, advocate for the practice of nursing, and champion quality health care for all Tennesseans. Thank you to those TNA board members who recently finished their terms of office: Donna Copenhaver, Secretary; Loretta Bond, Director of Government Affairs; and Trish Baise, Director of Operations. Your service and leadership are truly appreciated! And when you see Haley Vance, thank her for her hard work and contributions to our Tennessee nurses during her two-year term as TNA President. Haley's challenges included leading the search for a new TNA Executive Director; working to protect the title "Nurse"; and helping to create the Coalition for Access to Care for Tennessee, a diverse group of APRNs across the state who are working to remove barriers to APRN practice, to provide more options for delivery of safe, high-quality and cost-effective health care, and improve patient outcomes. Thank you, Haley!

One of my goals as President includes strengthening our Nursing voice by increasing membership in our

organization. Our impact can be so much more powerful as nurses become more engaged, and we unite our voices to work for change and improvements in our communities, and for our profession. I'm excited about the new Value Pricing Program, a TNA membership pricing option that should be more affordable for many. The states who have piloted this program have seen substantial increases in membership.

Another goal is to simplify legislative advocacy. I hear many say they are interested in learning more about how to find and use their voice for our profession but are unsure how to begin. Watch for more information soon on pairing nurses with their local legislators, to be a health care resource for them, and establish those very important relationships. Every Legislator Needs a Nurse! By the way, plan NOW to attend Nurses Day on the Hill, February 4<sup>th</sup>, 2020. New and exciting format!

I will also continue the work of leadership development. Our first TNA Leadership Academy was a success! We plan to repeat the Leadership Academy in the eastern and western areas of the state in 2020. Please let me, the TNA office, or your local district, know if you have an interest in state or local boards or committees. TNA is always looking for members who are willing to serve! If your local district leadership team needs mentoring and assistance, please let us know. We would love to help you be successful.

I look forward to working with all of our Tennessee nurses. I would love to meet you! Please let me know when you have local meetings or events. Please also share your suggestions and needs that you feel need to be addressed. I can be reached at [tna.ckirkland@gmail.com](mailto:tna.ckirkland@gmail.com). I look forward to hearing from you!

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

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

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## Thank You to Our Outgoing Board Members



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**Loretta Bond**  
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Government  
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**Trish Baise**  
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## TNF Board Action

At the September 27 Board meeting, the Board of Trustees took the following action:

- Approved sponsoring two nurses to attend the Nurses on Boards Training in Memphis
- Approved recommendations from Arthur Davis Publishing for the electronic mailing of *The Tennessee Nurse* to non-TNA member registered nurses.
- Received a legal update on the possibility of TnNAP becoming its own 501 c (3) organization

# From the Executive Director

Tina Gerardi, MS, RN, CAE

Thank you to everyone who attended the 2019 TNA/TSNA Conference in Memphis. The speakers were fabulous, and the conference received high satisfaction scores. During Membership Assembly, the members approved bylaws that will allow TNA to participate in a value pricing option for membership in ANA/TNA. ANA heard member concerns about the cost of membership and worked diligently with the states through a pilot program over the past five years to offer a membership option that addressed the issue of cost. This new standard pricing will be a basic membership in ANA/TNA for \$174/year or \$15/month beginning in March 2020. Current members will be upgraded to premier membership in ANA/TNA and receive additional benefits such as free webinars and additional discounts on ANCC certification. A full list of premier benefits will be on the TNA website, [TNAonline.org](http://TNAonline.org), in early 2020. We are asking that our current members continue at the premier level over the next several years as we transition to this new model and hopefully increase our membership numbers. It is important to note that if you are receiving any type of membership discount (such as a retired nurse or student discount) you must remain a premier member to continue to receive that discounted membership price. After March 2020, there will be no additional discount pricing, the two options for membership will be standard membership or premier membership. With more members we will have more revenue to support the work of the nurse and the profession, increase our advocacy and regulatory work, increase educational offerings, and have a greater impact on improving access to care, choice of provider, and better health outcomes in Tennessee. Look for more information on the website early in 2020.

All registered nurses in Tennessee receive a copy of the *Tennessee Nurse* as a benefit from the Tennessee Nurses Foundation. Effective with the Spring 2020 edition, only TNA members will receive a copy of the *Tennessee Nurse* in the mail as a benefit of membership in TNA. Registered nurses who are not TNA members and have supplied their email address either to the Board of Nursing or TNA will receive a link to an online edition of the newsletter. This change in delivery method was necessary due to the rising costs of paper.

The board will be doing something new in 2020. Each director has been asked to lead a new initiative for the year.

- Education – Explore developing online continuing education offerings for TNA
- Government Affairs – Pair each legislator with a TNA member to act as a health resource
- Membership – Market and Implement the new value pricing membership option
- Operations – Review/Update the TNA Policy & Procedure manual
- Practice – Kick off and implement the Healthy Nurse/Healthy Nation Challenge in TN



Tina Gerardi

Look on the TNA website for the special interest form for 2020 task forces to volunteer to be on a task force to assist in the implementation of these initiatives. The Government Affairs initiative will be undertaken by the Government Affairs Committee. Please complete the form by January 9, 2020 so task force members can be appointed at the January 17 Board of Directors meeting.

Finally, I want to thank you all for a very fruitful and successful 2019, and I wish you all very Happy Holidays and a healthy and prosperous New Year!

## TNA Board Action

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

### At the September 20 Board meeting, the Board took the following action:

- Approved the request for support of a nomination for appointment to the Board of Nursing
- Approved Awards Committee recommendations for conferral of TNA Awards at Conference
- Approved topics for the three forums at conference
- Appointed the PAC Board of Trustees
- Approved offering a discount for multiple student registrations for conference

### At the November 1 Board meeting, the Board took the following action:

- Approved the endorsement of nominees for appointment to the Board of Nursing
- Approved joining the American Association of Nurse Practitioners as an organizational member
- Approved the 2020 fee schedule for approver and provider unit applications
- Approved the 2020 budget
- Approved the appointment of PAC officers
- Approved six additional members to the GOVA Committee
- Approved the appointment of the TNA representative to the TN Pain Society
- Approved 2020 goals for each of the TNA directors

## American Nurses Advocacy Institute: Developing Nurses into Political Leaders

As the most trusted and largest sector of health professions in the U.S., registered nurses must have a voice in influencing the profession and health care. To that end, the American Nurses Association (ANA) is committed to growing nurses' political leadership skills formerly and informally through the **American Nurses Advocacy Institute (ANAI)**. Launched by the ANA in 2009, the program grooms each nurse to ultimately be an effective advisor to their state nurses association in establishing legislative / regulatory priorities, recommending strategies for execution in the advancement of a policy issue, and educating colleagues about the political realities and how they too can be more effective advocates. The program is competitive, capped at 25 participants, so each individual can benefit optimally from the interactive sessions held in Washington, DC as well as the ongoing mentored support throughout the year. Not including the current cohort 228 have participated in the program, representing 42 states. The 2019 – 2020 class of 25 represented 21 states – CA, CT, DE, IA, KS, LA, MD, MI, MN, MO, NV, NM, NY, OR, RI, TN, TX, UT, WA, WI, WV.

While in DC, nurses hear from influential nurse leaders such as long-standing Minnesota House State Representative who campaigned for Governor in 2018, Erin Murphy, MA, RN, FAAN; Mary Behrens, MS, RN FNP BC former Wyoming State Legislator & Casper City Council and Mayor; and Dr. Irene Trowell-Harris, RN, Ed.D. Major General USAF, Retired, the former Director of the Department of Veterans Affairs Center for Women Veterans. Attendees learn about navigating the legislative process based on the political environmental scan and messaging for differing audiences from leaders in the public relations arena. The experience includes visits to Congressional offices. The learning continues throughout the year with discussion of other related topics and the ability to apply at the state level.



TNA's, then President-Elect, Carla Kirkland (far right, standing), attended the 2019-2020 class in September.

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# NURSES: THE REAL SUPER HEROES HIGHLIGHTS

Haley Vance, DNP, CPNP-AC  
Immediate Past-President

The TNA Annual Conference 2019 celebrated "Nurses: The Real Superheroes." Thank you to each of you who made this weekend a priority. It was a great time of engagement, networking, and advocating for nursing across Tennessee.

Attendees were able to participate in many events including the Silent Auction, PAC Basket Live Auction, PAC meeting, Awards presentation and reception, the opening night reception and School of Nursing Luncheon. Some additional events are highlighted here.



Haley Vance

### Issues Forum

The Issues Forum, held on Friday, brought about great discussion and input from the conference attendees. Topics such as nurse staffing, violence against nurses in the workplace, and appropriate delegation of tasks provided opportunities for TNA to hear from the attendees about how this affects daily clinical practice.

*Healthy Nurse Healthy Nation* was launched in 2017 by ANA. This initiative is focused on improving health of nurses in five areas – physical activity, nutrition, rest, quality of life, and safety. TNA has joined the Healthy Nurse Healthy Nation challenge. Looking forward to 2020, conference attendees shared ideas and thoughts on how to engage nurses across the state in this initiative. A huge thank you to Diana Baker for kicking off this for TNA with a Sunday morning exercise to start the day!

### Legislative Forum

Legislative Forum this year focused on scope of practice for APRNs. In 2016, the Healing Arts Task Force made a recommendation to the General Assembly to enact a 3-year moratorium on scope of practice bills, which included TNA. This moratorium will be lifted at the 2020 legislative session. TNA shared the work that has been done over the past year in efforts to bring APRN groups together across the state through the formation of the Coalition for Access to Care for Tennessee. TNA also shared about collaborations and ongoing discussions with the Tennessee Medical Association (TMA).

During this forum, conference attendees shared their thoughts on the direction of scope of practice in TN for APRNs, challenges experienced in daily practice, and obstacles to overcome in efforts to move forward in our state. Lively discussion was had by all! It was great to see such passion from nurses, coming together for one common purpose.

### Bylaws

During the bylaws forum, conference attendees had the opportunity to review the proposed bylaws changes, understand the rationale behind each change, and have an opportunity for clarification. This discussion was engaging and focused on moving TNA as an organization forward. Bylaws were voted upon during the TNA membership assembly on Saturday, and all proposed changes passed.

A special thank you to the Bylaws Committee for all your hard work prior to the conference in efforts to bring forward recommendations for bylaws revisions.

### Resolutions

There were no new resolutions brought forward at conference this year.

### Guest speakers

We were thrilled to have several distinguished guests join us at conference this year. Kicking off Friday night, Rose Sherman, EdD, RN, NEA-BC, FAAN shared insight on building leadership and trust throughout your nursing career. As a group, we dove deep into what qualities are important for leadership and leading well. On Saturday, the Nurse Practitioner Healthcare Foundation hosted a session on pain management and opioids led by Tracey Mallick-Searle, MS, ANP-BC. We were privileged to have Earnest J. Grant, PhD, RN, FAAN, our newly elected 36<sup>th</sup> president of the American Nurses Association (ANA), as our keynote speaker on Saturday evening. Dr. Grant shared at length with us updates and priorities for ANA. Sunday morning featured a panel of attorneys sharing insight on how to avoid medical errors becoming criminal charges. Our closing speaker on Sunday was Lynn Pierce, BSN, RN, CPHRM, sharing strategies and tips for preventing malpractice in our day-to-day practices.

Thank you to all who contributed to the success of this year's conference! We look forward to seeing you next year, on October 30 – November 1, 2020, in Franklin, TN.

## Nurses: The Real Super Heroes



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

### Exhibitors

- |   |   |
|---|---|
| AbilishHealth                               | Jefferson Regional Medical Center                           |
| AccuVein                                    | King University   |
| American Sentinel University                | Tullos Solutions  |
| Arkansas State University                   | Methodist LeBonhour Healthcare Memphis                      |
| Aureus Medical Group                        | National Healthcare Corporation (NHC)                       |
| BadgeMarket                                 | North Mississippi Medical Center                            |
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| Comfort Care Hospice                        | University of TN - Knoxville, College of Nursing            |
| Freeman Financial Group                     | University of TN Health Science Center - College of Nursing |
| Genetech                                    | Vanderbilt Medical Center                                   |
| Gideons International                       | Vanderbilt University School of Nursing                     |
| Hurst Review Services                       | Walden University   |
| Janssen Pharmaceuticals, Inc.               | Well Child  |
|   | Westberg Institute for Faith Community Nursing              |
|   | TN Department of Mental Health & Substance Abuse            |
|   | West Tennessee Health Care                                  |

### Schools of Nursing

- Belmont University
- Cumberland University-Jeanette C. Rudy School of Nursing
- East TN State University College of Nursing
- Harding University Family Nurse Practitioner Program
- Lipscomb University
- Mississippi University of Women
- Tennessee Wesleyan University
- Well Child
- William Carey University College of Health Science

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# 2019 TNA & TSNA JOINT CONFERENCE HIGHLIGHTS CONTINUED...

## TNA President, Haley Vance, Officiates the 2019 TNA Achievement Awards

Congratulations to the outstanding nurses honored at the TNA Annual Achievement Awards. Honorees were nominated by fellow TNA members for their exceptional dedication, commitment, and professionalism to nursing. To those of which were honored, we give a special thanks for the contributions you have made to the nursing profession and to your professional organization, the Tennessee Nurses Association.

Thank you to the Awards Committee for their hard work in reviewing nominees and making recommendations to the Board of Directors for conferral of the awards:

- Shondell Hickson
- Tracy Wilson
- Lisa "Kay" Murphree
- Raven Wentworth - Committee Chair

### The Alma E. Gault Leadership Award

This award recognizes a member of TNA who demonstrates outstanding leadership qualities in all dimensions of nursing practice.



This year's award was presented to Tina McElravey, MPH, BSN, RN, NHDP-BC

### The Louise Browning Political Nurse Award

This award recognizes a member of TNA who demonstrates excellence in professional and technical involvement in government affairs, promoting nursing awareness and participation in policy development and political action, educating nurses about legislative issues and the political process, and guiding the policy development process of the association.



This year's honoree is Nancy Appling, MSN, APRN, ACNP-BC, CNOR, CRNFA

### The Nursing Excellence Award

This award recognizes a member of TNA who demonstrates outstanding performance in nursing practice, nursing education, advanced practice nursing, nursing research, or nursing administration by promoting and maintaining excellence in professional practice; a commitment to the nursing profession and TNA; contributing to professional development of other nurses; leadership which improves the quality of nursing care; and professional and community service.



The 2019 Nurse Excellence honoree is Christian Ketel, DNP, RN

### Outstanding Employer Award

This award recognizes a health care agency, school of nursing, or other employer demonstrating commitment to nurses and nursing excellence. Some of the criteria include:

- Must encourage nurses' representation on organizational decision-making bodies;
- Must have policies and procedures that permit and encourage nurses to express their concerns about their professional practice environment;
- Direct care nurses involved in the decision-making surrounding patient care and held accountable for their own practice;
- Must encourage nurses to advance their practice, their knowledge, and skills base, i.e., Clinical Ladder/Clinical Leaders.



Chief Nursing Officer, Jennifer Chiusano, MA, BSN, RN, NE-BC, accepts the Outstanding Employer Award for Saint Francis Hospital - Memphis.

### Certificates of Recognition

#### 100% Faculty Membership

This recognition is given annually to the Dean or Director of any nursing program with 100% faculty membership in TNA. This year we have two recipients of this award.

#### Bethel University

Certificate mailed.

#### Cumberland University



Marcia Barnes, DNP, ACNP-BC, CWS, CPSN accepts certificate on behalf of Cumberland University.

#### President's Membership Growth Recognition



District 3 achieved a 25% increase in membership over the past year. The district's membership increased from 887 to 1,087 members from August 2018 to August 2019. Sandy Murabito, Ed.D, MSN, RN, Past President of TNA and a member of District 3, accepted the award on behalf of District 3.

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# NURSES: THE REAL SUPER HEROES

## HIGHLIGHTS CONTINUED...



### Membership Assembly



TNA President, Haley Vance, opens Membership Assembly.



Alyssa Soto, President of the Tennessee Student Nurses Association, welcomes attendees to the conference.



TNA Secretary, Donna Copenhaver, reviews the Rules of Order before the TNA Membership Assembly.



TNA Vice President, Julie Hamm, gives the Nightingale Tribute at Membership Assembly.



Diane Butler, Chair of the Candidates Forum, introduces the TNA 2019 Slate of Candidates.



Tina Gerardi, TNA's Executive Director, addresses the assembly.



Alvin Jeffery, chair of the reference committee, and TNA's President, Haley Vance.



TNA's new president, Carla Kirkland, gives her president's address.



Julie must be thinking, "Whose idea was this corsage, anyway?" Some things just won't cooperate.

### Election Results

Election results announced Sunday afternoon.

- Jeny Conrad-Rendon – Secretary
- Marcia Barnes – Director-Government Affairs
- J. Ted Nelson – Director-Operations
- Laura Reed – Director-Practice
- Nominating Committee:
  - Mary Elliott, Hillary Sexton, Raven Wentworth
- ANA Membership Assembly Representatives
  - Tina Gerardi, Tina McElravey, Carol Myers

Remaining on the TNA Board: Carla Kirkland, President; Haley Vance, Past President; Heather Jackson, Treasurer; Tracy Collins, Director-Membership; Nancy Stevens, Director-Education



Background: Tina Gerardi, Executive Director. LtoR Tracy Collins, Julie Hamm, Jeny Conrad-Rendon, Laura Reed, Marcia Barnes, Carla Kirkland, Haley Vance.

Not present: Heather Jackson, J. Ted Nelson, Nancy Stevens

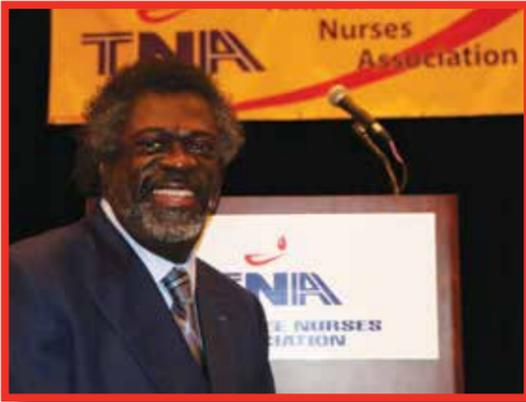
The 2019 – 2020 TNA Board of Directors is on page 9.

### TNA District Presidents include:

Lisa Beasley, District 1; Traci Brackin, District 2; Tammy Schindel, District 3; Martina Harris, District 4; Stephanie Cook, District 5; Raven Wentworth, District 06; Shannon Johnson, District 8; Chaundel Presley, District 9; Brad Harrell, District 12; Marcia Barnes, District 15

# 2019 TNA & TSNA JOINT CONFERENCE HIGHLIGHTS CONTINUED...

### Dynamic Speakers!



Keynote Speaker: Ernest J. Grant, PhD, RN  
FAAN, ANA President



General Session-Panel of Attorneys  
from the Memphis area  
LtoR: Craig Sanders, Rainey Kizer, Revieve  
and Bell PLC; Jill Steinberg, Baker Donelson;  
Michael Working, Working Law Firm

### Other great moments from the conference!



Opening Plenary Speaker: Rose O. Sherman,  
EdD, RN, NEA-BC, FAAN



Closing Plenary Speaker:  
Lynn Pierce, BSN, RN, CPHRM

### Exhibits

Conference attendees enjoyed an excellent array of exhibits



Special Presentation  
Tracey Mallick-Searle, MS, ANP-BC



General Session  
Kathleen Murphy, TNA's Director of  
Government Affairs and Chief Lobbyist,  
moderates the general session on *When  
Medical Errors Become Criminal Charges*



# NURSES: THE REAL SUPER HEROES

## HIGHLIGHTS CONTINUED...



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



## Nurses on Boards

### TNF's Leadership Nursing Program Supports Two Nurses to Attend the Nurses on Boards Training Intensive.

Diane Butler, DNP, MSN, APRN, FNP/GNP-BC, NP-C, Nurse Practitioner, and Clinical Professor at Loewenberg College of Nursing, shares her experience.

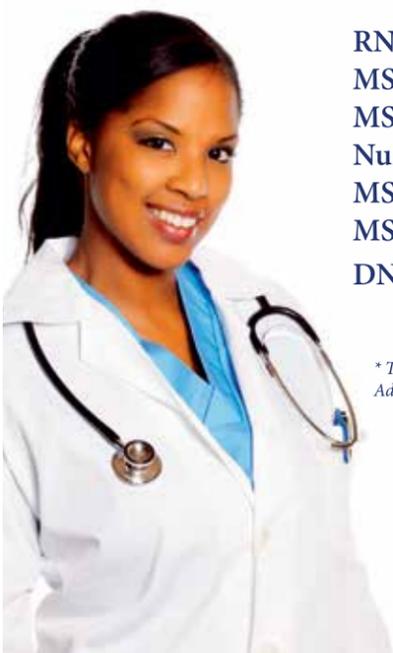
It was a wonderful opportunity to attend this training. The networking & skill building were phenomenal. The speakers' expertise shined through their presentations. The presentations I most enjoyed were Nurses Building a Culture of Health, Strength Finder Description & Tomorrow's Leadership, Leadership & Skill Building, and the Board Simulation activities. About 40 people attended. Just enough to get to really network & incorporate team building. Tennessee nurses are blessed to have leaders and role models such as Drs Alisa Haushalter & Patti Scott. These nurse leaders along with those from Missouri & Arkansas are making a real impact in many areas of public health & health policy. Thank you ever so much for your support.



Nurses on Boards Training Intensive. October 29-30, 2019 Fogelman Executive Conference Center, Memphis, TN

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# Meet the New TNA Board of Directors



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**Julie Hamm**  
BSN, MSN, ACNP-BC  
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**Jeny Conrad-Rendon**  
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Soddy Daisy



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Antioch



**Laura Reed**  
DNP, APRN, FNP-BC  
Director - Practice  
Olive Branch, MS

## TNA Staff



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



**Diane Cunningham**  
Office Manager



**Kathleen Murphy**  
Director,  
Government Affairs/Chief Lobbyist



**Kathryn Denton**  
Director, Computer/Network Systems  
Managing Editor - Tennessee Nurse  
TNF Program Mgr.



**Sharon Hinton**  
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# 5

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Government Affairs continued from page 1

advocacy. Our team of seasoned nursing advocates will coach you with advice, political insight and their own personal stories during the morning workshop and lunch. Importantly, in the afternoon, you will get to see democracy in action! This experience will empower you to be a better advocate! You will leave having a better understanding of the legislative process and how to effectively advocate. The legislative reception gives you an opportunity to get to know legislators and legislative staff on a personal level outside of the hectic legislative office atmosphere. Think of it as a nursing social hour with legislators!

**You don't need previous experience!** The only thing you need is the willingness to share your stories and experiences of how legislative decisions impact your life, your profession, your family, and your patients. We will give you the materials you need including talking points on our priority legislation and background information. These events will make the legislative process and being a nurse advocate less intimidating. We encourage you to bring a fellow nurse to join you on this advocacy adventure!

**More information or questions:** Check out TNA website: [TNAOnline.org](http://TNAOnline.org) or email TNA's Government Affairs Director Kathleen Murphy, [Kathleen.Murphy@TNAOnline.org](mailto:Kathleen.Murphy@TNAOnline.org)

Together we can make a real difference in moving forward to modernize the Nurse Practice Act.

I Am TNA continued from page 1

School of Nursing in the master's degree program for family and community health clinical nurse specialists. After completion of this degree, I accepted a position in Mississippi establishing and then teaching in a new associate degree nursing program and later a position as an Associate Chief Nurse at VAMC Memphis.

My history is a long one of service in programs to provide for health care needs and to address other public health issues. Several of my past assignments have been in the Washington D.C. area, including Director, Office of Military Liaison and Veterans Affairs in the Office of the Assistant Secretary of Health of the Department of Health and Human Services (HHS), an assignment to the White House to establish the then new volunteer Medical Reserve Corps, later serving as Director, Volunteer Medical Reserve Corps Program in the Office of the Surgeon General. There were also post 9/11 deployments in the Nation's Capitol area (where I was stationed during the attack on America) and in response to the National Capitol anthrax exposure event.

Additionally, I served in two assignments with the Food and Drug Administration (FDA), as well as two assignments with the Centers for Disease Control and Prevention (CDC). The second CDC assignment included an assignment in a Flag Officer equivalent position with responsibility for managing in a critical leadership position for a program with more than 780 staff and an operating budget of approximately \$1.6 billion.

My first assignment with HHS after interservice transfer from active duty with the Army nurse corps,

was as a field assignee in HRSA's Bureau of Primary Health. Another temporary assignment was service with the Rwandan Ministry of Health as a technical consultant for the Republic of Rwanda's Ministry of Health to rebuild health infrastructure after civil war in the mid-1990s.

My Active duty army service included service during the first Gulf War. Prior to Army active duty service, I held various positions in government civil service (with the Veterans Administration) and private industry (with a Fortune 500 Company - International Paper). During these positions/assignments, I frequently held adjunct faculty appointments in Schools of Nursing. My doctoral degree (a DNP) was earned from Vanderbilt University's School of Nursing while still on active duty.

Upon retirement from Active Duty in late 2012, as planned I moved home to Tennessee and accepted opportunities for part time teaching with the Vanderbilt University School of Nursing and other programs. I also am pleased to be able to continue to utilize my experience and expertise as a consultant, as well as volunteer work at the Chattanooga VA outpatient clinic and current service as a member of Tennessee Valley VA Health System's Veteran and Family Advisory Council.

I have and will continue to depend heavily on guidance and expertise from TNA/ANA and other professional organizations. By the way, my path of lifelong learning continues as I consider and plan for admission to a post-doctoral program.



Official U.S. Army photograph during Officer Basic training at Ft. Sam Houston, TX



1978 UTC graduation nurse photo



Official photo U.S. Public Health Service Commissioned Corps

# Ethics Article

## Resilient Nursing

Kate Payne, JD, RN, NC-BC

Nursing is a moral profession. Caring for people who are vulnerable, ill, or injured is relational work. It's also really hard work physically, psychologically, socially, and spiritually, and there are no signs that this will change anytime soon. Morals are about what is right or wrong in both behavior and in character.



Kate Payne

Other words we might use include goodness, virtue, righteousness, or principled. We say, "She is a good nurse" or "He is very principled" when we describe colleagues who always do the right thing, are unmistakably kind or helpful amongst other qualities.

Sometimes things don't always go right in patient care for reasons big and small. What happens when there are no treatment options? Can this patient make decisions? If not, who should speak for them? How to deliver bad news? How to establish trust with an angry family? How to give negative feedback to a colleague? Always in play are each person's core values, obligations, and commitments. There are also pressures outside of the nurse-patient relationship. Does the patient have insurance, and if they do, will it pay for the needed treatment? Are there hospital policies that conflict with patient goals? For the uninsured, who should get health insurance and how to pay for it? Between the interprofessional team, the patient, their family, and the health care system, there can be contradictory views and a lack of consensus about what is right.

Any of these situations, any difficult patient care situation, can feel like a violation of one's sense of integrity or core values and beliefs, all part of one's morals. Moral distress occurs when a nurse knows what the right thing to do with his patient is but is prevented from doing it by either internal or external constraints. The health care literature is full of writing about the causes of moral distress and the increasing concern about its incidence and effects. This growing problem leads to burnout, and compassion fatigue as well and they, in turn, can feed into moral distress, fracture relationships between health care professionals and administrators as well as impact personal relationships. Moral distress also contributes to the shortage of healthcare workers, poor quality, and unsafe care.

How we deal with moral distress relates to having moral resilience. In general, whether one has resilience or not may depend on how your life unfolds. It seems we learn resilience as we face obstacles, stress, any sort of adversity. The goal is to overcome those obstacles not succumb to them. Resilience can change over time, and it is dependent on psychological and environmental factors. For nurses, the environment we practice in is very complex because we care for

people. Psychologically, resilience comes from a self-regulated, balanced mind and heart. One has to be open, curious, have a nonreactive mindset along with clear values, and principled actions. These characteristics both build on and influence each other, and we develop these throughout our lives. They are reinforced by those who are most supportive of us: parents, teachers, and mentors, for example. We also learn from every experience, good and bad. Resilient children tend to have a positive social orientation and meet the world on their own terms with their own internal locus of control. Resilient adults carry these characteristics through their lives. The good news is you can also learn these skills later in life as you overcome obstacles and deal with stress.

Moral resilience, more specifically, is the capacity to sustain, restore, or deepen your integrity in the face of morally complex situations, confusion, distress, or setbacks. Moral distress is a relational concept, but resilience requires examination of one's views, values, and ethics. Morally resilient nurses are committed to moral actions despite fear and recognition of their own limitations. Moral resilience can be cultivated and what works will be different for each person. It also helps to advocate for systems strategies that contribute to more ethical practice environments and promote moral courage.

To foster and enhance moral resilience, there is a lot you can do.

**\*Work on your own self-awareness.** Be willing to examine your own biases and assumptions that may be guiding your actions and reactions. Knowing yourself better and dealing with your biases, being more transparent, can expand your ability to act with confidence and have less personal costs in dealing with morally complex situations.

**\*Work on self-regulation** to be better able to uphold moral commitments. Dealing with your emotions and stress wisely and working towards balance with upsets and ethical challenges helps to be more ethically grounded. Things like mindfulness, including meditation, centering prayer, yoga, or tai chi, are effective in helping ground you.

**\*Develop your ethical competence.** Know your own values, your profession's and your institution's. Seek to find consistency and synergy between all three. Act from values in complex ethical situations. The more you do, the better you get at it. There are lots of resources on the web as well as books and workshops to improve your ethics capacity.

**\*Speak up** beyond complaining. Use data and evidence to speak with clarity and confidence. Courage is often needed to preserve integrity in these situations. How we communicate goes a long way towards integrity filled relationships that lessen moral distress.

**\*Seek meaning,** even in the midst of despair. This is not easy to do, but try not to be reactive and seek to neutralize and understand emotions. Journaling and connecting with others are great antidotes to despair. There is also research that we can make ourselves less

vulnerable by how we think about things. Trying to find the positive or reacting in a less emotional way can help us regulate emotions and see things differently.

**\*You are not alone,** and you can be someone's support to build their resilience. One-on-one, time with those you trust for yourself, or group discussions are helpful. Use your resources, including leaders, ethics consultation and ethics committees, and pastoral care staff. Keep **learning,** especially from a moral crisis and notice what produces moral distress and what works to relieve it. This helps create and recreate an **ethical practice environment.** Provision 6 of the ANA Code of Ethics specifically notes that nurses are responsible individually and collectively to improve the moral environment of health care that demands respect, open discussion of difficult cases and ethical problem solving.

It is also important to consider that moral distress is not just about nurses but about everyone else involved in health care; patients, families, other healthcare workers, managers, administrators, advisors, and more. What we do to preserve integrity in nursing benefits the entire system.

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# TNPAC

## TN Nurse Political Action Committee Updates

*Shirley Brown, RN, BSN, MSN, Ed.D*  
Chairman — TN Nurse PAC Board of Trustees



Shirley Brown

In less than a year, every seat in the Tennessee State House of Representatives will be up for election and half the Tennessee State Senate too. Over the next several months, your new TN Nurses PAC board will be issuing questionnaires and evaluating the voting records of these Tennessee elected officials. Politics and state legislative policy affect health care and every aspect of nursing.

TNA and the GOVA committee monitor legislation and report to us and the membership the status and implications of legislation, who is or is not supportive of our positions as they relate to the practice of nursing and the health needs of Tennesseans. GOVA's goal is to ensure that nurses' voices are heard and respected by the legislators and heard in the legislative process.

The purpose and goals of the TN Nurses PAC are:

- To promote and protect the registered nurse and to advance the practice of nursing in order to assure a healthier Tennessee by raising funds from within the nursing community and friends of nursing; and
- To consider supporting candidates based on their individual merit in the context of the office sought; Contribute and publicly support candidates for state office who believe and have demonstrated their belief in the legislative objectives of TNA.
- Publicly support or oppose legislation in accordance with the position taken by the TNA GOVA committee.

The TN Nurses PAC is a voluntary, unincorporated political action committee for registered nurses and others interested in health issues. It is not affiliated with any political party. It is not a branch or subsidiary of any national or other political committee.

The Board of Trustees has general supervision and control of the affairs and the funds of the PAC and serves without compensation. All PAC Board members must be registered voters and donate to the PAC on an annual basis. After accepting nominations in the fall, the TNA board has appointed the following members to the newly constituted TN Nurse PAC Board of Trustees:

- Nancy Anness, District 3, representing the TNA GOVA Committee;
- Marcia Barnes, District 15, serving as the TNA GOVA Board Director; also appointed as Treasurer;
- Loretta Bond, District 3, serving as an at-large member;
- Shirley Brown, District 12, serving as an at-large member; also appointed as Chair;
- Donna Fraysier, District 5, serving as an at-large member;
- Julie Hamm, District 3, representing the TNA Board of Directors;
- Ruth Kleinpell, District 3, representing Middle TN Districts 3, 15, 9, and 8;
- Susan Thul, District 4, representing East TN Districts 4, 2, and 5; also appointed as Secretary;
- Erica Walker, District 1, representing West TN Districts 1, 12, 6, and 10; also appointed as Vice Chair;
- TNA President Carla Kirkland, District 1, is ex-officio of the TN Nurse PAC Board;

In October, the TN Nurse PAC had its Annual Meeting open to all member-donors of the PAC. We also held our first fundraiser in addition to the Annual Live Auction and Silent Auction. All were very successful. Thank you to everyone who donated items and who bid on items!

What was more exciting was how many members signed up to be monthly donors to the PAC. A monthly donation of \$25 is not asking a lot to help protect the registered nurse and nurse practice act. We must have the ability to support our friends in the General Assembly. Legislative successes cannot be realized without participation in the political process. Will you join us in becoming a monthly donor to the PAC? <https://www.tnaonline.org/donate-to-tnpac/>



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- ♦ Nursing Research
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- ♦ Tennessee Professional Assistance Program (TnPAP) [TnPAP.org](http://TnPAP.org)
- ♦ Nurse Mentoring
- ♦ Honor A Nurse

All scholarship deadlines have been extended until February 1, 2020

# Having a Voice: The Nurse's Role in Organizational Strategy

Cindy Borum, DNP, APRN, FNP-C  
 AVP Advanced Practice Nursing, HCA Healthcare  
 Kelly Marcum, MSN, RN, CNOR, CPHQ  
 Clinical Director Surgical Services, HCA Healthcare



Cindy Borum



Kelly Marcum

As nurses, we are often greatly impacted by the strategies that are adopted and implemented by our organization. However, we may never realize our role in, or our contribution to, the company's strategic plan. Professional frontline nurses utilize leadership skills, critical thinking, decision-making, and problem-solving abilities in the day-to-day activities of patient care. In fact, the process of strategic planning mirrors the nursing process in many ways and this article explains how nurses can easily influence and contribute to the organizational strategy.

### Nursing Process and Strategic Planning

The foundation of our work as nurses evolves around the nursing process. We carefully integrate the assessment, diagnosis, plan, implementation, and the evaluation approach into improving the care of every patient and the entire process guides nurses to do the best for our patients, every day. Meanwhile, the strategic planning process involves collaboration with multiple key stakeholders, as well as a systematic approach to facilitate positive change and exhibit movement toward the original goal. Strategic planning focuses on the goals and future success of the organization. On the other hand, the nursing process concentrates on patient care goals for improved health and well-being. While we may not immediately identify the similarities of the nursing process to strategic planning, the general concept is quite comparable (See Table 1).

**Table 1: A Comparison of the Nursing Process and Strategic Planning Process**

Nursing Process	Strategic Planning
Assessment — Review and analysis of patient health/illness	Assessment — Strategic review of the business
Diagnosis — Apply clinical judgment to identify and prioritize actual and potential health problems	Set Direction — Prioritize goals and clarify the end goal
Planning — Create plan of care and set goals	Strategic Objectives — Create a strategic plan
Implementation — Implement care plan	Strategic Objectives — Implement strategic plan
Evaluation — Evaluate and modify care plan as needed	Strategic Objectives — Evaluate and modify plan as needed

(American Nurses Association, n.d.). (Sare & Ogilvie, 2010).

Both processes begin with determining an end goal or where we want to be and examining the current status in relation to that goal. That is followed by a plan on how to achieve that goal and then operationalizing or implementing the plan. Finally, there is a phase where we determine if the plan and implementation were successful or if adjustments are needed. Both the nursing process and the strategic planning process carry the intention to improve performance and demonstrate measurable outcomes (Sare & Ogilvie, 2010). There are, however, differences between the nursing process and the strategic planning process as well. The obvious difference is that the nursing process is a smaller scale and is often focused on the individual level, whereas

strategic planning has a broader scope that can impact many.

### Strategic Planning Involvement

It is very easy for frontline nurses to assume that new organizational initiatives and patient outcome goals are set by administrators that do not have a true understanding of patient care and managing the delivery of clinical care. For frontline nurses, this can cause feelings of frustration if a certain change is expected and not communicated well. Nevertheless, nurses that have the opportunity to participate in the strategic planning process may quickly change their opinion. According to Wadsworth, Felton, and Linus (2016), employees strive to find purpose in their work and by involving them in strategic planning; nurses can gain a sense of contribution to the organization's accomplishments. Nurse leaders have the knowledge and opportunity to positively impact both direct patient care and overall organizational outcomes through their inclusion in the strategic planning process. By involving nurses in the strategic planning, organizations can benefit from an engaged workforce that is driven to implement the plan (Wadsworth et al., 2016). Nurses that participate in the process can understand how strategic planning occurs, as well as share in the commitment to the success of the organizational goals. Once nurses understand that they have a voice and that their input is valued, they will become more engaged in the strategic planning process.

Nurse leaders have the opportunity and responsibility to challenge their teams to grow personally, professionally, and to influence the healthcare industry. Today, frontline nurses must become more involved in the strategic planning process as it influences patient outcomes and inspires nursing's work (Manion, 2011). By opening that door of strategic planning to the nursing staff, healthcare leaders will quench their thirst for organizational involvement as well as provide valuable frontline perspective from the individuals that spend the most amount of time with our patients. Nurse leaders possess the necessary ingredients to blend clinical knowledge and skills with business competencies to engage frontline nurses in the strategic planning process. What's more, the process of strategic planning will be instinctive and effortless for frontline nurses due to the similarity with the nursing process. Finally, the contributions of frontline nurses in strategic planning leads to the attainment of the organizational goals and ultimately impacts patient outcomes, positive work environment, and the delivery of excellent quality patient care.

### Conclusion

Nurses can no longer hide behind the belief that they are only clinicians and should not be involved in

or responsible for organizational strategy. Strategic planning requires the participation and support of nurse leaders and managers to ensure a holistic approach. By gaining knowledge in and embracing the strategic planning process, frontline nurses can provide valuable insight into the collaborative team and support the overall values and mission of the organization.

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# District News

## District 1

President: Lisa Beasley

District 1 has had a busy 3rd quarter! Our July educational dinner was held at Coletta's Italian Restaurant, and we heard from Special Assistant US Attorney, Joseph Griffith about the positive contribution nurses can make in the Opioid crisis. In August, we heard from retired Memphis Police Department Captain, Len K. Edwards on how nurses can incorporate knowledge into their practice on gang violence and human trafficking. Also, in August, District 1 teamed up with the League of Women Voters Memphis/Shelby County for a Mayoral Candidate Meet and Greet. The Meet and Greet was held at the National Civil Rights Museum, and we were able to help connect voters and candidates for the mayoral election. In September, the District 1 educational dinner was sponsored by Genentech where we heard timely information from Laura Bollinger on the upcoming Influenza season and how to best manage it.



Lisa Beasley

The upcoming months promise to be very exciting for District 1 as we approach the holiday season with our annual Holiday Celebration at Wang's East on Monday, December 2nd, from 5:30p to 9p.

The D1 board would like to welcome newly elected members: Kristin Fitchpatric, President-Elect; Hailin Swan & Kimberly Kennel, Nominating Committee; and Emma Murray & Sharon Little, who will serve as Directors. These new members will be joining the remaining D1 board members Tracey Power, Vice-President; Melinda Evans, Secretary; Jill Dapremont, Treasurer; Cecilia Garrison, Sheila Bouie & Marilyn Dillard as Directors; and Sam Maceri and Jehan Ellis as Nominating Committee members. Welcome to all! I would like to especially thank Carla Kirkland, Immediate Past President, for her guidance, vision, and leadership for District 1 as I take on the responsibilities of D1 President. We have a great team, and I look forward to serving our members in the role as President for D1.

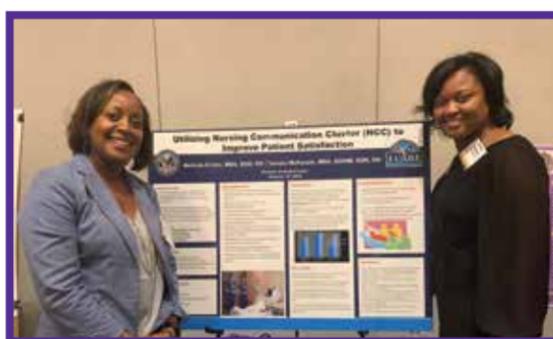


Mother and daughter attend the 2019 TNA Annual Conference together. Laura Reed and daughter, Kathleen Reed are both members of TNA District 1.

District 1 members present posters at the 2019 TNA Annual Conference.



Nancy Appling, MSN, APRN, ACNP-BC, CNOR, CRNFA, with co-presenters Laura Reed, DNP, APRN, FNP-BC, and Diane Pace, PhD, APRN, FNP-BC, NCMP, IF, FAANP, FAAN present *A Paradigm Shift: An evolution to University Based Registered Nurse First Assistant Education for APRNs*. Nancy (on the right) is seen here presenting the poster to a conference attendee.



Melinda Evans, MBA, BSN, RN and Tamara McKenzie, MBA, BSHIM, BSN, RN *Utilizing Nursing Communication Cluster (NCC) to Improve Patient Satisfaction*



Meagan Jones, MSN, RN *Predictors of Uncompleted Emergency Department Care: Patients Who Leave Against Advice*



Janet Mulroy, DNP, ACNP, CCNS, CCRN *Mac Attack: Nontuberculous Mycobacteria Infections on the Rise*



Teris Webb, MSN, NE-BC, RN-BC *Creating a Pillar of Safety for the Veterans We Serve Utilizing Stress Cards*.

Ms. Webb was also a co-presenter for the posters, (1) *Decreasing Falls in An Inpatient Psychiatric Unit Utilizing Shared Governance*; (2) *Quality Improvement Daily Weights in an Acute Care Settings Utilizing Shared Governance in a VA Setting*. Photos not available.

## District 2

President: Traci Brackin

Congratulations to Katie Thomas on her poster presentation at the 2019 TNA Annual Conference entitled, *Resiliency Education to Reduce Burnout and Improve Retention in Newly Graduated Registered Nurses*.



Traci Brackin



Katie Thomas, BSN, RN, DNP Student

## District 3

President: Tammy Schindel

District 3 has a need for officers:

- Vice President (open position)
- President-Elect (open position)
- Treasurer (due for election)
- Three directors (open positions)



Tammy Schindel

If you wish to run for office, please contact D3 President, Tammy Schindel, at [TSchindel@wmed.org](mailto:TSchindel@wmed.org) by December 16, 2019 to be considered for election.

### 2020 Membership Meetings — District 3

#### January 16, 2020

6:00 pm to 8:30 pm at Maggianos Little Italy 3106 West End Ave, Nashville, TN 37203  
1.0 CNE Event and Membership Meeting and Officer Elections

#### April 16, 2020

6:00 pm to 8:30 pm at Maggianos Little Italy 3106 West End Ave, Nashville, TN 37203  
1.0 CNE Event and Membership Meeting

#### July 16, 2020

8:30 am to 5:00 pm at Higher Pursuits 3114 Cheeks Bend Rd, Columbia, TN 38401  
True Colors Event (for leadership development) and Kayaking. Must book by phone or online after May 1, 2020.  
Max of 25 participants: 931.540.8575  
<https://www.higherpursuits.com/rentals/>

#### October 15, 2020

6:00 pm to 8:30 pm at Maggianos Little Italy 3106 West End Ave, Nashville, TN 37203  
1.0 CNE Event and Membership Meeting

For more information, please contact

Ginny Massey-Holt, TNA D3 Treasurer  
931.638.0282  
[vholt5@columbiastate.edu](mailto:vholt5@columbiastate.edu)



July Dinner Meeting: nurses make a difference with opioid addiction and death. Special Assistant US Attorney Joseph Griffith.



September dinner meeting: Management of Influenza from Genentech.



District 1 planning meeting on Saturday, November 2, 2019. Pictured are (back row left to right) Marilyn Dillard, Cecilia Garrison, Susan Cortez (front left to right) Melinda Evans, Kristin Fitchpatric, Hailin Swan, Carla Kirkland, Lisa Beasley, Emma Murray, and Jill Dapremont.

# District News

For more information on 2020 Membership Meetings:

- <http://www.tnaonline.org/district-3/>
- <https://www.facebook.com/TNA.DISTRICT3/>

District 3 members present posters at the 2019 TNA Annual Conference.



Chrissy Warren, MS, presented *Enhancing Health Related Goal Setting through One-On-One Education in an Inpatient Substance Use Disorder Treatment Facility for Women*. Other individuals who worked on the project, but were not able to present—Brittany Haskell, DNP, MA, PMHNP-BC, (member of TNA District 3), Annie Ladisic BS, RN; Abigail Randall M. Ed, RN; Kendra Rickard BS, RN

Jessica Phillips, DNP, APRN, FNP-BC, student at Union University in Hendersonville, TN, presented a poster, along with her advisor, Dr. Cathy Ammerman, DNP, APRN, FNP-BC, (member of TNA District 3), entitled *Enlightening Nurses Through Human Sex Trafficking Education*.



Monique Rivers, MSN, MEd, RN, CPHQ, HACP *A Handoff Tool to Improve Patient Safety in Dialysis Care* (Monique, far left, is seen here presenting the poster to conference attendees.)

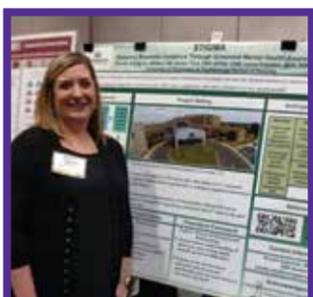


Ashley Trambly, (member of District 3), and Blair Stewart *Creating Nursing Informatics Governance in an Academic Medical Center*

## District 4

President: Martina Harris

District 4 members present posters at the 2019 TNA Annual Conference.



Brooke Epperson, MSN, RN *STIGMA: Stopping Traumatic Incidence through Governed Mental Health Awareness*



Martina Harris

## District 5

President: Stephanie Cook

Greetings from District 5! In September, our district elected three new Board members:

- Stephanie Rhoton, Treasurer
- Jane Mustain, Vice President
- Myra Clark, Board Member at Large



Stephanie Cook

On behalf of the Board of Directors and District 5, I extend a warm welcome to these colleagues and look forward to a successful 2020. As we finalize our transition, I would like to take this opportunity to express my sincere appreciation to our outgoing Vice President- Billie Sills and outgoing Treasurer- Louann O'Dell. Their knowledge, experience, and dedication to TNA has been invaluable, and we appreciate their time and effort to making our district successful.

Our general meeting was held on October 18th. Deborah Lowery was our guest and shared information about the inpatient storytelling program at Ballad Health. Storytellers from the Jonesborough Storytelling Guild and ETSU have been rounding in hospitals sharing stories with patients in an effort to reduce pain and anxiety. The results have been very impressive. Storytellers measure pain before and after a story using the Wong Baker face scale. Nearly all patients report a reduction in pain- some as high as a reduction of six points. The Storytelling program recently won the Hamilton International Arts in Health award in healthcare innovation and creativity.

Our next general meeting will be December 5th at 6pm at the Olive Garden in Johnson City. We will be celebrating Christmas and would love to meet and greet new members! Hope to see you there!

## District 6

President: Raven Wentworth

District 6 met on Thursday, September 19, 2019, in Medical Founders Room C at Jackson-Madison County General Hospital. Mr. Jonathan Wood, Program Director of Air Evac 007, spoke on Active Shooter Safety. One ceu was awarded. The next district meeting will be held in January with details to follow. Discussion will include participating in Nurses Day on the Hill and the Legislative Reception scheduled for Tuesday, February 4th, 2020. Save the date now! Please like and follow us on our Facebook page at TN Nurse's Association - District 6 to stay current on district news.



The TNA & TSNA Annual Conference was held October 18-20 in Memphis, Tennessee. District 6 members in attendance enjoyed the dynamic speakers and networking opportunities. If you were unable to attend, we would love for you to join us next year in Franklin, Tennessee, on October 30th - November 1, 2020.

Congratulations to Christie Manasco Dorris as she was elected to continue in the position as District 6 Treasurer. We appreciate Christie's willingness to serve. Thank you to those who voted electronically.



Raven Wentworth presented a poster at the 2019 TNA annual conference entitled *Five Loaves and Two Fish*.

Raven Wentworth, DNP, RN, APRN, AGPCNP-BC, FNP-BC

## District 8

President: Shannon Johnson

District 8 will be having our Christmas gathering on December 3, 2019, at 6pm for chili and soup. We will be preparing bags for the homeless that evening. Location can be provided to anyone interested upon request by either texting or emailing Shannon Johnson at 931-308-6537 and/or [shannonjohnson5321@yahoo.com](mailto:shannonjohnson5321@yahoo.com).



Shannon Johnson

## DISTRICT 9

President: Chaundel Presley

District 9 had three members that attended the TNA annual conference and presented posters this year. Tammy Howard and Jenny Maffett presented the poster *How a public observation assignment affects the beginning BSN nursing student*. Chaundel Presley's poster discussed *Best practices for the transition and retention of new nurse practitioners*.



Chaundel Presley



LtoR: Jenny Maffett and Tammy Howard



Chaundel Presley

## DISTRICT 15

President: Marcia Barnes

Greetings from District 15, and welcome to new members. Also, thank you to those that have continued their membership.

Great meeting last month in Memphis at the TNA Annual Conference. Great topics and opportunities for networking. Was wonderful to have Dr. Ernest Grant, ANA President, give his keynote address on Saturday. In addition, enlightening discussion pursued during membership assembly on full scope of practice for APNs.

I would like to congratulate Lisa Murphree and Shelley Moore on their poster presentation during the conference on "Educational Interventions, Student Empathy, and Interest in Working with Older Adults: A



Marcia Barnes

# District News

District News continued from page 15

Phased Study.” Congratulations to both of you for your great work.

Lisa Murphree also presented a poster titled “Evaluation of Safe Medication Administration Knowledge of Senior BSN Nursing Students in Preceptorships.” Congratulations, Lisa, and much needed work on this topic.

District 15’s next meeting is on Veterans Day, November 11th. John Alexander, Attorney, will be speaking on the Law and Nursing. It will also be out PAC challenge night with District 15 matching every dollar donated.

Happy Holidays.



Lisa Murphree, EdD, MSN, RN, CMSRN

# Membership Article

## This is Your Official Invitation!

Tracy Collins, DNP, FNP-BC  
TNA Director-Membership



Tracy Collins

As I prepared myself to go to the TNA conference this year, I reminisced on the 2018 conference. I remember emailing my application in to run for the Director-Membership position that year. At first, I questioned myself, “Is this truly what you want” “Are you ready for the commitment,” and “Will you win the election?” After the questions, I quickly moved on and got to work. I prepared a speech, got a poster to display, and let my friends and family know I was on my way to run as a TNA board candidate. I must admit it was exciting to think of the many opportunities I was going to embark on in the elected position. When I arrived at the conference, I immediately registered and introduced myself. The warm welcoming staff directed me to where I could display my campaign poster and treats. Many of the members were walking by, picking up treats, and reading my poster. The poster had a list of qualities that exemplified a team player, hard worker, and creativity. All qualities I had learned as a nursing professional that would now help me in this election.

I was a “first-timer” and my attendance at the conference helped me understand the importance of being a part of a professional organization that is well respected among the nursing arena. I was surrounded by educated nurses that were aware of the importance of speaking on behalf of issues

that directly affect their profession and healthcare. It was a great opportunity to meet new colleagues and embrace familiar faces. I was also able to learn from the keynote and plenary speakers on how to stay involved, create a thriving nursing community, and showcase nursing. It was very rewarding to think about the return investment I was receiving as a TNA member during the conference. As the weekend proceeded, the voting time approached with haste. The voting day arrived, each vote was tallied, and the elected board members were announced. To my surprise I won and graciously accepted the challenge to help grow the membership in the association.

I have now been the Director-Membership for a year. The experience has really broadened my horizon. I witnessed my professional growth this year at the 2019 conference: “Nurses the Real Superheroes.” I was able to open and close one of the plenary sessions. I spoke in one of the assemblies on behalf of the membership committee by expressing three ideas that have great potential to grow membership in TNA. I answered and clarified questions that current members had about the association. I had Saturday night dinner with colleagues and Ernest J. Grant who is the president of the American Nurses Association (ANA). I also helped with the voting process this year. It was exciting and filled with perks that one cannot attach a cost.

Now you may be wondering why I mentioned my experiences at the two conferences? I simply wanted to inform you that I would have never been a part of this type of professional nursing engagement if I had not accepted a friend’s invitation to join TNA. So, here is your invitation. “Come join me and your nursing friends in an esteemed association that can change your nursing career forever!”

**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!**

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Corley Roberts, MHA, ACSM EP-C, EIM2, CPHQ  
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On May 1, 2017, the American Nurses Association launched an initiative called Healthy Nurse, Healthy Nation™ Grand Challenge: to transform the health of our nation by first improving the health of our nurses. The initiative focuses on improvement in five key areas: physical activity, nutrition, rest, quality of life, and safety.



Corley Roberts

Since 2017 more than 25,000 individuals and 350 partner organizations have joined this movement. MyFitScript supports this movement and supports YOU!

The focus of this article is to look at the combined elements of the aging nurse, chronic illness, and inactivity as related and manageable with physical activity. Not everyone likes to exercise, but everyone likes independence. Reframing exercise means rethinking what independence means to you. It may mean running around the unit without running out of breath, or allowing you to enjoy the things that are important to you as long as you can. Finding your 'why' may be a bigger motivator than just knowing that it's 'healthy' to exercise.

I received a physician referral for a prescriptive exercise program to manage a patient's diabetes, high blood pressure, and obesity. First thing I asked her was 'do you like to exercise?' She replied, 'I hate it!' By the end of six months she was an exercise fanatic! Dedicated exercise time resulted in

improved A1c, reduced high blood pressure, weight loss, and improved body fat percentage. She told me she 'loved to exercise!' She found her motivating 'why' of wanting to see her daughter graduate after losing her father to diabetes. Registered nurses, young and older, hold the largest subset of health care workers at an estimated four million. Imagine a nation where millions of registered nurses lead a movement to improve the health of an entire nation beginning with their own health first. Patients and families and colleagues would follow!

According to the Tennessee Commission for Aging and Disability, Tennessee's growth projection for individuals 65 and older is 28% by 2030 resulting in 20% of the entire state being 65 and older. The current percentage of those 65 and older with four or more chronic conditions is 39%. Individuals with three or more chronic conditions have higher healthcare costs and live 5.3 fewer years.

Lifestyle behaviors to include insufficient physical activity, poor diet, smoking, and excessive alcohol consumption contribute significantly to chronic conditions.

We know that genetics, environment, and access to care combined can contribute to about 50-60% of our health. However, it's our own behavior that contributes the most at about 40-50%. Yet, we as a nation spend only about 4% on prevention and 88% on medical services. How much do you spend on prevention for yourself in time currency?

Nurses are a growing population and projected to grow 15% from 2016 to 2026, much faster than the average for all occupations. Not only is the growth of nurses expected to rise, our focus is slowly changing to preventive care, chronic conditions, such as diabetes and obesity; and demand for healthcare services from the baby-boom population, as they live longer and more active lives.

Findings from the 2008 National Sample Survey of Registered Nurses found that the majority of registered nurses employed in the U.S. range in ages from 45 to 59, with the average age estimated to be 50 years of age. As we age the body slowly loses the ability to make energy. However, our body has the ability to create energy at any age by creating the demand. Physical activity and movement creates the demand and results in the increased production of mitochondria (energy cells) size and number.

Nurses nurse. They protect, promote, and optimize the health of their patients. They strive to prevent illness and injury. They facilitate healing and alleviate suffering.

Wow! What amazing live-saving care you provide for us! Imagine if you, a nurse, give yourself the same life-saving care, we would be a changed nation!

Physical activity guidelines recommend a minimum of 150 minutes weekly of moderate level intensity exercise. Yes, you get your steps in at work I'm sure – and ALL exercise is good for you! Focused exercise where you can achieve the recommended intensity will better contribute to health outcomes.

Let's say you also want to lose weight. One pound of fat is equal to 3500 calories.

To burn fat you need to consume fewer calories, burn more calories, or a combination of both. Your week has seven days. Take 3500 calories and break it down to 500 a day. If you split that 500 into 250 calories burned with physical activity, and 250 fewer calories consumed, you'll achieve the loss of one pound of fat in a week. Weight loss occurs at different rates for every 'body' so be patient. I should say, be your own patient and take care of yourself first!

It's YOUR Move!

## Student Forum

Austin Smith, BSN, RN

Greetings faculty, colleagues, and former classmates! My name is Austin Smith, and I have recently completed my tenure as the East Regional Director for the Tennessee Student Nurses Association. A brief aside about me: I graduated in the spring of 2019 with my Bachelor's in the Science of Nursing from the College of Nursing at the University of Tennessee, Knoxville. Soon after, I moved to Richmond, Virginia, to start my career as a full-time nurse in the Pediatric Emergency Room at Chippenham Hospital and a part-time nurse on the Women's Specialty Unit at St. Mary's Hospital.

I am fortunate to have found happiness and excitement in my inaugural positions as a Registered Nurse, but I recognize that this may not be the case for all newcomers in our profession, especially those who have yet to reach where they want to go. Hold steady and persevere with your successes, and the rest will follow. I would like to dwell on this topic of self-actualization and perceived-success for the remainder of this article.

Our profession measures success in a multitude of ways. Among these are technical measures (i.e. CAUTI and CLABSI rates) born from goals set by health care facilities and their governing enterprises. Another measure may be the number of years one has devoted to the bedside—distinctions we give to our most-seasoned colleagues who defined nursing long before we were able to spell the word, "nurse." A third measure: our patients' experiences; our ability to ensure that the families of newborns and centenarians feel as though they received a quality, one-to-one level of care.

Sure, the three aforementioned metrics may be what the public knows our profession for, but I would argue that any measurement of success and failure in our profession is bound to a nurse's feeling of having performed acts at the bedside that are intrinsically good. These acts cannot

always be quantified by our informatics; they are not specific to one generation of nurses, and they may even go unnoticed by our patients. From the perspective of this young nurse, we as a profession must make it a point to perform acts of compassion and humility every day. Our self-perceived success cannot be quantified — only felt by our psyches and their desire to serve others.

In closing, I urge you to thank those responsible for your successes, your shortcomings, and everything in-between. Regardless of if you graduated nursing school 50 days or 50 years ago, forget not the faculty who instilled, in you, principles of caring and integrity so that their works may continue to touch patients at the bedside. Forget not your first patients with whom you overcame your fears and nerves to learn the skills of our profession. And lastly, forget not your colleagues, classmates, and coworkers, with whom you share a passion for the preservation of human dignity, and the prosperity of our communities.

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# Member News



Marcia Spear Barnes, DNP, APRN, ACNP-BC, CWS

Congratulations to Marcia Spear Barnes for the success of her edited book, *Skin Grafts – Indications, Applications and Current Research*. The book has proven very popular around the world with over 140,000 chapters downloaded, clearly has impact and influence in the scientific community, and has connected researchers around the world to further develop projects.

Connie McCarter, MSN, RN, CNRN, RN-BC, member of TNA District 1, recently attended the Alzheimers Disease And Related Dementia Advisory Council in Nashville. Connie serves as the only nurse and West Tennessee Representative on the council and was appointed to the council by Mr. Jim Schulman Executive Director of The State of Tennessee Commission On Aging And Disability.



LtoR: Chris Simmons, Assistant VP-Houchens Insurance Group; Connie McCarter; Harlyn Jones Hardin, Dir. of Programs, Alzheimer's Association Tennessee Chapter; Rachel Blackhurst, TN Alzheimers Dir., Advocacy and Public Policy.



Nursing Education Seminar attendees. Seated on front row, first on left is Jennifer Faulk, third from the right is Millie Logan, and fourth from the right is Diane Ruppel.

Jennifer Faulk, MSN, RN, CMSRN, Millie Logan, PhD, RN, FNP-BC, and Diane Ruppel, MS, RN, PMHCNS, all members of TNA District 1, recently presented at a fall Nursing Education Seminar at Saint Francis Hospital in Bartlett. The event was sponsored by the Philippine Nurses Association of Tennessee (South Central Region). Faulk's presentation was entitled *Advocating for Safety: IV Pearls and Perils*. Logan and Ruppel were co-presenters on the topic of *Suicide in Nursing and Self-Care for Nurses*.

# Welcome New & Reinstated Members

## District 1

Ja'Quay Brister, Karen Dunn-Fowler, Jennifer Faulk, Katie Fowler, Christina Hillhouse, Laura Myers, Karen Nellis, Vickie Pitman, Tonya Rountree, Tameka Sledge, Kathryn Younger

## District 2

Lauren Brown, Aerial Hensel, Britney Kandel, Alisha Licata, Kristin McKamey, Barbara Riggs, Kimberly Rinks, Sarah Stephenson, Tina Vinsant

## District 3

Pamela Adreon, Brooke Bailey, Cassidy Baughn, Fernando Boone, Deborah Brown, Patsy Burks, Kelley Dwyer, Eva Elliott, Kimberly Grubb, Claire Hamilton, Misty Hinkle, Brenda Kulhanek, Robin Lane, Loretta Pentlicki, Holly Randle, Laura Stone, Anna Thibodaux, Amanda Widick

## District 4

Tonya Anderson, Leslie Beavers, Brianna Cole, Jewell Kyle, Connie Petty

## District 5

Teresa Carnevale, Mary Ann Chapman, Virginia Couch, Heather Leonard, Patricia Ovchar, Rebecca Simmons, Cassandra Vanover

## District 6

Teresa Gates

## District 8

Deborah Mancuyas, Rosie Toledo-Hernandez, Sandra Witt

## District 9

Tiffany Byrd

## District 10

April Tolbert

## District 12

Emily Hutchens, Melinda Mosby

## District 15

Janet Cancilla, Lynnita Moffett, Dee Orfanos, Melody Rudolp

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Tennessee Nurses Foundation • Contribution Form



## Honor A Nurse

The Tennessee Nurses Foundation (TNF) welcomes you to publicly recognize a nurse. With your \$50 tax-deductible donation to TNF, your honored nurse's name will appear in the *Tennessee Nurse*, (mailed to over 90,000 RNs), as well as in the designated "Honor A Nurse" section of the Tennessee Nurses Association's (TNA) website at [www.tnaonline.org](http://www.tnaonline.org). A photo and brief paragraph may also be submitted to further recognize your honored nurse.

### Make a statewide commitment to honor a special nurse that:

- won an award
- is retiring
- received a promotion
- is a nurse family member
- is dedicated to nursing and to patients
- has a special event or occasion coming up
- is a friend, or a colleague
- is in memoriam
- is in celebration of Nurses Week

### Patients and patient's family members:

- Honor A Nurse that truly made a difference in their care, or the care of a family member.

Your \$50 donation will go toward continued support of the TNF and their work pertaining to scholarships, and grants that support the needs of nurses in Tennessee. TNF is a nonprofit, 501(c)(3) organization. Donations are tax-deductible to the fullest extent allowed by law and support the mission of TNF.

### DONOR INFORMATION

Donor Name: \_\_\_\_\_ Email Address: \_\_\_\_\_

Address: \_\_\_\_\_  
(Street) (City) (State) (Zip)

Phone Number: \_\_\_\_\_  
(Home) (Work)

PAYMENT INFORMATION Authorized Payment Amount: \$ \_\_\_\_\_

(Minimum \$50 donation for each nurse honored)

- Check payable to TNF is enclosed  
 MasterCard/Visa/American Express/Discover

Card Number \_\_\_\_\_ Exp. Date: \_\_\_\_/\_\_\_\_/\_\_\_\_ Code: \_\_\_\_\_

Cardholder Name \_\_\_\_\_ Address \_\_\_\_\_  
(Please Print)

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

### HONORED NURSE INFORMATION

- Honoree's Name & Credentials: \_\_\_\_\_
- Choose which quarter you would like the honored nurse listed in the *Tennessee Nurse* publication and the TNA website, (choose only one quarter for both listings)  Winter  Spring  Summer  Fall
- Comments regarding the Honored Nurse: \_\_\_\_\_
- Include photo of Honored Nurse (if available) with contribution form or email to [tnf@tnaonline.org](mailto:tnf@tnaonline.org). Photo requirements: digital photo that has been taken at a high resolution of 300 dpi (which equates into setting the digital camera to take the largest file size possible) or an actual commercially printed photograph, (we cannot accept photographs that have been printed on a desktop printer)
- Send notification of gift to: \_\_\_\_\_

(Name) (Street) (City) (State) (Zip)

SUBMIT COMPLETED FORM TO: TNF • 545 Mainstream Dr., Ste. 405 • Nashville, TN 37228 • Fax: 615-254-0303 • Phone: 615-254-0350

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## ATTENTION: Registered Nurses with Master's Degrees

Excelsior College is recruiting clinical adjunct faculty/clinical examiners for our associate degree in nursing program.

The School of Nursing at Excelsior College seeks qualified adjunct clinical faculty to administer the Clinical Performance in Nursing Examination (CPNE), the final clinical examination for our associate degree students. Clinical examiners are responsible for one-on-one clinical evaluation of associate degree nursing students in an acute-care hospital setting with direct patient care and simulation.

### REQUIREMENTS:

- ▶ Ability to work one weekend every 4–8 weeks for 2½ days
- ▶ Master's degree in nursing
- ▶ A current and unencumbered RN license for the state of Tennessee
- ▶ Experience in teaching and evaluating associate degree nursing students, experience orienting new RN graduates, or experience evaluating students during clinical performance tests.

### FOR MORE INFORMATION, VISIT:

[jobs.excelsior.edu/](http://jobs.excelsior.edu/)

### SUBMIT COVER LETTER AND CV TO:

[jobs.excelsior.edu/job/clinical-examiner/](http://jobs.excelsior.edu/job/clinical-examiner/)



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RN TO BSN | MSN | DNP | DNP/MBA