

the Pelican News



LSNA
LOUISIANA STATE NURSES ASSOCIATION

LNF
LOUISIANA NURSES FOUNDATION

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Crisis During a Pandemic



Patrick Reed



Patricia A. La Brosse

Patricia La Brosse, PMHCNS-BC-Chairperson, Louisiana Nurses Political Action Committee and Patrick Reed, DNP, RN—Immediate Past President, Louisiana State Nurses Association

While Louisiana registered nurses were in the throes of battling yet another “novel” virus, a threat to our nurse practice act was brewing during the 2020 Ordinary Legislative Session. A piece of legislation, HB320 authored by Representative Larry Bagley, was an attempt to add two nurse administrator seats to the Louisiana State Board of Nursing (LSBN). While that notion might seem harmless on first blush, the intention was to circumvent the current process that has been in existence since July 1912. That was when the Louisiana State Nurses Association (LSNA), having been formed in 1904, finally succeeded in their support of legislation creating of a board of nursing with regulatory oversight of registered nurses in our state. Throughout subsequent decades, following a transparent vetting and nomination process, LSNA has sent a list of qualified candidates to the sitting governor of Louisiana who has reviewed that list and made his/her final choice.

The creation of HB320, at the request of the Louisiana Hospital Association, was the first attempt by an employer or special interest group to openly influence the membership of the LSBN. When LSNA and the Louisiana Nurses Political Action Committee (LANPAC) became aware that the bill has passed through the House Health and Welfare Committee as well as the full House of Representatives without ANY “no” votes, immediate advocacy efforts were propelled into action to raise nursing awareness and stimulate grassroots opposition to the bill.

Rationale for opposition included: 1) This bill was brought forth with NO input from nursing, including the Louisiana Organization of Nursing Leadership (LONL) which is the nurse executive organization within LHA; 2) No specific concerns needing correction regarding the current LSBN membership nor the process used to submit names to the governor were identified; 3) This bill would have inserted an employer of nurses into the regulation of nursing practice 4) Currently **ANY** Louisiana registered nurse can apply for positions on LSBN without restriction to the employer setting; and 5) Louisiana registered

nurses have been regulating themselves for over 100 years.

Self-regulation is the hallmark of any profession, and it is an exceptional privilege. The reason why professions are accorded this privilege is that governments trust professionals to be able to put aside their self-interest in favor of promoting the public interest. This notion of autonomy is rooted in nursing’s contract with society as we provide care to those we have chosen to serve. The actions surrounding the creation of HB 320 without regard for input from the Louisiana registered nurse community brought forth an incredible full-court press.

LSNA testimony was provided to the Senate Health and Welfare Committee meeting, at which time Committee Chairman Senator Fred Mills asked Representative Bagley, LSNA, and LHA to meet to consider compromise options. That meeting occurred the next day, and also included the Executive Director of LSBN as well the representation from Southern Strategy Group, LSNA’s governmental relations firm. Unfortunately, the meeting was unsuccessful.

Simultaneous multi-focused activities were occurring all over the state, including rapid development and dissemination of documents to provide talking points, legislative contact information, and a template for nurses to use in their communication with legislators. Registered nurses responded in a way that astounded those who sought to define how we conduct nursing practice. Calls and emails stormed the members of the Senate Health and Welfare Committee, as well as their colleagues in the legislature. Support was sought from Louisiana specialty organizations who engaged their membership in outreach to legislators. In addition, the LSBN held an emergency telephonic meeting open to the public. After discussion, a motion was unanimously passed by the Board members present to keep the LSBN composition as it is.

Along with preparing testimony strategy for the next Senate Health and Welfare Committee meeting, LSNA and LANPAC were coordinating plans for a registered nurse presence at the Capitol on the day of the hearing. In addition to storming the legislators, we were storming social media including disseminating an excellent video by a member of LSNA who provided well-articulated rationale for opposition to HB 320. The day before the hearing, we were informed that the bill had been removed from the agenda. **NURSES OF LOUISIANA—YOU DID IT!!!!**

It is a beautiful thing when we see nurses coming together to protect our practice, support one another, and guard the profession. The voice of 67,000 registered nurses licensed in Louisiana, via LSNA, LANPAC, and the LSBN, demonstrated the strength of a united nursing community. Registered nurses have been regarded as the most ethical and honest profession for 18 years. As we continue to serve the people of Louisiana and all over the world as the most trusted profession, let us never forget we have one voice as a profession. **Let it be heard!!!!**

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James Charlton, Michael Masutha & William Rowland

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President's Message

Ecoee Rooney, DNP, NPD-BC, SANE-A



Greetings, Louisiana Nurses!

It is an honor to serve as President of the Louisiana State Nurses Association after the recent resignation of Dr. Patrick Reed. I would like to thank Dr. Reed for his generous support of nurses in our state through his years of service leading the New Orleans District Nurses Association, the

Louisiana State Nurses Association, and as a major contributor to the Nurses on Boards program. We appreciate you, Dr. Reed, and wish you good health and a prosperous future.

My focus in transition is to learn the needs of the nurses in our state and the ways your State Nurses Organization can support its members, affiliate members, and non-members. I have been a member of the American Nurses Association for my entire nursing career. Here, I have found allies, friends, mentors, and a collective of nurses with a heart and concern for professional nursing in our state.

Our mission is this: to foster high standards of professional nursing practice for all Registered Nurses and advocate for quality healthcare for the citizens of Louisiana.

As I type, I am reminded of my commitment to humanity. Protests are taking place across the nation against police violence spurred by racism and the recent heart wrenching killings of Amaud Aubrey, George Floyd, and Breonna Taylor among others. Echoing the statement of ANA President Dr. Ernest Grant, we must not be complicit. We must use our voices, our actions, our intentions to put an end to condoning racism with our silence.

As a nurse, what can I do to join my voice with other nurses?

Listen. Listen to other's perspectives and let go of any long-held beliefs that create a dichotomy between our duty to serve the public and our personal biases and beliefs.

Talk about it. We cannot be silent about the conditions that diminish the lives of citizens of our state. We must use our professional knowledge, our hearts, our science to better understand the problems that plague our health systems and address them.

Join. If you are not already a member of the American Nurses Association and the Louisiana State Nurses Association, here is your place to join your voice with nurses from around the nation who stand together!

Louisiana Nurses must come together as a collective 68,000 strong to be the voice our communities need. As a forensic nurse and a nurse leader in professional development, I have come to understand that when we speak with one voice, we are stronger; we are louder; we have a chance to be heard.

Executive Director's Message

Thea Ducrow, Ph.D.



Thea Ducrow

The Spring was full of changes for nursing in Louisiana. LSNA received over 850 responses to two needs assessments for nurses working during the COVID-19 pandemic. The single greatest need in both assessments was PPE. Louisiana Healthcare Connections donated 50,000 masks and 1,500 face shields for nurses working around-the-clock

Fall during flu season, that PPE needs will again outnumber supplies.

The leadership of the LSNA Board of Directors changed. Dr. Patrick Reed moved to New Mexico and resigned as LSNA President. He provided inspired and kind leadership during his tenure on the Board. His presidency theme of Creating A Culture of Care will continue to resonate for years to come. Dr. Ecoee Rooney assumed the role of President. The breadth of her experiences positions LSNA as an inclusive organization ready to help nurses grow and connect with one another.

Rampant discrimination and police brutality have been brought to the forefront of society in 2020. The American Nurses Association and the Louisiana State Nurses Association have both issued strong statements condemning violence. Louisiana nurses are committed to social justice and LSNA will support all nurses in these efforts.

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Article Submission

Submission Deadlines for 2020 Editions of the Pelican
August 31, 2020
November 30, 2020

(submissions by end of the business day)

We appreciate your continued cooperation in adhering to the submission guidelines so we can ensure the *Pelican* remains a professional, highly regarded publication and resource for all professional nurses in Louisiana. LSNA looks forward to hearing from you and if you know of anyone who would like to submit an article please forward this information to them.

GUIDELINES FOR SUBMITTING ARTICLES

- Send all submissions to lsna@lsna.org
- Subject line: Pelican News Submission: Name of Article
- All submissions are subject to editing by the LSNA Executive Director
- Only electronic submissions are accepted and they must be an attachment to an email (**Microsoft Word or PDF only**).
- A submission cannot be in the body of an email
- Must include the name of the author(s) and a title in the document.
- All pictures must have a caption with names of all persons depicted. Names must be complete and submitted at time of picture
- Pictures cannot be embedded in article; submit with the article but in a separate format (png, tif, jpg)
- LSNA reserves the right to pull or edit any article / news submission for space and availability and/or deadlines.
- If requested, notification will be given to authors once the final draft of the *Pelican* has been submitted
- LSNA does not accept monetary payment for articles
- Any submissions after the deadline will be considered for the following issue

Please email lsna@lsna.org with all inquiries regarding the *Pelican News*.

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Louisiana Pelican News is published quarterly every January, April, July and October and is the official publication of the Louisiana State Nurses Association, a constituent member of the American Nurses Association.

District News

It has certainly been an eventful Spring for all of us, and District IV members have stayed busy, not only taking care of patients at the bedside, but also ensuring that our nurses were safe and their professional interests were protected.

In May we held our first ZOOM board meeting, and decided to attempt a full district meeting utilizing ZOOM. It was very successful. We had 21 members on the call, and had a very lively and informative meeting. We have decided that we will continue to use ZOOM when we resume our face-to-face meetings to allow more members to participate.

While our scheduled annual Acadiana Celebrates Nursing banquet was postponed until July 24, we were able to highlight our honorees during National Nurses Week with print, television and social media highlights. Randy Haynie graciously donated a full page in the Acadiana Advocate which highlighted each of our 25 honorees with their pictures, credentials and places of employment along with a recognition in memory

District IV News

of his mother, longtime District IV member Celina Haynie. This article ran two days during Nurses Week. We were interviewed by the Daily Advertiser, received recognition on the front page for our 25 nurses, and again included our honorees pictures on the inside pages. This article was also posted on the online newspaper that ran over multiple days. Our Facebook wizard stayed busy ensuring that our nurses were highlighted and thanked for their service during this time.

We are very grateful to the generous vendors who donated items for our nurses who were courageously working through the Covid 19 crisis. Our members made kits with lotion and hand sanitizer, and put together energy drinks and protein bars which were delivered to facilities in our district. These were enthusiastically received by the nurses on the front lines. We are now working to deliver hair care products to more of our deserving nurses.

One of our proudest moments was the response to the call for action to oppose House Bill 320 which intended add two seats to the Louisiana State Board of Nursing from recommendations to the Governor by the Louisiana Hospital Association and not LSNA. We had a member who testified in the Senate Health and Welfare Committee. With the chairman of the Committee, Senator Fred Mills and two other Committee members from our district, we felt it was especially important to demonstrate a united nursing front from our area. We mobilized our members who responded by flooding the legislature with emails and phone calls asking them to vote **NO** to the legislation. The bill was removed from the agenda of the subsequent Health and Welfare Committee meeting.

We are currently circulating our Thank You Louisiana Nurses signs throughout our district with a special concentration on those outlying parishes in our district.



Nurses receiving donations from Louisiana Healthcare Connections are distributed to University Medical Center in Lafayette.



President-elect Shelia Pritchett places sign to President of District IV, Elsie Meaux along with a card and cookies.



Article announcing our Acadiana Celebrates Nursing Honorees for 2020



LSNA District IV member and Lafayette General Medical Center CNO, Renee Delahoussaye, distributes CerVe hand cream and hand sanitizers to nursing staff.

District IV Member Inducted As An American Association of Nurse Practitioners Fellow

Patricia A. La Brosse, PMHCNS-BC

Louisiana State Nurses Association District IV is excited to share the news that our member, Denise M. Linton, DNS, APRN, FNP-BC, has been selected for induction as a 2020 Fellow of the American Association of Nurse Practitioners (FAANP). Established in 2000, this organization is dedicated to the global advancement of nurse practitioners (NPs) and the high-quality health care they deliver. Comprised of recognized NP leaders who have made outstanding contributions to NP education, policy, clinical practice or research, the Fellows work toward furthering the NP profession, developing NP leaders of the future and enhancing the American Association of Nurse Practitioners mission.

Dr. Linton first became a nurse in 1986, having been educated at the University Hospital of the West Indies, School of Nursing, Jamaica, West Indies. She received her Bachelor of Science in Nursing in 1996 from Medgar Evers College, Brooklyn, New York; her Master of Science in Nursing from Columbia University School of Nursing New York, New York in 1999; and her Doctor of Nursing Science in 2009 from Louisiana State University Health Sciences Center School of Nursing, New Orleans, Louisiana. In 2009, she began as faculty at the University of Louisiana at Lafayette College of Nursing and Allied Health Professionals and is now a tenured Associate Professor with a focus on the family nurse practitioner graduate program.

Dr. Linton's efforts to advance professional nursing include: multiple research projects; recipient of funded grants; journal articles; a myriad of publications including books and book chapters; local, state, national and international podium



Dr. Denise M. Linton,
DNS, APRN, FNP-BC

presentations; and mentoring students as they navigate the rigors of graduate education. The ways in which she provides service on the University of Louisiana at Lafayette campus are numerous, and she is a member of many professional organizations such as Louisiana State Nurses Association; Acadiana Black Nurses Association; Nurses Christian Fellowship; American Association of Nurses Practitioners; Southern Nursing Research Society; and the Oncology Nursing Association, to name a few.

Congratulations, Dr. Denise Linton. The members of LSNA District IV are so proud that you are a member.

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District News

New Orleans District Nurses Association, Region VII

An Outpour of Support and Gratitude



**Chantel B. Moffett,
BSN, RN**

Care Packages and Nurses Month Celebration
In the midst of the Coronavirus Pandemic there have been remarkable acts of kindness and gratitude for those on the frontlines. Our very own NODNA members distributed LNF care packages which included high quality hair products for nurses working on the front lines. After conducting a needs assessment, nurses reported they were working so many hours, they didn't have time to take care of their personal essential needs. We hope these packages gave them the opportunity to do self-care. Lastly, NODNA Celebrated Nurses Month by raffling off prizes to members. Winners were announced by our President Elect, Kendra M. Barrier, PhD, MSN, RN, on our social media platforms. A member from NODNA will reach out to get prizes to those winners.



Care package and Face of Nurses Campaign Sign being given to NODNA member



NODNA Board of Directors and Members Distributing Care Packages to nurses

Care Packages and Nurses Month Celebration

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Random Acts of Kindness

[Nola.com](#) published an article on random acts of kindness from across the city and here are a few of the highlights:

Words of thanks

Lily Garnand, 11, wrote this poem for her mother, Ochsner Health ER nurse Jenn Garnand, and her mom's coworkers. Her mom passed it along to us.

MIRACLE WORKERS

We can't thank you enough for everything you do
People would be dying
Without people like you.
You guys are Miracle Workers
Because you will NEVER give up.
You are saving people's lives
and helping them get through this.

We are by your side.
Don't worry! WE CAN DO THIS!

Signs of gratitude

Kathleen Roevens wrote to us about a nice surprise received by her niece, Peyton Cunningham.

"My niece is an RN at Oschner main campus, in one of the ICUs," Roevens wrote. "She has been working tirelessly, but has been feeling the stress of taking care of so many gravely ill COVID-19 patients."

Recently, Cunningham came home after a long day to find a sign on her lawn reading "A HERO (heart) lives here." She doesn't know who placed the hand-drawn posterboard sign on her lawn, but it meant a lot.

"It really made her day," her aunt said. "Wouldn't it be nice if we were able to thank more of the healthcare workers in such a tangible way?"

The Face of Nursing Campaign

The Louisiana State Nurses Association (LSNA) launched "The Face of Nursing," an inclusive marketing campaign meant to spotlight diversity in the nursing profession.

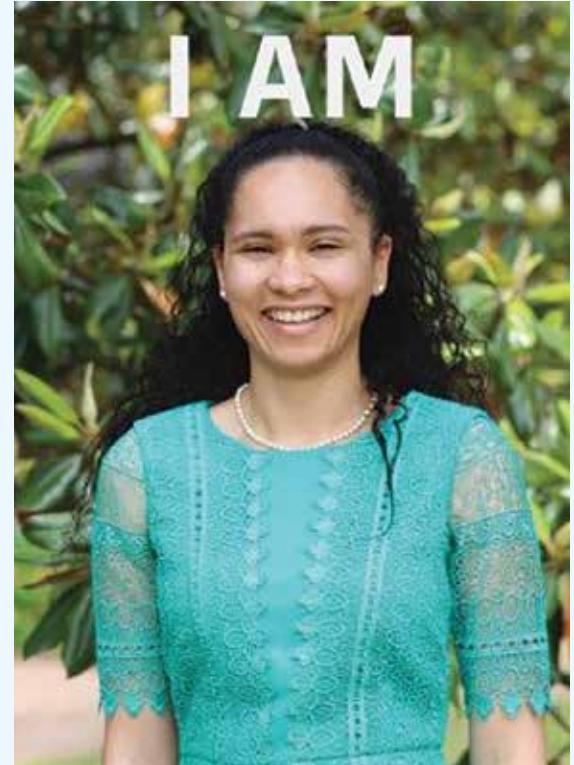
The campaign sheds light not just on racial diversity, but also age, gender, economic background and the wide diversity of career opportunities available within

Louisiana nursing. The nurses featured in the campaign work in various roles across the state, including clinical, educational and administrative. Ahnyel Jones-Burkes, Shanon West (Not Pictured), Benita Chatmon and Derrick O'Neal were featured in the campaign.



I am Benita Chatmon.
I AM A LOUISIANA NURSE.

Join LSNA at www.lsna.org

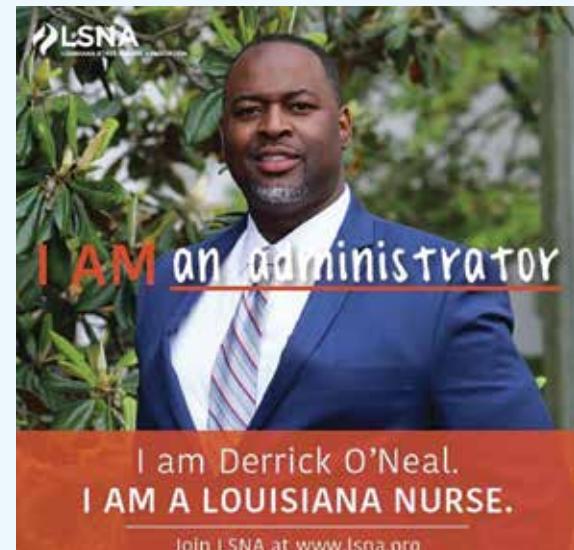


I am a Giver. I am a Caretaker. I am Northshore & NOLA Metro. I am the Registered Nurse of the Year.

**I AM AHNYEL BURKES.
I AM A LOUISIANA NURSE.**

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I am Derrick O'Neal.
I AM A LOUISIANA NURSE.

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District News

New Orleans District Nurses Association, Region VII

NODNA Awards and Scholarships Celebrating New Orleans Nursing Excellence Open

It is with great joy and excitement that NODNA is receiving nominations for our New Orleans District Nurses. Nominees need not be members in some categories. Please nominate a nurse today by going to www.nolanurses.org/awards.

Rising Stars Scholarship

We are equally excited to support the future of nursing in New Orleans by offering three \$500 Scholarships in our new Rising Stars program. Scholarship opportunities are open to all levels of nursing students at all levels of study. Details and nomination forms can be found at www.nolanurses.org/scholarships.

Meetings and Programs

NODNA's Board of Directors have planned several programs for the 2020 Calendar Year. Here are the upcoming meetings and programs.

- August 20 5:30-7pm Meeting and Program - **Program and Location To Be Determined**
- August 26 6pm - 8pm **Nurse Peer to Peer Coping Skills Share, Facilitated by**

Sophie Lenoir, RN. Community Room, 300 N. Broad Street, above Whole Foods. Parking on the roof.

- September 5th - 10am - 12pm - **Celebrating New Orleans District Nurses - Audubon Tea Room - Brunch**
- September 17 5:30-7pm - **ZOOM Meeting**
- October 15 5:30-7pm Meeting and Program **Program and Location To Be Determined**
- November 5th 7pm - 9pm **Student Nurse Night** - Chateau Country Club, Kenner, Louisiana
- November 19 5:30-7pm - **ZOOM Meeting**
- November 25 6pm - 8pm - **Nurse Peer to Peer Coping Skills Share, Facilitated by Sophie Lenoir, RN. Community Room, 300 N. Broad Street, above Whole Foods. Parking on the roof.**
- December 17th 5:30-7pm Meeting and Program - **Program and Location To Be Determined**

Please refer to our website and social media pages for programming updates. NODNA's programs provide nurses with the opportunity to earn CE Credit and network with other nurses throughout the New Orleans Metro Area. NODNA is looking forward to you joining us in 2020! To learn more about NODNA and our activities, go to www.nolanurses.org, follow us on Linked In, Twitter, Facebook, and Instagram.

A Special Note from our President



Ecoee Rooney

I'd like to thank each of you for your membership! On behalf of the Board of Directors and myself, I would like to say that there is not one day that we are not thinking about what our members are experiencing during these challenging times. Nurses in our region have faced this current pandemic with strength, willingness and resolve. No matter your role in nursing,

we know that your employer, your family, and your community have leaned harder on you than ever before. Congratulations to Dr. Kendra Barrier for stepping into the role of the new NODNA President!

All the best and thank you for YOUR daily inspiration,

Ecoee Rooney, DNP, NPD-BC, SANE-A
President, New Orleans District Nurses Association



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District News

Baton Rouge District News

BRDNA Celebrates National Nurse Month

Karen Loden, MN, RN (ret), BRDNA member

The Baton Rouge District Nurses Association (BRDNA) celebrated National Nurse Month in May by having weekly events honoring the nurses in the Baton Rouge District and the state. 2020 is designated Year of the Nurse and Midwife by the World Health Association to recognize the contributions nurses have made to health care and to mark the 200th anniversary of the birth of Florence Nightingale. The American Nurses Association marked this year by naming May National Nurse Month, instead of the usual National Nurse week.

Under the leadership of BRDNA President Lisa Deaton, the Board of Directors consisting of Yvonne Perrin, Clara Earl, Dell Mars, Sherlyn Long, Alison Rone, Denise Hart, Valerie Schluter, Mary Dudley, and Charla Johnson designed a lapel pin celebrating Year of the Nurse and Midwife for all members, as well as designing a lapel pin for all those honorees for Celebrate Nursing Banquet, and yard signs honoring all nurses from the Baton Rouge area. A National Nurse Month committee was appointed to determine the events that the district would participate in during the month of May. The committee was composed of the Board of Directors, and members Cynthia Prestholdt, Lorinda Sealey, Sheila Allen, Karen Loden, Barbara Anthony, and Dahab Ghebreg.

BRDNA had engaged its members in weekly emails, BRDNA Facebook page and website (www.brdna.org) with pictures of nurses in action, gifts, continuing education presentations and internet links for encouraging wellness and self-care, in addition to recognizing nursing excellence and community involvement.

The 1st week of May was self-care week. BRDNA had a random drawing of those members who responded to the email from President Deaton for two fit bits and coffee mug and gift certificate from Starbuck. The nurses who won the fit bits were: Laura Gomez, Baton Rouge General, and Denise Bradford, Mary Byrd Perkins Cancer Center at OLOLRMC. Alainna Arena, Woman's Hospital, won the sculptured coffee cup with the Starbuck gift card.

The 2nd week of May was Nurse Recognition Week. The annual Celebrate Nursing Banquet has been postponed until the Fall, so the committee recognized those nurses who are to be honored by posting their names on the website and Facebook page. The nurses are: **Laura Attleson RN**, Our Lady of the Lake RMC(OLOLRMC); **Jaclyn Aucoin BSN, RN**, Baton Rouge General Medical Center (BRGMC); **Lesha Bethley MSN, RN, CMSRN**, OLOLRMC; **Raymond Boudreaux RN**, OLOLRMC; **Ashley Campbell RN**,



TCRN, TNCC, OLOLRMC; Kristie Cowart BSN, RN CPN OLOLRM; Loretta Craughton-Davis BSN, RN, CMSRN, OLOLRMC; Desiree Dillon RN, OLOLRMC; Miriam Everett RN, Lane Regional Medical Center; Jake Gaudet BSN, RN, OLOLRMC; Maurice Harris MSN, RN, OLOLRMC; Katherine Hillis MNSc, RN, OLOLRMC; Tiffany Huffman BSN, RN, CMSRN, OLOLRMC; Lakaisha Jackson BSN, RN, Woman Hospital; Bridget Jones BSN, RN, OLOLRMC; Deisy Olivas Marquez RN, Our Lady of the Lake Ascension; Sharai Hurst Neal BSN, RN, BRGMC; Paula O'Neill MSN, RNC-OB, Womans Hospital; Corrie Presley MSN, RN, CCRN, OLOLRMC; Leigh Schexnaydre BSN, RN, CAPA, Our Lady of the Lake Ascension, Shawn Simmons MSN, RN, OLOLRMC; Shawn Wolkart MSN, RN, OLOLRMC, and Jamie Graham Waggespack DNP, MSN, APRN, FNP-C, Southern University and A&M College.

The nurses from the greater Baton Rouge area that were nominated for awards at the Nightingale Gala, which has been cancelled for this year, were listed on the website and Facebook page. They are: Matt Landry Advanced Practice Nurse of the Year; Allyson Bennett Clinical Nurse Educator of the Year; Bridget Sutton Clinical Practice Nurse of the Year; Amy Rome Contribution to Quality Award; Kristine Hall Contribution to Quality Award; Nicole Telhiard Nursing Administrator of the Year; Sandra Mathes Nursing Educator of the Year; Catherine V. Belden Nursing Educator of the Year; Jennifer Fernandez Nursing Educator of the Year; Amy M. Hall Nursing School Administrator of the Year; Angela Hammett Outstanding Community Achievement; Stacy Messina Registered Nurse of the Year; Bobi Kilcrease RN Mentor of the Year; Elizabeth Hoover RN Mentor of the Year; Monica Frederic RN Mentor of the Year; Carrie McLean Rookie of the Year.

During the 3rd week designated Professional Development Week, the members could participate in a webinar on **Florence Nightingale, What her life's calling means for us today** from the BRDNA website. The continuing education program was presented by Charla B. Johnson, DNP, RN, ONC and participants were awarded 1.0 CNE, after completion and submission of evaluation. This presentation was so relevant to our profession at this time of pandemic. Highlighted were Nightingale's education, her concern for the sick, her goals to become a nurse and to use her education in the best possible way to heal. She started a school of nursing at St. Thomas Hospital in London, and that curriculum was the basis of many schools of nursing in Europe, Australia and the United States. Her nursing theory was discussed at length. Her ability to communicate and use statistics was outstanding for a woman in the Victoria era. The presentation was well received by the participants.

The 4th week in May honored nurses who are involved in community activities, this includes nurses serving on Boards and Commissions. Terrie Sterling is Co-Chair of the Governor's **Resilient Louisiana Commission**. Sandra Brown is co-chair of the Louisiana **COVID-19 Health Equity Task Force**. Cindy Schneider also serves as a member of the Subcommittee on Nursing (provides input from the group that comprises the largest percentage of health professionals in the healthcare workforce)

Members of the district active in community involvement are Cynthia Prestholdt and Valerie Schluter who participated in the free dental clinic. Both Cynthia and Valerie wrote of their experience about the working in the free clinic:

Once again registered nurses from the Baton Rouge District Nurses Association enthusiastically supported the annual Baton Rouge Free Clinic. The 2019 Free Clinic, formerly known as the Mission of Mercy, was held on March 15 and 16 near the Baton Rouge Airport. Volunteer registered nurses and students from the disciplines of nursing, physician assisting, and family nurse practitioner provided health screening to over 985 Louisiana residents prior to receiving much needed dental procedures, vision, and medical care.

Residents of Louisiana seeking care began arriving as early as 2:00 am and waited in long lines to register for services. Over two days, the dental clinic served 381 residents with dental cleaning, fillings, and tooth extractions. Vision exams and prescriptions for glasses were provided for 321 residents. The medical clinic provided services to 292 residents. Residents waited up to ten hours to access the clinic and many would not have been able to receive services without the care provided by registered nurses and students in health careers programs in Baton Rouge.

National Nurse Month activities were well received by members of the district.

Many thanks to Lisa Deaton and the Board of Directors and the National Nurse Month Committee for their time and talents to make this month memorable for our nurses!

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District News

Baton Rouge District News

Farewell to Our Friend and Dedicated Member



Baton Rouge District Nurses Association has lost a dear friend and dedicated member. Genevieve Sheridan was born June 29, 1926 and the Lord called her home on February 14, 2020. Anyone who knew "Genny" knew she was passionate about her nursing career.

She graduated from Mercy School of Nursing in New Orleans in 1951. Immediately after graduation she became a member of the Louisiana State Nurses Association. She was an active member of the Baton Rouge District Nurses Association, and also served as a member of the Louisiana State Board of Nursing. Genny was appointed by former Governor Edwin Edwards.

Genny worked in a number of positions from pediatrics at Our Lady of the Lake Hospital and Greenwell Springs Hospital while waiting to become nursing supervisor at Earl K. Long Hospital in Baton Rouge. Prior to the March 5, 1968 opening of the new EKL she was responsible for getting the hospital and staff ready to open the facility. She stayed at EKL from 1968 until her retirement in 1986.

In 1962 the Women's Pavilion of the World's Fair in Seattle, Washington, featured fifty outstanding women of the USA (one from each state). Genevieve Sheridan was honored as the face of Louisiana women for her outstanding work in nursing and service in the spirit of helping others as well as her years of volunteer work. In 1982 Genny was again honored by the state she loved when she won the Louisiana Nurse of the Year Award. In 2003 she was inducted into the Louisiana State Nurses Association Hall of Fame.

Genny began her call to service with the American Red Cross at the age of 14. She began her career of service rolling bandages for WWII soldiers. Since that time she has served as a Red Cross disaster nurse on more than 75 disaster operations: from hurricanes, floods, fires, tornadoes and other events.

She served as captain of the first aid stations at LSU football games for more than twenty years. In 2011 the Red Cross honored her 70 years of service.

Missy Genny as she was lovingly known, will never be forgotten by those of us whom she mentored over those seventy years in her service to our profession and state.

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LSNA STANDS FOR SOCIAL JUSTICE

The Louisiana State Nurses Association (LSNA) Board of Directors stand in unity with those seeking a peaceful outcry against the recently witnessed police brutality. Beyond this, we believe social inequities related to poverty, substandard housing, education, employment opportunities, incarceration, health care and other social determinants of health (SODH) must be addressed at the state and national level. The impact of these health disparities, in particular within communities of color, became pronounced during the pandemic when disproportionate numbers of Black Americans had higher rates of COVID-19 infection and worse health outcomes, including higher mortality rates. These disparities are further compounded by the inherent stress created by a life of discrimination, generational trauma, and fear of police brutality. Stress affects the emotional and physical well-being of individuals and communities, and is a significant contributing factor to the common comorbidities experienced by populations of color.

As nurses, we are concerned with the health and welfare of others. This is in keeping with the focus of the Louisiana State Board of Nursing (LSBN) to "safeguard the life and health of the citizens of Louisiana," as well as specific ANA provisions in the Nursing Code of Ethics:

Provision 1 - The nurse practices with compassion and respect for the inherent dignity, worth, and personal attributes of every person, without prejudice

Provision 9 - The profession of nursing, collectively, through its professional organizations, must articulate nursing values, maintain the integrity of the profession, and integrate principles of social justice into nursing and health policy.

In our role as nurses, we are patient advocates for those we serve. We need to expand this advocacy to the broader population and seek opportunities to stand united for social justice. This can be accomplished in many ways:

- Seek social services for those in need
- Promote diversity in leadership roles
- Support inclusiveness
- Obtain representation on Boards and Commissions
- Volunteer with community organizations
- Confront racism and biases
- Campaign for and support candidates concerned for social welfare
- Promote legislation and laws that seek police and social reform
- Become politically involved as a candidate or campaign leader
- Educate ourselves and others to social needs and the consequences of inequality

We support in totality the statement issued by ANA President, Dr. Ernest Grant.



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Focusing on the Mental Health of Nurses During the COVID-19 Pandemic

Erica Joseph, PhD,DNP, APRN, PMHNP-BC, NP-C



Erica Joseph

The need to provide healthcare during the coronavirus (COVID-19) pandemic has placed nurses on the frontlines to care for those who have been diagnosed with this illness. Due to the need to mitigate the spread of the virus, nurses on the frontlines have faced unprecedented measures as it pertains to providing care.

Nurses are known to wear many hats, but this pandemic has shined the light into numerous situations and conditions that extended this even further. The stressful stories and interviews of nurses showing extreme courage at the bedside of their patients with COVID-19 have been witnessed by all. It is no secret that in addition to their role of staff nurse, other roles have included standing in for families who couldn't be at the bedside with loved ones, praying for patients, holding their hands during the scariest of times and being with them during the end-of life. In addition, nurses had to watch their nursing colleagues become ill due to this virus. Nursing care during the pandemic has led to a need to focus on the emotional well-being and mental health of all nurses who have experienced trauma during this time. The focus on emotional support and building resiliency will help nurses to work through such uncertain times.

Since May 1, 2017, many nurses accepted the challenge of the national movement, Healthy Nurse, Healthy Nation, (HNHN) through the American Nurses Association (ANA) with a focus on transforming the health of the nation by improving the health of the nurses. HNHN focused on improving the health of nurses through the focus on five areas which included physical activity, sleep, nutrition, quality of life and safety (ANA, 2017). As we move through this pandemic, the importance of mental health and emotional well-being of nurses is imperative and is important to continue with the HNHN national campaign. Swarbrick (2012), described the eight dimensions of wellness in recovery of mental health to include emotional, physical, occupational, financial, social, environmental, spiritual, and intellectual. Emotional well-being is described as the ability to express feelings, enjoy life, adjust to challenges, respond, cope with stress and traumatic life experiences (Swarbrick, 2012). Therefore, as it stands there is no physical health without mental health such that complete wellness and optimal health must include addressing emotional well-being.

In response to this global pandemic, the Well-Being Initiative was created as a resource to support the mental health and resiliency of nurses. American Nurses Association (ANA), American Psychiatric Nurses Association (APNA), American Nurses Foundation, American Association of Critical Care Nurses (AACN) and the Emergency Nurses Association (ENA) have partnered to create a virtual platform for nurses to support nurses. In addition to virtual support systems, this initiative includes resources and tool kits to address situations that involve working through COVID-19.

Nurses Together Connecting Through Conversations is a virtual platform of the Well-Being Initiative, that allows for peer-to-peer conversations to share, ask questions and obtain support through Zoom meetings. This resource is available 24 hours per day, seven days per week. Nurses interested in emotional support can register for sessions through Sign Up Genius and join the virtual conversation at <https://www.signupgenius.com/go/nursetogether>

Nurses with an interest in volunteering as a facilitator or co-facilitator can register through Sign-Up Genius at <https://www.signupgenius.com/go/nursetogethervolunteers>

Another resource is the Happy App Warm Lines, a virtual support system, that offers an outlet for nurses in need of speaking with someone in confidence after a challenging shift.

Nurses can download the smart phone app for 24/7 use to speak with a Support Giver team member who is trained to help nurses through stressful thoughts and rebuild resilience.

The app to access Happy, can be downloaded at <https://gethappy.app.link/ANA> or visit the website <https://gethappy.app.link/happyANA>. Nurses have access to their first call at no cost through a grant from American Nurses Foundation. As these valuable resources have become available to nurses, let's continue to do our part here in Louisiana by checking on our nursing colleagues often and offering emotional support when needed.

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The Importance of Nurses Addressing Implicit Bias

**Ahnyel Jones-Burkes, DNP, RN-BC
Director of Leadership and Professional Development**



Ahnyel Jones-Burkes

Implicit Bias functions in an unconscious or unintentional manner, and this type of bias does not necessitate the perceiver to approve it or dedicate attention to its expression (Blair, Steiner & Havranek, 2011) Research shows there is a correlation between implicit bias and healthcare disparities. Issues like Covid-19 and maternal mortality have highlighted the impacts of health

differences. The Center for Disease Control defines Health Disparities as preventable differences in the burden of disease, injury, violence or opportunities to achieve optimal health that are experienced by socially disadvantaged populations. (Centers for Disease Control and Prevention, 2018). We are in the perfect position as the most trusted profession to ensure we address healthcare disparities while guarding against implicit and explicit biases because it can negatively impact patient care.

Health Disparities can be caused by poverty, environmental threats, inadequate access to health care, individual and behavioral factors, and educational inequalities (Centers for Disease Control and Prevention, 2018) In recent events we have seen just how important it is to understand the issues impacting the communities we serve. These events should strengthen our commitment as a profession to provide the best possible care for each patient every time.

We must strive for health equity which is defined by Healthy People 2020 as the "attainment of the highest level of health for all people" (Healthy People 2020). To achieve health equity, we as healthcare providers must take an active role in examining the patient holistically while striving to eliminate all barriers and biases.

The Institute for Healthcare Improvement recommends the below strategies to reduce Implicit Bias:

- Stereotype replacement - identifying responses based on stereotypes and consciously changing the response.
 - Counter-stereotypic imaging - Imaging the individual as the opposite of the stereotype
 - Individuation - Seeing the person as an individual rather than a stereotype (e.g., learning about their personal history and the context that brought them to the doctor's office or health center)
 - Perspective taking - "Putting yourself in the other person's shoes"
 - Increasing opportunities for contact with individuals from different groups - Expanding one's network of friends and colleagues or attending events where people of other racial and ethnic groups, gender identities, sexual orientation, and other groups may be present
 - Partnership building - Reframing the interaction with the patient as one between collaborating equals, rather than between a high-status person and a low-status person
- (IHI Multimedia Team, 2017)

The above recommendations also align with recommendations from the Joint Commission regarding overcoming implicit bias. If you would like to gauge your own implicit bias there is an assessment which is a free tool named the Implicit Association Test.

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A Renewed Reason to Belong: The Presence of Health Organizations

Benita N. Chatmon, PhD, MSN, RN, CNE
LSNA Director of Membership, Recruitment, and Retention



**Benita N. Chatmon,
PhD, MSN, RN, CNE**

On May 25, 2020, George Floyd, a black man suspected of passing a counterfeit \$20 bill, died in Minneapolis, Minnesota after a white police officer pressed his knee to Floyd's neck for almost nine minutes while Floyd was handcuffed, restrained by two other police officers, with his face pinned down in the street. Floyd became the catalyst for immediate awareness in confronting the systematic oppression and disregard for Black and Brown lives. The murders of Breonna Taylor, Ahmaud Arbery, Eric Garner, and many more have died at the hands of police brutality. The Washington Post (2020) found that Black Americans are killed by police at a much higher rate than White Americans. Since Floyd's death, many people across the nation have exercised their freedom of speech and expressed their constitutional right to identify and reject injustices by protesting on the streets of America. In my personal viewpoint, I have been able to see the nation come in solidarity to fight against racial injustices. I have seen many organizations come out with bold statements against racism, specifically speaking to the issues of our present time, while some provide bland statements without giving internal commitments to change.

I am especially proud that various health groups, some in which I am a member of, have provided direct statements that speaks to the injustices we are currently facing in America.

The American Medical Association (AMA), the largest association representing U.S. doctors reported: "Excessive police force is a communal violence that significantly drives unnecessary and costly injury, and premature morbidity and death." AMA President Dr. Patrice Harris and Board Chair Dr. Jesse Ehrenfeld stated, "Our country—our society—demands more. The statement called violence by police a "striking reflection of our American legacy of racism," while citing a study that reported black men were three times more likely to be killed in encounters with police officers than white men. The group also noted that being "over-policed" is associated with higher levels of stress and anxiety, with increased deaths caused by conditions like high blood pressure, diabetes, and asthma.

The American Nurses Association (ANA), a group representing millions of registered nurses, highlighted the death of Floyd and others believed to be victims of racially motivated killings in a statement. "As a nation, we have witnessed yet again an act of incomprehensible racism and police brutality, leading to the death of an unarmed black man, George Floyd," ANA President Ernest J. Grant said. "This follows other recent unjustified killings of black men and women, such as Ahmaud Arbery and Breonna Taylor to name a few."

"Racism is a longstanding public health crisis that impacts both mental and physical health," he added. "The COVID-19 pandemic has exacerbated this crisis and added to the stress in the black community, which is experiencing higher rates of infection and deaths." The group also noted that black communities have recently experienced additional stress due to being disproportionately impacted by the COVID-19 pandemic.

The Louisiana State Nurses Association (LSNA), a group representing thousands of registered nurses in Louisiana, reported their solidarity with those "seeking a peaceful outcry against the recently witnessed police

brutality." Similarly to ANA, LSNA noted the additional stress to the black communities due to the COVID-19 pandemic.

LSNA Board of Directors said. "In our role as nurses, we are patient advocates for those we serve. We need to expand this advocacy to the broader population and seek opportunities to stand united for social justice."

All around the nation leaders are openly standing up in an effort to combat something that is bigger than those who are living through inequities and injustices. Moments of silence can be used to contemplate, reflect, and remember. However, remaining silent can also be unethical, especially if it evolves around people facing injustice and abuse. I am committed to the importance of belonging to professional organizations and uphold the mission of LSNA. The mission of LSNA is to foster high standards for professional nursing practice for all registered nurses and advocate for quality healthcare for the citizens of Louisiana. The mission of LSNA is based on the collective whole not some. Belonging is inclusive. Professional organizations must speak truth to power and not remain silent when witnessing wrongdoing. Being a member of a professional organization is a symbiotic relationship between the organization and the member. Those who belong and/or lead must advocate and use their power to create systematic approaches in their commitment to achieving racial equity, focusing on the power and influence of their organization, and working in partnership with others.

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Year of the Nurse and Midwife - Proclamation

WHEREAS, in 2019, the World Health Organization and the American Nurses Association designated 2020 as the "Year of the Nurse and Midwife," in honor of the 200th anniversary of the birth of Florence Nightingale and in recognition of the vital role nurses and midwives play in providing health services worldwide; and

WHEREAS, in January 2020, for the 18th year, the Gallop poll indicated that the nursing profession was voted the most trustworthy and ethical profession of all professions, an honor well-deserved and acknowledged by many; and

WHEREAS, the nurse's essential role in care coordination improves patient care quality, safety, satisfaction and health outcomes and decreases costs across patient populations and health care settings; and

WHEREAS, professional nursing is a crucial component of healthcare delivery in times of crisis, such as, in the aftermath of hurricane Katrina, and the coronavirus pandemic, working selflessly on the frontline, even, at times, without adequate protection, to care for patients with COVID-19, despite the risk to self and family; and

WHEREAS, nurses serve people across their lifespan from their very first moments of life to their last, in all life stages and in a wide variety of settings including in schools as school nurses, in higher education as educators, in communities as public health nurses, in people's homes as home health nurses, and in healthcare facilities at the bedside, as nurse leaders, as case managers, in quality development, infection control, and as mental health nurses in a variety of settings; and

WHEREAS, registered nurses with advanced degrees and licensure serve the public in roles such as nurse practitioners, clinical nurse specialists, nurse anesthetists, and nurse midwives, all playing a key role in the future of health care often as primary care providers and are at the forefront of providing preventive care services to the public in diagnosing and treating illness, managing chronic disease, and;

WHEREAS, the nearly 68,000 registered nurses and advanced practice registered nurses and 16,000 licensed practical nurses represent the largest group of healthcare professionals in Louisiana; therefore,

BE IT KNOWN, that registered nurses have the experience and expertise in healthcare delivery to provide input and perspective on issues impacting the healthcare of Louisiana citizens; and

BE IT RESOLVED, that both chambers, boards and commissions recognize nurses as a valuable

resource for inclusion at all levels where health policy decisions are made, and therefore,

I, John Bel Edwards, Governor of Louisiana, recognize the outstanding services of nurses who care for all of us, by proclaiming 2020 as the Year of the Nurse and Midwife in Louisiana and

I call upon the residents of Louisiana to celebrate nurses' accomplishments and efforts to improve our health care system and show our appreciation for the state's nurses throughout this very difficult year.

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This Is the Time for Nursing Research

Jessica Peterson, PhD, RN, NODNA Director of Research



Many nurses' eyes glaze over when thinking of research. Perhaps they are remembering a class in school emphasizing knowledge of endless terminology and statistics that seemed so removed from daily practice. This aversion can carry over to evidence-based practice (EBP), which most nurses would likely define as applying research in practice. However, research is only part of the EBP story, and there hasn't been a better time to start changing nurses' minds about EBP and nursing research.

EBP is about applying research in practice; however, it's also about integrating research with one's own clinical expertise, and with patient preferences and values when making health care decisions (Polit & Beck, 2017). Taylor et al. (2016) make the distinction between defining EBP as "implementation of interventions that are based on evidence," a traditional definition, and defining EBP as "a way of practicing that is supported by evidence." The difference, though subtle, reflects the difference between an attitude of EBP as a one-time intervention with a start and an end, to an attitude of "this is how I practice" (Taylor et al., 2016). An example may help clarify the difference. In my practice as an orthopedic nurse caring for patients following hip and knee replacements, one of my goals was to control pain so patients could ambulate as quickly as possible. Research showed the importance of movement in this population (Guerra et al., 2015). However, some patients did not want to take opioids for pain management, fearing the addictive effects. Integrating patient preferences into my practice meant that I needed to use my clinical judgment to work with my patients to find options that respected their

preferences and allowed us to meet the treatment goals of early mobilization. I was by no means unique. Nurses do this every day. There are many examples of care standards based on research, such as using sterile technique for central line dressing changes, turning immobile patients every two hours, and hand hygiene before and after patient contact. Nurses take these standards and individualize their care to each patient. This is how evidence is integrated into daily care and leads me to say: EBP is "the way we practice."

The COVID-19 pandemic has presented many challenges to nurses, not the least is that there is lack of evidence to guide practice. However, we can learn from research conducted during or following previous pandemics. From these we have seen reflected the moral dilemma that health care workers' face when balancing their dedication and professional commitment to patient care with the fear of exposing themselves and their loved ones to a virulent pathogen (Ehrenstein et al., 2006; Fernandez et al., 2020; Maben & Bridges, 2020). Research has provided evidence of the importance of support strategies for those working during crises, such as self-care and peer, team, and leader support (Maben & Bridges). Many of these practices can be and are implemented in work settings to support nurses and health care workers. As time progresses, it will also be critical that we monitor for potential long-term effects that have been found following previous crises (Maben & Bridges; Wu et al., 2009).

Beyond learning from and applying previous research to practice, there is a need for more nursing studies. Because COVID-19 is a new virus, there has been little conclusive research regarding treatment and nursing care. As a new infection, there were so many questions in the beginning, such as: what are the presenting symptoms? How is it spread? What risk factors lead to some to severe illness? While we are starting to get answers to some of these questions, there is still much that is unknown. This presents many opportunities for nurses. Certainly, there is an enormous amount of research being conducted on the effectiveness of different medications for treatments for COVID-19. There are news stories almost daily about research for a vaccine. Nurses are likely collaborating with other health care disciplines and scientists involved in these studies and trials. But there are many questions related specifically to nursing care as well. What are nursing best practices in caring for patients with COVID-19? How do we best support patients and their families? How can nurses across all areas of practice (e.g. community and public health, long-term care, acute care) best care for patients from prevention of Covid-19 to recovery?

I typed "COVID-19" into the PubMed search engine in early March, shortly after the first case in Louisiana was confirmed. If memory serves correctly, there were 700+ citations at that time. In early June, I found over 18,000 citations when running the same search. I, for one, am looking forward to learning from the contributions of my fellow nurses who are adding to this body of evidence.

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**Patricia A. La Brosse, PMHCNS-BC, Chairperson
Louisiana Nurses Political Action Committee (LANPAC)**



**Patricia A.
La Brosse**

The article on HB320 in this issue of the Pelican is an accurate account of the power of nurses when they are launched into action to speak and be heard on issues regarding our patients, our practice, and the autonomy of our profession. Many willing workers were galvanized to let our legislators know that registered nurses are strong presence in our, and it wasn't surprising when new legislators recognized their need to be educated regarding who we are and what we do as advocates for our patients and our profession. It's critical to keep that momentum we reached going throughout the year, not just during a legislative session.

As stated in a LANPAC article one year ago, nursing political action committees operate in four spheres: **Government** — addresses laws, rules, and regulations governing nursing practice; **Workplace**: addresses issues affecting jobs and patient care; **Organizations**: addresses issues which shape nursing practice; and **Community**: addresses issues affecting community health. PACs recognize there is power in numbers which in turn provide greater political clout for influencing policy decisions that directly affect their members. Colleagues, I submit to you that activities opposing HB 320 hit all those spheres, and **your LANPAC was actively engaged throughout the entire process**.

It's amazing how we rapidly learn about each other as we work countless hours to address a legislative crisis in the midst of a pandemic. A lot of ground

Reflections on Crisis During a Pandemic

was covered in a short period of time, and some members of a core work group shared their reflections regarding the HB320 near-miss. Their names shall remain anonymous, but their indomitable spirit, critical thinking skills, love for nursing, and a willingness to go to the mat when our autonomy and self-regulation are threatened are not veiled.

Nurse #1 - *"House Bill 320 startled and frustrated many nurses, including me. In my twenty years of nursing in the state of Louisiana, I can't evoke a time when nursing practice was ever under attack the way that it was recently with the introduction of HB 320. At the first mention of this bill's progress through the legislature while nurses were fighting a pandemic, I felt anger. That anger quickly turned to hope, as I witnessed nurses mobilizing. It was my first real experience with the professional advocacy we write out in our leadership courses. It was empowering to work with some brilliant nurses, and I quickly felt compelled to get involved... This experience heightened my appreciation for the Louisiana State Nurses Association (LSNA). One of the most critical benefits of LSNA membership involves the urgency of professional advocacy."*

Nurse #2 - *"HB320 was an eye-opening experience. It was a rally cry for the nurses in Louisiana to unite to defend our profession against outside forces. For me personally it evoked the need to be vocal in protecting our profession as well as a sense of duty regarding monitoring bills which impact us. It highlighted that although we are different as far as specialties are concerned, we are still united in the mission of maintaining nursing as a respected profession. It was a learning experience, and it was also enlightening to see that others outside of our profession still do not understand our contribution as evidenced by the lack of consultation in the bill's formation. So overall, I learned we have great mentors within nursing, and we as a profession have work to ensure we continue to progress. We advocate for our patients and community, so we must also advocate for ourselves and our profession."*

Nurse #3 - *"Never again can we as nurses count on the 'kindness of strangers. ...Yes, this year was unique in that we were dealing with a pandemic; however, we say we are professionals and we just have to make the time to deal with legislative issues. Lessons learned: 1) special interest groups do not take a holiday and are more prone to 'sneak things in' when the regular folks are working; 2) we have to stay connected with our lobbyists; and 3) there IS POWER IN NURSES collective voice."*

The Louisiana Nurses Political Action Committee is politically non-partisan, is the political action arm of LSNA, and can raise money for various activities. The purposes of LANPAC are to:

1. Promote the improvement of the health care of people by raising funds and contributing to the support of candidates for office who have demonstrated an awareness of nursing and health needs of the citizens of Louisiana.
2. Encourage nurses to become a part of the political process by actively participating in election campaigns.
3. Publicly endorse candidates.
4. Publicly support legislation that is endorsed by LSNA Health Policy Committee.
5. Encourage nurses to seek elective office.
6. Assist nurses in organizing to become a powerful, political force.
7. Disseminate unbiased information on current issues, and on candidates for elective office, their voting records, backgrounds and platforms.

A well-funded LANPAC will help show strength in numbers and a commitment to engage in the political process. Contributions are voluntary and may be made by nurses and friends of nursing. **All contributions are welcome**, and any amount of \$50.00 or more qualifies the contributor as a voting member of LANPAC. Please go to <https://www.lsna.org/lanpac>, make your contribution, and join our efforts to help grow our ranks, maintain a political presence, advocate for the patients we have chosen to serve, and better represent our profession. For additional information, please contact Patricia La Brosse, PMHCNS-BC, LANPAC Chairperson, at lahasky@aol.com or (337) 344-4987.

"If we aren't at the table, we will be on the menu"
Author unknown

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Resiliency Through a Pandemic

Lauren Bridevaux, BSN, RN



I graduated from LSU Health New Orleans in December of 2019 and started my nursing career in the Medical Surgical Intensive Care Unit (MSICU) at University Medical Center (UMC) shortly after. I never would have imagined I would start my career in the midst of a pandemic. No lecture, simulation, clinical, or textbook could have prepared me for this.

One of the greatest challenges of being a new graduate, especially being in one of the busiest ICUs in the city, is having to quickly absorb and retain all the information being thrown your way. Very quickly into my career I was taking care of extremely critical patients, and with COVID-19, this challenge increased as policies

and procedures were ever-changing as more was learned about the virus. I have had my fair share of days where I felt overwhelmed and defeated, and I know I am not alone in these feelings. I am surrounded by the most resilient individuals, who see and treat the obstacles we face every day as challenges we will overcome and as opportunities for growth. While there will be mentally and physically challenging days, I know I will never be alone. The level of support and teamwork I am surrounded by every day inspires me, and as a new graduate, I am so grateful to be a part of such a supportive culture.

Having your loved one in the hospital is already a time provoked by anxiety and fear, but COVID-19 has made this a much scarier time as there is so much unknown. Aside from end-of-life circumstances, patients are unable to be visited by their loved ones. Many of my coworkers, myself included, have donned our personal protective equipment to stand by and hold the hand of a patient as they took their last breath so that they would not be alone.

The only human interaction patients have is limited to those providing care, and it is further hindered as facial expressions and emotions are unable to be expressed as respirators, goggles, and face shields are worn. This is something I personally struggle with, as I value the importance of therapeutic communication and the emotional connection that serves as the backbone of the nurse-patient relationship.

My dad once quoted Mark Twain to me and said, "the two most important days in your life are the day you are born and the day you find out why." In the short time that I have been at the bedside I have found my "why." Nursing is a profession of selflessness that has given me the opportunity to impact other's lives and leave a lasting impression, and I feel so honored to have that privilege. While this is an emotionally and physically tough time for all, it is times like these that make me feel so genuinely blessed to be at UMC, and in the position to advocate for my patients and serve my community on the frontlines of this pandemic.

Impacts of COVID-19 on Nursing Instruction

Todd Tartavouille



Todd Tartavouille

As a program director of a traditional baccalaureate program of over 700 students, navigating the new norm was a challenge to say the least. As instructors of nursing, flexibility is a covetable characteristic, and as a registered nurse, it is essential. In order to have students meet course

outcomes, flexibility was needed by all... faculty, students, and staff.

Shifting theory, lab, and practicum courses from live learning to remote learning occurred rather rapidly, meaning one day we were delivering live learning and the next day we were delivering remote learning. I consider myself lucky as I work for a forward-thinking school of nursing that thrives on the delivery of high quality education using current and innovative technology. Transitioning to remote learning was not an easy feat, but was viewed as an opportunity to provide quality-nursing education via an alternative pedagogical approach. Information Technology support and resources

available to faculty and students regarding remote learning were exceptional.

With remote learning for theory courses, instructors of nursing had a responsibility to help student's manage anxiety, fear, and expectations while they learned to navigate their new normal. Faculty were also challenged with delivering lectures remotely. This was a new method of content delivery. Faculty received a "crash" course on the operation of Zoom. Zoom became the new norm for lecture delivery.

Lab courses had a different set of challenges. Conceptual thinking and flexibility were keys to having students meet course outcomes. For the Health Assessment lab course, faculty would demonstrate a skill, such as cardiovascular assessment, on a human patient simulator via Zoom. The students then recorded themselves demonstrating the skill. Students performed the skills on parents, siblings, and stuffed animals. Creativity was the key to success.

While didactic learning is an indispensable element in nursing education, it cannot effectively replace clinical experiences. Students were able to accomplish clinical hours via two different mechanisms. Virtual simulation was used to help students gain a better understanding of clinical decision-making. In addition to virtual simulation, our Assistant Dean for Clinical Nursing Education remained in contact with our area hospitals. With the exception of a handful of students, our remaining students were able to re-enter the clinical setting and complete a portion of their clinical hours.

As instructors of nursing, we find a great sense of pride when our students succeed in their nursing school journey. These past couple of months have reinforced why I chose to become a nurse educator as I watched our students apply new skills and practice critical thinking skills to ensure success.

COVID-19 pulled us out of our comfort zone as what we had always done was not going to work now. COVID-19 made us resilient and provided us with the opportunity to be creative in implementing strategies that may have been deemed impossible.



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What ANA is Doing for You

A lot of negative comments are appearing on social media toward the ANA from nurses who believe ANA is doing nothing for the profession during this pandemic. To the contrary, ANA has taken significant action to support nurses:

1. Joint AHA/ANA Letter to Capitol Hill Regarding COVID-19 (2/27)
2. ANA Letter to Honorable Michael Pence in response to the work of the Administration and the Coronavirus Task Force (3/11)
3. ANA Mask Transparency Letter to Leadership (3/12)
4. Joint AHA/AMA/ANA Letter to Vice President Michael Pence (3/12)
5. Joint AHA/AMA/ANA Letter to Capitol Hill seeking \$1B for comprehensive strategy in response to COVID-19 (3/16)
6. Joint Industry Letter to Administration & Capitol Hill recommending actions to address COVID-19 (3/18)
7. Meeting held at the WH with representatives from seven national nursing organizations, including ANA. The video of the event shows each person introducing themselves followed by the President boasting about all he has done; V.P. Pence then acknowledged the work of nurses and thanked them for their service. The group was then dismissed by escorts without any apparent dialog, after leaders took their time and incurred travel expense.(Video-3/18)
8. Joint AHA/AMA/ANA Letter to Capitol Hill seeking \$100 billion for frontline health care workers (3/19)



9. Joint AHA/AMA/ANA Letter to the President Requesting Immediate Use of the Defense Production Act (3/21)
10. ANA Pres. Ernest Grant Urges the Public to Stay Home (Video-3/27)
11. ANA Letter to HHS Secretary Azar Regarding Special Enrollment for Federal Health Insurance Exchange (4/2)
12. ANA President, Dr. Ernest Grant, appeared on MSNBC to address the issues faced by nurses. (Video-4/3)
13. ANA Letter to President Trump (4/8)
14. Joint AHA/AMA/ANA Letter to HHS Secretary Azar Regarding Disparities in Federal Response (4/16)
15. ANA partnered with Hilton Hotels to provide complimentary lodging to healthcare workers.(FB)
16. ANA vetted 13 sponsors for donations to the Nurses foundation to support nurses.(FB)
17. ANA Pres. Ernest Grant participates in the Zetema Project, COVID-19 video series (4/21)
18. During the presidential signing of the Nurse Day Proclamation, ANA President Grant

asked that the President provide support to assist nurses with PTSD due to the impact of the pandemic. (Video-5/6)

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3. How to Respond to Ethical Challenges and Moral Distress during the COVID-19 Pandemic

While ANA represents the issues for ALL nurses, only a small percentage of the four million nurses belong to the association. Now is the time to come together and support ANA. Go to ANA website for further information.


 A close-up photograph of two female nurses smiling. One is in the foreground on the left, wearing a white scrub top, and another is partially visible on the right, also smiling. The background is slightly blurred.

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The Future of Nursing: What does Diversity, Inclusion, and Equity mean?

Dr. Kendra Barrier



Dr. Kendra Barrier

Nurse leaders in the academic and practice settings have been challenged with creating a workforce that mirrors a more diverse population. No matter what the makeup of the population, the workforce is effective in meeting the needs of all individuals in an increasingly diverse nation and global community.

The minority population is expected to double in the next 40 years, predicting America to have a multiracial majority (DeWitty, 2019). With the predicted multiracial demographic transitions, recommendations came from the American Association of Colleges of Nursing (AACN, 2017), the National League for Nursing (NLN, 2016), and the Institute of Medicine (IOM, 2010), to develop and implement new educational models placing renewed focus on diversity, inclusion, and equity, that promote respect for race, ethnicity, gender or sexual orientation, geography, background, and personal experiences. These recommendations are associated with improved access to health care for racial and minority patients, greater patient choice and satisfaction, a decrease in health disparities, and better educational experiences for health profession students.

To achieve a diverse and inclusive culture, that promotes diversity, equity, and inclusiveness, across all levels of learning and practice environments, nursing must start with a thorough assessment of the academic and practice organization's mission, administration, faculty,

students, and employees (DeWitty, 2019). For consistency of understanding, basic knowledge of definitions of diversity, inclusion, and equity are needed to enhance civic readiness, by engaging students and nurses, to advance human rights and reduce inequities.

- Diversity refers to a "broad range of individual, population, and social characteristics, including but not limited to age; sex; race; ethnicity; sexual orientation; gender identity; family structures; geographic locations; national origin; immigrants and refugees; language; physical, functional learning abilities; religious beliefs; and socioeconomic status" (AACN, 2017a, pg. 1).
- "Inclusion represents environmental and organizational cultures in which faculty, students, staff, and administrators with diverse characteristics thrive. Inclusive environments require intentionality and embrace differences, not merely tolerate them. Everyone works to ensure the perspectives and experiences of others are invited, welcomed, acknowledged, and respected in inclusive environments" (AACN, 2017a, pg. 1).
- "Equity is interrelated with diversity and inclusion. Equity is the ability to recognize the differences in the resources or knowledge needed to allow individuals to fully participate in society, including access to higher education, with the goal of overcoming obstacles to ensure fairness" (AACN, 2017a, pg. 1).

The workforce data from the National Council of State Boards of Nursing (NCSBN) Forum of State of Nursing Workforce Centers, the Louisiana Center for Nursing 2017 *Nursing Education Capacity*, and 2016 *Nursing Supply in Louisiana*, provides evidence of the challenges nursing is facing to accomplish creating a workforce to mirror minority populations that are expected to double in the next 40 years. The National Council of State Boards of Nursing Forum of State of Nursing Workforce Centers reported in December 2017, the total number of active RN licenses was 3,951,001 with 81% of this population actively employed in nursing (Smiley et al., 2018). Fourteen point six percent (14.6%) were 65 years or older, indicating approximately 15% may be headed for retirement shortly; 9.1% males; 19.2% minorities: Asian (7.5%), Black/African American (6.2%), other (2.9%), and two or more races (1.7%). The percentage of nurses who identify as Black/African American falls below the 13.3% in the U.S. population, (U.S. Census Bureau, 2017). The Louisiana Center for Nursing, 2017 *Nursing Education Capacity* and 2016 *Nursing Supply in Louisiana Snapshot* provided Louisiana's RN data: 61,053 RNs renewed their license to practice in LA. Approximately 1% males; 20% are minorities; 17% were 60 years or older; 56% (30,310) had baccalaureate or higher degrees; therefore, both the nation and Louisiana must fill the deficit and exceed far beyond these numbers to meet the predicted needs of the future of nursing.

Nursing school data also provides evidence of the disparities that exist in underrepresented students of color. According to AACN's 2019 - 2020 *Enrollment and Graduations* report, which provides data on the race/ethnicity of enrolled students from 2010-2019, nursing students from minority backgrounds represented 33.1% of students in entry-level baccalaureate programs, 34.0% of master's students, and 32% of students in research-focused doctoral programs. The Louisiana State Board of Nursing's 2016 *Annual Report* provided Louisiana's data. Nursing students from minority backgrounds represented 35% of students in entry-level baccalaureate programs, 32% of master's students, and 26% of students in doctoral programs (research and practice). Again, data provides evidence of the work nursing has to accomplish, both at a national level as well as in Louisiana, to meet the predicted needs of the future of nursing.

There are several recommendations for nursing leaders to meet the demands for the

current and future workforce to be reflective of the multiracial population. Nursing must embrace diversity, inclusion, and equity with an understanding of what has contributed to the issues and knowing who has been and is affected by the lack of diversity, inclusion, and equity. The recommendations for nursing leaders include the following:

- starting with an intentional systematic organizational approach to increase diversity, inclusion, and equity;
- aligning the approach with strategic initiatives;
- need a mission statement that speaks to diversity;
- recruiting and retaining diverse faculty with knowledge, skills, and attributes to foster students success in being able to address inequities in health care;
- a need for a diversity statement that is adopted by all;
- to develop and implement new educational models placing renewed focus on diversity, inclusion, and equity, that promote respect for race, ethnicity, geography, background, and personal experiences;
- creating paths to culturally proficient working environments where all are able to flourish, recognizing and examining implicit biases and overt racism, while addressing the issue(s) from the frame of the mission and values of the school or the organization; and
- creating metrics to evaluate progress with diversity related expected outcomes.

Committing to diversity, inclusion, and equity poses continuous challenges, but must start with crucial conversations and observable strategies that produce new knowledge to best meet the needs of the academic institutions, practice organizations, and the health care population. Being mindful that proficient work environments must recognize and value each member, enable each member of the organization to function at their highest potential, to achieve their personal and professional goals, while recognizing differences and bringing those differences as added value to our academic, practice settings, and to caring for a diverse nation and global community.

In conclusion, the nursing profession is called to action to make diversity, equity, and inclusion a strategic initiative by enacting the recommendations provided. The recommendations are the first steps to creating a workforce that represents and understands culturally sensitive care of diverse populations.

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Meet the Newest Joe Ann Clark Graduate Nursing Education Award Winners!

Cynthia Prestholdt, PhD, RN, Chair - LNF Scholarship & Awards Committee

It is a distinct honor to introduce the latest Joe Ann Clark Graduate Nursing Education Award recipients: **Katherine Bass and Mitzie Meyers**. Katherine Bass is a graduate nursing student from Mandeville, LA, and is enrolled at LSU Health Science Center in New Orleans in the Master of Science in Nursing Program, with a Nurse Educator Concentration. She expects to graduate in the Summer of 2021. Mitzie Meyers is a graduate nursing student from Hammond, LA, and is pursuing her PhD in Nursing Education and Administration at William Carey University. She expects to graduate in August, 2021. Strong academic and nurse advocacy behaviors are evidenced by both of these outstanding award recipients and they have expressed their deep gratitude to ANF, and to LNF/LSNA for their financial support.



Katherine Bass

mission trips to Nicaragua and Haiti, and served her local community as a medical interpreter and ESL teacher. She discovered a deep calling to teach as she co-taught Spanish for Medical Purposes, tutored peers in Nursing and Spanish, and educated her patients in clinical classes. She

Katherine Bass received funds provided by the *Louisiana Nurses Foundation (\$500)* and the *Fresenius Kabi/American Nurses Foundation Scholarship (\$1,000)*. She was born and raised in New Jersey and attained a double major in Nursing and Spanish at the College of New Jersey, with the hope of becoming a bilingual nurse. She participated in

pursued a Master of Education degree from the University of Notre Dame, during which she taught Health Sciences and Spanish in an under-resourced Catholic school outside of New Orleans. While there, she received a grant to initiate a service learning project with students, whereby they created a health promotion running club at a local under-resourced elementary school. She later returned to work in a hospital setting, caring for the sick and vulnerable. As she plans to become a nurse educator in an academic setting, she enrolled in the MSN program at LSU Health Science Center. She has been inducted into Sigma Theta Tau, Phi Beta Kappa, Sigma Delta Pi Spanish Honor Society and Phi Kappa Phi. She states that her "faith and commitment to upholding the dignity of the human person motivates her life and work."



Mitzie R. Meyers

Mitzie R. Meyers received the *Anna Gallagher/American Nurses Foundation Scholarship (\$1,000)*, as well as funds provided by the *Louisiana Nurses Foundation (\$500)*. She holds earlier degrees from the University of Louisiana at Monroe (formerly NE LA University), and a Master of Science in Nursing - Nurse Educator focus from Southeastern Louisiana University. Her practice area is primarily in pediatrics and maternal/child health in the New Orleans area. She has taught in the nursing program at Southeastern Louisiana University for fifteen years. She holds certification in nursing education and in advanced holistic nursing. She has memberships in several nursing



organizations, including ANA, LSNA, and NDNA. She also holds membership in Sigma Theta Tau International Honor Society of Nursing, NLN, and the American Holistic Nursing Association. Her advocacy work includes wellness initiatives on campus and serving as a field advocate and state board member for the American

Foundation for Suicide Prevention (AFSP). Through AFSP, she has organized a campus walk and served as a national advocate in Washington, D.C. to encourage mental health legislation. Mitzie's research interests include self-care for nurses as it relates to the spiritual and mental dimensions of health. Her future career goals "include working with public policy, graduate level nursing education, and wellness program development."

A total of thirteen graduate nursing students have now been selected as Joe Ann Clark Graduate Nursing Education Award recipients since 2012! This was the second year of a three year scholarship grant awarded to LNF by the American Nurses Foundation. Look for the call for applications for the next awards in Fall, 2020. Gratitude is expressed for the expertise and conscientious objective evaluation efforts by the members of the LNF Scholarship & Awards Committee: Dr. Patti Christy, Dr. Catherine Cormier, Nancy Darland, Dr. Carol Gordon, Maxine Johnson, Dr. Barbara Moffett, Dr. Stephanie Pierce, and Dr. Valerie Schluter, along with Dr. Denise Danna, Chair, LNF Board of Trustees (ex officio).



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Membership

LSNA Sees Surge in Membership



**Benita N. Chatmon,
PhD, MSN, RN, CNE**

We made great strides in increasing membership over recent months. We need to sustain this growth and continue to gain members. 2020 has been a challenging year. We have faced a pandemic and the impact on nursing; now we await a potential surge as communities reopen.

LSNA had a successful call to action to oppose HB320 that would allow the Louisiana Hospital Association to impose itself on the Louisiana State Board of Nursing by establishing two appointed positions. We are now in the midst of an outcry for social justice that goes beyond police brutality and focuses on disparities among populations of color. So, what action has LSNA taken in regard to these issues?

COVID 19:

At the national level ANA has:

Partnered with companies to support nursing - Hilton, donations, contributions Nursing Foundation

Meetings and letters involving the Task Force; joint letter by ANA, AHA and AMA pleading for PPE

News appearances by ANA President, Dr. Ernest Grant

Free Self-Help CE Series for members/nonmembers

Free COVID 19 CE Series for members/nonmembers

At the state level LSNA has:

Solicited and distributed supplies to area hospitals

Issued a comprehensive list of actions taken by ANA (see list in this issue)

Distributed thank you signs to nurses

Obtained a proclamation declaring 2020 as the Year of the Nurse and Midwife

HB 320:

Rallied nurses to contact legislators

Provided talking points

Social media announcements

Virtual discussions among nursing leaders

Appeared at state capitol hearings

Social Justice:

Developed and distributed a position statement that called for support of social justice and identified actions to take. See statement in this issue.

This is a time for nurses to unite with one strong voice to address existing concerns and future issues.

LSNA is committed to representing all registered nurses in Louisiana regardless of race, gender, education level, specialty or work setting. Membership increases that voice and provides revenue to support the many activities of LSNA. For non-members, now is the time to build a stronger organization. For established members, thank you for your

continued support. For those new members, thank you for joining. We hope that you get engaged in the many activities of LSNA at the state and local level. Learn more about LSNA by visiting our website: Visit: www.lsna.org.

Sincerely,

Benita N. Chatmon, PhD, MSN, RN, CNE

Director of Membership, Recruitment, and Retention



LOUISIANA STATE NURSES ASSOCIATION

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- shortness of breath
- wheezing
- chest tightness
- excess mucus production

TALK TO YOUR PATIENTS ABOUT THEIR RISK FOR COPD.



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Membership



Membership Application

Date Received _____

543 Spanish Town Road Baton Rouge, LA 70802 (225) 605-3090 -Phone (225) 381-0163-Fax

Member Information

All blanks marked with an asterisk are needed to complete application.
All other information is used for statistical purposes only.

* Last Name/ First Name/ Middle Initial		
* Credentials	* Title	
* Home Address		
* City/State	* Zip	* Parish
* Employer Name		
* Employer Address		
* Employer City/State/Zip		

Home Phone	Work Phone
Home Fax	Work Fax
* E-Mail Address	
* Basic School of Nursing	
* Graduation (Month/Year)	
Previously a member of LSNA? _____	
If Yes, When? _____	

Membership Category (Please check one)

M -Full Membership Dues \$24.67 per month or \$290.00 annually. Includes membership in and benefits of the American Nurses Association, Louisiana State Nurses Association and LSNA District Association.

- Employed—Full Time
 Employed—Part Time

R-Reduced Membership Dues \$12.58 per month or

\$145.00 annually. Includes membership in and benefits of the American Nurses Association, Louisiana State Nurses Association and LSNA District Association.

- Not Employed
 New Grad (New graduate from basic nursing education program, within six months after graduation. First membership year only)
 Full-Time Student (Registered Nurse in full-time studies)
 Totally Disabled

LA State Only Membership Dues \$16.25 per month or \$189.00 annually. Includes membership in and benefits of the Louisiana State Nurses Association and the LSNA District Association

- State membership only

Dues Payment Options (please choose one)
Automatic Monthly Payment Option

(SIGNATURE REQUIRED BELOW)

This is to authorize monthly electronic payments to LSNA/ANA. By signing on the line, I authorize LSNA/ANA to withdraw 1/12 of my annual dues and any additional service fees from my account (see chart below). *SEE ADDITIONAL NOTE TO THE RIGHT

*By signing the Monthly Electronic Deduction Authorization, or the Automatic Annual Credit Card Payment Authorization, you are authorizing LSNA/ANA to change the amount by giving the above signed thirty (30) days written notice. Above signed may cancel this authorization upon receipt by LSNA/ANA of written notification of termination twenty (20) days prior to deduction date designated above. Membership will continue until this notification is received. LSNA/ANA will charge a \$5 fee for any returned drafts or charge backs.

Automatic Monthly Payment Authorization Signature

- CHECKING:** Please enclose a check for the first month's payment, which will be drafted on or after the 15th day of each month using the account designated by the enclosed check.
- CREDIT/DEBIT CARD:** Please complete the credit card information at the right and this credit card will be debited on or after the 1st day of each month (VISA, Discover, American Express and MasterCard Only).

Full Annual Payment Option

- CHECK PAYMENT:** Make check payable to LSNA or fill out credit card information to the right.
- AUTOMATED CREDIT CARD PAYMENT:** This is to authorize annual credit card payments to LSNA/ANA. By signing on this line, I authorize LSNA/ANA to charge the credit card listed in the credit card information section for the annual dues on the 1st day of the month when the annual renewal is due. (fill out credit card information to the right)

CREDIT CARD INFORMATION

Bank Card Number _____

Expiration Date _____

Authorization Signature _____

Printed Name _____

State nurses association dues are not deductible as charitable contributions for tax purposes, but may be deductible as a business expense. However, that percentage of dues used for lobbying by the LSNA is not deductible as a business expense. Please contact the office for the correct amount.

Annual Credit Card Payment Authorization Signature
TO BE COMPLETED BY LSNA:

State _____ District _____

Exp. Date _____ / _____

Month _____ Year _____

Approved by _____ Date _____

Amount enclosed _____

Check # _____

CURRENT DUES: Yearly Monthly

Full Member	\$290.00	\$24.67
Reduced	\$145.00	\$12.58
State Only	\$189.00	\$16.25

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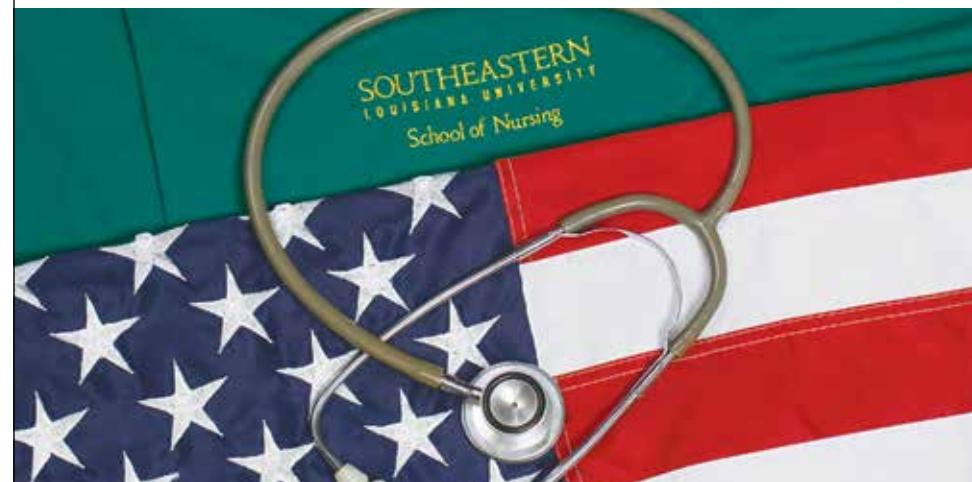
Welcome New and Returning Members

LA01	Candise Evette Brock	LA05	Helenisa Thibodeaux	LA07	Erica Charisse Tullison	LA10	Kara Danielle Sullivan
LA01	Brandii Rogers Catteruccia	LA06	Lillie Mary Baker	LA07	Monike Turner	LA10	Amie Teutsch
LA01	Julie Everette	LA06	Keondria Buie	LA07	Claudia Ukpolo	LA10	Freddie Lee Thomas Jr
LA01	Cheryl Latrice Robinson	LA06	Theresa Hines Ellerbe	LA07	Latasha Westley	LA10	Roderickus Williams
LA01	Kryssi Threeton	LA06	Jasmine Ledet	LA08	Brandy Gregory	LA10	Regenia Willis
LA01	Ronnie Ursin	LA06	Fallon Mitchell	LA08	Heather Parson	LA10	Amie Wilson
LA01	Holley Wisby	LA06	Myriisha Jvern Smith	LA10	Hazel Alexander	LA10	Robin R Wood
LA02	Chelsie Adams	LA06	Anna Carroll Thomas	LA10	Dyani Kaliski Allen	LA10	Harlee Dawn Wright
LA02	Kyarra Allen	LA07	Rosaleen Brown Amdal	LA10	Ryann Burkart	LA11	Darrius Jackson
LA02	Jamie Brooks	LA07	Lxchelle Arceneaux	LA10	Elizabeth Denise Carlisle	LA11	Sonja McVay
LA02	Monette Cargo	LA07	Alicia Audirsch	LA10	Beannka Conley	LA11	Katie Lynn Monteleone
LA02	Kerachel J Carter	LA07	Karla Renee Banks	LA10	Kimberly Dale	LA11	Hillary Perez
LA02	Kaylyn Chriss	LA07	Victoria Barras-Brantner	LA10	Camellia Davis	LA11	Felicia Nichole Rios-Brown
LA02	Sonetta Carey Covington	LA07	Amiee Barrett	LA10	Oreticia Green	LA11	Susan Guess Tufts
LA02	Danielle Loreno Dalfrey	LA07	Latrina Annette Bates	LA10	Shirley A Green	LA11	Dana Joy Winn
LA02	Tikeleanna Dutton	LA07	Susan Virginia Beck	LA10	Rhonda Hinton	LA12	Quandie Brown
LA02	Jennie M Fell	LA07	Lauren A Bridevaux	LA10	Coffy Lashay Holmes-Smith	LA12	Shana Welsh
LA02	Kathleen Ann Finch-Forestieri	LA07	Erin Melissa Broussard	LA10	Brandy Elaine Hunter	LA13	Mason Bridges McKnight
LA02	Ronald Fontenette	LA07	Marie Joseph Brown	LA10	Quine Tania Johnson		
LA02	Anita Gilbert	LA07	LaRhae E Brown	LA10	Laketra Williams Jones		
LA02	Kalisha Monet Guss	LA07	Wilma Garcia Cabading	LA10	Samantha Lester		
LA02	Ryneisha Mona Hewitt	LA07	Carleen Chaput	LA10	Crystal D Lites		
LA02	Jo'Quishia Ayoi Hilliard	LA07	Tanya Charles-Morris	LA10	Lana Denise May		
LA02	Elise Holden	LA07	Ashley Mae Chester	LA10	Gwendolyn Dianne McEntyre		
LA02	Susan Reed Holden	LA07	Melissa T. Constance	LA10	Miesha Mims		
LA02	Chelsea Humphreys	LA07	Jekeitha Cook	LA10	Robert Moore		
LA02	Jerica Jackson	LA07	Blythe Craft	LA10	Shelia Ann Plater		
LA02	Whitney Whitney Lashua	LA07	Tzucanow D Cummings	LA10	Emily Paige Procell		
LA02	Brittany N Lathan	LA07	Lillian Custodio	LA10	Satara Scott		
LA02	Benjamin Leblanc	LA07	Latasha Cyprian	LA10	Jarred Sepulvado		
LA02	Latona Lenard	LA07	Kolbi Dejean	LA10	Stephanie Kaye Sheline		
LA02	Tyra Alicia Manning-Johnson	LA07	Heather Ann Diaz	LA10	Allisyn Cymone Steele		
LA02	Denise Marshall	LA07	Brittany Dorsey				
LA02	Cheryl Menou	LA07	Otis Dowden				
LA02	Vanessa Murphy	LA07	Daniela Ellis				
LA02	Gabrielle Northern	LA07	Michelle Fanz				
LA02	June Faith Parrott	LA07	Jessica Stechmann Faust				
LA02	Taja Reine	LA07	Hollie Fazande Thompson				
LA02	Christina Robertson	LA07	Jessica Ferguson				
LA02	Janis Marie Roy	LA07	Megan Erin Funchess				
LA02	Angelia Teague-Priddy	LA07	Brandy Galmon				
LA02	Lesley Tilley	LA07	Lindsay Michelle Gauthreaux				
LA02	Porche Travis	LA07	Rochelle Sheneice Greggs				
LA02	Porsche C Uche	LA07	Stephanie Dimitry Guercio				
LA02	Kinsha Howell Walker	LA07	Hillary Guidry				
LA02	Brittaney W Wilridge	LA07	Pamela W Hamilton				
LA02	Aubrey Windham	LA07	Sara K Harper				
LA03	Patrick Beshears	LA07	Shaunte V Jackson				
LA03	Margo Birdlow	LA07	Jaireveria C Jeff				
LA03	Shelley Blanda	LA07	Quola Johnson				
LA03	Kristina Hart Burkard	LA07	Diorre Johnson				
LA03	Ashley Carlin	LA07	Martesha Lydora Lancaster				
LA03	Eunice L Cox	LA07	Rezeila Laoc				
LA03	Kelli Creech	LA07	Erica Lee				
LA03	Latasha Cruz	LA07	Aimee Maestri				
LA03	Stephanie Cunningham	LA07	Cj Marbley				
LA03	Sharn Devun	LA07	Alayna Maschmeyer				
LA03	BrandiMarino Elghorayeby	LA07	Kionne Mitchell				
LA03	Alyssa Foto	LA07	Tavana Moret				
LA03	Elizabeth Gainey	LA07	Anne Jouet Mule				
LA03	Winifred C Hernandez	LA07	Tabitha Murray				
LA03	Bridget Borg Higgins	LA07	Cresenzia Mwaghore				
LA03	Heather Marie Hosli	LA07	Desirae Angelle Naquin				
LA03	Ruth Ann Kain	LA07	Chanda Monique Nettles				
LA03	Vanessa Pino	LA07	Michael Paul Noland				
LA03	Ski Thomas	LA07	Jaquandra Tia Nur				
LA04	Marnell P Alexander	LA07	Cheryl M Ory				
LA04	Veronica Louise Branch	LA07	Luz M Ospina				
LA04	Katina Maurice Bryant	LA07	Olga Pinar				
LA04	Christi Carmouche	LA07	Sheila C Pugh				
LA04	Kenneth J Cochran	LA07	Matthew Reese				
LA04	Ashia Collins	LA07	Chandris Rethmeyer				
LA04	Allison Delphin	LA07	Shamica Roberts				
LA04	Jessica Hollier Graham	LA07	Joan F Rooney				
LA04	Lisa I Lafleur	LA07	Tracy Marie Rose				
LA04	Abigail Lydia Lafosse	LA07	Giselle Salvant				
LA04	Jeffrey Ryan Martin	LA07	Ira Chanell Sandifer-Kincaid				
LA04	Ibeth Rocio Mavarez De Tarantino	LA07	Brandi Sansonwe				
LA04	Trinita Peterson	LA07	Stepheny Schmidt				
LA04	Cristy Rider	LA07	Gabriele Serpas				
LA04	Taylor Faith Venable	LA07	Mrs Shelton				
LA04	Bianca Michelle Wiltz	LA07	Jima Smith				
LA04	Andi Zheng	LA07	Aisha Marie Smith				
LA05	Karen Nicole Anderson	LA07	Tuandria NaKailah Smith-Chambers				
LA05	Emily Ashworth	LA07	Anna Spence				
LA05	Lindsey Diane Bufford	LA07	Shelby Renee Strongther				
LA05	Destinee Delahoussaye	LA07	Stephanie Pearl Talley				
LA05	Demetre Mathews	LA07	Tameika Monique Tanner				
LA05	Sherry Miller	LA07	Shannell Akers Taylor				
LA05	Angelle Dominique Robinson	LA07	Charette Thomas				
LA05	Narsha Deshwan Stevens	LA07	Lily Tran				



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Employment of registered nurses is projected to grow 15% from 2016 to 2026—faster than the average for all occupations.
—U.S. Bureau of Labor Statistics, 2016