The Tennessee Nurses Association is excited to announce that we are beginning a Going Green initiative. Starting with this issue, the Tennessee Nurse will continue to be mailed to all TNA members and will also be sent via email. Only the email edition will be sent to nonmember actively licensed nurses in Tennessee via the email address provided to the Board of Nursing. If you are receiving the Tennessee Nurse only via email, you are not an active member of the Tennessee Nurses Association...please consider joining by visiting https://www.tnaonline.org/joinrenew-now/join-now/ today. 2020 has been declared the Year of the Nurse both nationally and internationally, what a perfect time to join the professional organization for nurses in Tennessee.

The TNA Board of Directors reviewed information and evaluations from our publishers and other ANA state nurses' associations that have adopted a similar policy and determined that this action would align with the movement toward an environmentally friendly practice sparing significant natural resources in the future. Members, please take time to review both the print and email copies. After comparing the content in both, members who wish to receive only the email copy may contact subscriptions@aldpub.com to let us know about your preference for only an email copy.

If you do not have access to email or are not a member of TNA but would like to receive a print copy of the Tennessee Nurse, please contact Kathryn Denton at kathryn.denton@tnaonline.org or mail a request to Kathryn at Tennessee Nurses Association, 545 Mainstream Drive, Suite 405, Nashville, TN 37228 to activate a subscription. Subscriptions are $30 annually.
Mark Your Calendars:

June 6
TNA Leadership Academy – J. Walter Barnes Conference Center at Jackson-Madison County General Hospital, Jackson, TN

June 22
TNA CNE Peer Review Committee Workshop – Nashville area

June 23
TNA Provider Unit/Individual CNE Activity Workshop – Nashville area

July 18
TNA Leadership Academy – Erlanger – Barones Campus Probasco Auditorium, Chattanooga, TN

Oct. 30-Nov. 1
TNA Annual Conference – Franklin Marriott - Cool Springs

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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 or mailed to: TNA, 545 Mainstream Drive, Suite 405, Nashville, TN 37226-1296. 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 not accepted 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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Exciting things are happening at TNA and ANA in 2020.

Tina Gerardi, MS, RN, CAE

The 2020 Legislative session kicked off with bill filing deadlines completed by February 6th, two days after the Nurses Day on the Hill. The primary focus of TNA this year will be removing antiquated laws, rules, and regulations that are barriers to APRNs practicing to the full extent of their education and training. Removing these barriers will help improve access to care to Tennesseans across the state, help save healthcare dollars, and address restraint of trade issues for APRN providers.

On March 1, 2020, TNA will launch a huge membership and recruitment campaign to encourage all Tennessee registered nurses to join TNA and ANA.

• You will have access to all the resources and advantages of membership in both organizations
• In this legislative session, TNA is aiming to advance and better the nursing profession in the state of Tennessee and improve access to care for all Tennesseans, to do that we need your support
• 2020 has been declared the Year of the Nurse both nationally and internationally, what a perfect time to join the professional organization for nurses in Tennessee
• Visit https://www.tnaonline.org/joinnew-now/join-now/ today to join

TNA has entered into an agreement with Elite Healthcare to provide online continuing professional education for nurses. Elite Healthcare is the result of a merger of prominent health care content providers, Elite Learning, Western Schools, Fitzgerald Health Education Associates, and Advanced Healthcare. A major benefit of these mergers is the depth and breadth of valuable content that is offered. A hallmark of these courses is that they are all evidence-based and peer-reviewed, reinforcing the value of lifelong learning for licensed healthcare professionals. Nursing courses are ANCC accredited courses. TNA members will enjoy a 20% discount on all courses taken through the link on the TNA website. Please visit TNAonline.org and click on the Continuing Education tab to take advantage of this new program.

If you are not a TNA member, you will have noticed that you are no longer receiving a paper copy of the Tennessee Nurse. Receiving a paper copy of the Tennessee Nurse is now a member benefit. The Tennessee Nurses Foundation will continue to share our newsletter content with all registered nurses in the state via email link. If you want to continue to receive a paper copy of the newsletter and support all that your professional nurses association is doing to advocate for increased access to quality care and improved health outcomes in the state, support nurses, and advance the profession, please join TNA today. https://www.tnaonline.org/joinnew-now/join-now/

From the Executive Director

Tina Gerardi

From the President

Carla Kirkland

Welcome to 2020: Year of the Nurse and Midwife! The American Nurses Association (ANA) announced it will be joining with the World Health Organization, the International Council of Nurses, and the global Nursing Now campaign to celebrate contributions of nurses around the world, in recognition of the 200th anniversary of the birth of Florence Nightingale. The focus words, Excel, Lead, and Innovate, will be used to communicate the critical work of nurses. As a part of this campaign, ANA plans to expand National Nurses Week to a month-long celebration! Watch for more information regarding events highlighting nurses, the nursing profession, and the important contributions of nurses in health care.

Save the Date! The dates for this year’s TNA Leadership Academy have been set! Jackson will be the site for a west Tennessee class Saturday, June 6, and Chattanooga for an east Tennessee class Saturday, July 18. Our nurses have indicated an interest in learning more about leadership opportunities within TNA and around our state. We want to make the information more accessible, so we are working to bring it closer to you. Plan now to attend!

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

At the January 17 meeting the Board of Directors approved the following actions:
• Allocation of funds to set up an email address for each TNA district on tnaonline.org
• A business agreement with Elite Healthcare to provide discounted continuing nursing education courses through the TNA website to TNA members
• Appointment of the TSNA legislative chair to the GOVA Committee
• Release of TNA full practice authority legislation for APRNs after legislative review and drafting
• Leadership Academy dates in Jackson (June 6) and Chattanooga (July 18)
• Appointments to the Nurse Practice, Education, Awards, Membership, Operations, Reference GOVA and Conference Planning committees

TNF Board Update

At the November 22 meeting the Board of Trust approved the following actions:
1. Extended TNF November 1 scholarship submission deadlines to February 20
2. Approved the TNF 2020 Scholarly Writing contest. Winner to receive a check for $1,000 and a free TNA Annual Conference registration, Lodging, travel, and extra expenses are not included. Deadline: March 31, 2020

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Nurses Climate Challenge: Educating 50,000 Health Professionals by 2022

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There is increasing interest and engagement among the nursing community around environmental matters that influence human health, such as climate change. Nurses are trusted health professionals and make up nearly 40% of the healthcare workforce, serving as catalysts of change in their institutions and practice settings.

To activate nurses, the Alliance of Nurses for Healthy Environments (ANHE) and Health Care Without Harm (HCWH), launched the Nurses Climate Challenge (the Challenge) in May 2018. The Nurses Climate Challenge is a national campaign to educate health professionals on climate and health, with nurses leading the education. The Challenge started with the original goal to educate 5,000 health professionals and was quickly surpassed in less than a year due to the combined efforts of Nurses Climate Champions around the world.

The response to the Nurses Climate Challenge has been robust. There are over 1,000 nurse climate champions from nearly all 50 states, with over 13,000 health professionals educated since the launch. In addition, nurses from 19 countries outside the United States are registered as Nurse Climate Champions. However, there are nearly four million nurses and 18 million workers in the healthcare sector in the US alone; therefore there is an opportunity to exponentially scale the impact of the Challenge. To do this, we are aiming to educate 50,000 health professionals by 2022.

The Nurses Climate Challenge offers a comprehensive toolkit with all the resources nurses need to educate colleagues on climate and health and engage in climate-smart practices in health settings and at home. Nurses using the Challenge resources are highlighted through profiles (https://nursesclimatechallenge.org/champion-profiles) published on the Challenge website, shared in newsletters, and posted on social media to showcase the work being done and to inspire others to join.

The Challenge also calls on nurses to be advocates for climate and health. Leading within a nursing organization, health institution, or academic center to spearhead initiatives to address climate change is an example of how nurses can move health professionals from education to action. The Challenge resources include a guide to taking action within workplace and home settings and provide other points to get started.

As a nurse, you can also educate policymakers and the public about the connection between climate and health and how to take action by writing a letter to the editor in a local newspaper, meeting with elected officials, or talking with patients, friends and family members, and/or your community about the health impacts of climate change. The Challenge website includes sample talking points and template letter to the editors in the resources section.

Furthermore, the CHANT: Climate, Health, and Nursing Tool 2020 is now available. CHANT is a 10-minute voluntary survey asking respondents about awareness, motivation, and behaviors related to climate and health. Nurses and other health professions are encouraged to take the survey every year. Access CHANT here: http://bit.ly/30TR9.

Learn more and join the Nurses Climate Challenge by visiting nursesclimatechallenge.org.

Nurses Climate Challenge: Educating 50,000 Health Professionals by 2022

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Learn more and join the Nurses Climate Challenge by visiting nursesclimatechallenge.org.
Do you ever wonder how you got here, to this place in your career? Nursing wasn’t even on my radar – I wanted to be an astronaut. But a summer job passing instruments as a scrub tech at a local hospital introduced me to “inner space” and the wonder of the human body. Beam me past nursing school and that first sleepy year working nights to an amazing job at the “space station” - aka the intensive care unit. There was a strong sense of teamwork, technology about the complexity of care – challenging, and the pace exciting. Decades later, much of the technology that existed only in the ICU is basic care – even in homecare. Technology augmented and/or directed care innovations are occurring in areas we never expected.

As nurses, we can always remember that special patient experience or project that stayed in our hearts. While I have quite a few to share from my time in critical care, one that really stuck with me was my implementation of a virtual support group for breast cancer patients in 2005. The stories they would all share were amazing, heartwarming and sometimes heart-breaking. It was a privilege to implement this program and support this experience. Much has changed since then.

The Nursing Informatics Specialist

So, what does today’s nursing informatics specialist do? The ANA defines Nursing informatics (NI) as the specialty that integrates nursing science with multiple information and analytical sciences to identify, define, manage and communicate data, information, knowledge and wisdom in nursing practice. Informatics “informs” the practice domain. Whether you are a nurse, a physician, a pharmacist, or a pilot, you have domain knowledge applied in specialized settings supported by technology.

The multiple sciences that support the work are evolving as well, from science information to big data, deep learning to artificial intelligence (AI). Our electronic health record systems are heavily on information science, which focuses on the processes by which we store and retrieve information. PTW...did you know that the current Director of the National Library of Medicine, Patricia Brennan, PhD, RN,* is a nurse informaticist with an advanced degree in industrial engineering? We have come a long way.

Unfortunately, the NI role is often described in terms of supporting computers and EHRs rather than nurses and their patients. The heart of our specialty is nursing practice. This is about the individual, family, and group "responses to actual or potential health problems." What do you do?

When thinking about new EHR documentation requests, I always ask, “What part of the nursing process does this address? Assessment? Diagnosis? Outcomes/Planning? Interventions? Evaluation?” This is how I maintain my true north when it is easy to get distracted by all the new techno toys that have little to do with nursing.

Nursing informaticists highlight the work of Florence Nightingale as our first informant. She used unique visualization techniques and statistics to analyze mortality and morbidity data to improve the lives of soldiers in 1856. Today’s 2020 nurses continue to use and evolve decision support, dashboards, and other analytic tools to visualize data on care processes and the patient’s condition.

Nursing Terminology

I bet you wanted to skip this section...but please don’t! An important tool in the informaticist’s bag is standard terms. So why is a nursing specific terminology important? As Norma Lang stated long ago, “If we cannot name it, we cannot control it, practice it, teach it, finance it, or put it into public policy.” Healthcare has used billing codes (e.g. ICD, CPT) with nursing care reflected only as part of the room rate (critical, acute, observation). That just won’t do.

Even though there are terminologies that well reflect the nursing process, many nursing EHRs use local, non-standardized terms that hinder practice and outcomes-based research. In Nashville, both Vanderbilt University Medical Center (VUMC) and HCA, Inc. use the freely available Clinical Care Classification (CCC) terms developed by Virginia Saba and colleagues. In addition to use in care planning, at VUMC we used it to reduce low value documentation, meet Meaningful Use requirements for a coded problem list, and support quality improvement initiatives. Recently, in response to nursing concern over the increased volume of EHR requests from departments and families, we were able to quantify the number of behavioral problems using nursing diagnoses such as risk for substance abuse, violence and suicide in the med/surg patient population.

While CCC had its roots in homecare, it can be used in other venues. At a conference a few years ago, I met a school nurse who was using CCC to document the physiological (e.g. pain, breathing), functional (e.g. nutrition, mobility), and behavioral (e.g. self-injury, coping, family processes) problems to complete the medical plan of care (e.g. asthma, arm fracture). With social and behavioral determinants of health becoming a national focus, nurses are well positioned to advance evidence-based practice in this area if they speak a common language.

Emerging Technologies

Each semester my graduate students select and research a technology topic of interest to nursing. Five years ago, we were mostly about EHR adoption, computerized order entry, and bar-coded medication administration. In the last year or two it was focused on patient engagement, mobile apps and telehealth. This year, virtual reality for pain management and opiate addiction was a newcomer. I predict that artificial intelligence and machine/deep learning are especially important. As the Chief Nursing officer at Vanderbilt University Medical Center, the Director of Nursing Analytics in Nursing Informatics at Vanderbilt University Medical Center. She continues to teach nursing informatics online for the University of Maryland and be active in her professional organizations.

Join the conversation

Remember when robots delivering food trays to the right patient room was a big deal? Now robotic devices are doing surgery. I have been hearing “virtual nurse” lately as a solution to the shortage of nursing staff. These range from applications that connect a live nurse through telehealth to do admission assessments and discharge teaching to computer generated avatars that interact and respond to patient questions without judgement or intimidation. Will these applications become standard tools in the nurse’s virtual backpack, or is there a fundamental practice change going on? In the age of big data and artificial intelligence – will our practice be diminished or elevated? This is a time for nurses at all levels and specialties to be actively engaged in both the practice and technology conversations.

May the force be with you!

About the Author

Deborah Ariosto, PhD, MSN, RN-BC, FAMIA

Dr. Ariosto has enjoyed multiple roles as developer, implementor and educator of information technologies over the past three decades. She recently “retired” as the Director of Nursing Analytics in Nursing Informatics at Vanderbilt University Medical Center. She continues to teach nursing informatics online for the University of Maryland and be active in her professional organizations.

7. https://www.tnhimss.org/
Defending Against BON Complaints
How to Protect Your License to Practice

Jennifer Flynn, CPHRM, Risk Manager, Nurses Service Organization (NSO)

As a nurse, you likely understand the need to protect your license against claims related to patient care. But did you know you should take similar action to defend your license against complaints made to your state Board of Nursing (BON)?

With BON complaints, the event may not even be related to patient care. For example, the Tennessee Nurse Practice Act (NPA) outlines grounds for investigation and potential disciplinary action, which can include allegations of a personal, non-clinical nature, such as substance abuse, criminal conviction, or other “unprofessional conduct.” If the BON chooses to take disciplinary action, possible outcomes include a consent agreement, settlement, continuing education, probation, suspension, or permanent loss of licensure.

Analysis of RN License Defense Claims

According to the National Practitioner Data Bank (2018), there were 14,902 complaints filed against registered nurses in the U.S. compared to 258 malpractice claims in 2017. That’s 58 times more licensing complaints than malpractice claims. Further, a claims analysis from Nurses Service Organization (NSO) and the underwriter for the NSO professional liability program, CNA (NSO & CNA, 2015) showed that the average cost of a license protection claim is $3,988. Payment reflects the cost of legal representation in defending nurses from BON actions.

How to Reduce the Likelihood of a License Complaint

You can take steps inside and outside of the workplace to protect your professional license. Taking these steps will help to ensure that you can continue to practice as a registered nurse.

General Recommendations

- Follow established procedures and protocols.
- Provide clear, timely communication to patients and families.
- Recognize stressors that can lead to substance abuse and allegations of unprofessional conduct; be proactive in seeking support.
- Complete continuing education requirements.
- Practice as an advanced practice registered nurse, maintain physician agreement documents, and ensure access to up-to-date medication and other reference material.
- Submit updates to credentials on time.

Improve Communication

Developing effective communication skills is the most important step you can take to protect your license.

- Patients and families who feel they have a personal connection with a nurse may be less likely to file a complaint.
- Listens, act with empathy, and don’t lose your temper.

Use Social Media with Caution

Social media is a great way to connect with family and friends, but, as a nurse, you need to be cautious. BONs might investigate for one reason, and your situation could be made worse by your old social media posts or text messages.

- Maintain professional boundaries with current or former patients — even if your professional relationship has ended.
- Always maintain patient privacy and confidentiality.
- Do not post photos or videos of patients or identify patients by name.
- Do not refer to patients in a disparaging manner, even if patients are not identified.
- Never discuss drug and alcohol use.

Keep a Record

Document consistently and in detail. Note your discussions with patients on the patient's chart. Also, keep evidence of your competency, professionalism, and public service.

- Save documents that show your efforts to ensure your competency, such as continuing education classes completed and specialty certifications.
- File materials that provide evidence of your professionalism, such as letters of recommendation, thank-you letters from patients and families, and performance appraisals.

Understand your State’s NPA

When you are practicing as a nurse, you are responsible for understanding what is contained in your state’s NPA.

- If a job description or common practice at your place of employment differs from your state's NPA, follow the more stringent guideline. Notify your employer of any differences.
- Nurses should contact their BON for clarification on licensure requirements with respect to interstate practice.

When a Board Takes Action

If you are notified by your state’s BON that an investigation is being initiated, immediately contact your malpractice insurance provider and retain an attorney. Your attorney will assist you in responding promptly to any requests from the BON during the investigation.

As a licensed nurse you will want to protect the most important asset you have achieved: your license to practice professional nursing.

REFERENCES


This risk management information was provided by Nurses Service Organization (NSO), the nation's largest provider of nurses' professional liability insurance coverage for more than 550,000 nurses since 1976. Tennessee Nurses Association (TNA) endorses the individual professional liability insurance policy administered through NSO and underwritten by American Casualty Company of Reading, Pennsylvania, a CNA company. Reproduction without permission of the publisher is prohibited. For questions, send an email to service@nsn.com, call 800-247-1500, or visit www.nso.com.
Social media continues to be a very popular way for people to connect with the world, communicate with others, learn new information and entertain themselves. Approximately 70% of Americans use social media daily. Many nurses use social media to professionally network and are members of blogs, forums and social networking sites for other health care professionals.

Registered Nurses and Advanced Practice Registered Nurses are active on Facebook, Instagram, LinkedIn, Snapchat, YouTube, Twitter, and countless other social media sites. Social media is a quick way to stay “connected” to family and friends, to reconnect with old friends, and to plan events such as family gatherings and reunions. Use of social media has become so common that we often forget the risk it poses due to the ease of instantaneous posting opportunities. At times we may find ourselves not reflective enough and may post things that may come back to haunt us and possibly cause professional or legal consequences.

There are many blogs and forums for nurses and nurse practitioners that may tempt the nurse to post an interesting or unique patient case. Some nurses may be compelled to share photographs to educate and inform colleagues and potential students. Although the intent is usually innocent and meant to share clinical pearls, results can often lead to professional and legal problems. Even in closed groups, many nurses find themselves not reflective enough and may post things that may come back to haunt us and possibly cause professional or legal consequences.

However, social media can have some very positive outcomes when used appropriately. It provides a platform for keeping up with the latest evidence-based research. Networking and connecting with like-minded professionals is also another positive aspect of social media. MNA has a FB account that keeps us up to date on the latest happenings around the state. LinkedIn and other social media sites are used for reconnection with former patients on social media. This type of behavior not only jeopardizes your job security but your reputation as well. If you have work related issues, meet with your employer, supervisors or human resources department to discuss the issues professionally. Make sure you review your employer’s social media policy and follow the rules. It is also a good policy to never use a workplace email to affiliate you with a social media site, and to not access a social media website or post personal pictures, events, etc. while at work.

3. Don’t complain about your work place on social media. Facebook or Twitter is not the place to make negative comments or post negative pictures about a place of employment, coworkers, or administration. This type of behavior not only jeopardizes your job security but your reputation as well. If you have work related issues, meet with your employer, supervisors or human resources department to discuss the issues professionally. Make sure you review your employer’s social media policy and follow the rules. It is also a good policy to never use a workplace email to affiliate you with a social media site, and to not access a social media website or post personal pictures, events, etc. while at work.

4. Keep all activity on social media professional. There are many posts that may be considered unprofessional and reflect negatively on the profession of nursing. Profanity, sexually explicit or racially derogatory comments, as well as posts about drug and alcohol use are unprofessional, question one’s moral character and reflect negatively on the nursing profession. I personally wish the “sexy nurse” costume could be banned, but I routinely see nurses wearing it to costume parties and posting pictures on social media. In the worst case scenario posting unprofessional comments or pictures could lead to a charge of unprofessional behavior by an employer or the Mississippi Board of Nursing.

When using social media, always think before you post. Will your post benefit someone or is it a negative statement about you or the profession of nursing? Make sure your post adheres to relevant federal and state laws, state regulations, employer policies, and the American Nurses Association Code of Ethics with Interpretive Statements. If you think something you are about to post may not be appropriate, most likely it is and you should delete the post.

Social media is a great resource in our world today, but remember what you post will become permanent and may follow you for years. Always remain professional, confidential and mindful of the posts you make. Let’s make our social media posts positive, educational and something we will never regret!

References


Shonda Phelon, DNP, FNP-BC, PMHNP-BC, GNP-BC, Director, AC, Council on Advanced Practice

Responsible Use of Social Media

Shonda Phelon

March, April, May 2020

Tennessee Nurse

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Alzheimer’s Disease And Related Dementia Disease Care In Tennessee From Good To Great

Connie McCarter, MSN, RN, CNRN, NPD-BC

Alzheimer’s Disease And Related Dementia Disease (ADRD), a leading cause of disability and the 6th leading cause of death, has affected many of my family and friends over the years robbing them of their quality of life. As a certified neuroscience nurse, I have cared for many patients with this disease while providing education and emotional support to their caregivers.

Dementia, a specific type of degenerative brain disease is irreversible, getting worse over time, with Alzheimer’s Disease being the most common type of dementia, occurring 60 to 80 percent of the time. Other types of dementia include Parkinson’s Disease Dementia, Lewy Body Dementia, frontotemporal dementia, vascular dementia, and other rare disorders.

An estimated 5.6 million Americans 65 and older are living with Alzheimer’s disease. Fourteen million Americans are expected to have Alzheimer’s disease by 2050, with 16 million informal caregivers being impacted. With a shortage of healthcare professionals specializing in geriatrics and other ADRD specialties, it is interesting to note that only 47 percent of older adults have ever discussed their thinking or memory abilities with a healthcare provider while only 28 percent have ever received an assessment. Only 16 percent of those who receive routine checkups report receiving a regular cognitive assessment, trusting their healthcare provider to recommend testing, with less than half of primary care physicians offering an assessment.

Tennesseans have the 2nd highest age-adjusted mortality rate from dementia, with more than 3,500 Tennesseans dying annually from Alzheimer’s Disease. Tennessee has approximately 120,000 people with Alzheimer’s Disease and 439,000 informal caregivers who often have poor health care related to their caregiving role leading to higher caregiver healthcare costs. Healthcare costs are higher for those with ADRD with caregiver out-of-pocket spending nearly twice as high as caring for patients with other diseases.

The following recommendations and strategies will be achieved through collaborative efforts between not-for-profit organizations, private entities, government agencies, persons with dementia, caregivers, and other stakeholders across the state:

- **Goal 1: Educate and Empower Tennessee to be “Dementia-Aware”**
- **Goal 2: Support and Empower Persons with Dementia and their Caregivers**
- **Goal 3: Ensure an Adequately Prepared Workforce**
- **Goal 4: Research, Monitor, and Evaluate**

How can Tennessee Nurses help Tennessee achieve these recommendations and strategies to move ADRD Care in Tennessee from good to great? Refer to the following link to access the Alzheimer’s & Related Dementias — Tennessee State Plan [https://www.tn.gov/aging/learn-about/alzheimer-s-disease-and-related-dementia-advisory-council-.html](https://www.tn.gov/aging/learn-about/alzheimer-s-disease-and-related-dementia-advisory-council-.html). Contact Ms. Harlyn Jones Hardin, Director of Programs, Alzheimer’s Association — Tennessee Chapter: hahardin@alz.org or 24/7 helpline 1-800-272-3900/615-315-5880 ext.1769. Ms. Hardin will identify how you can assist in your county. I will be providing ADRD updates to Tennessee Nurses through the Tennessee Nurses Association. Contact me with any questions at connie.barr5.15@gmail.com or 901-832-5983.

References:

Connie McCarter, MSN, RN, CNRN, NPD-BC., Clinical Development Specialist, Alzheimer’s Disease and Related Dementias Tennessee From Good To Great
you will either establish or continue to build important that you make your plans now on how because it is a campaign season year, it is just have to meet with legislators at the Capitol or legislative agenda forward, remember you don't the Hill were extremely powerful in moving our profession that moves the nursing profession forward.  While these meetings at Nurses Day on the Hill were extremely positive in moving our profession, healthcare, and patients.  One thing that made Nurses Day on the Hill so successful was the sheer number of Nurses who attended.  We had over 100 Nurses visiting with legislators telling their story of why legislative support of the nursing profession is so important.  These nurses brought their own background stories, skills, expertise, and knowledge to educate legislators about important issues facing the state. Make plans to come to the 2021 Nurses Day on the Hill. More information will be available at TNAonline.org as soon as the date and location is confirmed.

Can't Stop, Won't Stop: Influencing the legislature does not start and stop at the Capitol steps. It is something we must do year-round to continue to build a successful legislative and political program that moves the nursing profession forward. While these meetings at Nurses Day on the Hill were extremely powerful in moving our legislative agenda forward, remember you don't just have to meet with legislators at the Capitol or during Legislative Session.

Since this will be a shorter legislative session because it is a campaign season year, it is important that you make your plans now on how you will either establish or continue to build relationships with your state and local elected officials. It's always important to build that relationship before we need to ask them for an important vote, and this summer and fall is the perfect time for you to do that!

By meeting with legislators on a regular basis, you “put a face” on the issues and on professional nursing. Here are some tips to remember when you are meeting with elected officials at home or at the Capitol:

1. Do your homework on the legislator and the issue before you meet with them. Do they have a nurse or another healthcare professional in the family?
2. How have they voted on our issues and healthcare issues in the past? If they have not supported our position, talk to them about it. Was it a philosophical reason, or maybe they did not have all the information that supported our position? Remember, there are no permanent friends or permanent enemies.
3. Remember that even if you don’t agree, you still need to respect the office that they hold and that they are elected officials.
4. If you are providing them with information, make sure it is up to date and accurate. Be careful not to use healthcare profession jargon that they might not understand.
5. If they ask you a question, and you don’t know the answer, make sure to get back to them with more information in a timely manner.
6. Give this relationship building opportunity the same effort you give other important tasks and opportunities.

Make your plan to vote NOW! It might seem that the August 6th Primary Elections and November 3rd General Elections are a long way away, but with summer vacations, camps, holidays, and family gatherings, it’s important that you start thinking about your plan to vote now. So, see the dates we have listed below and mark them on your calendars. Early voting is a great opportunity to take care of your civic duty with shorter lines, and typically more locations are available to vote. Remember, you need to have a government issued photo ID with you to vote.

First, you need to make sure your voter registration is up to date and correct. The Tennessee Secretary of State makes it very easy to find out. Simply visit: https://sos.tn.gov/products/elections/register-vote.

Here are the dates you need to know for the 2020 Elections:

- **Thursday, August 6, 2020** is Election Day for State/Federal Primary Elections and State/County General Elections.
  - Voter Registration Deadline is Tuesday, July 7, 2020.
  - Early Voting takes place from Friday, July 17 to Saturday, August 1, 2020.
  - Absentee Ballot Request Deadline is Thursday, July 30, 2020.

- **Tuesday, November 3, 2020** is the State and Federal General Election Day.
  - Voter Registration Deadline is Monday, October 5, 2020.
  - Early Voting takes place from Wednesday, October 14 to Thursday, October 29, 2020.
  - Absentee Ballot Request Deadline is Tuesday, October 27, 2020.

The Tennessee Nurses Association and the TN Nurse Political Action Committee will be sending questionnaires out to all the candidates running for state office in Tennessee. We will post their responses to our questionnaires on our website to help you make an informed decision when casting your ballot. But until then, mark those election dates on your calendars to make sure you don’t miss your opportunity to have your voice heard!
Deborah Ariosto, PhD, MSN, RN-BC

Deborah Ariosto has been awarded by her peers, the designation of Fellow of AMIA, or FAMIA. This achievement signals to patients, employers, and colleagues that she is an expert in evidence-based informatics practice and engaged with a community of life-long learners who apply the latest advances in informatics to improve health and health care.

Pam Jones, DNP, RN, FAAN
Senior Associate Dean for Clinical and Community Partnerships & Associate Professor
Vanderbilt University School of Nursing

Linda Norman, DSN, RN, FAAN
Dean & Valere Potter Menefee Professor of Nursing
Vanderbilt University School of Nursing

Mariann Piano, PhD, RN, FAAN, FAHA
Nancy & Hilliard Travis Professor of Nursing, Senior Associate Dean for Research & Postdoctoral Fellowship Director
Vanderbilt University School of Nursing

Marilyn Dubree, MSN, RN, NE-BC
Executive Chief Nursing Officer
Vanderbilt University Medical Center

Jane Englebright, PhD, RN
Senior VP & Chief Nurse Executive
HCA Healthcare

Carol Etherington, MSN, RN, FAAN
Associate Professor of Nursing Emerita
Vanderbilt University School of Nursing & Vanderbilt Institute for Global Health

Linda Norman, DSN, RN, FAAN
Dean
Vanderbilt University School of Nursing

Mavis Schorn, PhD, CNM, FAAN, FACNM, FNAP
Senior Associate Dean for Academics & Professor of Nursing
Vanderbilt University School of Nursing

Mariani Piano, PhD, RN, FAAN, FAHA
Nancy & Hilliard Travis Professor of Nursing, Senior Associate Dean for Research & Postdoctoral Fellowship Director
Vanderbilt University School of Nursing

Cathy Taylor, DrPH, MSN, RN
Dean
Belmont University College of Health Sciences & Nursing

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Congratulations to the below TNA members who were listed in the special “In Charge Healthcare 2020” edition of the Nashville Medical News: https://issuu.com/graham-sanderspublishingllc/docs/incharge2020issuu?fr=sZGMxMDE1OTA5

Susie Adams, PhD, FAANP, FAAN

Susie Adams professor at VUSN has been named 2019 Psychiatric Nurse of the Year by the American Psychiatric Nurses Association (APNA) the largest organization of psychiatric mental health nurses in the world.

Assistant Professor Amy Koehn, who coordinates the neonatal nurse practitioner (NNP) program for the UTHSC College of Nursing, is the editor of the first test preparation text ever published for the national certification exam for neonatal nurse practitioners. The 450-page book, “Neonatal Nurse Practitioner Certification Intensive Review: Fast Facts and Practice Questions,” was published by Springer Publishing Company in December 2019. The text is heavily influenced by Memphis-area nurse practitioners. Associate Professor Bobby Bellflower, who directs the DNP program at the UTHSC College of Nursing, wrote the textbook’s foreword. Tosha Harris, (currently not a TNA member), a 2018 graduate of the UTHSC DNP NNP concentration, co-authored a chapter, and Shawn Sullivan, (currently not a TNA member), a neonatal nurse practitioner for Le Bonheur Children's Hospital, also wrote a chapter. Koehn co-authored six chapters in addition to serving as editor of the textbook.

Ruth Kleinpell, PhD, RN, FAAN, FAANP, FCCM

Ruth Kleinpell, the Independence Foundation Professor of Nursing Education, has recently been elected to leadership roles with three key health care organizations. Kleinpell, who also serves as assistant dean for clinical scholarship, at Vanderbilt University School of Nursing, is an international authority on advanced practice nursing, outcomes, and critical care.

In October 2019, Kleinpell, as the only nurse, was elected to the Council of the World Federation of Societies of Intensive and Critical Care Medicine. In January, Kleinpell began her term as a member of the American Nurses Credentialing Center Board of Directors, as well as the Tennessee Nurses Association’s Political Action Committee Board.

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Member News

Congratulations to the below TNA members who were listed in the special “In Charge Healthcare 2020” edition of the Memphis Medical News. https://www.memphismedicalnews.com/section/incharge-healthcare

Irene Bond, MSN, RN
Chief Nursing Officer
Delta Medical Center

Susan Cooper, MSN, RN, FAAN
Senior Vice President and Chief Integration Officer
Center for Population Health & Clinical Innovation
Regional One Health

Alisa Haushalter, DNP, RN, PHNA-BC
Director
Shelby County Health Department

Carla Kirkland, MSN, APRN, ACNP-BC, FNP-BC, ENP-BC
President - Tennessee Nurses Association
Saint Francis Memphis Emergency Department

Wendy Likes, PhD, DNSc, FAANP
Dean, College of Nursing,
Ruth Neil Murry Endowed Chair
University of Tennessee Health Science Center

Lin Zhan, PhD, RN, FAAN
Dean & Professor AACN-Wharton Fellow
University of Memphis Loisweenberg College of Nursing

Susan K Newbold, PhD, RN-BC, FAAN, FHMSS, FAMIA
Susan Newbold, received the Sigma Theta Tau International Honor Society of Nursing (Sigma) Virginia K. Saba Nursing Informatics Leadership Award. The award was presented by Dr. Saba at the Sigma Biennial Convention in Washington, DC in November. Newbold is owner of the Nursing Informatics Boot Camp, in Franklin, TN, and is identified by AMIA as a Pioneer in Nursing Informatics.

Betsy Weiner, PhD, FACMI, FAAN
Betsy Weiner Senior Associate Dean for Informatics at Vanderbilt University School of Nursing, was honored by the Friends of the National Library of Medicine with its Nursing Informatics Award during the organization’s recent Annual Awards Dinner in Washington, D.C. https://nursing.vanderbilt.edu/news/friends-of-national-library-of-medicine-honors-school-of-nursings-betsy-weiner/

Membership

New Beginnings!

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

Have you ever thought about how things truly begin? Who or what embedded the thought in you to become a nurse? Was it the time you watched one of your loved ones experience an illness and recover through the help of a nurse? Did you hear an exciting but educational story your parent told you at the dinner table about what happened on the floor that day? Or was it simply wanting to help someone, change a life or perhaps be a part of a “new beginning”? It is the desire of TNA to help fulfill the needs of all Tennessee licensed registered nurses; to be a part of this “beginning” new stage in the newly licensed nurse’s career, and to help be a guide as we embark on new ideas that will include all aspects of nursing. Let us reminisce on the many points in time nurses come across the start of something new that makes a difference in our profession.

As nurses, we witness the beginning of many different stages in an individuals’ life. Some of us start our day by watching new life enter the world. A few of us tackle the operating room as an organ transplant takes place, and others of us nurture the success of an extended life. We undertake educating and set up future appointments to help maintain a patient’s lifestyle. We initiate sutures, take biopsies, and ensure our patients that they are on the right track for future life marathons. Others of us go about helping patients figure things out by lending a listening ear or allowing them to lay on our couch to gather their thoughts after a horrific event. Many times, nurses offer comfort to families as we watch their family member take their last breath; and hear someone in the room say, “I dreamed about fish last night.” Opening our thoughts to the beginning of a new life and reminding us how life is a revolving door that nurses set in motion every day.

This year is your year to join an association that welcomes present-day experiences. The TNA family is up to sharing those daily beginnings with you as we start a new membership drive this spring. There will be many activities that you can be a part of to help the growth of membership. As a member, you can join your local district to learn how to enhance patient care, conferences that enhance leadership skills, learn about legislative issues, and current nursing activities that build the profession. You may also want to be a part of TNA/ANA, which will ensure many occasions to meet and greet nurses outside your district that share some of your same interests. There is nothing that can replace the feeling of being a part of an organization that serves, supports, and survives for excellence in the nursing profession. TNA membership presents many new beginnings. Try us today and inaugurate your “New Beginnings”!

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!

tnaonline.org/joinrenew-now/join-now/
The Year of the Nurse PAC Challenge

Julie Hamm, BSN, MSN, ACNP-BC
TNA Vice President
TN Nurse PAC Board Member

There are many ways TNA and other nursing associations around the world are celebrating the 200th Anniversary of Florence Nightingale’s birth and 2020 being the Year of the Nurse. I’m excited to announce that over the last six months, donors have doubled our PAC balance by raising over $21,000. While that is a big deal, this year is an election year. We need to make campaign contributions to our friends in the State Legislature who support our profession. Over the next weeks and months, you will be hearing about the “Year of the Nurse PAC Challenge,” but I wanted to give you an overview of this challenge.

The TN Nurse PAC Board and the TNA Board would like to challenge TNA members and supporters to raise $20,200 before the August 6th election and another $20,200 before the November 3rd election. For a total of $40,400 raised in 2020. While this is a big goal for TNA members and supporters, it is one that will increase our ability to not only be in the room where decisions are made, but we will have a seat at the table.

We must keep growing our PAC to support your profession and increase TNA's visibility within the Tennessee legislative and election processes. TN Nurse PAC contributions are made on a bipartisan basis and allow TNA members to participate in the political process by attending political fundraisers and by building strong relationships with key elected state leaders. While we raise money for the PAC at the Annual Conference basket auction, that event alone is not enough to sustain the level of PAC balance we need to make a bigger impact in elections. The bottom line is that we need your help for the PAC to be successful and meet the “Year of the Nurse Challenge.”

Here is how you can support your profession by being a TN Nurse PAC donor:

1. Become a monthly donor: The same amount will be charged to your credit card each month. If you are donating $20.20 or any other amount as a monthly donor, we need you to sign up today at https://www.tnaonline.org/donate-to-tnpac/
2. Be a one-time donor: You can also donate any amount through our website (https://www.tnaonline.org/donate-to-tnpac/) as a one-time donor.
3. You or your TNA District can also hold a local fundraiser for the TN Nurse PAC by contacting our Government Affairs Director Kathleen Murphy, Kathleen.Murphy@TNAonline.org, to coordinate the event and details.

Our PAC is essential to the success of our legislative agenda and increasing the visibility of TNA with important and influential state elected officials. It allows us to support elected officials who share our commitment to the advancement of the profession, and access to quality, cost effective healthcare.

Another way TNA is celebrating the Year of the Nurse is by asking TNA district presidents to contact their local government bodies and ask them to sign proclamations honoring 2020 as the “Year of the Nurse.” We are excited that many of them have responded and will be passing resolutions honoring the Year of the Nurse. Here in Nashville, the city will be lighting the Korean Veterans Memorial Bridge purple to honor TNA and the Year of the Nurse in May. If you would like more information or a sample resolution to submit, contact our Government Affairs Director Kathleen Murphy, Kathleen.Murphy@TNAonline.org.

Part Of Your ANA/TNA Dues Are Tax Deductible!

You are allowed to deduct, as a professional/business expense, the percentage of dues that are NOT used by ANA or by TNA for political activities such as lobbying at the legislature. In 2019, the non-deductible percentage for ANA’s portion of the dues is 15.48%. The non-deductible percentage for TNA’s portion of the dues is 15.98%.

Deductible Amounts

Full ANA/TNA: $290 at 68.54% — deduction $198.77
Reduced ANA/TNA: $145 at 68.54% — deduction $99.38
State-Only: $199 at 84.02% — deduction $167.20

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NursingALD.com can point you right to that perfect NURSING JOB!
On February 4, more than 100 of you came to Nashville to take part in one of the most important Nurses Day on the Hill we’ve had in recent memory. You were heard, your story was told, and you have made an impact. For the first time in three years, Tennessee Nurses Association is pushing major legislation - to update the Nurse Practice Act to allow for advanced practice registered nurses to practice to the full extent of their education and expertise — independent of a physician's oversight.

Following the Nurses Day on the Hill, TNA hosted a reception for legislators at Woolworth’s on 5th. This provided an opportunity for nurses and legislators to get to know each other better and build relationships.

For all of us, our work has only begun. Tennessee is ranked 44th in health outcomes and has one of the most restrictive nurse practice acts in the country. Without the removal of these restrictive barriers to care, health outcomes will continue to be a huge issue in Tennessee. Please continue to reach out to your local state representatives to support SB2110/HB2203 and share how Tennesseans cannot afford to wait any longer for updates to the Nurse Practice Act. It is about choice and access for patients; fixing our state’s health outcomes depends on it.

Gather together some colleagues and organize a District Day on the Hill to lobby on this bill. Email Kathleen Murphy at Kathleen.Murphy@tnaonline.org to coordinate a visit on a Tuesday or Wednesday during session. Check your email for Action Alerts as the bill moves through committees. Visit the TNA website for regular updates to this legislation and other bills of interest, https://www.tnaonline.org/legislative-updates/

If you didn't make it to Nashville this year, we hope you can see how important everyone's presence was this Nurses Day on the Hill. And we hope you can join us next year - its importance will only increase as we advance this cause, and other issues important to healthcare, nurses, and Tennesseans’ health.

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Project Serve

TNA is honored to sponsor Project Serve, a time of service dedicated to meeting the needs of others. During the month of May, in conjunction with ANA’s Year of the Nurse monthly celebration of Nurses Week, we invite nurses to identify an opportunity for service in your area.

Remember, it isn’t the size of the project that matters but rather the heart behind the service.

Send your photos for possible inclusion in the summer issue of the Tennessee Nurse or future marketing efforts. Send to TNA@TNAonline.org, subject Project Serve.
The ANA Enterprise is the organizing platform of the American Nurses Association (ANA), the American Nurses Credentialing Center (ANCC), and the American Nurses Foundation. The ANA Enterprise leverages the combined strength of each to drive excellence in practice and ensure nurses’ voice and vision are recognized by policy leaders, industry influencers and employers. From professional development and advocacy, credentialing and grants, and products and services, the ANA Enterprise is the leading resource for nurses to arm themselves with the tools, information, and network they need to excel in their individual practices. In helping individual nurses succeed—across all practices and specialties, and at each stage of their careers—the ANA Enterprise is lighting the way for the entire profession to succeed.
Looking back to 2019, District 1 hosted “Nurses Night with the Grizzlies” on Friday, November 15, at the FedEx Forum in coordination with the Memphis Grizzlies Basketball team. Nearly 200 nurses were on hand to represent the MidSouth area, and nurses representative of our district were honored on the court during half-time. Those nurses included Carla Kirkland, Dina Darby, Florence Jones, Tina McElravey and myself. We hope to make this an annual event so be on the lookout next November for your chance at “Nurses Night with the Grizzlies.”

District 1 Members enjoying the Holiday Party

District 1 is looking forward to the upcoming year, and we hope our members and future members are as excited as we are about all of the plans being made for our district! As 2020 has been proclaimed “Year of the Nurse,” District 1 encourages all members and future members to save the date of September 25th for our District 1 symposium with a theme focused on self-care for nurses.

Thank you to all of the District 1 members and future members who work hard for our district and community each and every day! Here is to the beginning of the best decade – celebrate, learn, and grow in 2020!

Representing District 4 at TNA’s Nurses Day on the Hill (Feb 4th) pictured left to right Dr. Bernadette DePrez, Mary Blanton, Dr. Susan Thul and Julie Mills.

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District News

District 1
President: Lisa Beasley

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Lisa Beasley

Member and a past President of D1, Florence Jones speaking with Rep. Dwayne Thompson.

District 1 Board members Jill Dapremont and Emma Murray

LtoR: Lisa Beasley, Carla Kirkland, Dina Darby, Florence Jones & Tina McElravey

District 1 Nurses enjoying Nurses Night with the Grizzlies

District 1 is hosting a Health Policy Education day – Thursday, March 5th, 5-6:30pm at the University of Tennessee Medical Center’s Wood Auditorium. Light sweet snacks will be provided. All nurses and student nurses invited.

On January 25, 2020, District 2 hosted six local legislators at The University of Tennessee Medical Center to hear their views on topics such as full practice authority for APRN’s, the possible use of block grants in the state, and options to address patients with opioid dependence including expanding APRN prescribing of buprenorphine. District 2 thanks Senators Richard Briggs, and Becky Massey, as well as Representatives Martin Daniel, Gloria Johnson, Bob Ramsey, and Rick Staples for attending.


District 2
Co-Presidents: Angela Heatherly and Erin Morgan

Rep. Dwayne Thompson (District 96) and Lisa Beasley

Angela Heatherly

Erin Morgan

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Representing District 4 at TNA’s Nurses Day on the Hill (Feb 4th) pictured left to right Dr. Bernadette DePrez, Mary Blanton, Dr. Susan Thul and Julie Mills.

Martina Harris

Registered Nurses - ALL AREAS including PERIOPERATIVE and EMERGENCY

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BENEFITS INCLUDE:
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- Nursing professional advancement program
- Comprehensive benefits package including retirement plans with 200% match

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Greetings from District 5! We are looking forward to a productive 2020 representing and advocating for professional nursing in Tennessee.

On February 4th, we joined over 100 of our colleagues for Nurses Day on the Hill in Nashville and met with our district Representatives and Senators to advocate for full access to healthcare in our state.

Additionally, we are planning community service events, Nurses Week events, and are already looking forward to our annual Legislative Breakfast in August.

Save the Date! TNA Leadership Academy is coming to Jackson, Tennessee, June 6, 2020. The purpose of the Leadership Academy is to engage and educate TNA members about the association’s programs, services, and partnerships to groom future nurse leaders. Please mark your calendar and make plans to join us.

Greetings from District 15. Welcome to new members and a big thank you to those that are ongoing members. It is hard to believe January is over.

District 15 had a very successful meeting on November 11th. John Alexander, Attorney, gave a very enlightening and informative talk on the Law and Nursing. The meeting was well attended and ended with questions and networking.

Congratulations to Jessica Barré, John Whicker, and Julie Windmiller, faculty at Cumberland University School of Nursing and Health Professions, for starting the second semester of their PhD studies at ETSU.

Dr. Debra Rose Wilson (Austin Peay State University) for her recent publication included in the International Journal of Educational Administration and Policy Studies on engaging and keeping faculty in the academic setting. This was a data-driven primary-research peer-reviewed article from her continued partnership with the University of Botswana. Wilson also presented at the national peer-reviewed Pain Management Summit in Philadelphia in November. She was invited to speak to pain specialists, health care professionals, and policy makers on complementary and alternative therapies for pain management during the current opioid crisis.

Kim Holden, PhD, MPH, RN, AHN-BC, CHPN, HVNC-BC, HSMP, CA, was interviewed for an online wellness summit called Live Your Best Life, Summit 2020 that was aired from January 15th through the 30th. She also participated in a podcast called Transparent Holistic Revolution with Barbie Picciano Caranci.

Dr. Kay Murphree presented a poster entitled “Effect of Preceptorship Characteristics on Safe Medication Administration Knowledge and Self-Confidence of Senior BSN Students” at the Sigma Theta Tau International 45th Biennial Convention, Washington, D.C., November 16 – 20, 2019. In addition, Dr. Moore and Dr. Murphree gave a podium presentation at the same conference titled “Educational Interventions, Student Empathy, and Interest in Working with Older Adults: A Phased Study.”

Assistant Professor Marci Zambaeky, DNP, RN, PMHNP/ CNS-BC, CNE, has been named academic director of the Psychiatric-Mental Health Nurse Practitioner specialty at Vanderbilt University School of Nursing.

Congratulations to each on their accomplishments.

Our next meeting will be on February 10 at 5:30 pm at Sammy B’s in Lebanon with an exciting and informative program on Post-traumatic stress syndrome and implications for practice in critical care nurses presented by Dr. Garret Salmon and Dr. Angela Morehead. Hope to see you there.

Remember, TNA is the voice for professional nursing in Tennessee. This would not be possible without your membership, support, and energy. If you have not already done so, please pair up with a legislator for whom you can be a health care resource. They need to hear from us!

CSL Plasma is seeking FT RNs, LPNs, and Paramedics to join our medical staff team located in Memphis, Murfreesboro, Jackson, Knoxville, Chattanooga, and Paramedics to join our medical staff team located in Madison, Memphis, Murfreesboro, Jackson, Knox County and 2

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There should be no surprise that once again, 18th
next generation of nurses (4) and others in the
is also seen in how they educate and mentor the
will continue and that adversity can be overcome.
Nurses are hope mongers and hope
it is not getting easier. Nursing stories are about
perseverance in the face of what often seems
impossible. Nurses are hope mongers and hope
is a morally important quality to nursing practice
(3) and to life. It enables perseverance as well as
courage, and it is future oriented, the idea that we
will continue and that adversity can be overcome.
This is what helps build resilience and teamwork
and part of what keeps nurses coming back every
day. Nursing conversations also exemplify other
virtues including creativity, compassion, trust,
charity, affable, and honesty, and, to
name a few. The ethics of nurses are seen in how
they treat people, how they care for each other as
they have, what works and what doesn’t. Trusting
your practice means taking what you learn from
the patient and shaping the environment of care
for the patient, in your unit or department, and
organization.

Nurses often find themselves in situations
that conflict with their personal and professional
ethics, that go against what is best for the patient.
Sometimes, advocating for a better way requires
behaviors, or
regardless of the perceived or actual risks. Moral
Courage is part of nursing
practice. It is defined as the willingness to stand
up for and act according to one’s ethical beliefs,
regardless of the perceived or actual risks. Moral
distress occurs when nurses feel powerless to
act after witnessing improper behavior, or
organizational constraints that make doing the right
thing difficult or impossible. Trust your practice to
know that moral courage is another virtue you can
develop and use. Health care is increasingly complex
as are the ethical dilemmas nurses are faced with.

Addressing such dilemmas is never easy, but is
required for nurses to provide the best possible
patient care. Advocating for a patient’s best interest
can pose challenges and risks, but nurses must
resolve to uphold their ethical obligations and trust
in your practice, you will find the way, there will be
help.

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Tennessee Nurses Foundation + Contribution Form

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Patients and family members:
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