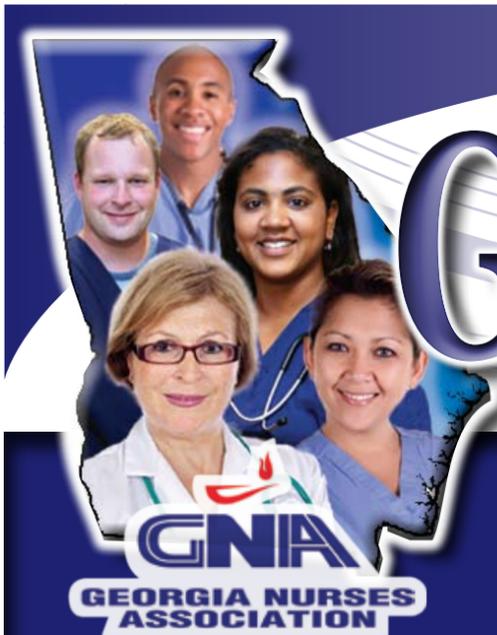


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GEORGIA NURSING



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Volume 71 • No. 4
November, December 2011, January 2012

Quarterly circulation approximately 105,000 to all RNs and Student Nurses in Georgia.

PRESIDENT'S MESSAGE

Unity is the Key

By Sheila Warren, MHA, MSN, RN

Nightingale Pledge

"I solemnly pledge myself before God and in the presence of this assembly, to pass my life in purity and to practice my profession faithfully. I will abstain from whatever is deleterious and mischievous and will not take or knowingly administer any harmful drug. I will do all in my power to maintain and elevate the standard of my profession and will hold in confidence all personal matters committed to my keeping and family affairs coming to my knowledge on

President's Message continued on page 3



Sheila Warren

Another Way of Caring for Your Community: Run for Office

By Kathy Kleeman

"You have to be able to think quickly on your feet in nursing, to do your assessment and make decisions. It's the exact same in politics...You're a facilitator, problem solver, coordinator and those are all very similar."

Sue Morano, RN
Former Ohio State Senator

While nursing and politics might seem very different career choices, connections between the two are evident to those who have combined them. With our nation facing daunting problems on every front, nurses—skilled in identifying and addressing the needs of others, experienced in critical thinking and knowledgeable about some of our most urgent problems—are needed more than ever in the halls of government.

The Center for American Women and Politics (CAWP) has joined forces with California political strategist Mary Hughes to create The 2012 Project, a national, non-partisan campaign to increase the number of women in Congress and state legislatures by taking advantage of the once-in-a-decade

opportunities of 2012. The moment is ripe, because post-census redistricting reshapes the political map and opens up possibilities for newcomers. Looking beyond "the usual suspects," The 2012 Project is seeking women—like nurses—who may never have thought of running, but who might discover that they are well-suited to run and serve. Outreach to women of color is a priority.

Research shows that while men often step forward as candidates on their own, women are more likely to need to be asked and encouraged. So here's your personal invitation: **Please consider running for office!**

Electing more women is in part a matter of fairness. More than half the U.S. population is female, but at no level of government do women hold even as many as a third of the available offices. But it's more than a question of numbers. Research from CAWP and others shows that women in public office change both the political process and the policies that emerge from it.

Take the case of women's health. A CAWP study of Congress found that female representatives were stronger advocates for victims of domestic violence, women's health and breast cancer funding. For example, prior to 1992, most National Institutes of Health-funded medical trials were conducted on

Another Way of Caring continued on page 3

CEO CORNER

It's Personal

By Deborah Hackman, CAE

My thoughts related to the value of face-to-face meetings were again validated during GNA's October Professional Development Conference (PDC) and Membership Assembly. The warm hugs between colleagues, the interactions between CE presenters and their audience, the buzz in the hallways, and the sharing of community over meals are simply not available with high tech online or teleconference gatherings. For me, the Conference was like a professional family



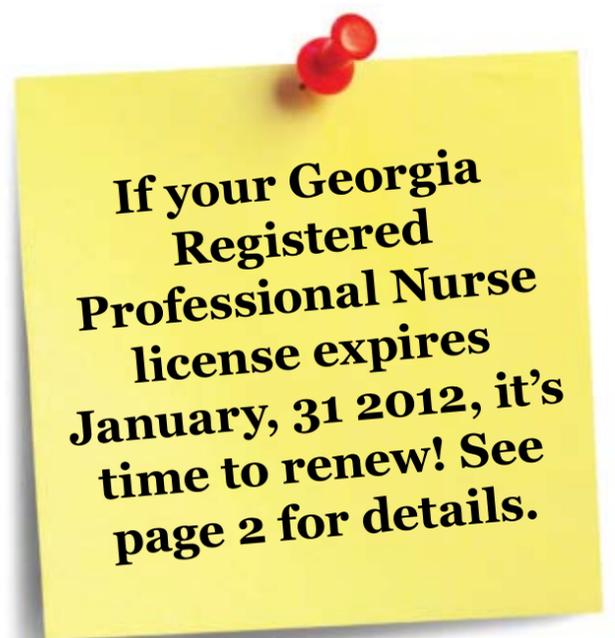
Debbie Hackman

Thanksgiving celebration.

At press time, we did not have the official event evaluations back, but I can share that this new format attracted a 66 percent increase in attendance compared to previous formats! I have no doubt that the attendees this year left feeling enormously enriched. The cornucopia of personalities and viewpoints were a real treat for me—and for that I am personally thankful to all who participated.

I presented on the topic of *Emotional Intelligence*. As a presenter, I was nervous. Would my material resonate? Did I have too much material—or not enough? Was the technology going to work? Would I connect on a personal level with an audience of professionals about my own challenges with being emotionally intelligent? In retrospect, I don't know why I was so nervous! It was a tremendous comfort when I looked out at the audience and saw that so many leaders I admire, and have worked closely with over the years, chose to be there to support me. We had a shared history (a pool of shared meaning).

CEO Corner continued on page 3



If your Georgia Registered Professional Nurse license expires January, 31 2012, it's time to renew! See page 2 for details.

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SAVE THE DATE!!!

**GNA Legislative Day at the State Capitol
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If your Georgia Registered Professional Nurse license expires January, 31 2012, it's time to renew! Visit <http://www.sos.ga.gov/plb> anytime before Jan. 31, 2012 to renew. Click on the License Renewal link to begin the renewal process, and step-by-step instructions can be found here: http://www.sos.ga.gov/plb/renewal_process.htm.

The online renewal process takes only a few minutes. You'll be able to verify your renewal online by the end of the next business day and you'll receive your renewed license in the mail.

Please do not wait until the end of your renewal period to renew! If your renewal requires the submission of additional paperwork (if you are randomly audited for continuing education compliance or need to provide paperwork concerning sanctions or criminal convictions), you should renew as soon as possible to allow time for the paperwork to be reviewed and your renewal application to be processed.

If you prefer to renew by mail, please call 404-463-1100 and at the prompt, enter your license number. Please note that renewing by mail may take up to six weeks to process after the completed renewal form is received. A late fee will be imposed if you renew after the expiration date and you cannot practice after your expiration date.

Note: Changes in Georgia law set forth by House Bill 87 will require those seeking RN licensure to show proof of U.S. citizenship beginning January 1, 2012.

For more information, visit the GBON web site <http://www.sos.ga.gov/plb>.



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Volume 71, Number 4

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

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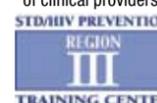


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President's Message continued from page 1

the practice of my calling. With loyalty, will I endeavor to aid the physician in his work, and devote myself to the welfare of those committed to my care."

The Nightingale pledge has been repeated over and over by many nurses for more than 100 years. Many of you reading this article may remember saying it at your graduation or capping. Though some schools have eliminated the pledge or modified it, it can still serve as a uniting element for nursing, no matter the area in which we work.

I start with the pledge for my first article in *Georgia Nursing* because the one thing that binds us as nurses is we all started out as new graduate nurses. We all have been at times uncertain or untested, but we have a strong desire and commitment to do or be the best nurse ever to the patients entrusted in our care.

As the incoming President of the Georgia Nurses Association for the 2011-2013 term, I want to thank all of my colleagues who voted for me. Your support and confidence is appreciated. I sought advice on what my first article should be about and was told to write about something I was passionate about. Well, I am passionate about being a professional nurse. I am also passionate about where nursing has been and where nursing is going.

When Mrs. Lystra Gretter in 1893 wrote the Nightingale Pledge, nursing was quite different. Nurses truly were viewed as hand maidens to the physician. Yet in the pledge we see the statements "I will do all in my power to maintain and elevate the standard of my profession." With Health Care Reform in sight, it is important to continue to execute

CEO Corner continued from page 1

It meant the world to me to see them sprinkled throughout the room. We had a bit of "shorthand" when it came to my decade as a servant leader in the GNA CEO position. For others in the audience that I did not know so well, I was impressed and often amused by their responses to the group exercises—especially the one about "going shopping—after devouring a big hunk of chocolate." A sort of emotional bliss! It was important for me to have that interaction, and the feedback I received about what was most meaningful to them. I will "call upon" those interactions in the future when "the going gets tough"—as it invariably will.

The economy has presented a need to prioritize resources on a personal and professional level for all of us. It was particularly encouraging to see how well employers supported their staff to attend the PDC. ANCC Executive Director Karen Drenkard gave an excellent keynote on *Transformational Leadership*. She shared two days with us and also contributed to panels on Healthy Workforces and Healthy Workplaces. But I also saw Karen as an attentive audience participant in a number of other presentations. It is the ultimate compliment when a national keynote speaker is so impressed by the other session leaders that they choose to attend those sessions, instead of catching up on their Blackberry or socializing, although I know Karen enjoyed the socializing with those in attendance as well. GNA offered a very impressive roster of faculty for this event and the only "complaint" I heard was that it was too hard to choose among the concurrent sessions. They were all valuable! Thank you again to all of our content experts (who by the way were all GNA members!)

We received some really nice thank you notes and messages from the attendees including one from an Emory Healthcare nurse who is a MSN candidate for 2013 who wrote: "This was my first experience at the GNA Conference and I truly enjoyed myself on Thursday! I saw old friends that I hadn't seen in YEARS, and made so many new connections that will benefit me and my patients today and in the future! I gleaned such a vast amount of new knowledge that will allow me to provide even better care of my patients in the future from the guest speakers that I was privileged to be able to sit in on, as they lectured us on new and innovative concepts for optimal patient outcomes! However, this new knowledge will not only benefit me and my patients, it will also benefit my colleagues and their patients as I share with them the nuggets of knowledge that I carried away from the conference lectures! I am already looking forward to the next GNA Conference!"

Thursday night we put on our Hawaiian outfits (some were outrageous), and led by the Drum Café we enjoyed beating our drums until we were all in concert with each other. Then GNA member Debbie Davis led us all in the

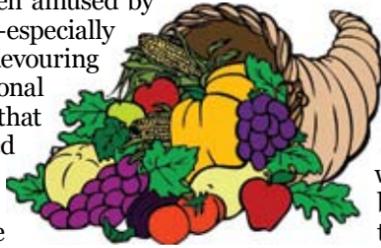
and live up to that part of the pledge. I also like "and devote myself to the welfare of those committed to my care." That directive is just as relevant today as yesterday.

I've been a nurse for 37 years and I am still passionate about the welfare of those entrusted in my care. Are you still igniting your passion within? Do you remember when you first took the Nightingale Pledge and your excitement of taking care of your first patient?

There are so many things about our profession that make me proud to be a registered nurse. However, if I had to list one thing that I'm disappointed with, it would be that within our profession we continue to be divided by issues such as practice setting, education, job classification and union verses non-union. As I read articles on horizontal violence, associate degree vs. bachelor degree, etc., I wonder why we cannot unite under the common denominator that we all add value as registered nurses carrying out the elements of our shared pledge. We all had humble beginnings as new nurses, took that pledge and we were all entrusted with our first patient. We've all been unsure of a procedure, worked short, had that one patient who said "thank you" and that one patient who have made us wonder if we chose the right profession. So, my hope is that we can focus on what brings us together not what separates us. Let's have passion for all of nursing. Let's model the Nightingale Pledge in our daily interactions with each other.

Sheila Warren was sworn in as 44th GNA president at the 2011 GNA Membership Assembly on October 21.

hula and other island interpretative dances (with grass skirts and hula hoops of course). But for those present, don't worry *What happens at the party stays at the party...*



A very special thank you is in order for our sponsors this year. They helped us *put the cherry on top* of a very ambitious program.

As impressive as the whole PDC program was, and as much fun we had with each other, we were all brought back to our "humility state" when during the closing luncheon we were VERY honored to have civil rights leader and U.S.

Representative John Lewis with us to receive recognition by GNA for his lifetime of achievement. WOW—it was a powerful experience. The stage was shared by some very special nurses who were also honored. You'll see pictures of them in this issue.

If you missed this great event, I would recommend that you ask someone who was there so you can make sure this event is a priority for you in the future. We missed you!

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Another Way of Caring continued from page 1

groups of men only, and those results were simply assumed to apply to women. One congresswoman joked that "even the lab rats were white males." After 1992, women in Congress from both parties led their female colleagues in calling attention to the flawed practices and forced NIH to include women in clinical trials. Today, women lawmakers remain in the vanguard of those monitoring funding and rules surrounding gender-based health issues.

Curious about what might be involved in running? Start by observing your state legislature or local council, or by watching Congress in action on C-SPAN. You're likely to realize that the elected officials you see aren't that different from you—they've just chosen to represent their communities, learning as they go along. There's no special degree or credential required, no specific experience, just a willingness to serve.

Talk to current and former officeholders, too, as well as party officials—particularly women from your own party. They can tell you about the rewards, the challenges and the opportunities to make a difference. Chances are they can point you toward the right people to help you to assess your possibilities and set the wheels in motion.

The 2012 Project can connect you to leadership institutes, think tanks, campaign training programs and fundraising networks to help you understand the process and see where you fit in. Dozens of allied organizations have indicated their readiness to reach out to potential candidates with essential training and services that can help you make the decision to run and equip you for success. Just visit www.the2012project.us and click "Take Action" to connect with us, or email Nicole Yelich, candidate coordinator, at nicole@the2012project.us if you are interested in running. We look forward to watching you and your nursing colleagues becoming tomorrow's legislative leaders.

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NAMES, FACES, PLACES

GNA member Mary Chatman appointed to Georgia Board of Nursing

GNA member Mary Chatman, PhD, RN, has been appointed to the Georgia Board of Nursing by Governor Nathan Deal. Chatman was sworn in by Gov. Deal during a ceremony in September



Pictured: Mary Chatman (center) is joined by family members, Governor Deal, GNA CEO Debbie Hackman and GNA CPO Debbie Hatmaker during a swearing in ceremony in the Governor's office.

GNA Legislative Director attends 3rd American Nurses Advocacy Institute

GNA Director of Legislative/Public Policy Judy Malachowski, PhD, RN, CNE, attended the third annual American Nurses Advocacy Institute (ANAI) with face-to-face sessions held in Washington, DC, October 2-4. Twenty-two participants, representing 20 states were selected by their state nurses association to participate in this prestigious year-long mentored program. The intent of the program is to groom a cadre of nurses into political leaders, who will support advancement of the SNA's and ANA's legislative and regulatory agendas, while educating nurses about the policy-making process.



Judy Malachowski

Dorethea Peters appointed to Board of American Diabetes Association for Southeast Georgia & Coastal Carolina

Dorethea Peters has been appointed to the Board of Directors of the American Diabetes Association for Southeast Georgia and Coastal Carolina. Peters previously served two terms on the GNA Board of Directors as Director of Workforce Advocacy. She will also serve on the GNA Nominating Committee in the 2011-13 term.



Dorethea Peters

Hatmaker receives ANCC President's Award

The American Nurses Credentialing Center (ANCC) has given its prestigious President's Award to Debbie Dawson Hatmaker, PhD, RN-BC, SANE-A, for her distinguished tenure as president of the ANCC Board of Directors. From 2006 to 2011, Hatmaker advanced ANCC's mission to promote nursing excellence and health care quality around the globe. Current ANCC Board President Michael L. Evans, PhD, RN, NEA-BC, FAAN presented the award at the organization's National Magnet Conference® in Baltimore in October.

"As President, Debbie worked tirelessly to support ANCC in multiple ways," Dr. Evans said. "She provided steady leadership through change and a difficult economic climate. The flawless execution of her time in office led to impressive outcomes for ANCC and the Magnet® community."



Pictured (L-R): GNA Chief Programs Officer Debbie Hatmaker was presented the ANCC President's Award by ANCC Executive Director Karen Drenkard and ANCC Board President Michael Evans during the 2011 National Magnet Conference® in Baltimore, MD.

Excelsior College School of Nursing renamed Center of Excellence

The Excelsior College School of Nursing has been named a Center of Excellence in Nursing Education for the third time by the National League of Nursing (NLN). The NLN Centers of Excellence (COE) in Nursing Education Program was created as a way to recognize schools of nursing that have achieved a level of excellence in one of three areas: *Creating Environments that Enhance Student Learning and Professional Development*, *Creating Environments that Promote the Pedagogical Expertise of Faculty*, and *Creating Environments that Advance the Science of Nursing Education*.

Georgia State University announces New School of Nursing & Health Professions

Georgia State University has announced the formation of the new Byrdine F. Lewis School of Nursing and Health Professions. Previously, the Byrdine F. Lewis School of Nursing and the School of Health Professions were housed as separate entities within the College of Health and Human Sciences. Cecelia Gatson Grindel, PhD, CMSRN, FAAN, has served as interim dean of the new school since July.

Southern Performance Assessment Center celebrates 30 years

The Southern Performance Assessment Center (SPAC) celebrated its 30th anniversary on July 15, 2011, with a luncheon event at the Georgia Nurses Association headquarters in Atlanta. Excelsior College School of Nursing Dean Mary Lee Pollard attended the event along with GNA President Fran Beall, RN, ANP, BC, several SPAC faculty members and GNA staff. Some of the faculty members attending the anniversary luncheon have been with SPAC since its inception in 1981. SPAC offers clinical performance examinations to qualified students, utilizing a pool of qualified nursing faculty as clinical associates and examiners.



Coretha Myles, 1940-2011

The Georgia Nurses Association has lost a beloved colleague, friend and mentor with the passing of Coretha Myles of Brunswick, GA. Coretha was one of the first advocates of the GNA Nurse Advocate Program (NAP) to facilitate a nurse support group in Brunswick. Several of the nurse advocates were present at her funeral services, along with nurses from her group there. Myles leaves quite a legacy for her family and the Brunswick community, as was apparent when so many stood at the services and spoke of the time that she intervened in their lives to help them find a better way to live. She inspired so many of the nurse advocates to become active in our program and her positive influence will be missed by so many.



Coretha Myles

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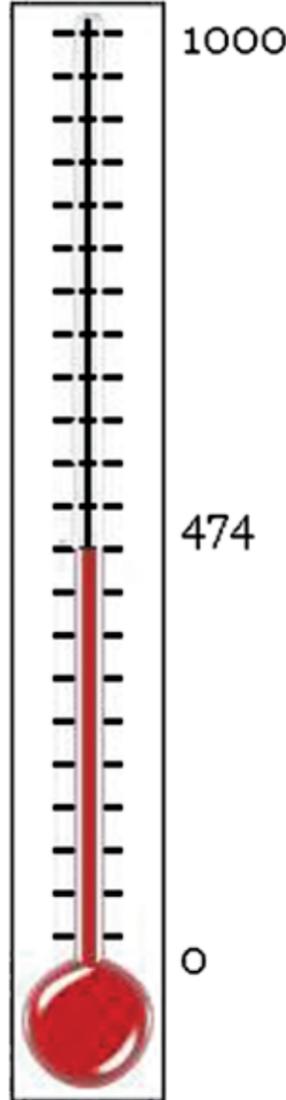
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GNA Welcomes our New Board of Directors for 2011-2013

We are pleased to introduce the new Georgia Nurses Association Board of Directors to our members and readers!



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President



Rebecca Wheeler
MA, RN, BSN
President-Elect



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Development



Sally Welsh
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Jane Sweetwood, RN,
MN, CCRN, CPAN
Director of Workforce
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Deborah Hackman,
CAE
Ex-Officio Chief
Executive Officer

Other individuals elected to office for the 2011-2013 term include:

East Central Regional Coordinator: Melanie Cassity, RN, MSN, CDE

North Central Regional Coordinator: Debbie Davis, MSN, APRN-BC, AOCN

North Regional Coordinator: Cindy Balkstra, MS, RN, CNS-BC

Southeast Regional Coordinator: Kathleen Koon, RN, MSN, PhD

Southwest Regional Coordinator: Kimberly Gordon, RN, BSN

Chair, Nominating Committee: JoAnn Trammell, RN, C

Nominating Committee Members: Cathy Merritt, RN; Dorethea Peters, RN-BS; Erica Prater, RN, BSN; Katie Morales, RN, C, BSN

2011-2013 ANA Delegates & Alternates

Georgia has been allocated 9 (nine) delegate seats for the 2012 ANA HOD.

- | | | |
|-------------------|--|----------------------|
| 1 | GNA PRESIDENT | Sheila Warren |
| 2 | GNA PRESIDENT-ELECT | Rebecca Wheeler |
| 3 | GNA Secretary | Wanda Jones |
| | 1st Alternate ANA Delegate at Large, Treasurer | Jill Williams |
| | 2nd Alternate ANA Delegate at Large, Director Leadership Development | Aimee Manion |
| 4 | Highest Vote: North Central Region | Doreen Wagner |
| 5 | Highest Vote: East Central Region | Debbie Hatmaker |
| 6 | Highest Vote: Central Region | Judy Malachowski |
| 7 | Highest Vote: Southeast Region | Sally Welsh |
| 8 | Highest Vote: Southwest Region | Robert Keen |
| 9* | Highest Vote: Remaining Regional Candidates Regardless of Region (East Central Region) | Melanie Cassity |
| Alternates | | |
| | <i>Remaining Regional Candidates Regardless of Region by order of vote numbers</i> | |
| 10 | (North Central Region) | Margaret Shaw |
| 11 | (North Central Region) | Diana Meeks-Sjostrom |
| | EX OFFICIO CEO | Debbie Hackman, CAE |

*There were no GNA candidates on the ballot for ANA Delegate in the North Region. According to ANA Bylaws, delegates and alternates must be elected by the membership (appointments not eligible).



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2011 GNA CONFERENCE & MEMBERSHIP ASSEMBLY

Highlights from the 2011 GNA Professional Development Conference & Membership Assembly GNA: "Influencing the Future of Nursing"

More than 200 Georgia Nurses Association members, non-members and guests gathered in Atlanta October 19-21 to exchange new ideas, discuss current nursing practice issues, and participate in valuable continuing education and professional development sessions. The 2011 Conference drew nurses from all practice settings and all parts of the state. Attendees enjoyed CE sessions with

ANCC Executive Director Karen Drenkard and several chief nursing officers and speakers, a large exhibit hall, an unforgettable Hawaiian-themed banquet and a luncheon with U.S. Congressman John Lewis. We would like to thank all of our 2011 Attendees, Sponsors and Exhibitors for making this year's Conference such a success!



Photo Credits: Michelle Wilson

To view more Conference photos, visit the GNA Facebook page!

2011 GNA CONFERENCE & MEMBERSHIP ASSEMBLY

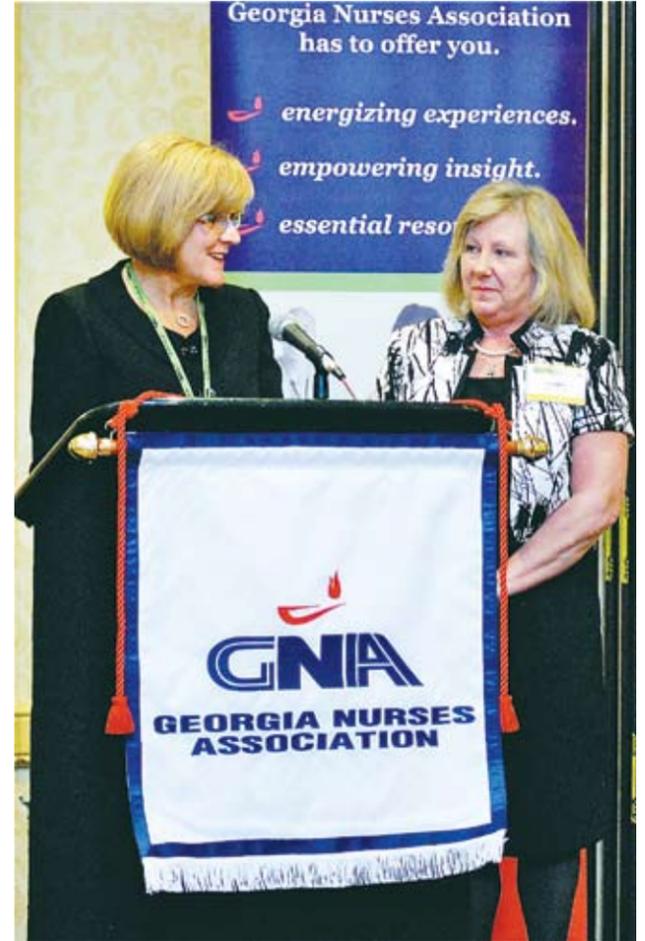
2011 GNA Award Recipients



U.S. Representative John Lewis
GNA Lifetime Achievement Recognition



Sarah Myers
Ludie Andrews Award



Deborah Burton
Katherine Pope Award (presented by GNA NAP Chair Margie Collins to Laura Piestrak, who received the award on Deborah's behalf)



Cathy Carter
GNA Distinguished Service Award



Loretta Smith
GNA Staff Nurse Award

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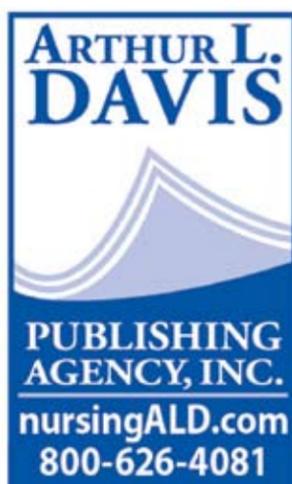
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2011 GNA CONFERENCE & MEMBERSHIP ASSEMBLY

2011 GNF Scholarship Recipients

The 2011 Georgia Nurses Foundation Scholarship recipients were announced at the recent 2011 GNA Professional Development Conference & Membership Assembly in Atlanta. GNA/GNF would like to congratulate the recipients of the 2011 Katherine Pope Scholarship and Annie Lou Overton Scholarship. They are:



Margaret Adamack



Rhoda Kenley

Katherine Pope Scholarship: Margaret Adamack, full-time BSN student at Georgia Baptist College of Nursing, Mercer University

Annie Lou Overton Scholarship: Rhoda Kenley, ADN student at Darton College

For more information on nursing scholarships available through the Georgia Nurses Foundation, including eligibility requirements and criteria, visit: http://www.georgianurses.org/scholarship_appl.htm.

Nightingale Tribute:

When a calming, quiet presence was all that was needed,
a nurse was there.
In the excitement and miracle of birth or in the mystery and loss of life,
a nurse was there.
When a silent glance could uplift a patient, family member or friend,
a nurse was there.
At those times when the unexplainable needed to be explained,
a nurse was there.
When the situation demanded a swift foot and sharp mind,
a nurse was there.
When a gentle touch, a firm push, or an encouraging word was needed,
a nurse was there.
In choosing the best one from a family's "Thank You" box of chocolates,
a nurse was there.
To witness humanity – it's beauty, in good times and bad, without judgment,
a nurse was there.
To embrace the woes of the world, willingly, and offer hope,
a nurse was there.
And now, that it is time to be at the Greater One's side,
a nurse is there.



In Memory...

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Alice Ruth Re'
Angel Williams
Athena Cleveland
Audrey Paddon
Audrey Yeager
Barbara Faye Kelly Osterman
Bessie A. Jackson
Betty (Ward) Cross Penn
Betty Carter Martin
Betty Chance Goddard
Betty Jo Williams
Betty Weaver Pennington
Betty Wilkinson
Brenda W. Peavey
Camilla Morris Evans
Catharine Marie Toole
Cecilia Dobbins-Kile
Charles Morris Edmonds
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Charlotte Sue Barrow
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Col. Retired Essie Rowser
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Donna Holt McElheney
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Dorothy "Dottie" Anderson Elder
Dorris G. Hedgepath
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Edith Cox
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Elizabeth "Betty" Saxon
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Ewell S. Nave
Fannie Jo Bedingfield Holt
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2011 GNA CONFERENCE & MEMBERSHIP ASSEMBLY

Modern Magnet: Five Model Components Shift Focus to Outcomes

Several continuing education sessions at the 2011 GNA Professional Development Conference & Membership Assembly focused on Magnet themes, such as Transformational Leadership, Healthy Workplaces and Healthy Workforces. The following article elaborates further on the Magnet model and offers some real world stories of successes and challenges from health care facilities around the country.

Magnet hospitals today are working from a simplified program model that has evolved to focus on proven outcomes, rather than simply theories of best practice.

The American Nurses Credentialing Center launched its next generation model for the ANCC Magnet Recognition Program in 2008. It was then that the 14 forces of Magnetism were revised to create the five Magnet model components.

Today's Magnet model, according to ANCC Executive Director Karen Drenkard, RN, PhD, NEA-BC, FAAN, eliminates the previous model's redundancies. "The new sources of evidence are framed by five model components: structural empowerment; transformational leadership; exemplary professional practice; new knowledge innovations and improvements; and empirical outcomes," said Drenkard, who led the model's transformation. "The program went from 164 requirements to 88. So, it became a lot tighter and a lot more concise."

The 14 forces remain imbedded in the five components, according to Drenkard. However, the model has evolved from one more concentrated on structure and processes, to one focused on outcomes. "Now, if you don't have excellent outcomes, you cannot be Magnet. You have to score on the top for clinical outcomes, patient satisfaction and nurse satisfaction. That's the key difference, the focus on outcomes," Drenkard said.

With an increasing number of hospitals pursuing the sought-after designation (only 8 percent of U.S. hospitals have achieved Magnet status), Drenkard said there are two things hospitals need to do in preparation for the Magnet journey. First, start collecting data for clinical measures for nursing, patient satisfaction and nurse satisfaction. You need to have two years of data, above the 51st percentile, before you can apply for Magnet status. Next, do gap analyses to determine where your hospital might not be meeting benchmarks in Magnet requirements. The process includes, not only implementing plans to close those gaps, but also reporting on your outcomes.

Why put in all this effort? Because, Drenkard said, Magnet is a proven road map to excellent patient care. "Magnet is a credential; it's not an award, and it's not a prize. The credential says that you have been peer reviewed by the top people in your field...and they have said you meet, not just the minimum but rather have reached a scale of excellence," she said. "There are 88 sources, so there's a lot to manage. But if you manage these variables, it all comes together in this amazing tapestry of unbelievable nursing care, nursing practice, nursing autonomy and collaboration with other disciplines."

There are 383 Magnet-designated facilities, and applications for Magnet designation have grown an average of 32% each of the past five years, according to ANCC's book, "Magnet: The Next Generation—Nurses Making the Difference." Here are the five model components followed by real-life examples from nurses:

Transformational leadership

"It is relatively easy to lead people where they want to go; the transformational leader must lead people where they need to be to meet the demands of the future."

Nurse retention at The Heart Hospital Baylor Plano (Texas) was relatively stable at 92.8 percent, but a re-occurring issue came up in exit interviews.

There was a gap between what nurses felt they needed to move up in the organization and what they were receiving. "They felt they were not given resources to better themselves personally and professionally," said Melissa Winter, RN, MSN, CNO and vice president of patient care services at the facility. "So our Magnet coordinator and I sat down and came up with a yearlong nursing succession program, implemented [in] March 2010."

The program was launched in the form of a fellowship, and Winter got the word out to the facility's nearly 300 nurses that there was a new opportunity for them to learn what they need to know to move up in any organization. To apply for the fellowship, nurses must have worked at the Heart Hospital for at least six months, be free of disciplinary actions and have met a minimum standard on their most recent performance review. They also need to have earned a BSN or be pursuing the degree.

The professional development program features expert speakers, tutorials, mentoring and other educational opportunities. Nurses learn, for example, leadership skills, job interview pointers, and the differences between a curriculum vitae and resume.

Ten nurses have since completed the program, and 15 new fellows started in July. Of the first 10 fellows, four already have moved up in their roles. Three have been promoted to supervisor and one obtained a full-time charge position, Winter said. "They're just so unbelievably changed from the beginning to the end of the year. They know how to handle situations differently. I have two mentees that meet regularly with me, and one said just the other day that her coping and stress management skills are incredibly better. That's very rewarding because ultimately that's better for the patients."

Baylor Health Care System plans to implement this program at two other facilities, and Winter has been named COO and CNO of the new 400-bed Baylor Medical Center at McKinney, opening next summer.

Staff empowerment

"Staff needs to be developed, directed and empowered to accomplish the organizational strategic plan, structure, systems, policies and programs."

Angela Creta, RN, MS, CNL, BC, Magnet site coordinator at The Miriam Hospital, Providence, RI, said nurse empowerment is vital. "Shared governance is the organizational structure that allows nurses the opportunity to have a voice and be professionally engaged," she said.

The Miriam Hospital, a 247-bed acute care teaching facility, which recently received its fourth Magnet designation, instituted the nursing finance council to help staff nurses make decisions about resource allocation and staffing. Nurses on the finance council redesigned the charge nurse preceptor program based on what they learned, Creta said.

"The finance council helped improve the practice environment. We have our assistant managers, charge nurses and staff nurses attending those meetings and getting an understanding of the larger picture of resource allocation at the unit level," she said. "Their engagement and sharing during the meetings allows them to make day-to-day operational decisions."

When nurses identified the need for a nursing ethics committee, Miriam launched a nurse-specific branch of the hospital ethics committee. "From that, nurses have become more proficient in dealing with complicated ethical issues," Creta said. "We also have a program that was initiated from the nursing ethics committee called Walking Ethics Rounds. The rounds resulted from one nurse's idea that staff nurses can't always come to the luncheons to listen to these cases; so, maybe we should go to the nurses and talk to them—more on a rounding type basis."

Nurses participating in Miriam's evidence based practice council also identify practice issues and initiate changes, Creta said. "We've instituted bedside-nurse-driven protocols, including oral care and Foley catheter discontinuation. Additionally, we are currently developing a hypoglycemic protocol that is nurse driven," she said.

The evidence based practice council examines best practices, recommended practice and current research and compares those to what exists in

the workplace. "When there is a gap between recommended guidelines and practice, nurses can really have an impact in advocating for change," Creta said.

Exemplary professional nursing practice

"The true essence of a Magnet organization stems from exemplary professional nursing practice. This entails a comprehensive understanding of the independent and dependent role of nursing."

This component encompasses all things in the practice environment that allow nurses to do what they do in excellent fashion, said Patricia Reid Ponte, RN, DNSc, FAAN, NEA-BC, senior vice president of patient care services and CNO at Dana-Farber Cancer Institute, and executive director of oncology nursing and women's services at Brigham and Women's Hospital, Boston.

For the past decade, Dana-Farber has committed to consistently encouraging nurses to talk about their successes and challenges, and taking action on issues raised during those conversations, Ponte said. Informal opportunities for nurses and leadership occur during executive patient safety rounds and practice rounds, she said. During these rounds, Ponte, along with the chief medical officer and chief operations officer, make it a point to chat with nurses. "We ask them questions like: What's going well? What's not going well? What's keeping you up at night? What's getting in your way of safe effective practice?" she said.

These informal, yet deliberate, interactions produce ideas that lead to excellence, she explained. For example, nurses brought up a recent challenge: The staff had moved into a new ambulatory center and it was stressful for patients and staff to settle into the environment. "One of the suggestions from the staff was, 'Well, if we're going to try to figure this out, let's figure it out with one of our patients in the room,'" Ponte said. "We have such a commitment here, in that patients and families actually sit with our nursing staff and others and help develop improvements in how we do things."

Nurses stay in Magnet environments because of the standards and programs that support them, according to Ponte. "They know they'll have an opportunity to interact with senior leadership if something's bothering them. We'll figure out the solutions together. There is a nursing council — a place to go that's formal. But there's also a place to go that's informal," she said.

The results are staff satisfaction, less staff distraction, safer and higher quality care, and patient satisfaction, she said.

New knowledge, innovations and improvements

"This concept is intended to move beyond a basic application of research to include evidence of redesign, new models of care, application of new evidence to guide practice, and visible contributions to the science of nursing."

Bedside nurses at Duke University Hospital, which recently earned Magnet redesignation, routinely meet with the hospital's clinical practice council to discuss ways to incorporate new knowledge into practice, according to Mary Ann Fuchs, RN, DNP, chief nursing and patient care services officer for Duke University Hospital and Duke University Health System, Durham, NC.

"This frontline group of staff has been trained to identify current evidence; compare that with our internal practice standards; update and educate the organization around those practice standards; and incorporate what's new as a best practice," Fuchs said.

These nurses also help to determine and fill gaps in knowledge by conducting research. "We have a whole list of...formal research studies that are now published that really have been generated by bedside nursing providers, who have used our institutional resources [to conduct research]," she said.

For example, Duke University Hospital nursing staff led a pilot study in two hospital ICUs, looking at using chlorhexidine gluconate bath cloths to

2011 GNA CONFERENCE & MEMBERSHIP ASSEMBLY

Modern Magnet continued from page 11

determine if the practice would help prevent central-line infections and could be used throughout the organization.

“The group not only looked at this from a clinical practice perspective, but also to determine the time it took and how expensive it was for our organization. Broadly, we determined ... that it would be wise to bring this bath cloth into our ICUs. We’ve seen decreases in infection, no real increases in expense, and the time that it takes the nurses in the intensive care setting to provide patient care has decreased,” Fuchs said.

“Our nurses have also partnered with our physicians and infection prevention staff to develop a comprehensive program for insertion and maintenance care of central lines. Our ability to form teams as such, was highlighted as an organizational exemplar during Magnet redesignation site visit,” she said.

Empirical outcomes

“The question for the future is not ‘What do you do?’ or ‘How do you do it?’ but rather, ‘What difference have you made?’”

Deborah Zimmermann, RN, DNP, NEA-BC, CNO at Virginia Commonwealth University Health System in Richmond, described empirical outcomes this way: “Empirical outcomes are the ‘So what?’ to the story. We know as a profession we are continually rated as the most trusted of the professions, and people love our authenticity and value our practice. However, does the practice really make a difference? How do we know if we’re improving the lives of those that we serve?”

The proof is in the empirical outcomes, she said.

The VCU Health System includes a 779-bed hospital, recently re-designated as a Magnet facility. The facility’s focus, according to Zimmermann, is to become the safest hospital in America. Everyone who works in the hospital, including bedside clinicians, work toward that goal, she said.

“Nurses demonstrate the goal through our prevention of hospital-acquired infections; specifically, urinary tract infections, ventilator-

associated pneumonia and central-line infections,” Zimmermann said.

In their quest to eliminate hospital-acquired infections, VCU nurses not only apply the evidence, but also create it. For the past seven years, they’ve looked at best practices and found where the research is lacking. One example: Nurses found gaps in research related to oral care in the prevention of ventilator-associated pneumonia. They wondered if the method they used to brushed their patients’ teeth affected infection risk. So those nurses launched a research study on the practice.

That’s part of this component, Zimmermann said: supporting nurses when they want to find answers to their questions. “What we encourage in rounds, staff meetings and in our shared governance structure is the raising of the questions,” she said. “We currently have 62 research studies underway in which nurses are the primary investigators.”

The empirical outcomes: VCU Health System has reduced hospital-acquired infections over the past seven years by 85 percent, and nurses now know they’re making a difference.

“Magnet: The Next Generation – Nurses Making the Difference”

Lisette Hilton is a freelance writer.

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NURSING PRACTICE

Palliative Care Nursing Education

By Kim K. Kuebler DNP, APRN, ANP-BC

Palliative care has been one of the fastest growing trends in U.S. health care. In fact, the number of palliative care teams within hospital settings has increased approximately 138 percent, from more than 600 in 2000 to more than 1500 today.¹ The growth of palliative care has occurred primarily in response to the increasing number of Americans living with symptomatic chronic diseases several years before death—and to the caregiving demands faced by their families. Yet, there continues to be confusion by assuming that palliative care is synonymous with end of life care.

Nurses, who are knowledgeable about palliative care in the form of symptom management, will be able to ensure optimal symptom relief, promote patient-centered quality of life, help maintain physical functioning, reduce disease exacerbations and support a coordinated cost effective approach to the management of chronic diseases.²

Currently, the nursing literature in the U.S. lacks significant studies to evaluate palliative nursing knowledge and skills in the management of chronic diseases. Studies of health care professional education programs in foreign countries, however, have shown that palliative care skills and knowledge can be impacted and improved through formal programs and professional development.³ Without the appropriate outcome data on effective educational initiatives, nurse educators in undergraduate, graduate and professional development levels will fail to recognize and address important palliative care learning needs.⁴

Current information regarding nursing education in the assessment, management and follow-up of patients living with symptomatic disease is focused on the end of life, when palliative interventions increase in intensity and use. These same issues need to address those not at the end of their life but who suffer from symptoms associated with chronic diseases for several years before their death.

A recent pilot project identified significant gaps in nursing knowledge in the use of palliative care in the symptomatic management of prevalent chronic diseases.⁵ These findings suggest that nursing baccalaureate programs should consider including palliative care content within their existing

curriculum.

Palliative Care Education© can provide the practicing nurse with evidence based, peer-reviewed pertinent and timely content on palliative care in the management of chronic disease. Approximately ninety million Americans are currently living with symptomatic chronic disease—and this is expected to more than double over the next 25 years with the aging of the 80 million baby boomers.¹ Nurses will require the skills that this burgeoning patient population will pose and be armed with the knowledge and skills associated with palliative care education.

The *Palliative Care Nursing CE* content has been produced by national experts and has undergone a peer-review process by an interdisciplinary panel of distinguished clinicians. Current GNA members are provided a discount for the 8 modules and a Certificate of Completion.

As first line care providers, nurses will require the knowledge and skills required to promote optimal palliative care in a growing patient population—while helping to restore and promote physical functioning, reduce disease exacerbations and improve patient-centered quality of life.

- Centers to Advance Palliative Care (2011). Retrieved September 9, 2011 from <http://www.capc.org/>
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- Gwyther, L., Bremmem, F., Obs, D., & Harding, R. (2009). Advancing palliative care as a human right. *Journal of Pain and Symptom Management*, 62, 1-8.
- Kuebler, K. (2011). Comparing perceived knowledge of chronic disease management to quantitative knowledge measurement in a sample of baccalaureate nursing students: Implications for palliative care nursing education. *Georgia Nursing* 71(3), 17.

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Georgia Nurses Association and PalliativeCareEducation.org will provide nurses with the evidence-based information required in the 21st century. Through this opportunity, nurses can demonstrate constructive, optimal care for patients facing a life-limited prognosis from advanced disease.




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Social Media for RNs: ANA Provides New Resources, Guidelines

There is no question that social media is changing the way we communicate. While social media has its benefits, registered nurses also face risks when using social media inappropriately. Last year, the National Council for State Boards of Nursing reported that 33 state boards received complaints about nurses who violated patient privacy while using social media.

To guide nurses and nursing students on maintaining professional standards in new media environments, ANA recently developed the Social Networking Principles Toolkit, a new series of resources that provide guidance for RNs on how to use social media responsibly:

- Principles for Social Networking and the Nurse: Guidance for the Registered Nurse*—ANA's e-publication is available as a downloadable, searchable PDF, which is compatible with most e-readers. It is free to ANA members on the Members-Only Section of www.nursingworld.org. Non-members may order the publication at www.nursesbooks.org.
- ANA has also developed *Six Tips for Nurses Using Social Media*, a downloadable tip card and a fact sheet, *Navigating the World of Social Media*. Both are available at www.nursingworld.org/socialnetworkingtoolkit.

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APRN CORNER

Taking Stock of the Consensus Model

By Lisa Summers, DrPH, CNM

The *Consensus Model for APRN Regulation: Licensure, Accreditation, Certification, & Education* (the model), has been noted in more than one of our APRN Focus columns, most recently in the November/December coverage of the IOM report, "The Future of Nursing: Leading Change, Advancing Health." Implementation of the consensus model is one of the specific recommendations of the IOM Committee (related to Recommendation 1: Remove scope of practice barriers) and the model is included in the report appendices. Here is a brief overview of the model, and an update on progress toward its implementation.

The model, completed in July 2008 and endorsed by 44 organizations (see TAN July/August 2008), came about because of a lack of common definitions for advanced practice nursing, a lack of standardization in APRN education programs, a proliferation of specialties, and a lack of common legal recognition across jurisdictions. When implemented, the model will standardize each aspect of the regulatory process for APRNs, resulting in increased professional mobility for APRNs and increased access to APRN care.

The model provides a definition of an APRN and describes the four APRN roles (nurse practitioner (NP), certified nurse midwife (CNM), clinical nurse specialist (CNS) and certified registered nurse anesthetist (CRNA)). The responsibilities of the four essential elements of APRN regulation (licensure, accreditation, certification, and education, also known as "LACE"), are also described. For more detail about the model, visit www.nursingworld.org/consensusmodeltoolkit.

While the American Nurses Association (ANA) continues to be active in pushing for implementation of these recommendations on the national level, the real work will be in the states. One of the most important needs is continued education about the model. Several states have held, or are planning, meetings to bring stakeholders together. Donna Policastro, RNP, executive director of the

Rhode Island State Nurses Association noted, "We need to educate the APRNs of today as to the benefits of the consensus model. APRNs in the future will practice under different models than the APRNs of today. For some of us who have practiced more than 30 years, this is a paradigm shift that we need to embrace and endorse to ensure that APRNs will practice to the full scope of their practice in the future."

The first step in the states should be a careful evaluation of existing laws and regulations to determine what needs to be changed. In some states, only relatively minor changes are necessary to address titling or clarify certification requirements; in other states, major changes will be necessary to bring about independent practice for APRNs or address restrictions on prescriptive authority.

While the legal and regulatory changes are important (and may provide some of the toughest challenges), not all changes will require legislative efforts. Many key changes need to happen in education programs, or with the certifying bodies, and those are under way.

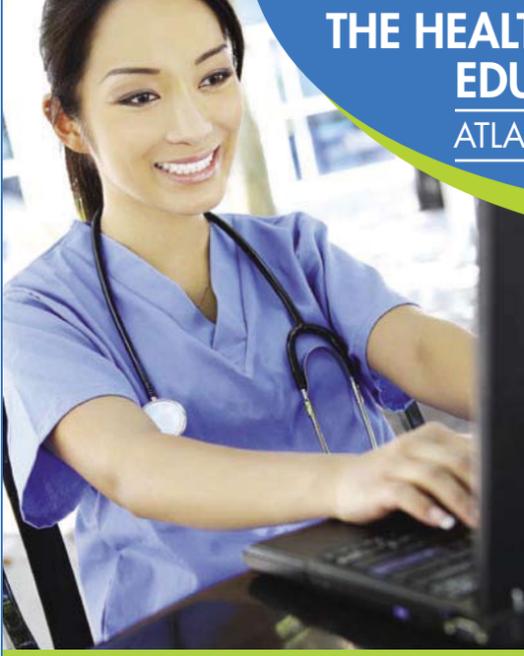
In creating necessary changes, each of the four roles faces unique problems and opportunities, as does each of the four LACE entities. As a result, effective coalition-building at the state level will be key to success. And while building coalitions that include state nurses associations and state chapters of national APRN organizations is important, there are other professions facing scope-of-practice issues at the state level that might prove effective coalition partners as well. Many of these professions are members of the Coalition for Patients' Rights (CPR). CPR has developed a virtual training session, "Building State-Level Coalitions with Impact," which can be found at <http://patientsrightscoalition.wistia.com/m/7E12EB>. For more information on CPR, go to www.patientsrightscoalition.org.

The target date for full implementation of the model is 2015. The organizations participating in implementation are working toward this target date, all the while realizing that some components will take longer than others to accomplish. ANA stands ready to help its constituent and state nurses associations, our organizational affiliates, and our members in this effort.

Lisa Summers is a senior policy fellow in the Department of Nursing Practice and Policy at ANA.

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LEGISLATIVE/PUBLIC POLICY

Approved 2012 Legislative Platform



GEORGIA NURSES ASSOCIATION

CONSUMER ADVOCACY

As Georgia Registered Nurses, we endorse legislation, programs and funding which promote and enable all individuals to achieve optimal quality of life across the continuum. This includes comprehensive health care, education and a safe environment, as well as the basic needs of nutrition and shelter.

Georgia Registered Nurses support:

- ❖ An efficient, patient-centered healthcare system involving consumers as partners, accessible to all, with affordable community-based primary care, prevention and wellness services, chronic disease management as well as care transition services to reduce the need for more costly medical treatment and hospitalization.
- ❖ Efforts to develop evidence-based health policy to ensure equal access to healthcare services that focus on quality and patient safety.
- ❖ Access to all nursing care services with emphasis on adequacy and appropriateness of nurse staffing as provided in the American Nurses Association's Principles for Safe Nurse Staffing.
- ❖ The ability of all to select an appropriate health care provider of their choice.
- ❖ A health care system that treats individuals with mental illness, substance abuse, mental retardation and developmental disabilities with dignity and respect.
- ❖ Continued funding for services provided by the state of Georgia to patients, families and vulnerable populations.
- ❖ An appropriately funded, staffed and educated public health system to prepare for disasters, pandemics and other statewide emergencies.
- ❖ School health programs for all children, which includes providing Registered Nurses in all schools.
- ❖ The provision of nutritionally-balanced meals in schools and child-focused community programs, physical education programs, and education for children on proper nutrition, and behaviors that a healthy lifestyle.
- ❖ Initiatives that support family caregivers.

WORKFORCE ADVOCACY

GNA believes that workplace safety of nurses

warrants special attention and supports programs designed to prevent job-related injuries, illnesses and deaths, including identification and correction of workplace hazards. GNA promotes health and safety programs in the workplace.

Georgia Registered Nurses support:

- ❖ Ergonomics and safe patient handling as provided in the American Nurses Association's Handle with Care®.
- ❖ Safe levels of staffing, no-fault error reporting, protection from retribution for nurses reporting unsafe patient and work conditions.
- ❖ Adequate rest and number of hours between shifts to prevent medical errors and promote physical and mental health of the nurse.
- ❖ Substance abuse awareness and prevention programs, as well as treatment, follow-up care, and monitoring for impaired nurses.
- ❖ Identification and elimination of health hazards in the work environment.
- ❖ Awareness and prevention of workplace violence.

PROFESSIONAL ISSUES

GNA believes that nursing has a unique role in bridging the gap between health care knowledge and providing cost-effective quality health care; that the responsibility for defining and regulating the practice of Nursing and Advanced Practice Registered Nurses rests solely with the Georgia Board of Nursing; and that all nurses should adhere to the American Nurses Association's Code of Ethics.

Georgia Registered Nurses support:

- ❖ Funding for innovative undergraduate and graduate nursing education models that meet regional and national accreditation standards; and for qualified nursing faculty.
- ❖ Recruitment of a diverse group of qualified students into programs of nursing education.
- ❖ Creation of a Georgia Nursing Workforce Center to collect, analyze, and disseminate data regarding the supply, demand, and retention of registered nurses.
- ❖ Nursing research and scholarship utilizing the American Nurses Credentialing Center's Magnet® Recognition Program model to focus health care organizations on achieving superior performance as evidenced by outcomes incorporating evidence-based

practice, innovation, evolving technologies and patient partnerships.

- ❖ A scope of practice to promote the professional nurse commensurate with licensure, education and level of skill.
- ❖ Removing barriers that hinder the practice of APRNs to the full extent of their education and training.
- ❖ Nurses' appointments to state legislative health care commissions, task forces and study committees, the state Board of Nursing, local health care boards and insurance committees.
- ❖ Monitoring legislation relative to practice aspects of nursing and nursing specialties.
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GORDON

LEGISLATIVE/PUBLIC POLICY

GNA Letter to the Editor Highlights Nurse Title Protection Issue

In the 2011 Legislative Session, GNA initiated and saw the successful passage of Nurse Title Protection legislation. In May, Governor Nathan Deal signed the legislation, making Georgia the 30th U.S. state to enact a Nurse Title Protection law. The new law requires that “No person shall use the title *nurse*,” unless they are licensed in Georgia as an RN or LPN.

In June, GNA had an opportunity to utilize the very intent of that law with a letter to the editor of the *Athens Banner Herald*. A June 25th front-page article in the *ABH* referred to a non-RN who was accused of a crime as a nurse. The accused “nurse” was not listed in the databases of the Georgia Board of Nursing or the Board of LPNs. GNA responded with a letter to the editor which was published in the June 30, 2011 *ABH* issue, highlighting this “example of a problem that prompted the Georgia Nurses Association to seek legislative and legal protection of the title ‘nurse’ in Georgia law. The publication of the letter prompted an apology from *ABH* reporter Joe Johnson to then-GNA President Fran Beall.

GNA Letter to the Athens Banner Herald, June 30, 2011

Dear Editor,

The June 25th front page story “Police say dying man victimized” by *Athens Banner Herald* staff writer Joe Johnson brings to light the reprehensible actions of two depraved individuals, who are accused of using a terminally ill cancer patient’s credit card.

The author also includes an alarming error that occurs daily at hospitals, nursing homes and other health care facilities across the U.S.—the identification of an unlicensed caregiver as a “nurse.”

Georgia patients and consumers must be confident of the health care providers who are called “nurse” in any setting. Mr. Johnson’s incorrect reference to Chantelle Reese Cox as a “nurse” is a prime example of a problem that prompted the Georgia Nurses Association (GNA) to seek legislative and legal protection of the title of “nurse” in Georgia code. Georgia is the 30th state to pass a law declaring that only registered professional nurses and licensed practical nurses may call themselves a “nurse.” We sought this change in name of patient safety and security. A nurse’s assistant is *not* a nurse!

When the new law took effect May 13, RNs and LPNs joined physicians, social workers and other professions who are afforded this type of protection in the law. While it is not illegal for Mr. Johnson to call this unlicensed caregiver a nurse, it is erroneous and should have been verified prior to the publication of this story. Licensure can easily be verified online through the Georgia Board of Nursing. The Georgia Nurses Association seeks an official retraction that the alleged perpetrator, Chantelle Reese Cox, was incorrectly identified as a nurse in this story.

Fran Beall, RN, ANP, BC
GNA President (2009-2011)

Response from Joe Johnson, reporter, Athens Banner Herald

I am the guilty party who caused this controversy. I received a few emails from registered nurses who were angry about the story I wrote and I basically replied to each thusly:

Thank you for writing and calling me out on misusing the title of nurse. I am not going to make excuses, but provide an explanation. Friday was an extremely busy day. I wrote four stories, compiled the police blotter and was following a murder trial awaiting a verdict, all under deadline. That said, I admit to naming the suspect as a nurse without taking the extra time to verify whether the suspect was a certified nurse. However, I used the term nurse in good faith, as it was the term used by two seemingly reliable sources—the police and the patient’s daughter (according to the police report I read.)

When writing the story, I used the term nurse in the generic form—not saying the suspect was an RN, LPN or otherwise licensed or certified. I believed that it could be correctly used for a general audience, for nurse is defined in the dictionary as someone who is trained to care for the infirmed.

I highly doubt everyone will look less kindly on nurses because of the story. I realize that you take this personally, but if a police officer violates his or her oath or does something criminal, people do not think all officers behave as such and do not lessen their regard for them. Both of my sisters have a combined 50-plus years as RNs, and I hold them, you and others in your profession in high esteem. But now that I am aware of SB 100, I will consult the Georgia Nursing Board’s web site for verification purposes should such an issue arise again, no matter how busy a day I am having.

I received emails back from two of my detractors who accepted my explanation and apology. Today, I’d like to take the opportunity to apologize to a broader audience—any nurse or medical professional that was offended. I promise to do my best at due diligence in the future.

Joe Johnson, Athens Banner Herald



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GNA HISTORY

Enduring Echoes Mary Jane Rourke Born 1915

By Dr. Rose B. Cannon



Mary Jane Rourke was a public health nurse in Savannah, GA for most of her career. Her life story reveals how nursing provided fulfilling work, a path she may have never considered were it not for the economic downturn of the Great Depression upon her family. "I felt that I did the right thing, even if it wasn't what I would have chosen. I probably would have been a fashion designer or something like that. Something I probably wasn't capable of. I felt like I did the right thing and I've never regretted it."

During the Depression years, 8,000-10,000 graduate nurses nationwide were unemployed as few families could afford to pay for private duty nurses. Hospitals relied on student nurses to do most of the work, so graduate nurses were not often hired there either. The number of schools of nursing nationwide steadily declined between 1927-1936; from 2286-1472 (Kalisch & Kalisch, 1978, page 442). Yet many women enrolled in nursing schools when college was unaffordable with the hope that they might find meaningful work at the conclusion of their three-year diploma programs in nursing.

Having been educated in Catholic schools, it was an easy transition for Mary Jane to move into the nursing program at St. Joseph's Hospital in her home town of Savannah, GA. The year was 1933. After her graduation in 1936 she joined the private duty nurses' registry. But after only two cases with long waits between them she knew this was not something she wanted to do. Her next job was as a staff nurse at a railroad hospital where her aunt worked as an anesthetist. "She helped me get in there, to get that job. I think I was one of the lucky ones, because I guess [having been] born in Savannah I had many relatives and connections." After only one year at Central of Georgia Hospital, Rourke's father, through a political connection, was able to help his daughter gain a position in public health work, a coveted position. She worked out of the Bay Street office of the Chatham County Health Department as a staff nurse from 1937-1942. It was during this time that she met and married a man seven years her senior who was a merchant and owned his own clothing store. After two years of marriage when their first child was born, Rourke retired from nursing to spend the next 23 years as a housewife and mother to four children born between 1942 and 1955. When her youngest child was only eight, her husband died, and soon after that she returned to work at the Chatham County Health Department as a staff nurse and later as the clinic nurse for the Venereal Disease Clinic. This time she was employed from 1964-1982, retiring at the age of 67. When asked why she remained at work past the age of 65, she said, "I just worked because I felt they didn't want me to leave; they'd hold onto you forever. I could be 80 and they'd still feel that way. I was ready to go. My children were all up and married and not needing my help, and I just felt like it

was time to get out." Her youngest child was then 27.

Like today, nursing back then accommodated the lives of women in the many roles they encounter during a lifetime. This is reflected in the Rourke interview. Her movement in and out of the workforce was never hampered by having removed herself from nursing for the 23 years she stayed at home caring for her family. And furthermore, public health nursing with its regular weekday hours was amenable to the needs of her young children after her husband's death. It was also meaningful in that the families she served became important to her, and she to them as she cared for some children from infancy to adulthood. She also liked the independence of having her own district.

Public health nursing also demanded a level of professionalism that required membership in professional organizations, keeping up through continuing education within the health department, or sometimes going for special training off site. There was a library in the office and the nurses were expected to read from it, or subscribe to their own public health journals. In the local district Georgia Nurses Association, Rourke served for many years as treasurer.

Rourke saw many changes in the way public health was practiced over the years. In the beginning she worked without a car, taking bus transportation, using tokens provided by the health department, to the homes of her patients. "Often these homes didn't even have lights, and no telephones, and the only water would be out back. We had iodine to clean the thermometer and the bandage scissors. We had an apron and little folded-up paper. We had those little routine things we had to do; get the paper out, put your bag on it, open the bag and get the soap—green soap—and the little towel to go wash your hands so you could go into the rest of the bag. We'd have to put our own little cotton balls out to clean the thermometer thoroughly when finished and that sort of thing. When you got to know your district, there was always a little store on the corner that you could go in and use the telephone. And we had to call in at lunch time to get any calls that would come in. So, you spent the day out in the field. And we had to carry a heavy bag and we had heavy clothes. We had big coats and felt hats and I think the uniform was navy blue with the starched collar and the black tie." She also admitted that dressed in this way, everyone respected her as an important helper, and she never felt any fear in any of the neighborhoods where she went. "They were delighted when you showed up in their block and they would give you all the news, what you needed to know and what you didn't, too." In later years this changed as drugs became a problem in some of the districts.

During segregation there were both black and white

nurses to care for patients of their own races. But with the coming of integration, there were no longer separate bathrooms, lunch rooms, and water fountains at work for blacks and whites, and the nurses had patients of all races in their case loads. Rourke was comfortable with the black nurses as colleagues and stated, "If we were real familiar with one another, we called each other by our first names. We had very good rapport with black nurses, even when I started way back yonder. We exchanged things that we needed to know about each other's patients when we shared districts. We always had very good rapport, because they were very intelligent people" and, "I never felt that it [segregation] was right." Although as a child she had lived in a very segregated atmosphere she recalled that, "the black people that worked for us were more like friends." They were those employed by her parents to help in the home and with the children. There was help for the cooking, cleaning and someone to take her and her siblings to the park to play. Later at the health department, Rourke did not recall having known that the black nurses in the early years were paid less than the white nurses, were addressed differently and were excluded from the local and state all-white professional nursing organizations, although she knew they "had their own organizations."

One of the changes that disturbed Rourke was when "Medicare came into play; when you had to screen the patient for health benefits and you had to let them know the pay scale and figure all of that out. I didn't like that at all. You'd have tremendous clinics and hardly enough help to carry them out, and then that collecting. You had to have one of the secretaries come down and do that." Prior to this time in the clinics, "We always charged a small fee, like fifty cents if we knew that they had a hard time getting there."

In summing up her years as a public health nurse, Mary Jane Rourke stated, "I thought it was very interesting work. You felt responsible and you could use some of your intelligence to figure things out. I felt like I was doing something really worthwhile."

Reference:

Kalisch, Philip A. & Beatrice J. Kalisch. 1978. *The Advance of American Nursing*. Boston: Little Brown and Company.

Rourke was interviewed in her home in Savannah, GA by Rose B. Cannon on January 9, 1992. The transcribed interview and audio tapes are located in the "Georgia Public Health Oral History Collection" in the Manuscript, Archives, and Rare Book Library (MARBL) in the Woodruff Library of Emory University, Atlanta, Georgia.

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CAPRN OF GA

FINANCE MATTERS

The Key to Political Change is Maintaining Relationships with Legislators

By MaryJane Lewitt, Chair,
Coalition of Advanced Practice Registered Nurses

Beyond education and training, the practice of APRNs is significantly shaped by the political climate in which they practice. In some states, an APRN may practice with independence and autonomy, while in other states, like Georgia, APRN practice is more restricted. The political climate can be changed, and each nurse in Georgia has the ability to make this happen through education and developing relationships with your state legislators.



Developing a relationship with your state legislature is a simple process. The first step is to identify who your personal legislators are. Numerous web sites can help in this process. The next step involves establishing and sustaining communication. Contact these individuals, go to their offices, their town hall meetings, send letters or emails and tell them how APRNs serve the members of their community: tell them what you do, how you are educated and how you improve the health of their community. You can offer to be a source of information if they have health-related questions. If appropriate, inform them about how the laws of Georgia have established barriers to your practice and places delays in your ability to serve Georgians. The key to this whole process is maintaining this relationship over time.

Contact your local professional organization or CAPRN and let us know what issues you are addressing. Feel free to check out www.CAPRN.org for more suggestions and let us know how your legislative journey is progressing.

CAPRN of Georgia is an organizational affiliate of GNA. For information on how to become an org affiliate, visit www.georgianurses.org.

Ready For Homeownership?

By Jim Williams
President, Southern Highlands Mortgage



Many of you recently graduated from nursing school and others are on schedule to do so in the next couple of years. A primary goal for most health care professionals is home ownership.

You have been introduced in previous articles, to the importance of your credit score, the benefits of owning a home vs. renting and steps that make a difference in finding your home. It's time to focus on relationships—the role of a realtor and your lender.

Your realtor will play a valuable role in the home search process. The agent will preview properties and show you homes that meet your needs. They will provide beneficial information on the local school system, neighborhood home value trends, home inspections, property tax estimates, home warranties and more. A knowledgeable realtor will save you time and money by doing research and leg work for you.

The role of your lender is very important to the entire home buying process. The mortgage industry has witnessed significant change in the past two years with more restrictive guidelines. You should be pre-qualified for a mortgage prior to spending much time looking for a home. You will be in a much better position to negotiate the purchase your home if you have a better understanding of the process and know what to expect. Your lender will explain the detailed steps that will take place from pre-qualification until closing.

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 Kelly Quinn, Decatur, GA
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 Sharon Williams, Mableton, GA
 Deborah Wittig-Wells, Alpharetta, GA

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Members-only access to ANA's web site – By becoming a member, you'll have access to the members-only areas of ANA's web site, which includes **ANA NurseSpace**, the online networking site for nursing professionals. Other benefits include free CE opportunities, access to online publications and much more!

ANA SmartBrief – GNA/ANA members receive ANA's SmartBrief electronic newsletter via email on a weekly basis. SmartBrief provides members with up-to-date nursing news and information in a convenient format.

Connecting with Leaders in your profession – GNA/ANA members will find numerous opportunities to connect with peers through our web site, special events, chapter involvement and other services.

Annual Legislative Day event at the State Capitol – Our successful annual event with legislators at the State Capitol is **FREE** for members and students.

NEW! GNA Career Center – Find a new job on GNA's online career center, www.georgianurses.org.

Shared-interest and local chapters – Get involved with GNA at the chapter level and you'll have the opportunity to connect with nursing professionals who have the same interests/specialty as you!

Dedicated professional staff & lobbyists – By joining GNA, you'll gain access to a staff of dedicated professionals and skilled lobbyists, who advocate for you at the state and federal level.

Other Great Member Discounts on Products/Services:

ANA Group Dental Insurance – New ANA dental benefit will pay all costs of more than 155 dental care services, after reaching the deductible and much more.

ANA Wireless Center – Many **FREE** phones and savings up to \$100 on selected wireless phones.

Auto Rental and Travel Discounts – Discounts on auto rental through Avis and Budget, savings on hotel stays and more.

Bank of America products – Enjoy all of the benefits of banking with Bank of America through the GNA-branded checking accounts and GNA credit card programs.

Cross shoes – ANA members please enjoy 25% off of your purchase of select models of Cross.

Dell Computers – Receive discounts on the purchase of Dell Computers.

Tafford Uniforms and Scrubs – ANA members receive 10% off of Tafford scrubs, uniforms and lab coats.

Whirlpool Discount Program – Get discounts on Whirlpool products through this recently added GNA/ANA benefit.

GANS11-04

MEMBERSHIP APPLICATION

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MEMBER DATA

NAME _____	RN LICENSE # _____	BIRTHDATE _____
HOME ADDRESS _____		CITY, STATE, ZIP _____
COUNTY _____	HOME PHONE _____	ALT. PHONE _____
EMAIL _____	DESIRED GNA CHAPTER _____	
EMPLOYER _____	SCHOOL OF NURSING _____	
Please circle ONE of the following options for each question.		
Gender: Male _____ Female _____	Age Group: 20-29 _____ 30-39 _____ 40-49 _____ 50-59 _____ 60-69 _____ 70 and older _____	
Job Function: Staff Nurse _____ New Graduate _____	Manager/ Administration _____ Educator/ Research _____	APRN _____ Licensed RN Student _____ Other _____

YOUR MEMBERSHIP (Check box for membership option that best describes you).

<input type="checkbox"/> ANA/GNA Full Member Dues (\$310 annual/\$26.34 monthly EDPP*) •Employed, full or part time	<input type="checkbox"/> GNA State-Only Member Dues (\$198 annual/\$17.00 monthly EDPP*)
<input type="checkbox"/> ANA/GNA RN Student/New Grad Discount Rates •Licensed RN Student (\$75 annual/\$6.75 monthly EDPP*) Currently enrolled, actively pursuing RN-BSN, Masters or Doctorate <input type="checkbox"/> •New Graduate (\$155 annual/\$13.41 monthly EDPP*) Initial year of membership	<input type="checkbox"/> ANA/GNA Senior Discount Rates •62 or over, employed (\$155 annual/\$13.41 monthly EDPP*) <input type="checkbox"/> •62 or over, retired (\$77.50 annual/\$6.97 monthly EDPP*)



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FAX: 404-325-0407

FOR INQUIRIES:
P: 404-325-5536
E: gna@georgianurses.org
www.georgianurses.org



PAYMENT OPTION (Check the box or circle for the desired payment option.)

<input type="checkbox"/> Annual payment by check: Please enclose check in the amount of annual membership total with application.
<input type="checkbox"/> *Monthly Electronic Dues Payment Plan (EDPP) through checking account: Read, sign the authorization and enclose a check for the first month's EDPP payment. AUTHORIZATION to provide monthly electronic payments to ANA: This is to authorize ANA to withdraw 1/12 of my annual dues and any additional service fees from my checking account designated by the enclosed check for the first month's payment. ANA is authorized to change the amount by giving the undersigned 30 days written notice. The undersigned may cancel this authorization upon receipt by ANA of written notification of termination 20 days prior to the deduction date as designated above. ANA will charge a \$5.00 fee for any return drafts. Signature for EDPP _____
<input type="checkbox"/> Payment by Credit Card: (MC or Visa) <input type="radio"/> Monthly Charge to Card <input type="radio"/> Annual Charge to Card
Card number & expiration date _____ Signature _____

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Common Questions about Lactose Sensitivity

What is lactose sensitivity?

People who are lactose sensitive have a hard time digesting the sugar (called lactose) that is naturally found in milk and may experience discomfort after consuming dairy foods.

How do I know if I'm lactose sensitive?

Stomach aches, bloating or gassiness can have many different causes. Your doctor can help you find out if you are lactose sensitive if your digestive discomfort is caused by something else.

I used to drink milk all the time when I was a child. Why am I more sensitive to dairy now?

Your body makes an enzyme called lactase to help digest the lactose in milk. As an adult, your body may be making less of this enzyme than when you were younger. This may make it more difficult to tolerate dairy.

If I am lactose sensitive, do I avoid all dairy foods?

Lactose sensitivity is a very individual condition. Most people can continue to enjoy low-fat and fat-free dairy foods by drinking low-lactose or lactose-free milk, having small amounts of milk with meals or including natural cheeses or yogurt in their diet.

Is lactose sensitivity the same thing as a milk allergy?

No, being lactose sensitive is not the same as having a milk allergy. A milk allergy is caused by a reaction to the protein in milk. This is different from lactose intolerance, which occurs when your body has a hard time digesting the natural sugar (or carbohydrate) in milk. While people with milk allergies must avoid dairy, avoidance is not necessary for those who are lactose sensitivity.

Can I get the nutrients I need without dairy foods in my diet?

Nutrition experts advise that you still try to eat dairy foods to best meet your nutrient recommendations. The dairy food group (milk, cheese and yogurt) provides key nutrients such as calcium, potassium and vitamin D. It's difficult to get enough of these nutrients without dairy foods in your diet.

Can children be lactose sensitive?

Lactose sensitivity is less common in young children. If you think your child is lactose sensitive, talk to your family doctor, pediatrician or a dietitian.



FAST FACTS ABOUT LACTOSE-FREE MILK AND MILK PRODUCTS

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