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The official publication of the Georgia Nurses Association (GNA)

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Volume 72 • No. 2
May, June, July 2012

Quarterly circulation approximately 106,000 to all RNs and Student Nurses in Georgia.

PRESIDENT'S MESSAGE

Do We Deserve the Public Trust?

by Sheila Warren, MHA, MSN, RN

I have just finished my copy of *The American Nurse*, which came in the mail recently. I'm probably like everyone else in that I skimmed the entire magazine to determine which articles I wanted to read in full. The headline that caught my eye read "Nurses still at the top in trust." The first paragraph reminds us that for 12 years in a row, nurses have been chosen the most trusted profession. This is based on the Gallup's annual survey of professions based on their honesty and ethical standards. As I read this, I thought, shouldn't it be a given that nursing is at the top? Don't we have a strong Code



Sheila Warren

President's Message continued on page 2

2012 GNA Legislative Wrap-Up GNA's advocacy for nurses yields success

By Jeremy Arie, Director of Marketing & Communications

At midnight on Thursday, March 29, the Georgia General Assembly adjourned Sine Die to conclude the 2012 Legislative Session. From the onset, it was clear 2012 would be one of the busier sessions in recent memory for GNA and the nursing profession. GNA was actively involved in the 2012 session, advocating on several different policy issues on behalf of Georgia RNs.

GNF Nurse Special License Plate language passes

GNA/GNF's effort to create a nurse special license plate has culminated in the passage of House Bill 732. Language in HB 732 will dedicate a portion of the funds derived from the sale of a special nurse license plate to GNF. GNF will use revenue from the plate sales for nursing scholarships and workforce planning & development to meet future needs. This has been one of GNA's top legislative priorities since 2009. The initiative has been a community collaborative from the start, with hundreds of nurses making a financial commitment to reserve their plate. We look forward to Governor Deal

signing HB 732 into law. See page 3 of this issue to reserve your nurse license plate today!

FY '13 Budget includes new funding for RN Survey

GNA collaborated with the Georgia Hospital Association, Georgia Nurse Leadership Coalition and Action Coalition leaders to advocate for \$27,000 in new funding for the RN Workforce Survey. We are pleased to report the final version of the Fiscal Year 2013 state budget (HB 742) contains this new funding! The funds will be used by the Secretary of State's office to make necessary technology upgrades and gather standardized data to compare Georgia's workforce with other states. GNA's advocacy for this vital funding reached a frenetic pace in the final days of the session, and we are pleased to see the voice of GNA and the nursing profession was heard by the Legislature.

In addition to the RN Survey funding, Governor Deal

Legislative Wrap-Up continued on page 9

CEO CORNER

ANA Proposes Radical Structure Changes

By Deborah Hackman, CAE

In June, the elected ANA delegates will gather for what promises to be a House of Delegates for the ages. It may in fact be the last ANA House of Delegates to convene! In the fall of 2011, ANA President Karen Daley suggested that the leadership within ANA and the state nurses associations read the newly released book **Race for Relevance**



Debbie Hackman

by Harrison Coerver & Mary Byers (published by the Center for Association Leadership.) The book states "The association model of 100 years ago is irretrievably broken as evidenced by: loss of market share, increased competition for members' time and shrinking revenue sources. The pace of change is accelerating yet most associations are tradition-bound, slow and risk averse."

The ANA President's plan was for the book to be a conversation starter about the need for ANA to engage in a radical transformation and to focus on the national association's race for relevance. While all associations want to be sure they remain relevant, dramatic downward trends in membership indicate a sense of urgency for radical change. The suspension of the New York Nurses Association may have been the straw that broke the camel's back for ANA. This year, ANA lost 38,000 members in New York alone. The currently elected ANA Board of Directors infused data into their

CEO Corner continued on page 4

Celebrate National Nurses Week 2012! Nurses: Advocating, Leading, Caring



This year, the Georgia Nurses Association would like to congratulate and thank all registered nurses during National Nurses Week 2012, which takes place May 6-12. GNA would like to thank you for making a difference in the lives of so many patients in Georgia!

The purpose of Nurses Week is to raise awareness of the value of nursing and help educate the public about the role nurses play in meeting the health care needs of the American people. For 2012, the theme of National Nurses Week is *Nurses: Advocating, Leading, Caring*.

In honor of the dedication, commitment and tireless effort of nearly 3.1 million registered nurses nationwide to promote and maintain the health of this nation, GNA and the American Nurses Association are proud to recognize professional RNs everywhere for the quality work they provide seven days a week, 365 days a year.

Celebrate National Nurses Week continued on page 2

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of Ethics? Isn't The Code of Ethics what guides our practice every day?

Ironically, I'd also picked up a copy of *Readers Digest*, whose cover blared "50 Secrets Nurses Won't Tell You." The title intrigued me. Of course I had to read the article. I needed to find out about those secrets. One of these "secrets" according to the *Readers Digest*, is when we take a health history and ask a patient how much he or she drinks or uses drugs, we automatically double or triple the amount they report. Do we do that? Another secret according to this article is we don't take our shoes in the house from work because of the germs we encounter in our health care settings. Do we do that? One of my favorite secrets from the article because I know it does happen, the patient asks for their test results, whether it's a biopsy or lab work, and we tell them that they are not back yet. Is this really lying to the patient? Perhaps, we are simply waiting for the physician or following protocol.

These are just a few of the examples from the article. The article had 50. What do you think? Do any of the above examples go against our Nursing Code of Ethics?

The Nursing Code of Ethics should be our guide in practice. There have been revisions over time, and we don't want to violate any of them. If we are true to our Code, we will always be on top when it comes to ethical and honest dealings with our patients and the public. The Nursing Code of Ethics keeps us practicing with the highest standards. When was the last time *you* reviewed the Code? It certainly never hurts to be up-to-speed on the latest issues nurses face in the line of duty. If it's been a while for you, be sure to go to www.nursingworld.org/codeofethics today to review the latest version of the Nursing Code of Ethics. It is a vital part of our profession and the way we practice.

Sheila Warren is president of the Georgia Nurses Association. She lives in Hahira, GA.

Celebrate National Nurses Week continued from page 1

Each year for Nurses Week, GNA recognizes the difference our members make daily to advance the nursing profession as a whole. We hope that all of you will join us in saluting RNs in the state of Georgia and across the nation. In addition, we hope you'll celebrate National Nurses Week in some way. ANA has provided several different resources to promote local celebrations. These resources can be accessed by visiting <http://nursingworld.org/NationalNursesWeek>. For more information on National Nurses Week 2012, including a list of ways to celebrate, visit http://www.georgianurses.org/nurses_week.htm.

GEORGIA NURSING

Volume 72, Number 2

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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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Support the Nursing Profession TODAY! Reserve Your Nurse License Plate



Support the Georgia Nurses Foundation license plate initiative by reserving a specialty Nurse License Plate today! To reserve your plate, send a check for \$35.00* to the Georgia Nurses Foundation along with this application once you've completed it. You can also pay by credit card by using this form and returning to GNF. Send all completed applications and checks to: **GNF 3032 Briarcliff Road, NE, Atlanta, Georgia 30329.**

Please make all checks payable to GNF, and be sure to complete & return an application for EACH license plate you wish to reserve.

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I'd like to donate \$35 to GNF to support the license plate initiative without reserving a license plate.



*\$35.00 manufacturing fee includes \$10.00 to help GNF recoup administrative costs for processing, database, postage, etc.

web

GNF Special License Plate Approved for Manufacture

The Georgia Nurses Foundation (GNF) is pleased to report that our special nurse license plate has been approved for manufacture by the Georgia Department of Revenue Motor Vehicle Division. The Motor Vehicle Division has stated the plate will be available for purchase from your county tag office in May/June 2012, once the Department's new digital production facility is up and running. In the weeks ahead, GNA/GNF will provide a receipt of payment to those who previously reserved their plate. You will take this receipt to your County tag office as proof of payment of the manufacturing fee.

GNF will continue to collect the manufacturing fee for the special nurse license plate until we reach 1000 plates reserved. If you have not done so, please support the nursing profession in Georgia by reserving a special nurse license plate today! Reserving a nurse license plate is a great way to recognize a fellow nurse for Nurses Week 2012. To reserve a plate for that special person, complete this application and send it along with a check for \$35 to GNF. You can also pay by credit card by providing the card information on the form and returning to GNF. Visit <http://www.georgianurses.org/GNFtag.htm> or contact staff liaison Jeremy Arieh at 404-325-5536 for further information.

Please note: An additional special tag fee is required by the state when you purchase your plate.

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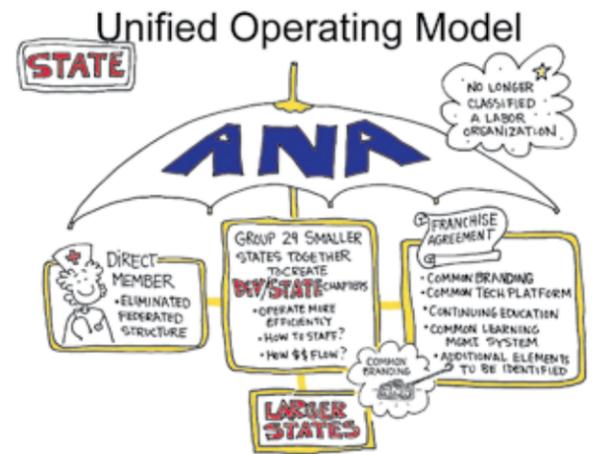
strategic planning and committed to leading ANA through a transformation to overhaul the governance and committee structure. The elements they agreed upon for organizational transformation included:

- A Simplified Governance Structure
- Strengthened Infrastructure through Unification
- Strengthened staff support for state-based activities
- High growth membership framework
- Rationalized and simplified product and service structure
- Robust, integrated technology platform

Membership is growing in Georgia. We are blessed with talented leadership and strong financial sustainability (beyond dues) that enable GNA to excel in many areas—including demonstrating GNA's tangible relevance in the work of the profession at state and national levels. The smaller states and the larger labor states within ANA however are on the opposite ends of that resource model. ANA believes that creating a more unified brand (bringing all entities **under** ANA in a direct membership model) will eliminate redundancy and waste, and increase efficiency and effectiveness that will allow ANA to have greater impact on important issues. In the proposed model, the individual would be the member (not the state nurses association). The House of Delegates and Constituent Assembly would be eliminated and a smaller, competency based BOD would become the decision-making body. A Senate model advisory

group would be the voice of the members who live in the states. Ad Hoc expert panels would replace the Congress on Nursing Practice and Economics.

At the time of the printing of this publication (April) only preliminary sketches of the proposed changes were available. More details have been promised for the delegates who will be asked to vote on the proposed changes in June. GNA's elected delegates are: Sheila Warren, Rebecca Wheeler, Wanda Jones, Doreen Wagner, Debbie Hatmaker, Judy Malachowski, Robert Keen, Melanie Cassity and Margaret Shaw. A report on the actual changes voted on will be in the next issue of this newsletter.



The graphic above illustrates ANA's proposed structure change.

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NAMES, FACES, PLACES

Porter O'Grady named 2012 ANA Luther Christman Award recipient

Longtime GNA member and Past GNF President Tim Porter O'Grady, DM, EdD, GCNS-BC, NEA-BC, has been selected as the recipient of the 2012 Luther Christman Award by the American Nurses Association. ANA's Luther Christman Award recognizes the significant contribution an individual man has made to the nursing profession. Established by ANA in 2007, the award is named in honor of Dr. Luther Christman and his outstanding service to advancing the nursing profession.

Dr. Porter O'Grady's unassuming manner of leadership, intense dedication to the development of the nursing profession and perceptive insight into the issues that face the health care community are well-known to all who have worked with him. Tim's contributions to the local, state, national and international health care community are numerous.

Tim was also recently been nominated to serve on the American Nurses Foundation (ANF) Board of Directors. GNA would like to take this opportunity to congratulate Dr. Tim Porter O'Grady on his receipt of the 2012 ANA Luther Christman Award.



Porter O'Grady

Debbie Hatmaker named 2012 ANA Distinguished Membership Award recipient

GNA Past President and current Chief Programs Office Debbie Dawson Hatmaker, PhD, RN-BC, SANE-A, has been selected as the recipient of the 2012 Distinguished Membership Award by the American Nurses Association. Established in 1967, ANA's Distinguished Membership Award is presented in recognition of a member's outstanding leadership and participation in and contributions to the purposes of ANA.

From her earliest days as a district Board Member to her term as President of the Georgia Nurses Association, and most recently, First Vice-President of ANA and President of the American Nurses Credentialing Center (ANCC), Dr. Hatmaker has carried out the responsibilities of every position she has undertaken with grace and steady competency. She assumed these leadership roles in times when both organizations faced great challenges, and she has unfailingly met those challenges with nimble skill and strong leadership. GNA would like to take this opportunity to also congratulate Debbie Hatmaker on her receipt of the 2012 ANA Distinguished Membership Award.



Debbie Hatmaker

Remembering Betty Ann Forrest

Longtime Georgia Nurses Association member and nurse advocate Betty Ann Forrest passed away in March 2012. As a longtime volunteer in GNA's Nurse Advocate Program, Betty was active in advocating for nurses with prior addiction and ensuring the growth and development in addiction recovery through professional groups and programs for the State. Betty believed it was her duty and calling to help in healing the bodies, minds and souls of others. She was passionate about her career as a nurse counselor for many. Many of these patients and friends credit her with saving their lives.



Betty Forrest

GNA members receive March of Dimes award

GNA members Karen Rawls and Rita Walker are recipients of the March of Dimes Nurse of the Year award. Rawls is a founding faculty member of the Bauder College School of Nursing program and was an integral part of the effort to start a dual program of LPN and RN students. As a longtime Atlanta VA Medical Center nurse, Walker has helped her organization adopt a whole patient mentality, nurturing the mind, body and spirit to enhance healing outcomes.

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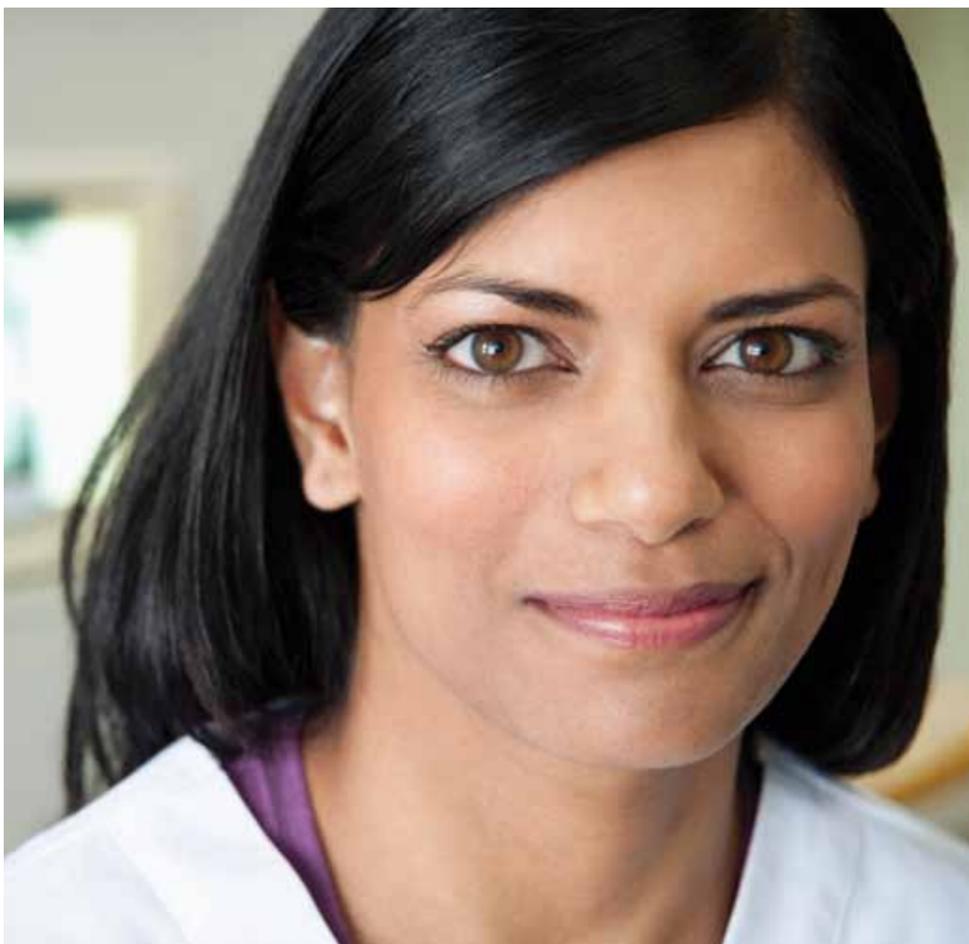
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NURSING PRACTICE

Nursing Practice Question: Is Texting/Receiving Patient Information a HIPAA Rules Violation?

By **Therese Clinch, MSN, RN, Practice Director,**
Texas Nurses Association

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Texas Nurses Association, © 2012

A growing trend in health care today is the practice of physicians texting patient information – specifically, texting orders to other physicians, independent licensed practitioners, and nurses in hospitals or other health care settings. Sure, it's a fast, convenient method for physicians to relay information and orders but is it legal?

The answer is **NO**. Texting patient information is not legal unless the text messages are transmitted through a secure and encrypted network.

According to The Joint Commission¹, it is not acceptable for physicians or licensed independent practitioners to text patient information or patient orders to nurses, physicians, licensed independent practitioners in the hospital or other health care setting. The reasons:

- Text messages do not provide message recipients with the ability to verify the identity of the person sending the text, and
- There is no way to keep the original text

message as validation of what is entered into the medical record.

This practice of sending/receiving text messages of patient information can lead to HIPAA violations for the hospitals or health care settings, and to the person or persons who accept and act upon the texted messages of patient information or orders. The violations can range from civil law suits to criminal suits resulting in fines up to \$50,000 and up to one-year imprisonment for any person who knowingly obtains or discloses individually identifiable patient health information².

The *Standards for Privacy of Individually Identifiable Health Information*, the "Privacy Rule" that implements the requirements of the Health Insurance Portability and Accountability Act of 1996, establishes the protection of certain health information. As is explained by the U.S. Department of Health & Human Services HIPAA Privacy Rule:

"A major goal of the Privacy Rule is to assure that individuals' health information is properly protected while allowing the flow of health information needed to provide and promote high quality health care and to protect the public's health and well being. The Rule strikes a balance that permits important uses of information, while protecting the

privacy of people who seek care and healing. Given that the health care marketplace is diverse, the Rule is designed to be flexible and comprehensive to cover the variety of uses and disclosures that need to be addressed."

The nurse's duty is to ensure patient safety and security of patient information in the workplace. Nurses need to know their workplace's policies or protocols on the texting of patient information. Most of all, nurses must report any repeated violations related to this practice through the workplace's chain of command to ensure that no HIPAA violation occurs.

If the practice of texting patient information other than over a secure and encrypted network is going on in your workplace, it's your responsibility to immediately notify your supervisor.

References

1. The Joint Commission (2011), *Standards Frequently Asked Questions (FAQs)* accessed on 11/23/2011 from www.jointcommission.org/standards.
2. US Department of Health and Human Services (2011), *HIPAA rules* accessed on 12/6/2011 from www.hhs.gov/ocr/privacy/hipaa.

Comments/questions are welcomed at
gna@georgianurses.org.

The Georgia Board of Nursing: Here to Serve

By **Jim Cleghorn, Executive Director, Georgia Board of Nursing**

Our staff receives frequent inquiries regarding the Georgia Board of Nursing and the Professional Licensing Boards. Many individuals do not realize that the Board is one of 43 professional licensing boards supported by the Office of the Secretary of State's Professional Licensing Division in Macon.

Georgia law states that the purpose of the Georgia Board of Nursing is to protect, promote and preserve the public health, safety and welfare through legislative regulation and control of registered professional nursing education and practice. The Board is comprised of eight members appointed by the Governor – seven registered nurses and one consumer member – and is responsible for the regulation of nearly 110,000 registered nurses and advanced practice registered nurses.

My staff (designated as Healthcare 3) works with the Board to provide administrative support for the Board's regulatory duties. Staff members are responsible for processing applications for licensure and renewal, complaints, board investigations and disciplinary actions, as well as providing follow-up to licensees who are being monitored for compliance with board orders. Additionally, our staff works with existing and developing nursing education programs in Georgia to ensure compliance with Board rules and regulations. Healthcare 3 staff members also provide administrative support to the Georgia Board of Examiners of Licensed Practical Nurses, as well as the Georgia Board of Examiners of Licensed Dietitians.

The Georgia Board of Nursing typically meets in person at the Professional Licensing Boards Division in Macon for three days every other month and will often hold teleconferences to conduct business between regularly scheduled meetings. A complete list of scheduled meetings is available by visiting the Board's web site at www.sos.ga.gov/plb/rn. Board meetings are open to the public except when the Board is meeting in executive session to discuss applications, complaints and disciplinary actions in accordance with O.C.G.A. §43-1-19.

In addition to the routine work of the Board, board members and staff are constantly working to improve processing times and to provide regulatory excellence to registered nurses in the State of Georgia. For more information regarding the Board, Georgia law, board rules, applications or frequently asked questions please visit the Board's web site at www.sos.ga.gov/plb/rn.



Jim Cleghorn



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8 Palliative Care Modules that support nursing knowledge and practice skills in the care and management of adult patients living with and dying from advanced disease.

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8 self-training modules that:

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- symptom management
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PalliativeCareEducation.org

The Georgia Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

LEGISLATIVE/PUBLIC POLICY

900 Nurses Attend 2012 GNA Legislative Day at the Capitol

The Georgia Nurses Association (GNA) held another successful Legislative Day event at the State Capitol in January. GNA's popular legislative advocacy event was met with overwhelming interest again this year, with over 900 registered nurses, nurse faculty and nursing students in attendance.

The event featured a morning speaking program with remarks from Governor Nathan Deal, Secretary of State Brian Kemp and Sen. Renee Unterman (Chair of the Senate Health & Human Services Committee). Nurses attended sessions of the House

of Representatives and Senate and afternoon committee meetings. Attendees also met with their state senators and representatives to bring the priorities of the nursing profession their attention. While nurses and nursing students met with lawmakers, GNA leaders met with Georgia Secretary of State Brian Kemp on his proposal to restructure Georgia's licensing boards division. Secretary Kemp withdrew this legislation (SB 445), but may seek similar changes to the professional licensing boards in the future.

Thank You!

GNA would like to thank the sponsors of our 2012 Legislative Day – Peach State Health Plan. We'd also like to express our appreciation for the many Legislative Day volunteers who helped to make this year's event a great success. Finally, thanks to each GNA member, student and faculty leader that came to the Capitol this year!



Over 900 nurses and nursing students attended GNA's 2012 Legislative Day. Attendees are pictured here on the Capitol steps with Gov. Nathan Deal.



Gov. Deal presents a proclamation to GNA President Sheila Warren and CEO Debbie Hackman, declaring January 26, 2012 to be Nurses Day at the Capitol.



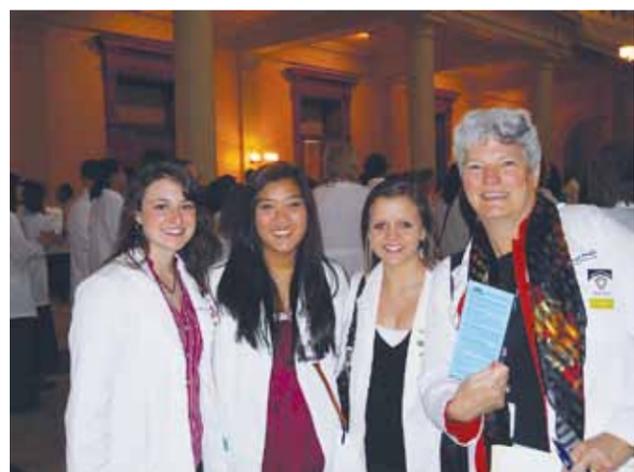
State Sen. Renee Unterman (R-Buford) speaks to attendees during the morning program. Unterman is an RN legislator who chairs of the Senate Health & Human Services Committee.



Legislative Day attendees packed the halls of the Capitol.



Lt. Governor Casey Cagle joins a group of nursing students for a photo.



A group of Legislative Day attendees.



A group of Legislative Day attendees, including GNA Past President Cindy Balkstra and Past Board member Dorethea Peters.

LEGISLATIVE/PUBLIC POLICY

Put a Face on Us!

By Judy Malachowski, PhD, RN, CNE

Eight of your colleagues and peers responded to my "Help Wanted" notice in the previous issue of *Georgia Nursing*. We had our first meeting in March with a second scheduled for April. We spent the meeting sharing our enthusiasm for this venture and brainstorming some ideas to begin the momentum. Briefly, as a component of my project



Judy Malachowski

with the American Nurses Advocacy Institute and with strong support from GNA's CEO Debbie Hackman, I have three goals for this project: (a) to inspire passion for the professional registered nurse role; (b) to raise awareness of the historical evolution and importance of the state nurse practice act and how its contents influence current practice; and (c) to identify nurses' collective voice regarding proposed legislation affecting professional practice.

Some of the comments shared at our March meeting were "nurses need to be informed consumers – nurses must know the facts of political engagement;" "we must stay connected to each other;" "seasoned nurses have to pass the baton to the younger nurses, to instill in them the passion that we have;" "we have to be creative to capture both new and experienced nurses!"

And then the word association began.

Come with me. I'll get you involved.

Let me take you with me to chapter meetings and other GNA events.

Who is GNA?

I am GNA!

Where is GNA?

GNA is here – in my unit, in my agency, in my school!

I am the face of GNA!

I am your co-worker, your colleague, your peer. I work next to you in the unit. I sit right in front of you in class. I helped you with your research. My name is Britanni, Carolyn, Joanne, Marybeth, Pamela and Judy. I am GNA.

Here is our plan to-date. The first step is outreach to all of you. How can we help you to get involved? Do you want to create a chapter in your workplace? All

you need is 10 members with some similar interest or focus. What talents would you like to use to advance our profession? Are you in school? If so, the combined GNA/ANA membership cost is \$75.00. Your voice will make a difference in GNA.

We plan to develop basic fact sheets to hand out in the workplace. We believe that if nurses know, they will do. If nurses know how to contact their legislators and other government officials, then nurses will express their views on legislation that may affect nursing practice or education. They will tell their stories about the impact of the proposed legislation. If nurses know that their offers of involvement in the professional organization will be taken seriously, then they will volunteer.

We believe that education about the importance of the professional nursing organization begins in nursing school. We also believe that a GNA presence is important as the newly-licensed nurse transitions into practice. Does the agency or health care facility include the role of the professional organization as part of new nurse orientation? Is a GNA member on the orientation team?

We may be small in number now, but our enthusiasm is big and contagious. So be on the lookout for Britanni, Carolyn, Joanne, Marybeth, Pamela and Judy. We are GNA!

Your input is sought and valuable. Contact me for more information or if you would like to participate. I can be reached at GNAdirectorlegislation@gmail.com. Be a part of the GNA collective voice! Be GNA!

Judy Malachowski, PhD, RN, CNE is GNA's Director of Legislation/Public Policy. She is Director of the School of Nursing at Georgia College & State University in Milledgeville.

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<p style="text-align: center; font-weight: bold; color: #e91e63;">NURSING LEADERSHIP MED/SURG</p> <ul style="list-style-type: none"> • CNS/Clinical Nurse Specialist-Oncology • Clinical Coordinator/Assistant Clinical Manager • Exec. Dir. of Emergency • CNS/Nurse Educator-Critical Care • CNS/Nurse Educator-Emergency 	<p style="text-align: center; font-weight: bold; color: #e91e63;">ICU</p> <ul style="list-style-type: none"> • Staff RNs-Days & Nights • Clinical Coordinator-Nights 	<p style="text-align: center; font-weight: bold; color: #e91e63;">CANCER CENTER</p> <ul style="list-style-type: none"> • RN, Nurse Navigator (Gyn)-FT
	<p style="text-align: center; font-weight: bold; color: #e91e63;">TELEMETRY</p> <ul style="list-style-type: none"> • Staff RNs-FT Nights 	<p style="text-align: center; font-weight: bold; color: #e91e63;">EMERGENCY ROOM</p> <ul style="list-style-type: none"> • Staff RNs-FT & PRN Days & Nights
	<p style="text-align: center; font-weight: bold; color: #e91e63;">HEART & VASCULAR</p> <ul style="list-style-type: none"> • Staff RNs-FT & PRN -Interventional Radiology -PCI & Cath Lab -Nuclear Medicine 	<p style="text-align: center; font-weight: bold; color: #e91e63;">LABOR AND DELIVERY</p> <ul style="list-style-type: none"> • Staff RNs-FT Nights
		<p style="text-align: center; font-weight: bold; color: #e91e63;">CASE MANAGEMENT</p> <ul style="list-style-type: none"> • Staff RNs-PRN

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Pushing Beyond

LEGISLATIVE/PUBLIC POLICY

Legislative Wrap-Up continued from page 1

has included new funding for school nurses and nursing faculty in the FY '13 budget. Deal referred to this new funding in a face-to-face meeting with GNA early in the session.

Secretary of State proposes Licensing Boards restructuring

In February, Senate Bill 445 was introduced on behalf of Georgia Secretary of State Brian Kemp's office. SB 445 proposed a radical shift in authority away from Georgia's 43 professional licensing boards to a newly empowered Director of Professional Licensing and a new Georgia Board of Licensing and Regulation comprised of seven consumer members.

In response to the numerous calls and emails received from members, GNA spoke out against the proposed shift in authority through its testimony in the Senate Regulated Industries & Utilities Committee and engaged Secretary Kemp in dialogue about the concerns. GNA made every effort to express the view that licensure revocation, disciplinary matters and complaints are best regulated by those who are professionally educated to interpret the complexities of the health care professions. Ultimately, Secretary Kemp withdrew SB 445, but he has stated that further efficiencies must be found in the licensing boards to meet reductions in his office's budget. He is likely to introduce some version of this plan in 2013.

Moving forward, GNA will continue to be a resource to Secretary Kemp's office on nursing policy matters, and we will work with stakeholders to help ensure that an efficient, profession-led licensing process remains in place for Georgia RNs.

Continuing Competency & Mandatory Reporting (SB 368)

Sen. Buddy Carter (R-Pooler) introduced Senate Bill 368 to require RNs to demonstrate continuing competency at the time of license renewal beginning in 2015. GNA understands SB 368 was introduced in response to legislators' concern that nursing is one of only two health professions in our state that does not require CE for licensure renewal.

After collaborating on the Board of Nursing's Continuing Competency Task Force, GNA was initially supportive of SB 368 and spoke in favor of the bill in committee, because it provided flexibility in how RNs would demonstrate competency. GNA became concerned when an overly prescriptive version of the bill was passed out of the Senate. An amendment related to mandatory reporting of violations of the Nurse Practice Act was added to the bill. This provision (from SB 376) would require violations of the Nurse Practice Act to be reported to the Board of Nursing. Despite no opposition to the House version of SB 368, the bill died on Day 40 of the session. GNA understands the bill died in last minute negotiations around other unrelated issues.

GNA will continue to work with the Board of Nursing, legislators and other stakeholders to encourage flexibility within the rulemaking process as it relates to continuing competency. Look for both continuing competency and mandatory reporting to come up again in 2013.

APRNs ordering radiographic images (SB 386)

SB 386 was introduced by Sen. Johnny Grant (R-Milledgeville) to allow APRNs to order radiographic imaging tests. Current Georgia statute allows APRNs to order these tests "in life threatening situations only." SB 386 could have removed this barrier to APRN practice. GNA testified in favor of the bill and worked throughout the session in collaboration with our org affiliate CAPRN of GA in support of SB 386. Rep. Sharon Cooper (R-Marietta), chair of the House Health & Human Services Committee, did not give SB 386 a hearing, and it failed to pass in 2012.

2012 Bills of Interest

HB 675 Nurses; approved nursing education programs; revise definitions

By Rep. Sharon Cooper (R-Marietta)

A bill to fix unintended consequences of 2009 legislation, allowing certain experienced RNs from non-accredited nursing programs outside the state to be licensed in Georgia.

<http://www.legis.ga.gov/legislation/en-US/Display/20112012/HB/675>

HB 675 was signed by the Governor on February 17.

HB 879 Elementary and secondary education; care of students with diabetes in school; provide

By Rep. Matt Ramsey (R-Peachtree City)
A bill to require K-12 schools to develop a "diabetes care management plan" and create the position of "trained diabetes personnel." The bill states that each school shall have two trained diabetes personnel trained in the administration of insulin and glucagon, the performance of finger stick blood tests, etc.

<http://www.legis.ga.gov/legislation/en-US/Display/20112012/HB/879>

HB 879 passed the House 138 to 23 and has been sent to the Governor.

HB 972 Georgia Pain Management Clinic Act

By Rep. Tom Weldon (R-Ringgold)

Legislation to regulate pain management clinics. GNA was concerned with language allowing the Board of Medicine to set standards for "all licensed health care professionals" employed in a pain management clinic, including APRNs.

<http://www.legis.ga.gov/legislation/en-US/Display/20112012/HB/972>

HB 972 failed to pass in 2012.

SB 288 Physicians; authorize the administration of vaccines by pharmacists/nurses; vaccine protocol agreements with physicians

By Sen. Charlie Bethel (R-Dalton)

Legislation to define who can administer influenza vaccinations.

<http://www.legis.ga.gov/Legislation/en-US/Display/20112012/SB/288>

SB 288 failed to pass in 2012.

SB 368 Nurses; provide for continuing competency requirements; renewal of licenses

By Sen. Buddy Carter (R-Pooler)

A bill to require RNs to demonstrate continuing competency at the time of license renewal. It was amended to require that violations of the Nurse Practice Act are reported to the Board of Nursing

<http://www.legis.ga.gov/legislation/en-US/Display/20112012/SB/368>

SB 368 failed to pass in 2012.

SB 376 Nurses; add mandatory reporting provision
A bill to require that violations of the Nurse Practice Act are reported to the Board of Nursing

<http://www.legis.ga.gov/legislation/en-US/Display/20112012/SB/376>

SB 376 failed to pass in 2012.

SB 386 Advanced Practice Registered Nurses; delegation of authority to order radiographic imaging tests; revise prov.

By Sen. Johnny Grant (R-Milledgeville)

A bill to allow APRNs to order radiographic imaging tests.

<http://www.legis.ga.gov/legislation/en-US/Display/20112012/SB/386>

SB 386 failed to pass in 2012.

SB 403 Education; school health nurse programs; revise provisions

By Sen. Fran Millar (R-Dunwoody)

A bill related to school nurse funding in the Department of Education budget. The bill also creates a state school health nurse program coordinator within DOE.

<http://www.legis.ga.gov/legislation/en-US/Display/20112012/SB/403>

SB 403 passed the Senate 50 to 2 and has been sent to the Governor.

SB 465 Crimes and offenses; increase the punishment for aggravated assault upon a nurse while engaged in his or her official duties.

By Sen. Curt Thompson (D-Tucker)

A bill to increase punishments for assaulting a nurse who is on duty.

<http://www.legis.ga.gov/legislation/en-US/Display/20112012/SB/465>

SB 465 failed to pass in 2012.

For more information about the 2012 Legislative Session, visit www.legis.ga.gov.

GNA Member Attends NIWI Event

By Katie Morales, RN, BSN

Last fall, I received the 2012 Nurse in Washington Internship (NIWI) student registration scholarship. I exercised my first amendment right to "petition the government for a redress of grievances" and traveled to Washington, DC on February 26-28, 2012. I joined nurses from 30 other states and 42 professional nursing organizations to lobby for nursing at the national level. There were four other nurses from Georgia.

The Nursing Organization Alliance (NOA) identified its top three 2012 legislative issues affecting nursing at the federal level.

The first request was for support of \$251 million for Nursing Workforce Development Programs (Title VIII, Public Health Service Act). This is important to Georgia as the population has grown by 1.7 million in the last ten years and we are currently ranked 49th in the provision of medical services.

The second request was for support for \$150 million for the National Institute of Nursing research (part of the National Institute of Health). This is less than 0.5 percent of the total NIH budget.

These two items are needed to meet the 2010 Institute of Medicine's recommendations in the *Future of Nursing* report, which called for increasing the number of baccalaureate-prepared nurses in the workforce to 80 percent by 2020.

The third request was for support of \$20 million for nurse-managed clinics. More and more, today's health care delivery system is moving toward the nurse-managed clinic model for the delivery of primary care. For example, my son, a college student, was seen and treated by a nurse practitioner at his school clinic for a nominal charge.

Our Georgia group had very productive meetings with staff members from the offices of Sen. Johnny Isakson, Sen. Saxby Chambliss and my congressman, Rep. Tom Graves. I came away with a rallying call for my fellow nurses – "Where are we?"

There is an adage in Washington: "If you are not at the table, you are on the menu." While I was impressed by the panel of distinguished NIWI speakers, I was disheartened only three of the 12 were nurses. We followed a group from the American College of Gynecology (ACOG) for each Senate meeting. Nursing education receives \$230,000 of the \$280,000 budgeted compared to medical education, which receives \$8 billion in federal funds. Nursing research is even more woefully underfunded. One legislator said, "I am glad you are here. If we don't hear from you, we assume you do not need anything."

I was proud to present a united voice from professional nursing organizations. Nurses must stop fighting and set the bar at the professional level. Nursing education and practice must be defined and governed by nurses. For example, recently the Georgia Secretary of State proposed having ONE licensing board to regulate all the disciplines it currently licenses. The few board members may or may not include nurses. At GNA Legislative Day, the Secretary of State presented this idea to the students attending, saying it would streamline the licensure process. The students lost sight of the possibility that after licensure a non-nurse could potentially direct their professional licensing board. Thankfully, this proposal was withdrawn by the Secretary after significant public outcry.

Nurses are consistently the most trusted profession. In Washington, we were received warmly and often greeted with "I love nurses." Many attendees were taken on tours and given a token souvenir. We must move past this charisma and ask "Can we count on your support? Show us the money."

My call to my fellow nurses is join your professional organization. Register and cast an informed vote. Get to know your legislators and be a resource to them. Invite them to your workplace and involve the patients if possible, so they can see the human face of the issues. Finally, pray for our leaders to have wisdom and discernment.



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The Georgia Nursing Workforce of the Future: Increase the Number of BSN Graduates in the State to 80 percent by 2020!

By Carol Dean Baker PhD, RN Director of Nursing Practice and Committee Members Debra Adams, Brenda Heidman, Lindsey Kimbell, Lynn Stover, Helen Taggart, Rebecca Wheeler

In 2010, the Institute of Medicine (IOM) published the "Future of Nursing: Leading Change, Advancing Health." This report highlighted eight recommendations for the future of nursing. One of these recommendations is to increase the number of BSN graduates to 80 percent by 2020. The recommendation reports, "there is a need for more nurses to enter the workforce with a baccalaureate degree or to progress to this degree early in their career" (p. 164, The Future of Nursing).

As GNA Director of Nursing Practice, my committee and I were tasked with the following:

1. Conduct a survey on nurses' support for educational advancement for ADN & diploma nurse graduates.
2. Convene all stakeholders to begin a dialogue on BSN in 10 for educational advancement.
3. Develop timeline for implementation of a process to transition future ADN and diploma educated nurses to the BSN within 10 years of graduation.
4. Educate the public on the benefits of having a BSN-educated workforce providing care.
5. Develop a fact sheet of benefits for the ADN or diploma nurse to obtain the BSN.

I attended a Georgia Nurse Leader Coalition meeting held at GNA headquarters in December to engage in strategic discussion regarding the Institute of Medicine's Future of Nursing report recommendations. A statewide workgroup has been focused on recommendation #4: Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020. Georgia does not keep records of all the RN degree acquirers; therefore, the state nursing leaders are unable to assess how many RNs currently have an ADN degree. However, the statewide committee has developed a survey to assess the number of ADNs and diploma nurses

currently employed. The survey will be distributed through the Chief Nursing Officers of each institution in the state.

The impetus for this work is the GNA position statement on the educational advancement of registered nurses, which concludes "The increasingly complex health care system requires a well-educated nursing workforce. In line with the Tri-Council's educational advancement position and the IOM Future of Nursing report, now is the time to promote efforts for future graduates of ADN and diploma nursing programs to advance their education." (<http://www.georgianurses.org/2011-GNA-Action-Report-Promoting-Educational-Advancement-For-Registered-Nurses.pdf>).

There are several reasons for increasing the educational level of RNs. There is evidence that educational level has been associated with mortality rates in acute care settings, i.e. the higher the percentage of BSN nurses the lower the odds on patient deaths and failure-to-rescue (p. 105, Aiken et al., 2011). BSN graduates have also demonstrated greater professional performance, e.g. communication skill, problem solving, knowledge and professional role (Johnson, 1987; IOM 2010). Hospitals are requiring more BSN-prepared nurses, in fact there are several hospitals (especially those with high BSN graduate populations) in the state that are only hiring BSN-prepared nurses. The U.S. military and VA are already taking steps to ensure their nurses are more educated. The BSN provides a stronger foundation for expanding nursing science, provides tools for nurses to become change agents, and provides more adaptability to evolving models of care. In a 2001 Chief Nursing Officer (CNO) survey by Goode et al (2001), the CNOs desired critical thinking skills and preferred BSN-prepared nurses.

Please take the time to complete the survey that will be distributed very soon. Those with BSNs can encourage colleagues to return to school. Yet, there are barriers to returning to school, including geographical location, time, effort, value and cost.

Family responsibilities can also create a barrier to returning to school. There are solutions to these barriers, e.g. prioritization of time (the use of restorative activities when in school). In order to become more successful in completing the BSN, find a friend or another nurse and return to school with a colleague. There are many different avenues to pursuing education and distance education is readily available. Advancing education does cost money; however, there are many financial assistant options. Several tuition reimbursement programs are available.

In years to come, we may see a move toward the BSN in 10 for nurses in Georgia and across the nation. Waiting for "a better time to start school" is not realistic – the opportunity is now. Degree completion offers a sense of achievement, a chance to change directions within the profession and personal and professional growth.

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APRN CORNER

HISTORY

APRN Independence Does Not Harm Physicians' Wages

From Nurse.com news

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Increasing the scope of practice for nurse practitioners does not lead to lower wages for primary care physicians, according to a recent study.

The study by researchers with the George Washington University School of Public Health and Health Services in Washington, DC, found no significant differences in wages of primary care physicians in states with more liberal scope of practice laws for nurse practitioners compared with states with more restrictive laws, based on wage data from the Bureau of Labor Statistics.

In 2010, the Institute of Medicine recommended removing scope of practice barriers for nurse practitioners to allow them to "practice to the full extent of their education and training." Sixteen states and Washington, DC, have more liberal scope of practice laws that allow nurse practitioners to diagnose and treat patients without physician supervision or with the signing of a one-time collaboration agreement with a physician or the state board of nursing, according to a news release.

Although increased independence for nurse practitioners may help ease primary care shortages in many areas, some primary care physicians have expressed concern that competition with independent nurse practitioners could lower their incomes, which already lag far behind incomes of physician specialists.

"As we plan for the expansion of health care coverage to over 30 million people in 2014, the shortage of primary care providers will be one of the major challenges," lead researcher Patricia Pittman, PhD, associate professor in the Department of Health Policy in the GW School of Public Health and Health Services and the School of Nursing, said in the news release.

"As a result, it is important to systematically assess whether there are negative consequences for primary care doctors associated with an expanded role for nurse practitioners. Our study is a first step in that assessment. We found no evidence of negative economic impact on family physicians and internists in states that have already implemented reforms."

The study appears in the 2012 edition of Nursing Research and Practice. To read it, visit <http://bit.ly/wqS6gU>.

Enduring Echoes Helen H. Saile Born 1909

By Dr. Rose B. Cannon

Helen Saile was a public health nurse in Savannah, GA from 1938-1973. Her life story reveals insights into her early life in rural Louisiana, nurse training at Charity Hospital in New Orleans, work as an emergency department supervisor and finally her career in public health nursing.

Saile's full name listed on her nursing diploma granted in 1934 from Charity Hospital was "Helen Ima Gladys Hammond." In 1909, Bogalusa, where she was born and completed elementary grades 1-6, and Slidell, where she finished elementary and high school, were very small Louisiana towns northeast of New Orleans. Travel between these towns about 30-40 miles apart was most often by train as Saile's family did not own a car and according to Saile, did not need one. The roads were all dirt and as she said, "Bogalusa was such a small town that you could walk to the hospital, to the doctor's office, to the store and everything." For fun she recalled activities sponsored by their Catholic church such as "picnics at Bogalusa Creek where there was a park and swimming in the creek." Her father, Charles Hammond, was born in Texas in 1877 and was employed by Union Bag in Bogalusa. Her mother, Ada Blackwell, was born in St. Tammany Parish that encompasses Bogalusa and was a housewife. Both parents had elementary education and raised three children. Saile's older brother completed 11 grades of school and then worked at Union Bag as did his father. Her sister, six years younger, finished high school in Bogalusa and after her marriage and a time as a housewife completed an LPN nursing program and worked as a nurse until her retirement. Saile's desire to expand her opportunities seems evident from a young age when she would spend her summers in Slidell with her aunt, who had ten children. When the oldest daughter of this family decided she would go to nursing school, Saile was ready to follow her. Saile recalled never having known anyone else going away for nurse training prior to this, but she had a caretaking role model in her mother. She stated, "My mother was very attentive to the neighbors. And anyone that got sick in the neighborhood, they sent for my mother. A lot of times she would take me along with her. I always wanted to tend to the sick."

Saile was 22 years old when she began her nurses training in 1931. She had worked for a year to earn the \$150 for the entrance fee. Her family had moved

to New Orleans in 1929, and they lived about 15 blocks from Charity Hospital. Her cousin was one year ahead of her in training. In a photograph Saile had saved of the nurses at Charity Hospital dated July 20, 1931 there are depicted the following: 80 student nurses, 11 nuns and 34 graduate RNs, some in scrub suits and caps. In her class there were about 25 students; all had to have high school diplomas, pass a test and have a documented doctor's physical examination. Classes were admitted twice a year, and the uniforms provided had long sleeves and cuffs. The students lived in a house on Tulane Street and had meals in a separate nurses' dining room in the hospital. Rules were strictly enforced such as permission to go out at night and being in by 9 o'clock. The students were taught by the nuns, and sometimes doctors would give lectures. Some classes were with interns and medical students, too. "We had to sit separate. You know, the nuns wouldn't let you sit with them. You were not allowed to date doctors." In fact, Saile remembered not being able to date at all while in training. The students worked seven days a week, with only an occasional day off, and a vacation of one week per semester. Chapels were required when work did not interfere. There were inspections as the students came down to breakfast. "Two of the head nurses standing by each side of the wall. If they thought you didn't have a slip on, you were sent back to your room to get one on. They were very, very strict. That's why I liked the Catholic hospitals, the training schools, because they really made you behave yourself." There was work in the laboratory and in the morgue. "You were made to watch autopsies; being a charity hospital you had quite a few bodies to prepare of the derelicts and everything else on the streets being found dead." Most patients were in 15-bed wards, and there were six floors and an annex of three floors where the black patients were admitted. There were no black nurses or nursing students, so the white students took care of everyone even though black and white patients were segregated. "I bathed just as many black bodies as I did whites. It made no difference to me." Her favorite area was the operating room, but night duty in the emergency area was especially difficult for her with cases of attempted suicides, and knife wounds to the abdomen and throat. An especially harrowing experience was on psychiatry where on night duty one of the patients committed suicide. "And they had to take me off duty, I guess about a week because the Sisters had a way of handling, you know, that it wasn't your fault, that it was just circumstance, and he would have killed himself regardless, and that I was not to blame, but I felt like I was to blame and the orderly was reprimanded for coming back to help me without locking that door. That really threw me, and I have never liked mental health since." In the

Helen H. Saile continued on page 13

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HISTORY

Helen H. Saile continued from page 12

male wards, the orderlies helped finish the baths for the men and gave the enemas and catheterized as the nurses were not allowed to do these things for male patients. In the women's wards, there might be one or two nursing students to give all the baths, treatments and medications for the 15 patients, and there would be one maid to clean.

After graduating on May 4, 1934, Saile moved to an apartment with two other nurses, and studied for taking the state board examination to be licensed as a registered nurse. Sister Henrietta, the Supervisor of Nurses, helped her get her first job. "She had me pegged before I graduated. I liked the operating room, and I think she thought I had a turn for it." In supervising in the operating room, Saile would "see that the nurses had everything right, see that the patients got in like they should, and just general supervision of the others. I also circulated. At about one o'clock we would close the operating rooms and then do our instruments." It was during the two years in this position that Saile took extension courses toward her B.S. in nursing from Louisiana State University. She did not earn this degree however, as she decided to leave the operating room and take a position in public health nursing. "One of the nurses that I was rooming with decided that she would go into public health. She liked it so much she just kept bugging me to go and talk to the Director of Nurses. So, I did and she hired me right away." Saile recalled her salary being \$97.00 per month, and she had to have a car. "Things were cheaper then and gas was cheaper. I think gas was ten cents, maybe fifteen cents a gallon. You didn't really have to go too far except you were assigned a district and you went there. Once there, a lot of times you parked your car and walked to the different homes." Most of the work was in clinics, and helping with home deliveries. "This was through Tulane University Medical School. There were times I was on call all night long. I was on those streets, and I never was molested the whole time in New Orleans working the streets; because you'd have a uniform on and they respected it. A lot of times, to get a phone, I would have to go into a bar that was up in the Irish District, which was real rough in New Orleans, and those men were just as courteous as they could be; helped me out and everything else." Saile remembered having about ten or twelve deliveries a month. When not on call for deliveries, "you had clinic duty that was immunizations and seeing sick patients."

What brought Saile to Savannah, GA, in 1938 was that her father had been transferred there by Union Bag and her family thought she was too far from them. Her brother and sister had also moved to Savannah. "For a whole year they bugged me." Saile hated to leave her good job in New Orleans, but when she did come to Savannah and after her interview with Ms. Bond who was then the Director of Public Health Nursing, she received an immediate phone call to come to work. A vacancy had just opened up when one of the nurses decided not to come back after having a baby. She soon met Joseph Herman Saile, also an employee of Union Bag, and they were married at St. Paul's Episcopal Church in Savannah, GA on December 10, 1939. A son, Arthur, was born in 1942. After two months of maternity leave, Saile needed additional time off to take her son to Atlanta for treatment of his club foot. "We did not at that time have a doctor here in Savannah that could treat that. They were all off in the war in 1942. Anytime I had to go up to Atlanta, I had to go by train, and my husband had to work. They never docked me or anything. They [her work supervisors] were very understanding." Her husband was a great help at home and with their son, but when he accepted an offer from Anchor Packing Company out of Philadelphia, he asked his wife if she minded him having to travel. She did not object, so for the next 30 years he would be gone for one or two weeks at a time, and then be home from Friday to Tuesday. Saile arranged for child care in the Church School Nursery, but after her father died, her mother came to live with her and was able to care for Arthur.

In her work for the public health department, Saile enjoyed being moved from district to district about every two years for a change in types of patients and duties. Over the years she worked in a variety of clinics, i.e. immunization, VD, TB and OB. She enjoyed going into schools and doing vision and hearing examinations and giving immunizations after getting



Class of 1935, Charity Hospital School of Nursing, New Orleans, LA. Photo courtesy of Charity Hospital School of Nursing Collection, Earl K. Long Library, University of New Orleans.

parent permissions. She also held clinics in the schools where she would see sick children, and keep them in a bed until they could be sent home. In her districts she often found patients in dire need of care. "I bathed a lot of bodies. I built a lot of fires. I cooked a lot of dinner for them. You had to do what you had to for them."

Saile estimated about 10 black midwives delivered babies in Savannah at that time, but she was not in charge of teaching them within the health department. After midwife deliveries, public health nurses would go into homes to make sure the babies were growing well and getting their immunizations. Saile also recalled seeing pellagra, a vitamin deficiency condition, and typhoid fever and other communicable diseases prevalent in a port city where shipping came and went from many countries. At times, interpreters were needed to treat non-English speaking patients. In her districts, Saile would see about four patients before lunch and that many again after lunch. There were in-service lectures some mornings before the nurses went out into their districts. There were books sent from the State for the nurses to study, and a librarian in the health center to oversee the cataloging and lending of books and journals. Saile recalled doing a lot of reading. She also held membership in the Association of Public Health Nursing, but did not remember going to local meetings.

When asked how the Civil Rights Era affected her personally and professionally, Saile offered the following explanation. "Well, personally I thought they had a right to it, but professionally I was not involved or it didn't bother me at all. Sometimes you would get real distressed at the way the people would react to you. I had a district out White Bluff Road and it was a big black section in there and I had them as well as the whites. I got so I had to carry my pistol on my car seat. I laid it right there, I had a permit, because I was stopped two or three times by four and five rough looking men who would go down these country roads, dirt roads, back in the woods. They probably knew I was going down there to see that family and would wait on me. The minute they saw that gun on the seat they didn't bother me. I never let it get next to me because I felt like they were just being ugly for that period of time – they weren't going to follow up on anything. I think they were just young, you know, trying to impress the white person. But I really felt sorry for them because they were human beings and I do believe each human has a right to live his life like he wants to and not somebody tell him how to because of the color of his skin. I never have believed in that because I felt like God made us all in one image."

When asked why she liked public health nursing she replied, "I liked it much better than hospital duty where it was too confining and you saw the same thing over and over again. It was the diversified thing of seeing different patients with different things that I liked. Out in the districts you saw one thing and then another, from the children all the way through to the grandparents. You saw the family as a whole, which I liked."

When Saile's husband died in 1989, she remained in the home they had custom built in 1956 in a middle-class neighborhood. She talked lovingly and proudly of her two granddaughters (ages 16 and 11) who were with her on the day of her interview. Still active at age 82 in several women's organizations and in her church, Saile ended her interview by saying that what has helped her get through each day is that she looks on the bright side of life and figures God still has her here for some reason.

Helen Saile was interviewed in her home in Savannah, GA by Rose B. Cannon on August 15, 1991. 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, GA.

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Call for Proposed Action/Informational Reports for GNA's 2013 Membership Assembly

The Reference Committee is seeking Action/Informational Reports for the 2013 GNA Biennial Membership Assembly. The reference process will begin with a **Call for Letters of Intent**. Letters of Intent are not required, but are strongly encouraged. They allow the Reference Committee to provide guidance and consultation to submitters in the development of reports. For example, if two or more members or structural units are working on a similar topic, the Committee might suggest development of a joint report. If an issue is currently under the aegis of a structural unit, the Reference Committee might suggest collaboration between the submitter of the report and the chairperson of the structural unit to avoid a duplicative or divergent effort.

Letters of Intent are formatted to aid in the organization of ideas for proposals. Upon review, the Reference Committee takes no formal action, but instead responds to submitters with recommendations regarding the submitter's development of the proposal.

The reference process can be a valuable tool to facilitate the effort of focusing GNA's activities and using its resources more effectively. All structural units are encouraged to be selective in submitting proposed reports that will help to focus GNA on addressing issues that are most critical for the association by considering the following questions:

- How does the issue tie into the existing guidelines for GNA work?
- Is this a new, emerging concern that GNA may need to adopt as a mega issue in the coming year?
- Is it an issue on which GNA and its members should be informed and/or adopt a position.

The reference process allows for four types of reports: Action Report, Emergency Action Report, Information Report and Commemorative Report.

- An **Action Report** is a proposal in report form with recommendation(s) requiring action by the Membership Assembly.
- An **Emergency Action Report** is a proposal in action report form on a matter of great importance that could not have been known prior to the deadline date for submission of proposals and cannot wait for action until the next meeting of the Membership Assembly.
- An **Information Report** is a report presented to the Membership Assembly for its information not requiring action.
- A **Commemorative Report** deals with commemoration of important events or developments in nursing, allied fields or in government.

The Reference Committee will take action on reports based on adherence to the following guidelines:

- The action report shall deal with a single topic;
- The action report shall be accompanied by an action plan in sufficient detail to allow a financial impact statement to be delivered;
- The action report and accompanying action plan shall be concise, clear and unambiguous;
- The action report shall have statewide relevance; and
- The action report shall not duplicate or be redundant or inconsistent with existing association policy or with GNA Bylaws.

The Reference Committee is available to work with you on your proposed report. An adopted action report from a previous GNA Membership Assembly is available at <http://www.georgianurses.org/2011-GNA-ActionReport-ChildhoodObesity.pdf>.

Please complete ONE Letter of Intent per action report to be submitted for review by the Reference Committee for the 2013 Membership Assembly. All Letters of Intent, whether faxed, emailed, or hand-delivered are due to GNA by 5:00 p.m. EST on **March 1, 2013**. The deadline for submission of Action Report is June 1, 2013.

GNA Letter of Intent:

Contact Name: _____

GNA Member ID#: _____

Email: _____

Phone Number(s): _____

Proposed Title of Action Report: _____

Brief Statement of the issue(s): _____

Anticipated Recommendations: _____

Please mail, email or fax Letter(s) of Intent to:
 Georgia Nurses Association
 ATTN: Reference Committee
 3032 Briarcliff Road NE
 Atlanta, GA 30329-2655
 Email: reference@georgianurses.org
 Fax: 404-325-0407

Call for Bylaws Proposals

GNA's Bylaws Committee is now accepting Bylaws Amendment Proposals. Any suggestions for proposed amendments will be referred to the Bylaws Committee for study. Amendments proposed by the Bylaws Committee for Biennial Membership Assembly action must be in the possession of the GNA Bylaws Committee by **May 1, 2013**. Current GNA Bylaws may be found online at: <http://www.georgianurses.org/ApprovedBylaws-2011.pdf>. Proposed changes shall be appended to the call to the meeting. Please submit all Bylaws Amendment Proposals to Doreen Wagner, GNA Bylaws Committee Chair, via email bylaws@georgianurses.org.

Call for Nominations

The Georgia Nurses Association Nominating Committee is seeking names of suggested nominees from the GNA Membership for the 2013 state ballot. Each office is for a two-year term beginning at the end of the 2013 GNA Membership Assembly and ending at the end of the Membership Assembly in 2015. Please note that any Full (ANA/GNA) member in good standing is eligible for all elected offices in GNA. State-only (GNA) members in good standing are eligible for the following offices: Director of Membership Development, Director Workforce Advocacy, Director of Nursing Practice, Director for Staff Nurses, and Regional Coordinator. One (1) out of four (4) Nominating Committee Members may be a State member.

Please obtain oral consent from the individual before submitting the name to the Nominations Committee. The deadline for submission to the Nominations Committee is **October 15, 2012**. GNA members may also self-nominate. Please submit all nominations along with your contact information and the contact information of your nominee to elections@georgianurses.org or fax to 404-325-0407, ATTN: Elections. Further information as well as responsibilities for each position can be found on our web site at www.georgianurses.org/aboutelections.htm.

As provided in the GNA Bylaws, the offices to be elected in 2013 are:

1. President-elect and ANA Delegate-at-Large
2. President-elect shall run as ANA Delegate-at-large in the second year he/she is serving as president-elect
3. Secretary and ANA Delegate-at-Large
4. Treasurer and First Alternate ANA Delegate-at-Large
5. Director – Leadership Development & Second Alternate ANA Delegate-at-Large
6. Director – Workforce Advocacy
7. Director – Legislation/Public Policy
8. Director – Membership Development
9. Director – Nursing Practice
10. Director – Staff Nurse
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13. Four Members – Nominations Committee
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FINANCE MATTERS

Do I Need an Appraisal?

By Jim Williams
President, Southern Highlands Mortgage

In the last issue of *Georgia Nursing*, we covered the topic of home inspections and whether you should obtain one when purchasing or selling a home. We received many follow-up inquiries regarding appraisals and how the value of a home is determined.



Jim Williams

Real estate appraisals are used to establish the value of a home in the current market. An appraisal is required by your lender when you purchase a home and obtain a mortgage. The lender will be responsible for ordering the appraisal from an objective third party, not associated in any way with the transaction. In most circumstances, an appraisal is also required when you refinance your current loan. There may be exceptions on a refinance transaction, namely under the guidelines of the new Home Affordable Refinance Program, which we will focus on in a future article.

A licensed appraiser will typically provide a Universal Residential Appraisal Report (U.R.A.R.), which will contain many details about the home. The

report will provide data on at least three similar neighborhood homes that have sold recently. The subject property will be compared to the other home sales and adjustments will be made for the age, condition, square footage and other relevant differences between the properties. The appraiser's overall evaluation of the local market will include a market inventory analysis during the past 12 months. This information is helpful in assessing a trend in the change of home values for the area.

If you are contemplating the sale of your home, a Comparative Market Analysis (CMA) could be a less expensive option for helping you to determine the approximate value of your property. A CMA report is normally provided by an experienced real estate agent with the resources to access current and sold listings.

Remember the value of a home is not an exact science and values change with time. Ultimately, the value of a property can best be determined by supply and demand, as well as the price a purchaser is willing to pay.

If you have further questions about financing your home, please contact One Lender for Life at 1-888-213-4602. Visit our web site at www.onelenderforlife.com.



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MEMBERSHIP

Georgia Nurses Foundation Honor A Nurse recipients

The Georgia Nurses Foundation (GNF) wishes to express gratitude to the following individuals for their generous contributions to GNF in honor of friends, family and colleagues.

Dr. Deborah Almauhy, RN, CRRN, PhD, JD, CNO of Rockdale Medical Center, honored by Tracy Cartledge, RN, MS, FN-P

GNF would also like to recognize **Irene H. Mahony** for her generous donation.

Honor a star nurse by making a minimum donation of \$35.00 to the Georgia Nurses Foundation. A personal acknowledgement will be sent to the person designated. Your tax-deductible contribution will also help support the important programs of the Foundation. Let a rising or guiding star know they made a difference today!



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The Georgia Nurses Foundation (GNF) has the perfect thank you with its "Honor a Nurse" program which tells the honorees that they are appreciated for their quality of care, knowledge, and contributions to the profession.

Your contribution of at least \$35.00 will honor your special nurse through the support of programs and services of the Georgia Nurses Foundation. Your honoree will receive a special acknowledgement letter in addition to a public acknowledgement through our quarterly publication, *Georgia Nursing*, which is distributed to more than 100,000 registered nurses and nursing students throughout Georgia. The acknowledgement will state the name of the donor and the honoree's accomplishment, but will not include the amount of the donation.

Let someone know they **make a difference** by completing the form below and returning it to the following address:

Georgia Nurses Foundation
3032 Briarcliff Road, NE
Atlanta, GA 30329
FAX: (404) 325-0407
gna@georgianurses.org
(Please make checks payable to Georgia Nurses Foundation.)

I would like to Honor a Nurse:

Honoree: Name: _____

Email: _____

Address: _____

State/City: _____ Zip: _____

From: Donor: _____

Email: _____

Address: _____

State/City: _____ Zip: _____

Amount of Gift: _____

MasterCard/Visa #: _____ Exp Date: _____

Name on Card: _____

My company will match my gift? YES (Please list employer and address below.) _____
NO

Employer: _____

Address: _____

The Georgia Nurses Foundation (GNF) is the charitable and philanthropic arm of GNA supporting GNA and its works to foster the welfare and well being of nurses, promote and advance the nursing profession, thereby enhancing the health of the public.

GN-PAC DONATION FORM



The Georgia Nurses Association Political Action Committee (GN-PAC) actively and carefully reviews candidates for local, state and federal office. This includes their record on nursing issues and value as an advocate for nursing. GN-PAC promotes the improvement of the health care of the citizens of Georgia by raising funds from within the nursing community and friends of nursing and contributing to the support of worthy candidates for State office who believe, and have demonstrated their belief, in the legislative objectives of the Georgia Nurses Association.

Your contribution to GN-PAC today will help GNA continue to protect your ability to practice and earn a living in Georgia. Your contribution will also support candidates for office who are strong advocates on behalf of nursing. By contributing \$50 or more, you'll also become an official member of GN-PAC. To contribute, complete the form below and return it to:

GN-PAC
3032 Briarcliff Road, NE
Atlanta, Georgia 30329
PH: (404) 245-9475
FAX: (404) 325-0407
george.sneed7@gmail.com

Please make all checks payable to GN-PAC

From: Name: _____

Address: _____

City/State: _____

Zip Code: _____ Email: _____

Phone: _____

Employer: _____

Amount contributed: _____

MasterCard/Visa #: _____ Exp. Date: _____

Name as it appears on Credit Card: _____

Are You A Member of the Georgia Nurses Association? Are You Paying Dues?

Membership in your professional organization does not happen automatically when you get your RN license or when you start receiving this publication, *Georgia Nursing*. **You have to join.** You have to **make a commitment** to support the organization that protects your practice and allows you to be on the cutting edge of what is happening in nursing both nationally and statewide. If you are not a member, you are missing out on valuable information that is available only to members of GNA.

Do you want to see changes made in the way you practice?

GNA can make that happen if nurses in Georgia support GNA. Numbers count at the Legislature AND the Legislature controls your practice. Within all practices of health care, there are **more licensed nurses** than any other health care group. **That is huge** when you think of what can be accomplished **if we all come together.** The GNA Board of Directors, (consisting of nurses just like you), invites you to join GNA and make a commitment to the nursing profession, your job and the people of the state of Georgia. **YOU CAN** make a difference. An application for membership is in this issue, or visit www.georgianurses.org and click *Join GNA* today.



MEMBERSHIP

Georgia Nurses Association Regions and Chapters

Central Region

Columbus Chapter of GNA
Old Capital Chapter of GNA

Gwendolyn Johnson, Regional Coordinator

VACANT
Patrice Pierce, Chair

gfjohns57@yahoo.com
VACANT
patrice.pierce@maconstate.edu

East Central Region

Athens Area Chapter
Central Savannah River Area Chapter

Melanie Cassity, Regional Coordinator

VACANT
Sandy Turner, Chair

mcassity@armc.org
VACANT
sturner@georgiahealth.edu

North Region

Consauga Chapter
Consauga Chapter
Northwest GNA RNs

Cindy Balkstra, Regional Coordinator

Muna Wagner, Co-chair
Suzanne Grenon, Co-chair
Vera Brock, Chair

ngakats09@gmail.com
wagners@optilink.us
mgrenon@optilink.us
vbrock@highlands.edu

North Central Region

Atlanta VA Nurses Chapter of GNA
Metro Atlanta Chapter of GNA
Northwest Metro Chapter
Southern Crescent Chapter of GNA
West Georgia Chapter of GNA

Debbie Davis, Regional Coordinator

Sandra Dukes, Chair
Carla Holt, Chair
Connie Graves, Chair
Betty Lane, Chair
Debbie Davis, Chair

davis107@charter.net
sandra.dukes@va.gov
ccholt@bellsouth.net
conniegraves@bellsouth.net
bettylane@clayton.edu
davis107@charter.net

Southeast Region

First City Chapter
Professional Nurses' Network Chapter
Southeastern TLC'ers
Southern Coast Chapter

Kathleen Koon, Regional Coordinator

Cherie McCann, Chair
Kathleen Koon, Chair
VACANT
Deborah Wright, Chair

kjkoon@nctv.com
mccanncl@plu.edu
kjkoon@nctv.com
VACANT
dowright@comcast.net

Southwest Region

Nursing Collaborative of South Georgia
Southwest Georgia Chapter of GNA

Kimberly Gordon, Regional Coordinator

Robert Keen, Chair
Pamela Amos, Chair

kimberly.gordon@sgmc.org
robert.keen@sgmc.org
mike.pam.amos@gmail.com

Shared Interest Chapters

GNA Informatics Chapter
GNA Informatics Chapter
Nursing's Future Leaders Chapter

Roy Simpson, Chair
Kaye Dawson, Co-chair
Aimee Dotson-Manion, Chair

rsimpson@cerner.com
kdawson@armc.org
dotsonae@aol.com



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gcsu.edu/Nursing



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College of Health Sciences

MEMBERSHIP

Welcome New & Returning GNA Members

December New Members

Angela Stites, Alpharetta, GA
 Audrey Hinds, Stone Mountain, GA
 Betsy King, Roswell, GA
 Chloris Turner, Atlanta, GA
 Christine Robbins, Hoschton, GA
 Cynthia Summerlin, Camilla, GA
 Debra Hutchinson, Newnan, GA
 Elizabeth Williams, Augusta, GA
 Erin Connelly, Atlanta, GA
 Eva Hoffrichter, Atlanta, GA
 Gwendolyn Fryer, Evans, GA
 Helen Ette, Jonesboro, GA
 Joann Gorrell, Fayetteville, GA
 Joanne Patterson, Dacula, GA
 Joy Suarez, Thomasville, GA
 Julie Sewell, Cedartown, GA
 Karen Furnier, Lilburn, GA
 Kathleen Hoffman, Sandy Springs, GA
 Kelly Licht, Kennesaw, GA
 Laura Ashline, Evans, GA
 Laura Kimble, Lawrenceville, GA
 Leigh Ann Barbaree, Phenix City, AL
 Leyna Mashburn, Warner Robins, GA
 Linda Thames, Savannah, GA
 Lois Gibson-Cato, Barnwell, SC
 Lorena Torres, Atlanta, GA
 Lourdes Cody, Douglasville, GA
 Margaret Davis, Statesboro, GA
 Marlene Fort, Savannah, GA
 Mary Strika, Alpharetta, GA
 Matthew Roberts, Covington, GA
 Meagan Classey, Cumming, GA
 Michael Wiggins, Vidalia, GA
 Michelle Dim-St. Pierre, Johns Creek, GA
 Moshena Harris, Smyrna, GA

Patricia Jenkins, Dallas, GA
 Rachel Myers, Woodstock, GA
 Rebecca Gary, Commerce, GA
 Sally Lee, Rocky Face, GA
 Samina Mirza, Atlanta, GA
 Shawna Carrigan, Atlanta, GA
 Sheila Walls, East Ellijay, GA
 Sheryl Durr, Decatur, GA
 Stephanie Gaddis, North Augusta, SC
 Susan Johnston, Marietta, GA
 Teresa Solt, Stockbridge, GA
 Tracy Weldon, Flowery Branch, GA
 Tyquitta Lloyd, Columbus, GA
 Veronika Bari, Alpharetta, GA
 Voncile Thomas, Phenix City, AL
 Weihua Zhang, Roswell, GA
 Wendy Holland, Savannah, GA
 William Jones, Carrollton, GA

January New Members

Alice Adams, Atlanta, GA
 Andrea Brown, Marietta, GA
 Ann Keeley, Atlanta, GA
 Ann Reuter, Peachtree City, GA
 Annette Hayman, Savannah, GA
 Betty Mace, Conyers, GA
 Beulah Nash-Teachey, Evans, GA
 Carol Thompson, Martinez, GA
 Chad Carpenter, Savannah, GA
 Chancharas Taylor, Jonesboro, GA
 Claudia Miller, Attapulgus, GA
 Cynthia Ingram, Moultrie, GA
 Danielle Gerard, Peachtree City, GA
 Deborah Gass, Atlanta, GA
 Debra Hagerty, Savannah, GA
 Dianna Burmester, Richmond Hill, GA

Dimesha Middlebrooks, Atlanta, GA
 Donna Miller, McDonough, GA
 Dorothy Trimmer, Ludowici, GA
 Edna Harper, Vienna, GA
 Edna Primas, Macon, GA
 Elizabeth Bruce, Savannah, GA
 Hollie Holt, Atlanta, GA
 Jacqueline Gill, Canton, GA
 Jaekea Coar, Milledgeville, GA
 Jamie Williams, Winder, GA
 Janice Ford, Stillwell, GA
 Janice Gentry, Atlanta, GA
 Jolyn Crabb, Dalton, GA
 Julie Linger, Savannah, GA
 June Alberto, Statesboro, GA
 Ken Packer, Athens, GA
 Keshana Goddard, Milledgeville, GA
 Kimberly Washington, Tyrone, GA
 Lani Hold, Augusta, GA
 Laura Madden, Suwannee, GA
 Lindsay Kimbrell, Forsyth, GA
 Lisa Delancy, Ellenwood, GA
 Lisa Jasper, Atlanta, GA
 Luzviminda Quirimit, Savannah, GA
 Marci Leifson, Marietta, GA
 Maria Onuorah, Lithonia, GA
 Marilyn O'Mallon, Savannah, GA
 Mary Outz, Royston, GA
 Marybeth Fazio-Norwood, Conyers, GA
 Melissa Holland, Auburn, GA
 Melissa Runyon, Warner Robins, GA
 Merriom Hashim, Hephzibah, GA
 Michael Covington, Marietta, GA
 Michelle Coalson, Leesburg, GA
 Michelle Hoehn, North Augusta, SC
 Michelle Llorens, Lawrenceville, GA

Michelle Sariev, Atlanta, GA
 Nidsa Baker, Savannah, GA
 Patsy Jackson, Stockbridge, GA
 Priscilla Combest, Austell, GA
 Rebekah Beagles, North Augusta, SC
 Robbyn Caesar, Columbus, GA
 Sandy Haupt, Monroe, GA
 Sharmain Johnson, Stone Mountain, GA
 Tammy Gladney, Summerville, GA
 Terri Ades, Atlanta, GA
 Terrie Allen, Griffin, GA
 Theresa Brown, Monroe, GA
 Timothy Porter O'Grady, Atlanta, GA
 Tosin Rabi, Loganville, GA
 Victoria Franz, Evans, GA
 Yolanda Wright-Haithcock, Macon, GA
 Yuan Hu, Atlanta, GA

February New Members

Andrea Taiste, Columbus, GA
 Angie Loyd, Leesburg, GA
 Armenia Williams, Lithonia, GA
 Carol Jelfo, Rockmart, GA
 Cecelia Grindel, Alpharetta, GA
 Chelia Jordan, Norcross, GA
 Holly Gullatt, Dacula, GA
 JoAnne Raatz, Eatonton, GA
 June Maddox, Grayson, GA
 Kathleen Kebe, Atlanta, GA
 Robi Gray, St. Simons Island, GA
 Sharon Lorenti, Augusta, GA
 Susan Bates, Waycross, GA
 Valarie Smith, Winder, GA

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MEMBERSHIP

GNA/ANA Benefit Brief

Some of the many great services, discounts and opportunities you'll access as a GNA member:

The LARGEST Discount on initial ANCC Certification – GNA/ANA members save \$120 on initial certification.

The LARGEST available discount on ANCC recertification – \$150 for GNA/ANA members.

The ONLY discount on ANCC Review/Resource Manuals – GNA/ANA members only.

GNA Members-Only E-News and Legislative Updates – Free access to informative GNA and ANA E-news messages, including Legislative updates during the session, national policy updates, news alerts and members-only information.

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

GNA Professional Development Conference & Membership Assembly – GNA members will receive member rates on all GNA events, including the 2013 GNA Professional Development Conference & Membership Assembly!

GNA Power Webinar Series – GNA members will

have access to a new series of webinars on Legislative/Public Policy and Leadership Development. These webinars are led by speakers who are considered leaders and experts in nursing.

Free ANA Webinars – GNA/ANA members can now access several educational webinar offerings from ANA at no cost to the member.

Mosby's Nursing Consult, ANA Edition – GNA/ANA members now have access to this customized, evidence-based resource tool for clinical decision making, education, training and staff development.

New leadership opportunities – Get involved with GNA! Statewide recognition and professional development. Become a chapter chair, participate in a task force or committee or run for elected office.

GNA web site – 24/7 access to information on our web site, www.georgianurses.org.

Journals & publications – Free subscription to *The American Nurse* – a \$20 value – and free subscription to *The American Nurse Today*, an \$18.95 value. **Free online access to OJIN: The Online Journal of Issues in Nursing.** Free quarterly GNA newsletter – *Georgia Nursing*.

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.

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:

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

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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.

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

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.

GANS12-02

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*)



MAIL APPLICATION AND PAYMENT TO:
GEORGIA NURSES ASSOCIATION
3032 Briarcliff Road NE, Atlanta, GA 30329
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. <small>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.</small>
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
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