



Tennessee Nurse

The voice for professional nursing in Tennessee since 1905



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



TNA Launches New Website Partnership with Nursing Network. Check it out at TNAonline.org



Tennessee Nurses Association
 Annual Conference
YEAR OF THE NURSE
2020
 October 30th - November 1st
 Franklin Marriott
www.TNAOnline.org
 Find out more on pages 4 & 5

I Am TNA

Chaundel Presley, DNP, FNP-BC

My name is Chaundel Presley, and I want to share with you a little about my nursing career and why TNA is important to me. I live in Macon County in middle Tennessee and have been a nurse for 28 years. I am married and have one son who is in college. Our family is a typical Tennessee family you might say, being actively involved with family, community, and faith. Most of my career I have spent as an APRN in the primary care setting. In addition, I have been teaching in the academic setting



Chaundel Presley

for the past 13 years. I admit during the early years of my career, I didn't doubt the importance of professional organizations but always felt as though there was no time for that, and "other" nurses would surely step up and take care of professional issues. It wasn't until my DNP education that I realized how vital each member is to organizations such as TNA if its mission is to be accomplished. I cannot take back those years of complacency, but if that sounds like you, I can encourage you to make the change now.

The recent pandemic has brought nursing and nurses to the frontline as they have provided care to so many of the sick. I am so proud of our nation's nursing workforce and proud to be a part of this profession. Nurses have stepped up to the plate during this fearful time of danger to themselves and their families. The profession has unified to overcome barriers and challenges like never before in our generation.

As I am proud to be a nurse, I am equally proud to be a TNA member. TNA embodies and emboldens nurses to be all they can be, and practice nursing to the fullest extent of their training and abilities. I feel that TNA is as necessary to my practice as my stethoscope, but what I "get out" of being a TNA member is directly proportionate to what I put in. This is just like many other things in life. TNA provides the platform and the tools, but we the members are what make the organization.

I will be the first one to admit that my TNA activities seem to constantly get pushed to the

"TNA provides the platform and the tools, but we the members are what make the organization."

bottom of my to-do list. I also admit that I am not a natural speaker or leader. TNA has encouraged me to step out of my comfort zone and do those things that inside I may rather not. Visiting legislators on capitol hill is very intimidating to me. There have been times I would have rather been doing anything else than that. But I have realized, legislators are people just like me, and TNA has

resources to help me advocate for other nurses and our patients. I just must make the time and make the effort. In the end, I have learned that telling my story is easy and natural and that I don't have to be a professional speaker to do that!

As I participate in mentoring other nurses and trying to support the profession, I am often asked for information, resources, and I am always surprised that there is a lot of misinformation and lack of knowledge among nurses about nursing law, health policy, and advocacy issues. I would encourage each of us to embrace the importance of educating ourselves about the issues facing our profession and those we care for.

Finally, I would like to say the network of my TNA family from the district to the state level has been wonderful. Friends and acquaintances from across the state have become familiar faces and have provided me with a much-needed network of peers that is very encouraging and comforting. Whether on a zoom meeting or at the annual conference, I always look forward to spending time with other Tennessee nurses!

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2020: Year of the Nurse – What a year so far!!

Tina Gerardi, MS, RN, CAE

Nurses around the world were excited when the World Health Organization (WHO) declared 2020 as the Year of the Nurse and Midwife in recognition of the 200th birthday of Florence Nightingale. The American Nurses Association announced year-long activities celebrating 2020: Year of the Nurse. TNA adopted this theme for the 2020 Annual Conference and looked forward to highlighting the multi-faceted role of nurses and nursing across the state. No one anticipated the way nurses would be highlighted or celebrated this year!



Tina Gerardi

In late December 2019 and early January there were reports coming out of China regarding a pneumonia rapidly spreading through residents in Wuhan, many of whom had visited a live animal market. On January 11, 2020, the Chinese state media reported the first death from novel coronavirus, a 61-year old man who had visited the live animal market in Wuhan. This virus spread rapidly across the globe, with the first confirmed case being reported in the United States on January 21, 2020. On January 30, 2020, the WHO declared a Public Health Emergency of International Concern. On February 11, 2020, this new novel coronavirus was named COVID-19, and on February 21, the first case of local transmission was identified in the United States; late February brought the first death in this country due to COVID-19. Its symptoms were initially thought to be mainly respiratory as the virus was attacking the lungs and required strict respiratory precautions, and many patients were requiring mechanical ventilation to survive. Being a novel virus, we were learning as we gathered data and reports on the virus and the toll it was taking on the human body. On March 15, the Center for Disease Control warned against holding or attending large gatherings, recommending that individuals cancel or postpone these large events, and by March 17, coronavirus was present in all fifty states. Shelter in place orders were

beginning to start along the west coast, and New York City was declared the US outbreak epicenter; by March 26, the US lead the world in COVID-19 cases. Stay at home orders closed non-essential businesses for close to two months across the country and the world, resulting in international economic consequences that will be felt for years. As we are going to press, areas of the state and country are reopening businesses and increasing testing to help keep the spread of the virus down and hopefully prevent a second surge of cases. Researchers and scientists across the globe are collaborating in the race to develop a vaccine to prevent COVID-19 while increasing testing to better identify victims of the disease, the antibodies produced, and the possibilities for treatment.

The novel nature of the virus resulted in daily changes to what precautions should be taken to protect nurses and other healthcare workers, the public, and the care and treatment plans for patients. COVID-19 highlighted the flaws in our public health system, supply chain, and lack of personal protective equipment (PPE) available to respond to a pandemic of this proportion. It also highlighted the role of nurses as the backbone of the healthcare system and their social contract with the public to provide care while also using evidenced based practices to protect themselves. These flawed systems resulted in nurses working under unfathomable conditions with the short supply of and crisis use of personal protective equipment and supplies for themselves and their patients. TNA worked tirelessly to advocate and procure appropriate PPE, loosen burdensome regulations preventing nurses from caring for patients to the full extend of their education and training, and for the public to stay at home, practice social/physical distancing and good hand washing hygiene. The public rallied to support nurses and essential workers, often with personal displays of appreciation and through social and other media.

TNA wants to also highlight the role of nurses during the pandemic and to celebrate the Year of the Nurse. One way to do that is to tell us what makes you proud to be an RN. Go to <https://www.surveymonkey.com/r/TNAshareyourselfie> and share your story and a picture with us! These stories will be shared on social media, with the press, at the TNA Annual Conference, and highlighted in TNA publications. 2020 is indeed the year of the nurse!

The *Tennessee Nurse* is the official publication of the Tennessee Nurses Foundation, 545 Mainstream Drive, Suite 405, Nashville, TN 37228-1296
Phone: 615/254-0350 • Fax: 615/254-0303
Email: tnf@tnaonline.org
Published exclusively by the Tennessee Nurses Foundation and the Arthur L. Davis Publishing Agency, Inc.

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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 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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From the Executive Director

Tina Gerardi, MS, RN, CAE

The health and well-being of our nation often rests in the hands of nurses. This sentiment has never been more apparent than during the current COVID-19 pandemic. Nurses have faced this pandemic the same way they approach every crisis: by putting the needs of their patients foremost in their minds. Tennessee nurses are reminded daily of our social contract with our patients and our communities – that we care for them at their time of vulnerability, while using scientific and evidence-based criteria for determining our own risk and our ability to safely care for our patients. Nurses have led and participated with teams of healthcare providers to identify, treat and send home patients to self-quarantine across the state. Nurse faculty members have been working long hours to convert courses and simulations to online offerings while counseling students about the impact of the pandemic on graduation and NCLEX examinations.

You have worked tirelessly, while also caring for your own families as you practice social distancing and home



Tina Gerardi

sheltering. I have never been so proud to be an RN or so proud to be your Executive Director. The words “THANK YOU” do not come close to portraying my personal gratitude or the gratitude of our state, our country, and our world.

While you have been caring for patients and loved ones, the Tennessee Nurses Association (TNA) has been advocating on your behalf in many ways. In conjunction with the American Nursing Association, TNA has been demanding that governmental agencies at the state and national levels increase the production and release of personal protective equipment (PPE). Prior to the state-issued request, TNA asked nursing schools to donate unused PPE from simulation (SIMS) labs to local healthcare facilities and practitioner offices; we asked businesses across the state including restaurants, gyms, tattoo parlors, and nail salons to donate masks, gloves and other PPE not being used, while their businesses were closed. TNA partnered with the Tennessee Academy of Physician Assistants and the Tennessee Pharmacists Association to advocate for staying home, and social distancing well before it was mandated in the state through Governor Lee’s Executive Order. TNA also supported the Governor’s Executive Order that lifted the requirement that collaborating physicians review APRN charts, controlled substance prescriptions and conduct site visits; TNA is advocating that this order be extended and the need for a collaborating physician be permanently removed from the Nurse Practice Act.

I have reached out to my colleagues across the country to gather resources to help the Tennessee Department of

Health and local officials establish protocols, policies, and procedures for the field hospitals that are being planned across the state.

Nurses are facing unprecedented stress in both our personal and professional lives and often do not take the necessary time to care for ourselves. The World Health Organization defines self-care as the ability of the individual to promote health, prevent disease, maintain health, and cope with illness and disability. Self-care is vitally important for mental and physical health, especially during times of extreme stress. During this pandemic, nurses are especially susceptible to secondary traumatic stress. TNA has been sharing resources to help nurses care for themselves, and I hope you take advantage of these resources.

As we go to press, we are grappling with how we as a state and a nation will reopen businesses, while trying to prevent the continued spread of this virus. TNA will continue to advocate that science be a primary guiding factor for any future decisions and policies made during this time. I cannot predict the future, but there is one thing I know for certain: nurses will always be there for our patients and our communities delivering the best evidence-based care possible, and TNA will always be there for our nurses by working with stakeholders to assure that you have the appropriate respect, support, supplies, and personal protective equipment needed, while you care for others. Again, “thank you” doesn’t seem enough, but that is all I can say right now....THANK YOU!!

Source: World Health Organization. What do we mean by self-care? [who.int/reproductivehealth/self-care-interventions/definitions/en](https://www.who.int/reproductivehealth/self-care-interventions/definitions/en)

TNA Board Actions

At the March 6 meeting the TNA Board took the following actions:

- Set dates and agendas for the Leadership Academy on June 6 in Jackson and July 18 in Chattanooga
- Approved emailing District Presidents with information about the ANAI nominations being open
- Approved sending the following nominees to the DOH for the Board of Examiners for Nursing Home Administrators: Shannon Johnson, Catherine Pantik, Bethany Rhoten
- Acknowledged Tina McElravey was nominated and accepted into the Yale Candidates School
- Approved activities for Nurses Month: Self-care, Recognition, Professional Development, and Community Service

TNF Board Actions

At the March 27 Tennessee Nurses Foundation Board meeting, the board took the following actions:

- Elaine Eaton resigned TnPAP in December, Rachel Tally was hired as the new administrative director.
- The application was submitted to the IRS for TnPAP to become its own 501 c (3) entity
- Will prepare a slate for officers for the June meeting
- In doing budget preparation for the June meeting, will consider offering each district president and TNA/TNF board member a stipend to attend the TNA Conference
- Approved a scoring sheet for distribution of the Disaster Relief Funds to applicants
- Awarded the Maureen Nalle Memorial Graduate Nursing Scholarship to Emily Pecaitis; approved two additional scholarship awards to Jessica Barre and LaToya Cook
- Awarded the Arthur Davis LPN to RN Scholarship to Amber Hubbard

From the President

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

Wow! What a difference a few weeks can make. I hope all of you have been able to stay safe and well. Whether you have been inundated at work with COVID-19 patients, or your census is down, and you are having to work shorter hours, or risk furlough, thank you for being a nurse, and for being the best and brightest part of this health care crisis. You are essential, appreciated, and amazing! I am so very proud of our Tennessee nurses.



Carla Kirkland

Just a few reminders:

1. If you are an actively licensed Registered Nurse in Tennessee and have been affected by tornadoes or severe storm damage in March or April, the Tennessee Nurses Foundation has established a disaster relief fund to provide assistance. For more information and application: <https://tna.nursingnetwork.com/page/94129-tnf-disaster-relief-fund>
2. ANA and TNA launched a major membership drive in March. Please encourage your colleagues who are not members to join the professional

association fighting for you and protecting your license each and every day. Learn more at <https://tna.nursingnetwork.com/page/94102-join-tna-today>

3. This is a huge election year. Be an informed voter. Learn which local and state candidates support nurses and improved health care in our state. Watch for candidate town hall meetings or forums to attend. Ask questions. VOTE!
4. Support TN Nurses PAC (Political Action Committee). A healthy PAC fund helps nurses “have a seat at the table”. Consider a recurring monthly contribution of \$10, \$25, \$50, or more a month. Find more information regarding TN Nurses PAC at <https://tna.nursingnetwork.com/page/94251-donate-to-tn-nurse-pac>
5. Although our TNA bill regarding APRN Scope of Practice did not pass in the TN Legislature this year, we made tremendous progress and will be back stronger than ever next legislative session. TNA is committed to improving health outcomes in Tennessee. Improving access to health care by ending antiquated restrictions on APRN practices is one avenue toward that success.
6. Plan NOW to attend the TNA Conference October 30-November 1st in Franklin! It will be great to be able to be together again, catch up on the challenges of this year, support each other, and celebrate 2020 Year of the Nurse!



Help A Nurse in Need

Tennessee Nurses Foundation's
Disaster Relief Fund
Donate Today

Visit TNAonline.org, click on TNF, click on TNF Disaster Relief Fund

This fund provides assistance to TN licensed RNs, living in TN, who have sustained property damage due to natural disasters.



TENNESSEE NURSES ASSOCIATION ANNUAL CONFERENCE

YEAR OF THE NURSE 2020

Keynote Speaker:
David Spak
DRUMinSYNC



simple rhythms and music can create a better work environment and a healthier YOU!

David Spak is a professional drummer who has been awarded a Grammy (nominated on seven other occasions) and played drums with several major country acts. A few years ago, he transitioned his percussion world into one focused on using drums, rhythm, and other instruments to help health care workers, especially nurses. He has published and presented his approach to many audiences and is currently working with nurse researchers to document outcomes.

The Tennessee Nurses Association presents the 2020 TNA Annual Conference, 2020: Year of the NURSE. Focusing on exceptional Tennessee nurses making a difference in patient care, nursing education, evidenced-based practice, and advocating for the profession and healthcare in Tennessee.

2020 TNA Conference Registration Fees. Register NOW and Save While Early-Bird Pricing is Available! Visit: TNAonline.org/Events to register.

DrumInSync will be providing a one hour motivational, empowering, and interactive keynote presentation at this year's 2020 Tennessee Nurses Association Annual Conference on October 31, 2020.

David Spak, founder of DRUMinSYNC, will be focusing on nurse resiliency and self-health through inspiring and often humorous stories on how to combat burnout and compassion fatigue. He also has a very popular interactive segment using... DRUMMING!!! David shows how evidence-based

Opening Plenary Session:

Panel presentation on the COVID-19 pandemic. Speakers and details to be announced.

Closing Plenary Speaker:

Lynn Pierce, BSN, RN, CPHRM

Lynn Pierce is a risk control consultant for CNA. Prior to joining CNA, she worked in such clinical settings

2020 TNA CONFERENCE REGISTRATION FEES

NOTE: Only paid registrants displaying an official TNA conference name badge will be allowed entrance to conference program events.

	Full Registration			Friday Only			Saturday Only			Sunday Only		
	Early Bird! Before Sept. 14	Regular (Post-Marked between Sept. 15 until Oct. 17)	On-Site After Oct. 17	Early Bird! Before Sept. 14	Regular (Post-Marked between Sept. 15 until Oct. 17)	On-Site After Oct. 17	Early Bird! Before Sept. 14	Regular (Post-Marked between Sept. 15 until Oct. 17)	On-Site After Oct. 17	Early Bird! Before Sept. 14	Regular (Post-Marked between Sept. 15 until Oct. 17)	On-Site After Oct. 17
TNA Member	\$316	\$368	\$394	\$222	\$243	\$264	\$243	\$264	\$285	\$87	\$108	\$129
Non-Member	\$420	\$472	\$498	\$274	\$295	\$316	\$285	\$316	\$337	\$108	\$129	\$150
TNA Members that are full time students or Retired	\$269	\$285	\$311	\$202	\$222	\$243	\$222	\$243	\$264	\$66	\$87	\$108

NON LICENSED RN STUDENT REGISTRATION
NO PER DAY PRICING. REGISTRATION FEE INCLUDES ONE, TWO, OR ALL THREE DAYS

	Individual Registration	Group Registration from Same School. Number Attending: 6-10	Group Registration from Same School. Number Attending: 11-15	Group Registration from Same School. Number Attending: 16 or more
Meals Included	\$95 ea	\$95 ea (one free)	\$95 ea (two free)	\$95 ea (three free)
Meals Not Included	\$50 ea	\$50 ea (one free)	\$50 ea (two free)	\$50 ea (three free)

Non-licensed RN students paying above \$50 rate acknowledge they will not receive any meals or snacks at the conference. However, it may be less expensive to purchase the registration with meals included.

Saturday - Exhibits and Schools of Nursing Luncheon (included in registration fee) Guest Ticket/s are \$42 each.
Note: non-licensed students paying \$50 rate will need to purchase a luncheon ticket.
All fees include a 4% transaction fee

TENNESSEE NURSES ASSOCIATION ANNUAL CONFERENCE

YEAR OF THE NURSE 2020

as emergency, surgical and critical care, and cardiac and orthopedic rehabilitation services. Lynn will present the outcomes of the newly released RN Claims Study.



Lynn Pierce, BSN, RN, CPHRM

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

TN Nurses PAC Live and Silent Auctions



TN Nurses PAC will hold both a live and silent auction. If you are interested in donating items to either of the PAC auctions, please email Kathleen.Murphy@tnaonline.org for more information and a donation sheet.

TNF will award one (1) scholarship in 2020 to cover the TNA Annual Conference registration fee. This scholarship does not include lodging or travel. Transportation to and from the conference, hotel, additional meals, incidentals, etc., are the responsibility of the scholarship winner.

Submission Deadline: August 31, 2020

Visit <https://tna.nursingnetwork.com/page/94124-tnf-scholarships-grants> for scholarship criteria and application. Scroll down to the bottom of this website page.

Hotel Information

Book hotel room reservations at TNA's direct link to Franklin Marriott-Cool Springs at: <https://www.marriott.com/events/start.mi?id=1567091515760&key=GRP>

You may also call the hotel directly at (615)261-6100. PLEASE NOTE: You must use the conference name of "TN Nurses Association Annual Conference" to receive the special rate.

The special room rate of \$135 single or double, per night plus tax will be available until TNA's group block is filled. The cut-off date for the discounted rate is



Wednesday, October 9, 2020. After this date, reservations are subject to availability.

Join TNA in Franklin, TN, from October 30 – November 1, 2020, to experience a conference jam-packed with opportunities to engage and network with colleagues and pursue professional development, all while earning contact hours. With three days of sessions and hundreds of nurses, you don't want to miss this event!

Membership Assembly

All TNA members who attend this Annual Conference will be eligible to vote on all issues, positions, resolutions, and policies brought before the assembly. Don't miss this chance to let YOUR voice be heard!

Let's Vote!

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

TNF Silent Auction



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

Donations are being accepted through 11:00 a.m. on Saturday, October 31, the last day of the auction. A donation form is available in this issue of the *Tennessee Nurse* or online at TNAonline.org/TNF.

TNA Achievement Awards Reception

In honor of 2020: Year of the Nurse, and in recognition for the unprecedented work all nurses have been doing during the COVID-19 pandemic, TNA is honoring ALL registered attendees at this year's TNA Achievement Awards Reception. A small gift of appreciation will be given to all who attend the reception. Thank you for your exceptional dedication, your commitment, your resilience, and your professionalism during this crisis. When you register for the conference, we ask that you send a high-resolution headshot photo with your name and credentials to tna@tnaonline.org to use during our celebration of you!

Exhibits & School of Nursing Luncheon

The Exhibits and Schools of Nursing Luncheon held Saturday, October 31, allows all attendees to visit with the large variety of vendors who exhibit and provide an opportunity to learn more about new products and services. It also offers an excellent opportunity for graduates from the many schools of nursing to visit with alumni.



Edna Mason Memorial TNA Conference Scholarship

Sponsored by the Tennessee Nurses Foundation

The Tennessee Nurses Foundation is pleased to offer a scholarship to attend the TNA Annual Conference. This scholarship is only available to Registered Nurses in direct care, AND you must be a first-time attendee to the TNA Annual Conference. Previous conference attendees will not be eligible.

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How to Write a Resolution

CALL FOR CANDIDATES

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

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

The Tennessee Nurses Association Nominating Committee is actively seeking nominations for several positions that will be open for election on the TNA ballot at Membership Assembly on October 31 through November 1. A nomination to one of the Board of Directors' positions allows you to lead and make a difference in your state professional association. YOU are the Voice of TNA!

Positions Available:

- **President-Elect** – 1 to be elected
- **Vice President** – 1 to be elected
- **Treasurer** – 1 to be elected
- **Director, Education** – 1 to be elected
- **Director, Membership** – 1 to be elected
- **Nominating Committee** – 2 to be elected

I encourage ALL TNA members who are interested in serving on the Board of Directors to fill out the Call for Candidates form that is available under the Events menu at TNAonline.org. The submission deadline date is **July 6, 2020**.

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

Tina Gerardi,
MS, RN, CAE

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

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

Resolutions must be submitted adhering to the following guidelines:

- The Resolution shall deal with a single topic.
- The Resolution shall be accompanied by an action plan in sufficient detail to allow a financial impact statement to be delivered.

CALL FOR RESOLUTIONS

The Tennessee Nurses Association is issuing a formal Call for Resolutions for the 2020 TNA Membership Assembly to be held during the *TNA Annual Conference* on October 31 – November 1, 2020, at the Franklin Marriott – Cool Springs, Franklin, TN.

Resolutions can be submitted by any TNA member.

If you wish to submit a Resolution, please submit by email to Diane Cunningham, at the TNA office, diane.cunningham@tnaonline.org, **no later than August 21, 2020**.

- The Resolution and accompanying action plan shall be concise and clear.
- The Resolution shall have relevance to the Tennessee Nurses Association and/or citizens of the state of Tennessee.
- The Resolution shall not duplicate existing Association policy or Bylaws or be redundant.

TNA resolutions include a preamble, a preamble consists of brief statements of background and reasons for the

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

The resolution format therefore is as follows:

Whereas, The (text of preamble),

Whereas, Text of additional background/reason...; now, therefore be it

Resolved, That (text of action). Additional actions should be in additional resolved statements.

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

(Office Use Only) Resolution _____

MA Disposition _____

INSERT NAME OF RESOLUTION HERE

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

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

*Resolutions requiring resources must include a financial impact statement

TENNESSEE NURSES ASSOCIATION MEMBERS ONLY REQUEST FOR ABSENTEE BALLOT - 2020

Please send an absentee ballot for the 2020 Tennessee Nurses Association election. **"Request for Absentee Ballot" must be received at TNA by September 25, 2020.** I understand that mailing this ballot to me in the manner and form approved discharges TNA's responsibility to me in the matter of absentee voting. Absentee ballots will be mailed September 28, 2020.

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

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

NOTE: Completed absentee ballots must be received at TNA headquarters by the close of business on October 16, 2020.

Name: _____
Address: _____
City/State/Zip: _____
District Number: _____
Member ID Number: _____

Electronic Signature: (Required to receive ballot)

CALL FOR ABSTRACTS

We invite you to submit an abstract to be considered for oral or poster presentation at the 2020 TNA Annual Conference, **2020: The Year of the Nurse** in Franklin, Tennessee. Poster abstracts may be on any topic. The focus/content of your oral abstract should relate to one of the following themes:

- Leadership
- Advocacy/Policy/Lobbying Difficult Legislators
- Bullying/Violence
- Care of the Elderly/Dementia
- Emotional Health/Self-Care for Nurses
- Alternatives/Complementary Therapies of Pain
- Education Updates/Preceptorships
- Topics for Bedside Nursing

If you have an innovative project or topic that does not quite fit into any of these categories, please

TNA Annual Conference
2020: The Year of the Nurse
October 31 – November 1, 2020
Franklin Marriott – Cool Springs
Franklin, TN

submit, as a few innovative presentations outside those boundaries will be considered.

ABSTRACT SUBMISSION DEADLINE:

Abstract submissions must be received by 4:30 p.m. CST, on June 26, 2020.

SUBMISSION ACCESS LINK

Submit abstracts under the Events menu at TNAonline.org.

If you have questions, please email TNA@TNAonline.org.



Easing the Psychological Impact of COVID-19 for Nurses: An Update for Tennessee Nurses

Brittany Haskell
Matt Schroer
Marci Zsomboky

Vanderbilt University School of Nursing

Whether working directly with COVID-19 patients, experiencing furlough, or maintaining existing employment, Tennessee nurses in every care setting have been impacted by the COVID-19 pandemic. Nurses working directly with COVID-19 patients fear contracting the virus and passing it along to loved ones or community members. Nurses working in other areas, such as outpatient clinics, psychiatric facilities, and residential facilities, may fear contracting COVID-19 from an asymptomatic patient or colleague. Other sources of stress include caring for children who are out of school, supporting family who are out of work or ill, and worrying for elderly loved ones who are most at risk for contracting the virus. All of these stressors are compounded by uncertainty for the future. Caring for the psychological needs of nurses is vital. While nurses can take steps to care for themselves, employers and community members also need to take steps to support them.

Psychological Impact on Nurses

Studies are starting to emerge on the psychological effects of COVID-19 on healthcare workers, including nurses. Undoubtedly, more research will emerge in the near future, which will further detail the short- and long-term psychological ramifications of COVID-19 for American nurses.

- Lai et al. (2020) documented that a considerable portion of healthcare workers in direct contact with COVID-19 patients in China reported symptoms of depression (50%), anxiety (45%), insomnia (34%), and distress (72%) with nurses being particularly impacted.
- Xiang et al. (2020) documented that healthcare workers interacting directly with COVID-19 patients in China had increased levels of anxiety.
- In a smaller study by Li et al. (2020), nurses working with patients exposed to COVID-19 in China experienced higher vicarious traumatization scores than those working in other settings.

While none of the currently available studies focus specifically on compassion fatigue or Secondary Traumatic Stress (STS), these phenomena mirror some of the identified psychological symptoms.

Compassion Fatigue

Compassion fatigue is negative feelings, emotions, and fatigue developing over time that arises from caring for those who are ill or traumatized. Nurses are at a high risk of experiencing compassion fatigue due to their repeated exposure to patient suffering, especially during the stressful environment presented by the COVID-19 pandemic. While nurses may have initially had an emotional reserve to care for patients, the long and unknown duration of the COVID-19 pandemic creates the perfect situation for compassion fatigue. A nurse experiencing compassion fatigue may appear apathetic towards patients, express helplessness/hopelessness, and describe physical symptoms such as headaches, fatigue, or gastrointestinal issues. A nursing workforce experiencing abnormally high rates of compassion fatigue can have a negative impact on nurses, patients, organizations, and healthcare systems.

Secondary Traumatic Stress

Similar to compassion fatigue and burnout, secondary traumatic stress (STS) may occur when an individual is exposed to a survivor who has been traumatized or to traumatic descriptions of events by a survivor. Absorbing grief in nursing is nothing new, but the degree to which it is occurring now is staggering. STS can impact cognitive, emotional, behavioral, and physical functioning and can resemble post-traumatic stress disorder (PTSD), depression, or anxiety symptoms. Constant exposure to media may compound an individual's experience of STS. A nurse may appear apathetic and careless at work or hyper focused on preventative strategies. A nurse experiencing emotional symptoms might be socially withdrawn, be hypervigilant or have an elevated startle response. Nurses may appear disheveled, tired, or isolative at work or at home. Prevention and intervention to help nurses experiencing compassion fatigue and STS is vital during the COVID-19 pandemic to maintain a healthy nursing workforce. While nurses can help themselves, support from employers and communities during this time is imperative.

Caring for Nurses

The World Health Organization (WHO) defines self-care as "the ability of the individual to promote health, prevent disease, maintain health, and to cope with illness and disability." Implementing self-care during times of stress may be challenging but nevertheless is vitally important. Unfortunately, nurses tend to put their patients' health, safety, and wellbeing before their own. Areas that nurses typically deprive themselves include sleep, exercise, and nutrition.

Nurses are not being selfish when they take care of themselves. The needs and wellbeing of patients and communities are not more important than the nurses.

Healthcare systems and communities need to support nurses experiencing compassion fatigue and STS, which starts by creating a culture acknowledging that working during the COVID-19 climate has psychological ramifications. Nurses need to be provided verbal support and listened to in a non-judgmental manner. Nonverbal behaviors should also indicate support and acceptance. They need their feelings and experiences to be normalized and validated, including encouragement to engage in self-care and seek professional help when needed. Most importantly, nurses need to be provided a safe working environment with enough personal protective equipment and time away from work.

Resources for Nurses

Healthcare associations globally are calling for more emphasis on mental health resources for communities and, specifically, healthcare workers. The United States relaxing requirements for telehealth and Tennessee granting temporary full practice authority for nurse practitioners expands access to mental health services, but more needs to be done.

Nurses can contact their primary care provider, insurance carrier, or employee assistance program (EAP) for information on therapists and psychiatric medication providers in their area. The Tennessee Department of Mental Health Substance Abuse Services is available to provide mental health and substance abuse guidance Monday through Friday from 9:00am to 4:30pm at 1-800-560-5767 with more information available at www.tn.gov/behavioral-health. For immediate assistance available 24 hours a day, the Tennessee Statewide Crisis Line is available at 1-855-274-7471. If having thoughts of harming or killing yourself, contact the National Suicide Prevention Lifeline at 1-800-273-TALK (8255) or 911.

Conclusion

Tennessee nurses are facing occupational and personal challenges never before experienced in their lifetimes. Life will return to a more familiar routine and pace, but the timeline is unknown. Nurses must support themselves in the same way they support patients. Psychological distress will affect nurses in a myriad of ways now and into the future. Meanwhile, addressing psychological distress through proactive self-care, employer support, and community resources has the potential to reduce long-term effects on nurses.

Reference available upon request.



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Government Affairs

Safer at home, but TNA is still advocating, working, and fighting for you!

Legislative Update and Wrap Up:

We can't thank you enough for your legislative support of the Nurse Practice Act to give Advanced Practice Registered Nurses (APRNs) autonomy over their practice and patient care. **Your voice made a difference**, and it is because of your support and the support of the Coalition for Access to Care for Tennessee that our needs and the needs of Tennessee patients have been recognized.

From the beginning, we have experienced constant opposition from the Tennessee Medical Association (TMA), which has remained adamant against removing physician oversight of APRNs and refused to discuss a statutory path forward that benefits all Tennesseans. Their only offer was a change in rules with the caveat that we must agree to a 10-year moratorium on scope of practice changes. That's unacceptable and not good faith negotiations. While we presented empirical data that demonstrates the positive effect that removing mandated physician oversight for APRNs would have on patient outcomes, the opposition used the upcoming election to convince some legislators to not support the bill.

While updates to the Nurse Practice Act will not occur this year, you have helped us create the conditions for future success. We are prepared to reintroduce a bill to achieve our goal of removing physician mandated oversight in the next legislative session, should the TMA-led opposition again not be willing to consider a political compromise.

Due to COVID-19, the Legislature did recess to June 1st and we expect them to only take up essential legislation and update the budget. Please watch your emails for information from us about opportunities this summer and fall to learn more about grassroots lobbying so you will be prepared to help us at the Capitol next year!

TNA advocating for you!

TNA joined together with the Tennessee Academy of Physician Assistants and the Tennessee Pharmacist Association to issue a letter to the public urging them to stay home to help keep our professions safe. We reminded Tennesseans that by staying home, their family and loved ones are less likely to contract COVID-19. Ultimately, by staying home, they give our professions a fighting chance at having the equipment, time, and resources necessary to take on the immense challenge of this pandemic. In March, many of you responded to our survey asking about how prepared you felt in your workplace for COVID-19. Your answers gave us the information we need to advocate for more PPE and supplies through the media and to our government officials.



Kathleen Murphy,
Director of
Government
Affairs and Chief
Lobbyist

TNA working for you!

Governor Lee has issued many Executive Orders regarding policies and procedures to cope with COVID-19. Executive Order 15 allowed for Nurse Practitioners to practice without the restrictions of collaborative agreements. There was some confusion around if this applied to all APRNs. We were able to work with the Department of Health to confirm that even though the Executive Order referred to NPs that it did apply to all APRNs. Executive Order 28 further clarified that APRNs can practice without a collaborative agreement through May 18th (as of time of this publication.) We continue to communicate to the Department of Health and the Governor's Office the importance of extending the ability of APRNs to continue to practice without a collaborative agreement past May 18th. We know that COVID-19 is not going away anytime soon and the benefits of APRNs being able to provide more access to care for patients will remain critical even after the peak and the curve are flattened.

While these Executive Orders are very beneficial to Tennesseans in this time of crisis, it also is an opportunity to prove to our elected officials and community leaders that APRNs should not be restrained by collaborative agreements at all. This is why TNA has been asking for stories from you about how these Executive Orders have helped your practice and work environment. TNA is supporting a survey that will be sent out this summer to APRNs to obtain data to support our advocacy efforts. These stories and survey data will assist us, and put real faces on the legislation we will be reintroducing next January to modernize the Nurse Practice Act. Please participate in the survey and continue to send those stories and your pictures to Advocacy@TNAOnline.org. Share those stories now and throughout the rest of the year with your own legislator. If you need help finding your legislator's contact information, please feel free to contact me at Kathleen.Murphy@TNAOnline.org.

We will be continuing to update you over the course of the summer and upcoming election cycle. Please consider making a donation to the TN Nurses PAC to help support candidates who support nurses and our patients: <https://tna.nursingnetwork.com/page/94251-donate-to-tn-nurse-pac>

2020 Election Information:

Election Day: Thursday, August 6th
(State/Federal Primary and State/County General Election)
1st Day to Request an Absentee Ballot: Friday, May 8th
Voter Registration Deadline: Tuesday, July 7th
Early Voting: Friday, July 17-Saturday, August 1st
Absentee Ballot Request Deadline: Thursday, July 30th

Election Day: Tuesday, November 3rd
(State/Federal General Election)
1st Day to Request an Absentee Ballot: Wednesday, August 5th
Voter Registration Deadline: Monday, October 5th
Early Voting: Wednesday, October 14th-Thursday October 29th
Absentee Ballot Request Deadline: Tuesday, October 27th

To check your voter registration status and for voting information: <https://tnmap.tn.gov/voterlookup/>

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Spotlight on Practice

Preventing HPV Associated Cancers Through Vaccination

Tiffany C. Skinner DNP, APRN, APN-BC

April was Oral, Head and Neck Cancer Awareness month and with Human Papillomavirus (HPV) infection comes a significantly elevated risk for cancer (OCF, 2018). As nurses, we understand the obligation and precedent defined by the American Nurses Association (ANA) position statement that encourages “actions consistent with the obligation to promote health”



Tiffany C. Skinner
DNP, APRN, APN-BC

(ANA, 2015a). Specifically, nurses support that “all individuals should be immunized against vaccine preventable communicable diseases” (ANA, 2015b). HPV was the most common sexually transmitted disease in the United States in 2018 (Van Dyne et al., 2018). Both men and women are being diagnosed with HPV-related cancers despite health care initiatives and provider awareness campaigns. With 14 million new cases per year in the United States alone, the American Cancer Society (ACS) has made a new goal for the year 2026 that would support that 80% of preteens 11-12 years old will receive the vaccine before their 13th birthday (Fedewa et al., 2018). In an effort to identify the barriers to meeting vaccination rates, community leaders around the world have made HPV vaccination rates a global pandemic priority (Fedewa et al., 2018). Cervical and oral cancer diagnoses continue to reach numbers larger than 500,000 per year (Senkomago et al., 2017). Recommendations to vaccinate have been identified as the most significant predictor of vaccination adherence among the preteen population, demonstrating how a provider-focused intervention will create social change (Niccolai et al., 2018).

APRN Practice Implications

In Tennessee, the public commissioner of health and the CDC has reported that although national HPV vaccination rates among eligible adolescent patients are recorded at 40%, our state records an uptake of vaccination of only 30% (HPV Vaccines, 2018). The problem of HPV infection is reaching 45% of the U.S. population and is anticipated to grow if states do not react to find vaccination compliance strategies (HPV Vaccines, 2018). Tdap and meningitis vaccination adherence has grown to greater than 80% nationally

as the initiatives for school-based admission programs have mandated vaccinations (American Academy of Pediatrics, 2019). While vaccination mandates are in place for Tdap and meningitis, school systems across the United States have not mandated HPV vaccines related to the barriers around the sexually explicit nature of transmission (HPV Vaccines, 2018). In this region, barriers to recommendation include lack of access related to the rural location of the community and low socioeconomic status that places adolescents at the threshold for poverty (Vaccines CDC, 2019).

Reducing Barriers by Applying Nursing Theory

Nursing theorist Nola Pender developed the health promotion model (HPM) to evaluate assumptions that largely evaluate psychosocial behaviors of individuals and communities to engage them in learning new behaviors that are geared toward health promotion, not just illness avoidance (McEwen & Wills, 2014). Behavior specific cognitions include perceived barriers and benefits to action, perceived self-efficacy, activity related effects, interpersonal and situational influences (McEwen & Wills, 2014).

Pender’s HPM provides support to the APRN vaccination recommendation specifically by describing how vaccination recommendation enables the provider to encourage people towards disease prevention and engages individuals to take care of their community. Vaccines not only promote healthy behaviors, they also reduce rates for comorbid conditions that follow in population families, schools, workplaces and larger communities (Senkomago et al., 2017). Education on HPV also requires discussion on other health promotion activities, such as safe sex practices and screening with cervical exams (Senkomago et al., 2017). Individual provider behaviors and the culture within a provider practice may also place unseen barriers on the ability for providers to recommend the vaccine in eligible patients (Senkomago et al., 2017). Discussing barrier identification and allowing for anonymous replies in surveys will reduce stigma, and possibly fear, as it relates to health promotion around sexual behaviors in the patient. Nursing models in practice allow a catalyst for advanced practice nurses to demonstrate a cross-discipline application and close gaps in continuity of care (McEwen & Wills, 2014).

Creating Change Through Policy Advocacy

The federal initiative for public health on HPV vaccination is called the Hub and Spoke Initiative (AAP, 2019). In a collaboration with the CDC and the AAP, the Community Guide and the Hub and Spoke Initiative were formed. The priority of the Hub and Spoke Initiative is to focus on creating peer-guided accountability on strong provider recommendations for vaccination against HPV (AAP, 2019). The cultural, ethical, and legal obligations to promote wellness through vaccination becomes imperative in the framework of preventing the spread of HPV infection because infections are directly related to a higher risk for cancer (AAP, 2019). With any illness that is spread through sexual transmission, a stigma and fear may be present, not just in the parental community, but the provider one as well (Fedewa et al., 2018).

Oropharyngeal, cervical, anal, penile, and vaginal cancers are all continuing to occur in the United States despite awareness of the disease (Vaccines CDC, 2019). Cervical cancers have trended downward over the last fifteen years but may be related to increased screening along with vaccination in girls (Lollier, Rodriguez, Saad-Harfouche, Widman, & Mahoney, 2018). There are currently no screening recommendations that have been shown meaningful for other types of cancers in women or men (Lollier, et al., 2018). Communities should be educated on cancer prevention as a priority with HPV vaccination. No person should suffer the consequences of a preventable cancer or related treatment, including surgical complications, swallowing difficulty, depression, pain, infertility, or any of the countless other potentially life-changing effects from chemo and radiation therapies (Coley, Hoefler, & Rausch-Phung, 2018).

As practitioners, we should consider how policy advocacy may aid in the creation of legislation for mandates around recommendation, school-based programs, and expansion of Federal Title X Authority to include vaccination as a cancer prevention modality. By implementing legislative changes, we will effectively reduce disparities in health among our adolescent population and beyond.

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Author Biography

Dr. Tiffany Skinner is an assistant professor for the school of nursing at South College in Knoxville, TN, and has accumulated nineteen years of nursing experience as a critical care and cardiac electrophysiology nurse leader. Degrees in nursing have been earned from East Tennessee State University (BSN, 2001), University of Tennessee (MSN, 2006), and Walden University (DNP, 2020). In 2007, she earned ANCC certification as an Adult Nurse Practitioner. Dr. Skinner is now recognized as an area leader in HPV vaccination recommendation strategies and prevention policy legislation. Quality improvement projects completed include, DISC Leadership in Practice Culture, Teach Back Effectiveness, Nursing Education In Long QT Syndrome and HPV Provider Education Strategies in Vaccination. Professional organizations include Sigma Theta Tau Phi Nu Chapter, TNA, ANA and The National Society for Leadership and Success. Dr. Skinner lives in Knoxville, TN, with her husband and her two children.



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Student Forum

Rachel Lalky
TSNA Communications Director



Rachel Lalky

My name is Rachel Lalky, and I am the 2019-2020 Communications Director of the Tennessee Student Nurses Association. I am in my junior year of Lipscomb University's Traditional BSN program. If you had asked me what my career plan was just four years ago, I would not have said nursing. Up until my senior year of high school, I was planning on pursuing a degree in Biology with the overall goal of going to medical school and becoming a physician. It wasn't until the summer before coming to college that I realized nursing is what I was meant to do all along.

I have been surrounded by different types of nurses for my entire life: my mom, my aunts, my cousins. I always loved hearing about the things my family members got to see at work every day, so I made it my goal to work in healthcare at a very young age. I didn't want to be a nurse, though, because that's exactly what everyone expected me to do. I was grateful to have such amazing role

models in the healthcare industry, but I wanted to be my own person and not feel like I had to "live up" to the things my family members did. But, after many sleepless nights thinking about the future, I realized that I was pursuing medical school for all the wrong reasons. If I were to continue just to spite the people who said I'd be just like my family, I would be so unhappy in my career, which would prevent me from being a compassionate care provider. It was at that moment that I gave up the fight with myself and started to look into nursing.

Since I had never considered being a nurse before, I didn't really know just how many paths I could take in the field. I wasn't going to be just like my mom, or my aunts, or my cousins, because their positions were only a fraction of the possibilities before me. The more I looked into it, the more excited I became. I love the relational aspect of nursing and that there are always opportunities to learn and grow within the field. I can confidently say that there hasn't been a moment where I've regretted my decision to pursue nursing, and I am so excited to graduate and start my journey as an RN.

I would have never imagined having the chance to be part of an organization like TSNA, and I have loved every second I've spent serving on the board. I have found so many friends and role models

within my fellow board members and am so proud of the work we have done to positively impact student nurses around the state. I cannot wait to see what the rest of the year brings us!



National APRN Practice & Pandemic Survey

The purposes of this study are to:

1. determine the impact of practice barriers and restrictions on providing patient care and on your APRN practice, and
2. understand the effect of the COVID-19 pandemic on patient care and on your APRN practice.

On March 19, 2020, in response to the COVID-19 pandemic, Governor Bill Lee of Tennessee (TN) issued Executive Order Number 15 which waived the requirement for chart reviews and supervising physician 30 day visits for APRNs. This anonymous survey will assess how implementation of the waivers and the COVID-19 pandemic impacted APRN practice in TN.

Please consider participating using the QR code below or the direct survey link:

<https://redcap.link/nationalAPRNSurvey>

The survey coordinating center is Vanderbilt University School of Nursing along with the University of Tennessee Knoxville and University of Tennessee Health Sciences Center, Memphis TN.



Survey opens June 1 →

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Replacing Clinical with Simulation Amid the COVID-19 Crisis

*Beth Fentress Hallmark,
PhD, RN, MSN, ANEF, CHSE-A
Director of Simulation
Belmont University
College of Health Sciences & Nursing*

We are living in unprecedented times. No one in nursing education would have ever dreamed that only a few weeks ago, midterm grades were being turned in, and students were looking forward to a relaxing spring break. Since the sudden emergence of the COVID-19 pandemic, nursing schools across the country have been scrambling to replace clinical assignments.



Beth Fentress Hallmark

Background

In 2014, the National Council of State Boards of Nursing published the results of a study that examined replacing traditional clinical experiences with simulation. The study entitled “A longitudinal, randomized, controlled study replacing clinical hours with simulation in prelicensure nursing education” provided evidence to support using simulation to replace clinical. The study randomized nursing students from ten prelicensure programs into three study groups: 1). A control group that experienced traditional clinical, 2). A second group that had 25% of their clinical replaced with simulation and 3). A third group that had 50% of their clinical replaced with simulation. Six hundred sixty-six students completed the study and were followed for six months after graduation. At graduation, there was no statistical difference in clinical competency, knowledge, or NCLEX pass rates. In addition, the managers that hired these graduates reported no difference in their clinical competency as registered nurses at six weeks, and at three and six month intervals. This study has been used across the United States to provide evidence that traditional clinical experiences may be replaced with “high-quality” simulation experiences.

COVID-19 Emerges

Having evidence that supports the use of simulation in place of traditional clinical has been key during the global COVID-19 pandemic. In early March, many schools continued to send students to complete their traditional clinical assignments, but as the virus began to spread across the United States, many sites began limiting student access. The clinical sites were protecting the patients, students and conserving personal protection equipment. Once the clinical sites began limiting the student access, schools across the county began to plan to replace clinical with mannequin-based simulations. Almost overnight, the environment changed, and campuses began to close and “social-distancing” became the reality. This placed the burden on nursing programs to “think outside the box.” While didactic was being placed online and there was some precedent in the literature for this, there was little evidence to support or to provide guidelines for replacing clinical virtually.

Tennessee Board of Nursing

Across the country, faculty began to collaborate and consider best practices for implementing such a monumental task. In 2017, as a result of the landmark NCSBN study, the Tennessee Board of Nursing (BON) adopted a position statement that defined simulation as “a technique to replace or amplify real experiences that evoke or replicate substantial aspects of the real world in an interactive manner.” In addition, the position statement outlined the maximum amount of simulation that could be used to replace clinical to “not exceed fifty percent (50%) of its clinical hours per course/concentration” and stated that programs must “follow established national guidelines such as the INACSL (International Nursing and Clinical Simulation Learning) Standards of Best Practice for Simulation.”

Evidence

As schools faced the COVID-19 crisis, it was imperative for the schools to rely on these guidelines. Foremost the term “interactive” is key when considering the use of virtual simulation. The Society for Simulation in Healthcare (SSH) has become a key player in setting additional standards for simulation. In January of 2020, SSH published the 2nd Edition of the Simulation Healthcare Dictionary and the definition of “interactive” clearly indicates that human interaction must occur and that the outcome of the simulation depends on the action of the learner. In addition, the

definition notes that the learner should be able to “practice” a variety of actions in order to make “correct responses to an event.” Thus, the BON’s position statement provides schools of nursing with a place to begin when planning virtual clinical simulation. Traditional clinical is interactive, and faculty have the opportunity to help guide the student to apply their learning to future practice, virtual simulation should do the same. The BON also cited the INACSL standards (2016). Key standards that schools should pay close attention to are Debriefing, Simulation Development, Evaluation, Outcomes and Objectives and Facilitation. These standards provide a roadmap for simulation development not only during the pandemic but are essential for developing all simulations.

Resources

Developing virtual simulations in a short time frame has been a challenge for all programs. Nursing educators have supported each other during this confusing time. Both LinkedIn® and Facebook® have seen grassroots efforts to share resources and ideas for student learning. Choosing evidence-based simulation events and using the BON guidelines are essential as faculty plan during this uncertain time of COVID-19.

The following table has a list of resources for schools to access for guidance during this pandemic.

Resource	Description	Link
American Association of Colleges of Nursing Coronavirus Resources	Highlights key information sources for nursing school deans, faculty and students. Includes links to free resources and patient cases.	https://www.aacnursing.org/News-Information/COVID-19
National League of Nursing Corona Virus Resource Center	Complimentary Webinars. Virtual Simulation Options for both graduate and undergraduate. Tips, advice and resources	http://www.nln.org/coronavirus-resource-center
National Council of State Boards of Nursing	Policy brief to provide innovative guidance to meet academic and workforce needs	https://www.ncsbn.org/Policy-Brief-US-Nursing-Discipline_COVID19.pdf
Tennessee Board of Nursing Position Statements	Provides clear guidance for use of simulation	https://www.tn.gov/content/dam/tn/health/documents/Position_Statement_Booklet.pdf
National League of Nursing Commission for Nursing Education Accreditation	Response to Coronavirus Pandemic	http://www.nln.org/docs/default-source/cnea-2019/nln-cnea-program-notification.pdf?sfvrsn=2
Organization for Associate Degree Nursing	Links to webinars and resources for virtual and distant learning	https://www.oادن.org/leading-initiatives/covid-19
INACSL	Position Statement on Use of Virtual Simulation during Pandemic	https://www.inacsl.org/INACSL/document-server/?cfd=INACSL/assets/File/public/covid-19/INACSL_SSH%20Position%20Paper%20FINAL.pdf

Summary

Clinical education is key to nursing programs across our state and the health of the citizens of Tennessee relies on nursing schools to graduate nurses who are prepared to care for us all. Nursing schools are working hard to ensure that simulation, whether virtual or face to face, will provide our students to use clinical reasoning and critical thinking in order to be prepared for the ever-changing healthcare world.

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Dr. Beth Hallmark is an Associate Professor of Nursing and Director of Simulation for the College of Health Sciences at Belmont University in Nashville, TN. Beth helped found the Tennessee Simulation Alliance and is an accreditation visitor for the Society for Simulation in Healthcare.



Nurse Legal Case Study: Wrongful delegation of patient care

Georgia Reiner, Senior Risk Specialist, Nurses Service Organization (NSO)

This case involved a registered nurse (RN), insured by NSO, who worked for a home healthcare agency. On the day of the incident, she was with another patient when she received a telephone call from a certified nursing assistant (CNA) who was also employed by the same agency.

The CNA was at the home of a mutual patient and reported that the patient's gastrointestinal (GI) tube had come out sometime during the night. The RN informed the CNA that the patient would need to go to the emergency department (ED) to have the tube re-inserted as it would be several hours before she could see the patient. The patient's family did not want to take the patient to the ED but instead opted to wait for the RN.

The CNA informed the RN that she had re-inserted several GI tubes while employed at a nursing home, so she felt comfortable re-inserting this patient's tube. The RN agreed to let the CNA insert the tube but advised her to not restart the feedings.

Approximately 45 minutes later, the CNA contacted the RN and affirmed that the tube was re-inserted without difficulty and confirmed proper placement.

When the nurse arrived at the patient's home several hours later, she noticed that the patient was receiving tube feeding. When questioned, the daughter confirmed that she resumed the tube feedings shortly after the CNA left and denied being told to wait. The RN noted that the patient was complaining of abdominal pain and reported feeling nauseous.

On physical assessment, the patient's abdomen was distended and positive for pain with abdominal palpation. After stopping the feeding, the nurse called 911. The patient was transferred to the nearest hospital, where she was diagnosed with peritonitis due to the GI tube being accidentally placed in the peritoneal space.

The family filed a lawsuit against the RN and the home healthcare agency. The allegations against the RN included:

- Wrongful delegation of patient care to unlicensed assistive personnel (UAP);
- Failure to follow the agency's policies and procedures on proper delegation, GI tube insertion, and supervision of UAP;
- Failure to contact the referring provider and obtain an order to reinsert the GI tube; and
- Failure to assure that the patient and family had received appropriate communication related to holding the GI feedings.

Resolution

Defense experts had difficulty defending the RN's actions, as UAP such as CNAs cannot be asked to perform activities requiring assessment, problem solving, judgment, or evaluation.¹ Due to the low likelihood of prevailing in favor of the defendant RN in a trial, the decision was made to attempt to reach a settlement with the plaintiff.

A settlement was reached prior to trial. As mandated by state law, the nurse was also reported to the National Practitioner Data Bank (NPDB).

The total incurred to defend and settle this case on behalf of our insured nurse exceeded \$255,000.

Risk Control Recommendations

- Know what nursing responsibilities can be delegated, to whom, and under what circumstances according to the state Nurse Practice Act and related laws/

regulations, in addition to your employer's policies and procedures.² Unfamiliarity to established policies and protocols is not a defense, especially if a clinician has acknowledged receiving education on such policies and protocols.

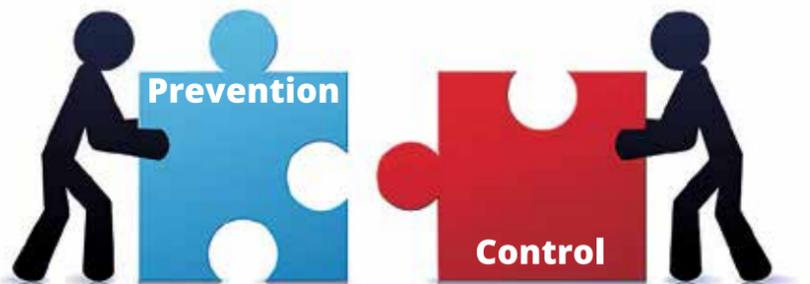
- **Prior to delegating tasks, be aware of the knowledge and skills, training, diversity awareness, and experience of the individual** to whom you are delegating elements of care. Use good clinical judgement, which includes the complexity of the patient, the availability and competence of the UAP, prior to delegating patient care.
- **Monitor implementation of the delegated task**, as appropriate, to the overall patient plan of care.
- **Evaluate overall condition of the patient and the patient's response to the delegated task.**
- **Evaluate the UAP's skills and performance** of tasks and provide feedback for improvement if needed.
- **For more information regarding nursing delegation, it is recommended that nursing professionals review the NCSBN and ANA National Guidelines for Nursing Delegation.**³
- **Contact the risk management department, or the legal department of your organization** regarding patient or practice issues.

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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@nso.com, call 800-247-1500, or visit www.nso.com.



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**Nursing
Administration**

Lund Retires as Executive Director of State Board

Elizabeth "Libby" Lund officially retired as Executive Director of the Tennessee Board of Nursing, a role she held for 35 years. Prior to leaving, we asked Libby to tell us a little about her tenure as Executive Director (ED).



Elizabeth "Libby" Lund, MSN, RN

- **What position did you hold prior to becoming ED?**

My experience was primarily in nursing education. I was an assistant professor at Belmont University and had similar roles at both Tennessee State University and the University of Tennessee at Nashville.

- **When did you become ED?**

I was appointed executive director of the Tennessee Board of Nursing in June 1985.

- **What accomplishments and challenges occurred during your role?**

In December 1985, the board issued the first 150 certificates of fitness to prescribe non-controlled legend drugs to nurse practitioners. The board did not define the term "nurse practitioner," leaving the interpretation broad enough to include all "specialties." Therefore, prescribing privileges are available to those qualified from all four roles of advanced practice registered nursing. In 2002, the board was authorized to grant certificates to APRNs, thus providing a separate authority to practice. Those holding a certificate of fitness to prescribe were grandfathered into APRN status. Since that initial authorization, APRNs now number approximately 15,000; controlled substance prescribing is authorized, and restrictions to practice have been lifted, temporarily, by executive order.

By the mid-1990s, the board became one of the first boards in the U.S. to financially support professional assistance to impaired nurses by entering into a contract with the Tennessee Nurses Foundation. This longstanding contract supports the Tennessee Professional Assistance Program with designated funds obtained from nurse licensure renewal fees.

Another landmark occurred when RN and LPN licensure examinations moved from a paper and pencil format to a computer adapted testing model (CAT). The next major shift in testing, Next Generation Testing (NGN), is on target for implementation in 2023.

Tennessee was a pioneer in the development of the mutual recognition model of licensure, implemented as a nurse licensure compact, becoming an early adopter in 2003. Tennessee implemented the enhanced NLC in January 2018. The seamless authorization for cross border practice for those 34 states participating in the NLC has demonstrated its value, most significantly during the coronavirus pandemic. Adoption of the APRN compact could benefit likewise.

More recently, the board began licensing medication aides and medication aide training programs. These programs have been slow to grow but have great potential to assist licensed nurses to meet the needs of our aging population. Another new category of professionals now licensed by the board is that of the Registered Nurse First Assistant (RNFA).

Tennessee has been recognized nationally for its innovative effort to decrease barriers to initial licensure for nurses by eliminating fees for initial licensure. By eliminating one significant barrier to applying for licensure, new graduates can test earlier, maximize opportunity for success on NCLEX, and enter the workforce more quickly.

A long-term project that has been made crucial by the pandemic environment is the elimination of paper application processing. Licensees are encouraged to renew online and to register for NCSBN's e-Notify for renewal notice reminders and status change notification. Employers are also encouraged to register their nurse staff. Initial application processes are substantially paperless. Thanks are in order for the cooperation of nursing education programs for their valuable assistance with providing electronic transcripts.

- **What words of wisdom would you share with us?**

It has been an honor and privilege to serve as the Tennessee Board of Nursing executive director for 35 years. I have never been more confident in the future of nursing regulation to meet the needs of the public for a well-educated, available, competent workforce deserving of the public's admiration and gratitude. The public is frustrated by the barriers posed to the provision of care and traditional models of regulation that contribute to those barriers. Nursing is in the forefront of reducing barriers, supporting models such as licensure compacts, and modernizing practice acts to allow practice to the full extent of licensee's education and experience. When looking back at the lessons learned from the pandemic, I am hopeful that the public will gain a more mobile and available nursing workforce practicing safely to the top of their license.

To my successor, bring your unique gifts and passion to the position. It is my hope that you both enjoy and thrive in this most gratifying role.

- **What are your plans for retirement?**

Some plans are on hold during the pandemic, and others have been jump started. I'm becoming more comfortable, if not proficient, with technology without 24/7 help desk back up. I look forward to more time for reading, exercise, travel, and volunteer activities. I will remain a champion for nursing regulation and look forward to maintaining and growing relationships with others.

TNA has enjoyed a close, collegial relationship with Libby and the Board of Nursing. Please join us in wishing Libby a happy, healthy retirement!



National Nurses Week Celebrations

2020 Scholarly Writing Contest

The Tennessee Nurses Foundation (TNF) announces Stephanie Abbu, DNP, RN, CNML as the 2020 TNF Scholarly Writing Contest winner. The contest is held yearly in celebration of National Nurses Week.

It gives us great pleasure to award Ms. Abbu with a check for \$1,000, plus a free registration to the TNA Annual Conference, held October 30 – November 1 at Franklin Marriott – Cool Springs.

Thank you to the Tennessee Nurses Foundation for the opportunity to share my thoughts on authentic leadership in the Nurses Leading to the Future 2020 TNF Scholarly Writing Contest. In the Year of the Nurse and Midwife – I'm grateful for the chance to highlight the leadership nurses demonstrate every day and in all settings. Your generous gift will make a such a difference for my family during this uncertain time as we navigate the global pandemic. Thank you for providing registration at this year's TNA Annual Conference. I look forward to being able to once



Stephanie Abbu, DNP, RN, CNML



again meet in-person with nurses from across the state in learning and fellowship in the fall.

Stephanie Abbu, DNP, RN, CNML

Ms. Abbu's paper, *Authentic Leadership In Nursing: A True Fit* is available, with references, under the Tennessee Nurses Foundation (TNF) link at TNAonline.org.

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Nursing Ethics

After the Pandemic: What do we know?

Kate Payne, JD, RN, NC-BC

The current pandemic has caused us all to ask a lot of questions. What do we know? What do we need to know? What have we learned? Who are we as nurses, and who will we be in the future? What we know is that it is not at all clear that there will be an "after" to the pandemic; more likely, it will be a new normal with everyone taking steps to deal with the continuous presence of the virus and its fallout.



Kate Payne

As I write this, it is Nurse's Day May 6th, the start of Nurse's Week that will end on May 12th the 200th anniversary of Florence Nightingale's birthday. In honor of her, the World Health Organization (WHO) designated 2020 as the "International Year of the Nurse and the Midwife." (1) In April 2020, they published a report on the state of nursing in the world. (2) Nursing is the largest occupational group in the health care sector, providing approximately 50% of global health care. American nurses are part of a global nursing workforce that numbers 27.9 million, 90% are women, 19.3 million are professional nurses, and 3.9 million are in the US. Outside the US, the majority of nurses live and work in countries where women have few rights, and violence against them is endemic. Nurses in the US (3) are more diverse and older, 47.5% were over age 50. 10.2% of RNs in the survey were Hispanic, 7.8% non-Hispanic black, 5.2% Asian, and 1.7% multiracial.

Racial and ethnic minority groups accounted for 26.7% and about 9 in 10 are women. Globally, 1 out of every 6 nurses is expected to retire in the next year, though the economic fallout from the pandemic will likely change that. *The Year of the Nurse and Midwife* highlights the global shortage of nurses. The WHO report estimates that countries need to increase the total number of nurse graduates by an average of 8% per year (about 9 million) along with improved ability to be employed and retained in the health care system. The pandemic has certainly highlighted the need for more nurses.

When the pandemic started, hospitals all over the world began to develop operational and ethical guidelines on how to deal with what would likely be scarce resources due to the unimaginable numbers of patients. (4, 5) Core ethical principles in crisis standards of care include fairness, the duty to care, to steward resources, to plan, transparency in decision making, consistency, and accountability. Common values relate to trying to save the most lives possible and using clear clinical indicators as well as evidence-based medicine to determine who will benefit from treatment and survive. For example, some guidelines would give additional priority to younger people or pregnant women or health care professionals directly involved in patient care. Various plans and policies relate to beds, ventilators, and scarce medicines. We now know in the new normal that these principles and values will continue to be important especially the duty to plan for the next wave, to steward resources related to securing personal protective equipment (PPE) and ongoing education of the government and the public as we learn to live with the virus.

What have nurses learned about caring during this time? They know the importance of colleagues beyond the usual because this time is such a deviation from the norm. A different and strong sense of camaraderie is being built and floating to other units, builds that with other colleagues. You learn you aren't the only ones going through this. Nurses have found that they miss the patient's family at the bedside. Family helps them understand who the patient is, their story, and their humanity. Humanity is challenged when family isn't there and the nurse is garbed from head to toe in PPE. Nurses have become creative with cell phones and tablets and Skype and Zoom to try to bring the family into the room when they aren't there. Many nurses have new routines like bringing a change of clothes to work, putting shoes in a bag in the trunk for tomorrow, disinfecting the car, undressing in the garage, then clothes in the wash, then a hot shower, THEN you can see the kids and spouse. Nurses have to be intentional about prevention.

What I know is that most ethical issues are in the everyday practice of nursing inside this new normal. We know that nurses are essential and the pandemic underscores that. We celebrate nursing value each year with Nurse's Week and should do it more. I think about celebration every time I see images of New Yorkers cheering for nurses and other health care professionals each evening at 7 p.m. They recognize that while most people are trying to avoid doing anything that could expose them to the coronavirus, nurses and their colleagues dive right in. They are brave and willing to take on danger instead of fleeing it, and some work with shortages of PPE needed to do their jobs safely. Thousands of health care workers have contracted COVID-19 and some have died. Yet they keep coming to work and do what's required despite the risks. They are driven by a core commitment to service and to the primacy of the patient, a core ethical commitment of nursing. (6) It is important to know that nursing in this time will also lead to moral injury, burn out and compassion fatigue. Many will have full blown PTSD as well. Now is the time to plan for that. People will need conversation and companionship, comfort. They will need to be heard. We need to be intentional about trying to prevent these things like we are about exposure to the virus. It isn't just about selfcare at home but also about modeling openness and vulnerability for others and to talk about your needs for support, what your worries are. We also need to give ourselves a break that we don't have to be perfect to do healing work. This is not a normal time. We need to rely on that camaraderie and knowledge that everyone is going through this as well. Find out what your resources are at work and in the community to work on your recovery now as the pandemic moves forward. I don't know if the virus will be gone. What I do know is that there will always be nurses to care and show the way.

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How Can We Be Prepared for the Next Healthcare Crisis?

Sharon Pearce, MSN, CRNA

Ask yourself- who is always the most prepared for an emergency in a health care setting? Is it a nurse? I am sure your answer is yes. Ask yourself- who designs policy about healthcare? Is it a nurse? I am sure your answer is no. Ask yourself- who always implements healthcare policy designed by someone else? Is it a nurse? I am sure your answer is yes.

It needs to change and change now! How do we change it? Nurses need to run for elected office!

I had the opportunity to interview Bethany Hall-Long, RN, PhD, the current Lieutenant Governor of Delaware, and the first nurse in the country to serve in that office. Also, she will become the Chair of the National Lieutenant Governors Association in July. Again, the first nurse to serve in this capacity! She shared that it is vital to have the "calming voice" of nursing in the policymaking world and, most notably, in light of the current Covid-19 crisis.



As in the case of most nurses, the idea of becoming involved in politics had never entered Bethany's mind. While taking a policy course at the Medical University of South Carolina in her graduate studies, she was late to class. As we all know, you can be volunteered quickly for a task when you are not there. To her surprise, "Policy and Politics" was written on the board with her name beside it. Her first thought was, "Oh, no! Why would nurses want to be involved in politics?" She admits, it changed her life.

Bethany learned during that experience how clinical skills that a nurse has can translate into population health. Opportunities arise by being at the table formulating policy or by serving in elected office and making decisions about health policy. It shocked her to see how few nurses were serving in elected office and how few nurses were at the table when healthcare decisions were made. Alternatively, the few nurses that were present were making monumental differences leading huge efforts that affected many patient's lives.

Through these experiences, Bethany decided to quit being a spectator and to join the arena. She ran for the Delaware House of Representatives unsuccessfully. Not one to accept defeat, she returned the next election cycle to win. She encourages nurses to not give up if defeated in an initial run.

She goes on to share why nurses should be making policy. Nurses need to be proactive, not reactive because, as nurses, we know the issues. Additionally, nurses are good listeners, decisionmakers, communicators, and advocates. Furthermore, the nation is relying on nurses and need our expertise. This is even more apparent today in the COVID crisis. She continues saying, "who better to determine the quality of care than nurses?"

What are the risks of nurses not being involved? It affects patients, and most everyone will be a patient at some point. Nurses are driven in large part by their hearts, but we must be driven by our heads also. American voters today are driven by the "heart, the head, and the pocketbook." Nurses have an understanding, whereas policymakers, by and large, do not understand healthcare unless it is through their own lived experience. The lack of knowledge that policymakers and politicians have encompasses what nurses do and what they are capable of doing. Ultimately, if nurses are not at the table, they are going to be left behind. If nurses do not speak for themselves, someone else will speak for them.

Who will speak for nurses? Physicians, hospital administrators, or federal system administrators, for example, who may or may not speak effectively on behalf of nursing. Bethany says that as nursing science evolves with advanced education, such as the Doctorate of Nursing Practice, the profession needs to be distinct from medicine and other providers. Again, nursing needs a seat at the table.

How can nurses gain a louder voice? Run for elected office. Long says nurses "need to be involved." Nurses are excellent campaigners because they know how to connect with people and are the number one most trusted profession. To illustrate, Hall-Long shared

that during door to door campaigning, she was frequently invited into homes to look at rashes, or to discuss other health issues after learning she was a nurse.

Long encourages nurses to take any frustrations they may have with healthcare or the profession and put it into action. "Be the positive change" because nurses have the skills and ability to do so. Nurses have the "perfect" skillset to listen, analyze, and prioritize, but more importantly, they will do what is right based on the data and not necessarily what is popular. Nurses can see the big picture.

Long says, "Nurses are educated for the political journey." Will you take that journey? If you would like to listen to Bethany Hall-Long go to: <https://beyondthefacepodcast.com/ep-66-nursing-public-policy-why-nurses-need-to-be-involved-with-lt-governor-of-delaware/2353/>

**"What is the No. 1 profession that people trust? Nurses. So, when I campaign, I don't introduce myself as a politician. I'm a nurse."
-Bethany Hall-Long, Lt. Governor of Delaware**

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District News

District 1

President: Lisa Beasley

Before the COVID-19 pandemic brought most things to a screeching halt, District 1 nurses came out to support "Nurses Day on the Hill." We met with numerous state senators, representatives, and enjoyed the reception after a long day of advocating for the "Access to Care" legislation. Thank you, District 1, for always showing up and supporting our profession! On February 27, our educational dinner and legislative update held at Season's 52 was sponsored by Sobi and featured Dr. Floyd Livingston, Division Chief of Pediatric Pulmonary Sleep Medicine at Nemours Children's Hospital in Orlando, Florida as the special guest speaker. Our members learned about the importance of immunoprophylaxis for infants and children at high risk for severe RSV disease. On March 16th, the District 1 board sent out a notice to all of the members announcing the cessation of all in-person meetings. We continue to be available to the District 1 members and are still here to support any needs.



Lisa Beasley

The COVID-19 pandemic has confirmed, once again, why nurses consistently rank number 1 in the Gallup Poll. Nurses in District 1, across the State of Tennessee, and across the country have not hesitated to continue stepping up to provide care for all patients. We are so proud of nurses and the professionalism being displayed. Many District 1 nurses are working at the bedside, in primary care, in hospice and palliative care, in the emergency departments, and yes, in the COVID units. Some of our nurses have answered the call to go where help has been asked for in New York, New Jersey, and New Orleans. The District 1 board wants each nurse to know our heartfelt gratitude for your tireless devotion and dedication.

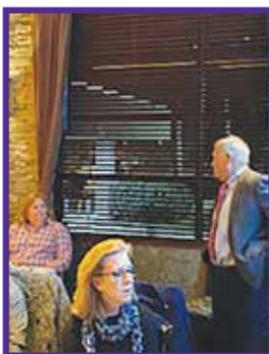
Here's to the nurses – our hope and thoughts for your safety and care, the safety and care of your family and community as you continue on this journey that makes you shine the brightest among all professions. I am humbled to call you my colleagues and friends.



Nurses Day on the Hill – District 1 members with Senator Brian Kelsey



Nurses Day on the Hill – District 1 members with Representative Mark White



District 1 members at the February Educational Dinner



District 1 members at the February Educational Dinner

District 2

Co-Presidents:

Angela Heatherly and Erin Morgan



Angela Heatherly



Erin Morgan

District 2 Awards:

Leadership Award: Carole Myers

Dr. Myers is a health policy leader in East Tennessee and the state. She continuously assists District 2 to connect with local legislators and hosts the yearly Health Policy Education Day.

Scholarship Award: Kathy Newnam

Dr. Newnam is a Nurse Researcher and Pediatric Nurse Practitioner. Her scholarship is federally funded and looks at various neonatal language and developmental concerns in the NICU setting.

Clinical Award: Jennifer Savage

Dr. Savage is faculty at Lincoln Memorial University and a Nurse practitioner. She blends evidenced based practice in teaching and patient care. She serves as the clinical lead for her local rural health department.

Service Award: Kerri Byrd-Hamby

Ms. Byrd-Hamby is the coordinator for the childhood vaccination program for the Scott County Health Department. The health department provides a significant portion of the childhood vaccinations for this rural community. Ms. Byrd-Hamby has worked with this program for decades, serving her community.

Hall of Fame: Deb Chyka

Dr. Chyka is a past president of District 2. She has also served in statewide TNA roles on the Board of Directors. She remained on for a year to allow for a seamless transition after her term was completed. Dr. Chyka's bottomless energy and positive attitude continue to set the tone for the district today.

Outstanding Student Awards:

- Tennessee Wesleyan University - BettiAnn Cunningham
- South College - Lori Garrigan
- Lincoln Memorial University - Lynette Williams & Cassie Wertman (tie)
- University of Tennessee - Knoxville - Laura Phelps
- King - Brandi Brown



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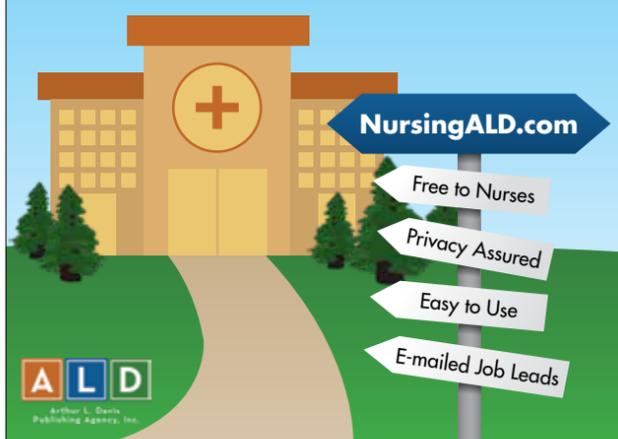
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District News

District 6

President: Raven Wentworth



Raven Wentworth

Information in this section usually pertains to the latest district meeting and what is on the horizon. A meeting was scheduled for the end of March, but much like all public events, the meeting was canceled. District 6 officers held an executive meeting on April 27th via zoom. We are asking District 6 members to donate to a food pantry or give blood as a community service. Project serve will be recognized the week of May 25th.

Congratulations to Kaitlyn Martin. Kaitlyn was awarded the TNF District 6 Educational Scholarship. She is a student at the University of Tennessee at Martin and wants to pursue a career as a neonatal nurse. We applaud her hard work and community service.

Union University has been contributing to the efforts to battle COVID-19. The Union University Engineering Department and College of Nursing have delivered 1600+ face shield frames to the state of TN and distributed 900 full face shields to healthcare providers in West Tennessee. Students are currently finishing up the final touches on 250 face shields to be delivered to Jackson's Police Department in the morning. Many Union University graduates are serving on the "frontlines" in COVID units.

Nurses Week this year is May 6-12, and 2020 has been designated as "The Year of the Nurse and Midwife." Nurses have certainly been at the forefront as actions have been taken to mitigate and treat a novel virus. As usual, nurses have become creative in the time of need. Nurse educators have redesigned the delivery of content and skills as delivery has moved online. Nurse Leaders are formulating plans on how to use resources wisely and adapt to shifting patient volumes. Mental health nurses are reaching out to guide individuals as they deal with increasing anxiety, stress, and depression. Clinical nurses have developed ways to comfort families and deliver care while minimizing the risks to themselves. Labor and delivery nurses are attempting to protect mothers and babies from exposure. Advanced practice nurses have embraced

telemedicine and created ways to minimize public exposure in the clinic setting. Community nurses have educated the public and held drive-thru testing events. Nurses have advocated for PPE. It is during a time such as this that there is no denying the contribution and significance of each nurse regardless of his or her area of expertise. Thank you for what each and every one of you do. As the Nightingale Pledge states, you have devoted yourself "to the welfare of those committed to my care."

District 15

President: Marcia Barnes



Marcia Barnes

I know these are trying and stressful times for the most of us. Practicing self-care is more important for nurses now during this pandemic crisis. Nurses historically put others before themselves (you know what I am talking about) but now more than ever, it is imperative that self-care is practiced. Get plenty of sleep. This is important to provide energy and the ability to cope during these stressful times.

Keep making healthy choices including eating a healthy diet and exercising. Don't use the pandemic to justify making unhealthy choices. Avoid self-medicating with alcohol and other substances. Avoid toxic people and situations as these increase during times of crisis, like now. Limit your exposure to COVID-19 with news and social media as this can increase stress. Be as kind to yourself as you are to other people. Accept that you cannot control everything that happens, but you can control how you react and what you say. Take care of yourself so that you may continue providing service to others.

Ironically, the World Health Organization (WHO) designated 2020 as the "Year of the Nurse and Midwife", in honor of the 200th birth anniversary of Florence Nightingale. The year 2020 is significant for WHO in the context of nursing and midwifery strengthening for Universal Health Coverage. This recognition was established even before the COVID-19 Pandemic. The image and recognized contributions nursing make to healthcare around the world has most definitely been confirmed during this pandemic. 2020 will truly go down in history as the year of the nurse.

As you know, Project Serve is an opportunity for us- as TNA members- to give back to our communities. During this global pandemic, now more than ever our communities, families, and friends need support and encouragement. As we seek opportunities to serve others, we want to continue to be mindful of the state and federal mandates that have been put in place. Project Serve for District 15 for the month of May will be contributing to the food bank with Mid Cumberland Community Action Agency that covers both Rutherford and Wilson Counties as this is their greatest need right now. District 15 will make a monetary donation allocated equally to both Wilson and Rutherford counties. If individual members would like to serve their community by giving back you can also make a monetary donation to PO Box 310 Lebanon, TN 37088, Attn: Elaine Clemmons with instructions on designated county if you wish. If you would rather donate food or personal supplies, they can be dropped off at 233 Legends Dr #103E, Lebanon, TN 37087. You may also donate online at <https://www.midcumberland.org/>. Be sure and designate it is from District 15 TNA.



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Membership

TNA Members Practicing Faith OVER Fear!

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

Hello, TNA Family! As I sit here thinking about what to say to you, I thought about a few days ago as I took a brief ride in my car to get out of the house. The radio station I was listening to while on my ride stated several times “We are exercising Faith over Fear.” This motto was adopted by the radio station during the COVID-19 pandemic. It is no secret that many of us are quarantined and need some uplifting words to meditate on daily. If you are not out going to the grocery store, gathering your household’s essentials or working; you are home thinking about what is next? The slogan has stayed on my mind. I thought to myself, what an intriguing way of thinking about how many nurses are jeopardizing their lives during these uncertain times. Nurses are literally practicing under circumstances that can be downright fearful, yet because of an oath that was taken, the faithful and caring spirit a nurse has is surrendering to care for others.



Tracy Collins

Fear, what is fear in the eyes of a nurse? It is an emotion, action or a combination. In, these unprecedented times, I realize that many TNA members are working with unpleasant emotions. The threat of taking a disease home to their family that could be potentially be fatal. Working extended hours to care for someone you do not know with

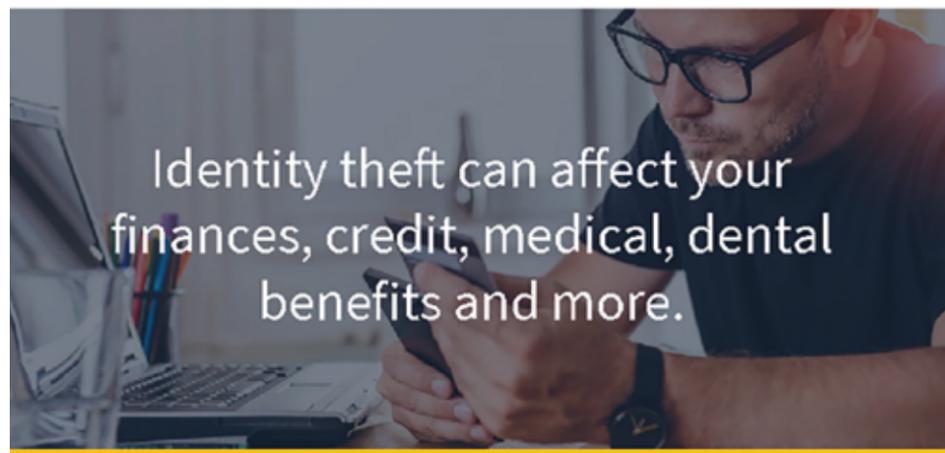
the painful thought of “who is taking care of my family.” Hurting for family members that can not visit their mom or dad because of the danger of the disease transmission to others. Unwelcomed feelings of anxiety because there is not enough personal protective equipment (PPE). Moments of depression because the normal way of life no longer exist as we know it. I agree there are a lot of reasons to be fearful while practicing as a nurse at this present time. I am sure many TNA members are at a period in life where they are questioning decisions and rethinking the future.

I can only imagine what Tennessee nurses and nurses around the world are experiencing spiritually, mentally, and physically. I can hope that by faith, each nurse is adapting to the new normal. I ask each nurse to continue to do what they have been trained to do for their patients. I can plead that each nurse continues to stand up and fight for the rights of fellow nurses that stand with them at this time of unknown territory. I can tread the waters with my nursing family to ensure the world knows how important it is to support front-line professionals. I speak out with a vote to display active interest in nursing autonomy. I can help persuade others to major in a profession that is jubilating, rewarding and full of substances that can only be seen by practicing faith.

TNA family, it is a new day. A new normalcy has presented itself. A new way of thinking and preparing for life is here. As nurses, we have the opportunity and responsibility to help others understand what the world’s new normal will be in healthcare. There is no time for regret, mistrust or fear. There is time for each of us to move forward. TNA members thank you for your membership and igniting nurses world-wide “Practicing Faith OVER Fear.”

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Member News

Congratulations to the following nurse leaders!



Nancy Appling, MSN, APRN, ACNP-C, CNOR, CRNFA

Nancy Appling recently received the American Association of Nurse Practitioners' (AANP) State Award for Excellence. This award is given to an individual nurse practitioner in each state who has demonstrated excellence in clinical practice. Nancy is a member in TNA District 1.



Alvin Jeffery, PhD, RN-BC, CCRN-K, FNP-BC

Alvin Jeffery was recently elected to the American Association of Critical Care Nurses (AACN) board of directors. Alvin is a member of District 3.



Marilyn Dubree, MSN, RN, NE-BC

Marilyn Dubree recently received the American Association of Nurse Practitioners' (AANP) Advocate State Award for Excellence. This award is given to an individual in each state who has made a significant contribution toward increasing awareness and recognition of nurse practitioners (NPs). Examples of past recipients have been physicians, legislators and educators. NPs are also eligible for the advocate award for non-clinical practice initiatives related to leadership, precepting, policy, politics, research, education or community affairs. Marilyn is a member in District 3.



Pam Jones, DNP, RN, FAAN

Pam Jones, Senior Associate Dean for Clinical & Community Partnerships at Vanderbilt University School of Nursing and member of TNA District 3, has been selected as one of the Nashville Medical News' Class of 2020 Women to Watch. Congratulations, Pam!



Jane Englebright, PhD, RN, CENP, FAAN

Dr. Jane Englebright, senior vice president and chief nurse executive for HCA Healthcare, was recently interviewed by the Nashville Medical News regarding HCA Healthcare's study of millennial and Gen Z nurses. The article, *Leading Generations: HCA Study Sheds Light on Millennial & Gen Z Nurses* was in the March 2020 edition.



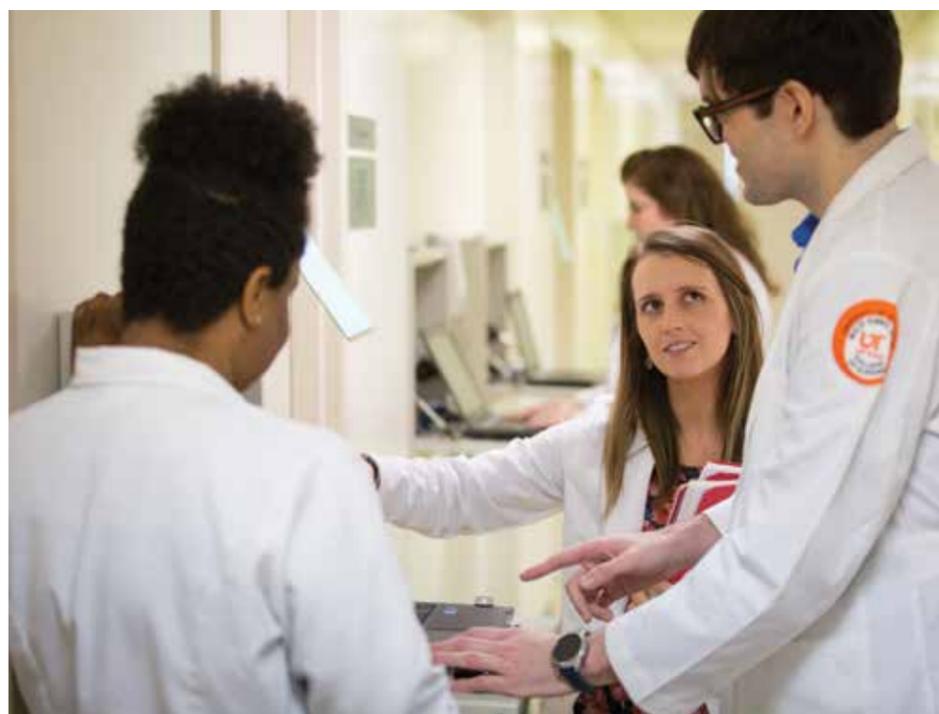
April Kapu, DNP, ACNP-BC, FAANP

April Kapu was recently elected as President-elect of the American Association of Nurse Practitioners' (AANP). April is a member of District 3.



Tina Gerardi, MS, RN, CAE

Tina Gerardi, Executive Director of the Tennessee Nurses Association and member of TNA District 3, has been selected as one of the Nashville Medical News' Class of 2020 Women to Watch. Congratulations, Tina!



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District 2

Amanda Baskin, William Blaker, Dawn Bosworth, Veronica Boyer, Leslie Byrge (silcox), Edyth Cerone, Dakota Coffman, Tanya Cooper, Nastassja Cox, Logan Davison, Patience Deardorff, Carla Debusk, Shelby England, Sarah Englehardt, Shane Fahey, Ruth Fletcher, Jamie Giles, Caitlin Gilmore, Sheila Idol, Joy Ingram, Carney Ivy, Ryan Kalle, Rita King, Emily Kiser, Judy Lawson, Laura Livesay, Carol Louthen, Stacey Maltman, Cathy McMurry, Barbara McNeely, Stephen Miller, Joseph Newsome, Naomi Nwadike, Bronagh Paladino, Shayla Parker, Diane Phillips, Jacquelynne Prince, Melissa Raymer, Laura Russell-Harper, Cheriya Scott, Tiffany Skinner, Tiffany Skinner, Carly Smith, Leann Smith, Kelsey

Spangler, Lana Spence, Shelia Swift, Sheryl Weltzin, Heather White, Sydney York

District 3

Meredith Adams, Jeneth Aquino, Christie Baker, Emma Baker, Tracy Baldrige, Jennifer Bellido, Cynthia Borum, Sara Brown, Tammy Brown, Melanie Burgess, Ashley Campbell, Valerie Carter, Belinda Caver-Ballard, Holly Chester, Landon Church, Shannon Cordell, Jamison Cornett, Jennifer Courtway, Ralph Crossen, Shauna Dahl, Keelan Danku, Abigail Davis, Amy Davis, Melinda Davis, Amanda Dawson, Margaret Dehart, Kiwana Derrick, Dino DeSantis, Raphaela Doerman, Tara Duffie, Tiffanie Durbin, Merrill Durham, Amanda Ennis, Michelle Estes, Lisa Everhart, Heather Ferrell, Kathleen Gilbert, Sarah Golden, Sheila Goode, Allyson Heard, Frances Hibbs, Brenda Hiles, Rebecca Hornsby, Patricia Hudgins, Leah Jackson, Savanna Jenks, Melissa Johnson, Antinea Jones, Jessica Joyner, Kathryn Junius, Hannah Kestner, Karen Lane, Megan Lee, Peyton Lee, Susan Lewis, Stephanie Logan, Debra Lyons, Keisha Mason, Amanda McDaniel, Linda McDonald, Linda McDonald, Randi McElhaney, Robert McKeown, Allison Meyers, Hina Mufti, Jennifer Newberry, Faye Nickle, Teri Nine, Jacquelyn Norman, Mackenzie Paris, Mackenzie Paris, Vernell Peterson, Leila Porreca, Elizabeth Pratt, Patricia Renfro, Beth Ridings, Anne Rocha, Ann Salisbury, Alexandra Santullo, Jennifer Sawyer, Lisa Scholl, Karen Schoonover, Jennifer Scott, Sarah Smith, Maggie Sutlive, Katrina Tate, Elizabeth Todd, Christopher Troope, Dawn Vanderhoef, Deishia Warren, Betty Watkins, Tait Wilson, Miranda Winn, Jennifer Woods, Tamarah Yardley, Dederick Yeargin

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Sepulveda, Stephanie Silvani, Brooke Thomas, Alicia Way, Chasatie Williams, Leslye Williams Smith, Regena Young

District 5

Melissa Akers, Michele America, Crystal Ashley, Tammy Baird, Cara Baker, Marina Banner, Vanessa Bare, Darik Barger, Macy Bishop, Jennifer Blumberg, Whitney Carter, Melissa Castonguay, Jennifer Cocchia, Ashley Cox, Kathy Davis, Suzanne Eller, Judith Gichia-Waldrop, Karen Gobble, Karen Gobble, Cathy Greene, Karen Handley, Lashele Helm, Sara Huber, Ashlee Jarnagin, Trisha Jenkins, Jared Jennings, Jennifer Jones, Sarah Lane, Emily Long, Brandy McIntyre, Camille Miller, Camille Miller, Jarrad Morelock, Deborah Myers, Johanna Neubrandner, Kenny Padron, Jennifer Pearson, Julie-Anna Perkins, Tammy Pomroff, Lynsey Powell, Catherine Powers, Ashley Proffitt, Alison Ramsey, Valerie Reed, Tammy Scheel, Robin Seay, Patrice Sexton, Mildred Swenson, Mildred Swenson, Steven Tatum, Fallon Thomas, Theresa Trivette, Donna White, Martha Willett, Erin Williamson, Samantha Wolfe, Janice Young

District 6

Lori Anthony, Donna Clement, Katherine Kubicek, Deborah Leggett, Mario Lopez-Rodriguez, Carol McKelvy, Carol McKelvy, Wynter Miller, Marcus Moore, Ann Mullins, Venodia Reaves, Rachel Seby, Sabrina Sheppard, Haylee Sledge, Rose Marie Walters, Lisa Ward, Judy Yancey

District 8

Anita Hale, Jennifer O'Brien, Catherine Westfall

District 9

Tracie Adams, Rita Anderson, Misty Beaty, Kelly Bush, Angela Carter, Lindi Carter, Samantha Clouse, Kimberly Gregory, Delores Jackson, Megan Nivens, Brande Pharris

District 10

Tonya Bissen, Nicole Blackburn, Viola Davis, Angelia Dotson, Toni Hobock, Misty Parker, Gina Smith

District 12

Lauren Conatser, Breanna Grassie, Helen Hammons, Chloe Mann, Shannon Wrenn

District 15

Brianne Bachelier, Constance Berner, Constance Berner, Jaanki Bhakta, Kristen Bowen, Kami Chandler, Gladys Dalton, Nancy Daniels, Mikle Demaskey, Brittany Grich, Kathleen Hayes, Halle Holloway, Lusubilo Hudson, Diane Johnson, Latasha Langerston, De'Andrea Lockridge, Laura Maben, Katie Moulder, Marisa Smallwoo, Narissa Thomas, Patti Tickle, Temeka Tunstall, Arnadia Walker, Lakeisha Wesley, Lonna Whaley

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