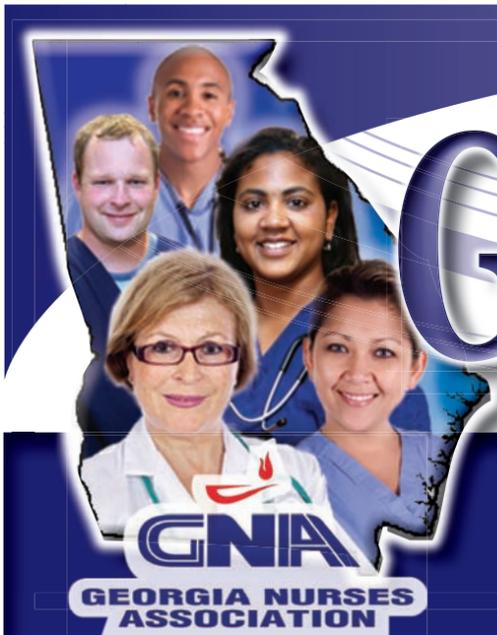


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GEORGIA NURSING



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PRESIDENT'S MESSAGE

Strength in Numbers

By Fran Beall, RN, ANP, BC

In the midst of a serious state fiscal crisis which could potentially cause the loss of many nursing education programs and faculty positions throughout the state, as well as nursing staff layoffs in state-funded facilities, many nurses are justifiably anxious. They are anxious not only about their own job security and stagnant incomes, but about the impact that such cuts, if enacted, could have on the nursing shortage for decades to come.



Fran Beall

In talking with a group of nursing students recently regarding professional issues, one student indicated that that he didn't think there was a nursing shortage, because his hospital is not hiring, and new graduates were having difficulty finding jobs. This is true in some areas of the state—but not for the reasons that the student questioned the validity of the shortage. While some indicators project that

President's Message continued on page 9

Back from Haiti: A GNA Member's Story

By Claudette Rainey, RN, SCM, APRN

I traveled to Haiti on January 29, 2010, with a group led by Joan Liverpool, EdD, who is a professor at the Morehouse College of Medicine. Dr. Liverpool is also the president and CEO of Deskan Institute and Training Inc. She has coordinated mission trips like this one for the past 17 years.

Haiti's capitol city Port au Prince is demolished! There are 1,000,000 displaced people, who need everything—food, shelter, health care, etc. We arrived in Port au Prince on a steamy hot day. At the airport, the air was filled with the smell of diesel fuel, and the roar of jet engines required the use of earplugs. Desperate groups of survivors approached us, seeking help as they eagerly recounted their stories in Kreyol, the native dialect. Our ground transportation was facilitated by a Haitian native who traveled with us from Fort Lauderdale, FL. There were ten people in our party with luggage and 22 boxes of medical supplies.

My contribution was to use the skills I developed as an adult nurse practitioner, now retired. It was an awesome experience caring for such a deserving population. There are no words to describe the range of injuries people sustained, including the death of 20,000 college students, affecting Haiti's future workforce. My group included an orthopedic surgeon, a pediatrician, an ER and trauma nurse and a Haitian mental health therapist, who spoke three languages and had worked with Rwandan refugees.

I must say that bar none, this was one of the most humbling and rewarding experiences of my nursing



GNA member Claudette Rainey is pictured with a young medical student who was trapped for 27 hours in the aftermath of the earthquake in Haiti. His arm was amputated.

career. I felt many emotions but no fear; others in our group expressed the same single-mindedness and sense of purpose. We were there to serve and the Haitian people were grateful and easy to work with through interpreters. Many of them were still in shock

Back from Haiti continued on page 12

Celebrate National Nurses Week 2010! Nurses: Caring Today for a Healthier Tomorrow



This year, the Georgia Nurses Association would like to congratulate all registered nurses during

National Nurses Week 2010, 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 2010, the theme of National Nurses Week is *Nurses: Caring Today for a Healthier Tomorrow*.

In honor of the dedication, commitment and tireless effort of more than 3 million registered nurses nationwide to promote and maintain the health of this nation, GNA and ANA are proud to recognize registered nurses everywhere for the

quality work they provide seven days a week, 365 days a year.

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 a media toolkit to promote local celebrations. The toolkit can be accessed by visiting <http://nursingworld.org/NationalNursesWeek>. For more information on National Nurses Week 2010, including a list of ways to celebrate, visit http://www.georgianurses.org/nurses_week.htm.

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Sweeping Health Care Reform measure signed by President Obama

On March 23, President Barack Obama signed H.R. 3590, *The Patient Protection and Affordable Care Act*, into law. The measure passed the U.S. House of Representatives by a vote of 219 to 212. The following week, Congress passed the “reconciliation” legislation—*The Healthcare and Education Reconciliation Act*—to make final tweaks to the initial bill. The American Nurses Association (ANA) has been a strong advocate for health system reform, and ANA representatives were present as President Obama signed the bill.

Some of the key nursing provisions include a new emphasis on a health care workforce that utilizes APRNs (namely certified nurse midwives and nurse practitioners) in addition to primary care physicians,



to meet the nation’s health care needs. The measure also includes federal support for workforce development programs, new federal grant money for those seeking to become a nurse, increases to the federal nurse faculty loan program and more.

Other immediate changes set forth by H.R. 3590 include young adults being allowed to remain on their parents’ health insurance plans and a \$250 rebate for seniors in the Medicare coverage gap for prescription drugs. In addition, health insurance companies can no longer cancel policies of those who are sick or children with pre-existing conditions. The measure also boosts funding for community health centers by \$10 billion over five years.

In 2014, a broad expansion of the reform measure will take place. Health insurance companies will be required to accept all applicants, and can no longer reject those in poor health or charge them higher premiums. States will set up marketplaces for small businesses and individuals buying their own health insurance. Also, many Americans will be required to have health insurance, and those who refuse will face fines.

Tax credits to help pay for premiums will become available to middle-class working families, and Medicaid will be expanded to cover more low income people. Households making up to four times the poverty level—about \$88,000 for a family of four—will be eligible for assistance.

President Obama’s goal is to see the number of uninsured Americans cut in half.

ANA has created a useful toolkit with many press releases, fact sheets and other resources related to health care reform. To access the toolkit, visit <http://www.nursingworld.org/healthcarereformtoolkit>.

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CEO CORNER

The Nurse's Influence on Health System Reform

By Deborah Hackman, CAE

"Strength is the capacity to break a chocolate bar into four pieces with your bare hands—and then eat just one of the pieces."—Judith Viorst, author and journalist



Debbie Hackman

By 2018, a projected 1.2 million direct care workers will be women age 55 and over. In 2008, 22% of direct care workers were age 55+ compared to 18% for the overall female workforce. The Health Resources and Services Administration (HRSA), U.S. Department of Health and Human Resources, recently released data from a 2008 National Sample Survey of Registered Nurses (<http://bhpr.hrsa.gov/healthworkforce/rnsurvey/>). Between 2004 and 2008, the number of licensed RNs in the U.S. grew by more than 5% to a new high of 3.1 million. In 2008, 16.8% of nurses were Asian; African-American; American Indian/Alaska Native and/or Hispanic; an increase from 12.2% in 2004. RNs are seen as having significant opportunity to influence the health care system's adaptability to an increasing ethnically, racially and culturally diverse population.

By 2008, half of RNs had achieved a baccalaureate or higher degree in nursing or a nursing-related field compared to 27.5% in 1980. RN salaries rose by 15.9% since 2004, which slightly outpaced inflation. Average annual earnings for RNs in 2008 were \$66,973. Nearly 45% of RNs were more than 50 years of age in 2008, which is a dramatic increase from 33% in 2000 and 25% in 1980.

In a recent GALLUP study based on 1,504 telephone interviews with professionals that they have termed "opinion leaders" throughout the nation, a summarized report was submitted to the Robert Wood Johnson Foundation (RWJF). Views of nursing and nursing leadership among these opinion leaders were examined in this study. GALLUP selected the opinion leaders based on certain criteria and included the following groups:

- University Faculty (n=276)
- Insurance (n=237)
- Corporate (n=232)
- Health Services (n=253)
- Government (n=253)
- Industry Thought Leaders (n=253)

The study sought their viewpoint about nursing leadership with emphasis on determining the role of nursing in the future, and potential barriers to leadership roles in health care today. 67% of the respondents have experience working in health care delivery with 78% working in acute/chronic care or public health. 70% of the respondents were male.

Cost and affordability of health care topped the ranking of issues across all six opinion leader segments. Of concern is that as informed sources about health care, the survey indicated that opinion leaders do not consider doctors (54%) and nurses (42%) as having a great deal of influence on health reform in the next 5-10 years despite the fact that they are the closest providers of patient and preventative care. Instead, the opinion leaders polled view government (75%) and health insurance executives (56%) as the groups most likely to exert a great deal of influence on health reform, compared to 37% for doctors and 14% for nurses. Nurses, however, are consistently viewed as having tremendous influence on **quality** in the health care system. At the recent ANA Constituent Assembly meeting, **quality of patient care** was acknowledged as a key issue where nursing could/should take a major leadership role.

The Executive Summary in the 2009 GALLUP Report indicates that *"the major barriers to nurses having more influence and exerting more leadership include perceptions of their role as key decision makers compared to physicians (69% of the respondents said physicians are the key decision makers) and perceptions of their role as revenue generators (68% of respondents said doctors, not nurses generate revenue)." Only 31% identify the media's depiction of nursing as a barrier. Whether you agree or disagree with the view of those polled by GALLUP's survey—the key point is that organizations such as GALLUP and RWJF consider them opinion leaders. Needless to say nurses (especially those giving direct care) have vital opinions too! A concerted effort to take on the mantle of the nurse as opinion "leader" would serve the patient, the system and the profession well. ANA and GNA work hard to get the profession's messaging out there and respected in the mainstream of ideas.*

The opinion leaders interviewed for the 2009 GALLUP study offered two main recommendations for how the nursing profession can overcome barriers and achieve more influence in the reform of health care: *"Foremost, nurses need to make their voices heard. Opinion leaders view nursing as lacking a single, unified voice to focus on key issues in health policy, and view many nurses as lacking interest in taking on this*

role. Second, opinion leaders feel society, and nurses themselves, should have higher expectations for what nurses can achieve, and that nurses should be held accountable for not only providing direct patient care, but also for health care leadership."

While it is irritating when others impose their views (especially when they have been annointed by someone else as opinion leaders), one would hope that it results in encouraging a more concentrated effort by nurses to elevate the leadership of those who have first-hand knowledge about where improvements can be made (direct care nurses).

The Georgia Nurses Association (as the largest, oldest and most diverse nursing organization in the state) provides many opportunities for members to make sure their voices are heard, and to acquire the leadership skills and confidence that unifies that professional voice on key issues in health policy. For example, at the end of April the Georgia Nurses Association will be providing its Chapter and Board leaders a public-speaking training session on how to be "an influencer."

Developing leadership skills is one of the essential resources GNA provides its members daily. Empirical data demonstrates that the nurse's role in planning, policy and management of health systems and services increases quality of care, reduces medical errors and improves patient safety; improves health care efficiency; promotes wellness and preventive care and compassionately coordinates patients through the health care delivery system. Effectively influencing those systems is central to good outcomes. Patients and their families trust and need nurses to "collect their voices" and work together to influence an improved delivery system. Health care reform is a huge chocolate bar that has many pieces. Which piece will you help the profession take on as a GNA member?

Deborah Hackman, CAE, is Chief Executive Officer of the Georgia Nurses Association. She has served in this capacity since 2000.



Pre-purchase your Nurse License Plate TODAY

At the 2009 GNA Convention & Membership Assembly in Athens, the Membership Assembly selected the design for a future nurse specialty license plate. The Georgia Department of Revenue is the approval agency for specialty plates in our state. Below are some facts on the steps necessary to have a nurse license plate manufactured by the Georgia Department of Revenue, with a portion of the \$35* tag fee directed to GNF.

- 1000 tags must be pre-purchased.
- There is a two-year time limit to pre-purchase 1000 tags.
- GNF will collect the deposit funds for pre-purchased tags and the tag application until the threshold of 1000 purchases is reached.
- If that threshold is reached, all funds and applications collected will be forwarded to the Georgia Department of Revenue and tags will begin to be manufactured.
- The goal is to have 1000 nurse tags pre-purchased as soon as possible so manufacturing can begin.
- GNF would use any potential revenue derived from the purchase of a nurse license plate for nursing scholarships and workforce planning & development.
- If 1000 specialty tags are not pre-purchased by the nursing community and its supporters within a couple of years, GNF will be prepared to return those application fees.
- According to the Department of Revenue, several organizations have failed to reach the 1000 mark in the past.
- The success of the nurse specialty tag program depends on the support of the nursing community to reach the required 1000 pre-purchased license plates.

To contribute your deposit for a nurse license tag, you'll need to complete the application on this page and send along with a \$35.00* check to GNF or your credit card information. Send your applications and payment to: GNF, 3032 Briarcliff Road NE, Atlanta, Georgia 30329.

Please stay tuned to this ongoing initiative by reading *Georgia Nursing* and visiting www.georgianurses.org. If you have questions, please contact GNA staff liaison Jeremy Arie at jeremy.arieh@georgianurses.org.

**State of Georgia will increase fee for specialty plates to \$35*

Celebrate Nurses Week by Purchasing a Nurse License Plate

Are you looking for a special gift to recognize your nursing colleagues during Nurses Week 2010? Celebrate Nurses Week this May 6-12 by pre-purchasing a Nurse License Plate from the Georgia Nurses Foundation (GNF)! You'll not only be recognizing that special nurse in your life, but you'll also be supporting the nursing profession as a whole. The Nurse License Plates also make great gifts for Mother's Day, which is just around the corner! To pre-purchase a plate, complete the application below and send it along with a check for \$35 to GNF. You can also pay by credit card by completing this form and returning to GNF. See the application form for further details. Happy Nurses Week!

Celebrate Nurses Week 2010! Pre-Purchase Your Nurse License Plate TODAY



Support the Georgia Nurses Foundation license plate initiative by pre-purchasing a specialty Nurse License Plate today! To make your deposit on a potential nurse license plate, send a check for \$35* 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 pre-purchase. If the nursing community does not reach the 1000 pre-purchased plate threshold in a couple of years, your deposit will be returned.

Name: _____

Address: _____

City/State: _____ Zip Code: _____

Email: _____ Phone: _____

MasterCard/Visa #: _____

Name as it appears on Card: _____ Exp. Date: _____

Amount: **\$35.00***

**State of Georgia will increase fee for specialty plates to \$35*



LEGISLATIVE/PUBLIC POLICY

GNA hosts another successful Legislative Day event at the State Capitol

On January 28, 2010, the Georgia Nurses Association held another successful GNA Legislative Day at the State Capitol. Once again, the Legislative Day event was met with overwhelming interest, as more than 600 registered nurses and nursing students from across the state ventured to the Capitol to learn and participate in the legislative process.

Nurses arrived at the Capitol in the morning to check in with GNA leaders and staff, and to receive information on GNA's 2010 Legislative Priorities. Attendees were then greeted by Georgia Lt. Governor Casey Cagle, newly sworn Secretary of State Brian Kemp and state Senator Lee Hawkins.

"It was a tremendous pleasure to welcome so many talented nurses to the State Capitol. I am always impressed by the professionalism, attention to detail and thoughtful care that many nurses throughout our state give to Georgians every day," said Lt. Gov. Cagle.

After a group photo, nurses then attended a session of the House of Representatives and a Senate Health and Human Services meeting. Attendees also met with GNA leaders, volunteers and staff, and spent time meeting and lobbying their state senators and representatives.



Lt. Governor Casey Cagle, Secretary of State Brian Kemp and Sen. Lee Hawkins joined GNA leaders to greet over 600 nurses at the Capitol during the 2010 Legislative Session.



A photo taken from the third floor of the State Capitol gives perspective on how many nurses and nursing students attended the event.



Atlanta Mayor Kasim Reed speaks with a group of Legislative Day attendees. Mayor Reed happened to be visiting the Capitol on GNA Legislative Day and spent time chatting with the nurses.



Pictured (L-R): Immediate past GNA Director of Legislation/Public Policy and member Michael McCann and Secretary Rebecca Wheeler assist an Emory University nursing student.



Pictured (L-R): GNA Past President Linda Easterly, Director of Legislation/Public Policy Judy Malachowski and GNA President Fran Beall spent time during the day orienting students and visiting with attendees of GNA's Legislative Day.



One of several nursing students from across the state who attended GNA Legislative Day.



Pictured (L-R): GNA Director of Leadership Development Georgia Barkers, CEO Debbie Hackman, Georgia's Lt. Gov. Casey Cagle, GNA President Fran Beall, Past President Linda Easterly and Immediate Past President Cindy Balkstra.

GNA would like to thank the sponsors of our 2010 Legislative Day—PeachState Health Plan and Chick-fil-a. We would also like to thank every GNA member, student and faculty leader who came down to the Capitol.



LEGISLATIVE/PUBLIC POLICY

A Hectic 2010 Session

By **Judith Malachowski, PhD, RN, CNE**
GNA Director of Legislation/Public Policy

Hello! By the time this issue reaches you, I will have completed about one-half of my first year as Director of Legislation and Public Policy. I appreciate the support of former Director Michael McCann who has helped to ease the transition. I've had many opportunities to meet-and-greet and participate in legislative-related work sessions, conference calls and workshops. One of the most meaningful experiences so far has been ongoing communication with GANS (Georgia Association of Nursing Students) President Kelly Aikens and Legislative Chair Lora Liu. These soon-to-be nurses hold great promise for the future of professional nursing and nursing organizations.



Judith Malachowski

The state budget crisis has taken up much of the calendar so far this year. At the halfway point of the session, Chancellor Erroll B. Davis, Jr. of the University System of Georgia presented to the House and Senate Appropriations Higher Education Subcommittees the plans of the presidents of the 35 system schools to manage an additional \$300 million in reductions to state

appropriations in the upcoming Fiscal Year 2011 budget. Many of the proposals included reductions in some or all parts of nursing programs, from cuts in enrollment to total closure. Tension was very high and emails flew as nursing faculty, students, parents and other supporters of nursing education tried to halt the loss of nursing education in Georgia. GNA acted quickly to alert the nursing community to these harmful cuts to nursing education and to encourage nurses to contact their legislators. As we move forward, nurses must continue to communicate with their individual representatives and senators on how crucial it is that nursing education is funded in Georgia. Unless we start seeing an increase in state revenues, legislators will be faced with the same difficult decisions when writing future state budgets.

Though many bills are in front of legislators this session, a few of them have stayed in the spotlight for GNA and its members. HB 1040 would amend Georgia Code with respect to exceptions to those care situations that do not require licensure as a registered professional nurse. The proposed addition addresses the performance of health maintenance activities for a disabled individual by a non-relative caregiver. HB 1250 would allow APRNs in Georgia to prescribe Schedule II controlled substances. The bill would also permit advanced practice registered nurses to sign, certify and/or endorse health care documents, such as worker's compensation verification documents, physical exam forms and death certificates.

On the Senate side, SB 430 would amend the

Georgia Nurse Practice Act to provide for a multistate compact specific solely to telephonic nursing. Due to the requirements of the National Compact, it is believed that the specific inclusion of only one form may hinder this bill from passage.

As legislators prepare to convene for Legislative Day 30, known as "Crossover Day," the fate of these bills is unclear. If a piece of legislation does not pass one chamber of the legislature and cross over to the other chamber, it is "dead" for the year. At press time, HB 1040, HB 1250 and SB 430 have yet to pass from the chamber in which they were introduced.

In addition to my contact with the GNA staff, Board of Directors and lobbyists, I've been working closely with the ad hoc Committee on Legislation. Our primary purpose is to advise the Board on the Association's legislative priorities. We've had one organizational meeting, but maintain communication via email for updates and feedback on pending legislation. One of our upcoming priorities is to make recommendations for the GNA 2011 Legislative Platform.

Please feel free to contact me at GNAdirectorlegislation@gmail.com. Your input is sought and is valuable!

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.

Much to be Done as 2010 Session Winds Down

At press time legislators were convening in Atlanta for Day 35 of the 2010 Session. Members of the House and Senate had yet to resolve the major issues of this year, including statewide transportation funding, ethics reform and passing the Fiscal Year 2011 budget. Hospitals have become one of the major focuses of the 2010 Session, as legislators grapple with a proposed "bed tax" (House Bill 307) that would implement a 1.45% tax on hospital patient revenues and sunset in 2013. The debate on HB 307 has become extremely divisive, with three Senate chairmen being relieved of their positions for voting against the proposal.

At press time, HB 1040, which would allow unlicensed caregivers to perform "health maintenance activities" for individuals who are disabled and wish to receive

home-based care, passed the Senate Health & Human Services Committee and was headed to the Senate Rules Committee. Nurses around the state have expressed their concern about HB 1040. GNA supports the intent of HB 1040, but wants to see changes made to the bill regarding a limited scope of practice for the unlicensed caregiver that addresses patient safety and protection for the RN regarding liability.

Regardless of the outcome of these issues, legislators hope to adjourn by the end of April, so they can resume fundraising for their 2010 campaigns for election.

Bills GNA is monitoring
HB 1040 Georgia Registered Professional Nurse Practice Act; certain health activities not require license; provisions

By Rep. Jimmy Pruett (R-Eastman)

This bill would allow unlicensed caregivers to perform "health maintenance activities" for individuals who are disabled and wish to receive home-based care. Nurses around the state have expressed their concern about HB 1040 to GNA.

http://www.legis.ga.gov/legis/2009_10/sum/hb1040.htm

HB 307 Medicaid; federal financial participation; hospitals; impose fee

By Rep. Jim Cole (R-Forsyth)

Known as the "hospital tax," the measure would assess an additional 1.45% fee on hospitals' net patient revenue.

http://www.legis.ga.gov/legis/2009_10/sum/hb307.htm

HB 1250 Registered nurses and physicians assistants; protocol agreement; provisions

By Rep. Kevin Levitas (D-Atlanta)

A bill to allow APRNs in Georgia to prescribe Schedule II controlled substances. It goes on to allow advanced practice registered nurses to sign, certify and/or endorse health care documents, such as worker's comp verification documents, death certificates, etc. **HB 1250 failed to pass out of the House Health & Human Services Committee and is now dead.**

http://www.legis.ga.gov/legis/2009_10/sum/hb1250.htm

SB 430 'Nurse Licensure Compact'; provide multistate licensures to practice telephonic nursing as a registered nurse; qualifications, sanctions

By Renee Unterman (R-Buford)

This bill would amend the Nurse Practice Act to enter the state into the Nurse Licensure Compact for the purpose of multistate licensure for the practice of telephonic nursing by registered nurses. **SB 430 failed to pass out of the Senate Health & Human Services Committee and is now dead.**

http://www.legis.ga.gov/legis/2009_10/sum/sb430.htm

Please visit http://www.georgianurses.org/current_session.htm for GNA's final session wrap-up and more information on legislation/public policy.

NURSING PRACTICE

Georgia Congress on Nursing Practice develops New Position Statements

The formation of the Georgia Congress on Nursing Practice was initiated by the Georgia Nurses Association in 2009. The Congress is comprised of representatives of more than 20 professional nursing organizations in the state. The group met for the second time in January 2010 at GNA Headquarters in Atlanta to identify topics the various organizations could create and/or endorse position papers on.

This work has resulted in three new position statements that have now been adopted by the Congress. The new position papers include the Congress' positions on: Mandatory Vaccinations for Health Care Providers; the Public's Right to Know versus Safeguarding Personal Information; and 100% Tobacco-Free School Campus Policy.

The Congress will convene again for another face-to-face meeting on September 18, 2010. GNA is represented on the Congress on Nursing Practice by Wanda Jones (GNA Director of Nursing Practice), Cindy Balkstra (GNA Immediate Past President) and staff liaison Dr. Debbie Hatmaker.

Is your state specialty organization represented on the Georgia Congress on Nursing Practice? For information about how your nursing organization can participate on the Congress, please contact GNA staff liaison Debbie Hatmaker at dhatmaker@georgianurses.org or call (404) 325-5536.

Statement Opposing Mandatory Influenza Vaccination for Health Care Providers Georgia Congress on Nursing Practice

The Task Force is recommending the following position endorsed by GNA last fall (supporting documents are available upon request) be endorsed by the Congress' member organizations:

The Georgia Nurses Association (GNA) is committed to advocating for the health of nurses and the patients that they serve. Because of this commitment, GNA strongly recommends that nurses and all other health care providers who provide direct patient care be vaccinated against the influenza virus. Absent of a Centers for Disease Control (CDC) requirement for mandatory annual influenza vaccination of all health care workers, the Congress supports voluntary efforts including implementation of aggressive and comprehensive influenza vaccination programs for registered nurses that aim for 100% vaccination rates.

Georgia Nurses Association Board of Directors position, October 2009

The Public's Right to Know versus Safeguarding Personal Information Georgia Congress on Nursing Practice

The Georgia Congress on Nursing Practice (GCNP) is concerned about the public good of Georgia's 9,685,744 citizens (and 5,755,750 registered voters) as well as the safety of Georgia's professionals.

According to the Georgia Open Records Act sections 50-18-72 of the code exempt both law enforcement and teachers from having their addresses disclosed to the public. There is already a precedent for this request with other professional groups dealing with the public.

While we fully support the public's right to verify that a professional holds an active license and that license is in good standing, we are gravely concerned that the practice of publishing addresses greatly endangers the personal safety of the professionals. The Georgia Secretary of State Professional Licensure Verification site openly discloses the professional's personal information including name, license number, and address to the general public. This affects not merely the 112,413 professional registered nurses licensed in Georgia but all 442,435 professionals listed on the Georgia Secretary of State website. This practice circumvents any efforts on the part of the professional to protect personal information by paying the fee to have unlisted phone number and address.

Professionals' personal information should be held in the strictest confidence as is their clients' information under The Health Insurance Portability and Accountability Act (HIPPA) of 1996. Patient authorization is required for any use or disclosure of protected information including name, address, telephone number, e-mail address, and geographical location smaller than state. Professionals should have

the same right to consent prior to personal information being disclosed or made publicly available. If the professional revealed the same information regarding the client, they would be punished to the fullest extent of the law and incur civil penalties with potential fines of thousands of dollars.

A Vulnerable Population

The Occupational Safety and Health Administration in 2004 noted violence in health facilities was likely to be underreported, due in part to the persistent perception within the health care industry that assaults are part of the job. According to the Federal Bureau of Labor Statistics (2008), half of all nonfatal injuries resulting from workplace assaults occur in health care and social service settings. Many of these professionals, including nurses are predominately female, single, or work night shift. *The Bureau of Labor Statistics* found females account for 94.4% of registered nurses and *The Department of Justice* states one in every four women will face domestic violence in her lifetime.

The Bureau of Justice Statistics Special Report on Violence in the Workplace states an average of 429,100 nurses per year reported that they were victims of violent crimes in the workplace, predominantly assaults. Twenty-five injuries annually result in missed work days for every 10,000 full-time nursing personnel, 12 times the rate of the overall private sector, according to the bureau. Fifty percent of nurses surveyed by the Massachusetts Nurses Association (MNA) and the University of Massachusetts said they had been punched at least once in a two-year period. Some reported being strangled, sexually assaulted or stuck with contaminated needles. In a 2006 survey by the Emergency Nurses Association, 86 percent of respondents said they had experienced violence in the previous three years, and a fifth said they encountered it frequently. A 2004 survey of 6,300 randomly selected nurses in Minnesota, found 13 percent of respondents reported having been physically attacked during the previous year and 39 percent reported having been threatened, verbally abused or sexually harassed. Patients committed almost all of the physical assaults and two-thirds of the verbal ones, with visitors as well as physicians and other staff members responsible for the rest.

The persistent nationwide nursing shortage is making matters worse, because understaffing increases the risk of violent incidents. Stress, poor staffing levels, long working hours, improper training of

personnel, and power and control issues all contribute to violence. The American Nurses Association, the American Organization of Nurse Executives and the Nursing Organizations Alliance have issued guidelines to promote safety for workers. Patients may often be confused, disoriented or suffering from mental illness. When needs don't get met in a timely manner, the level of anger and anxiety builds, diminishing coping skills. Nurses are often the target of the anger regardless of whether they have anything to do with it.

Nurses are often the victims of physical assaults, as the medical personnel that directly care for ill, angry, and/or frustrated patients and family members. A disgruntled client can easily access the personal information to commit harm to the professional. In 2008 a man holding a four year grudge opened fire inside Doctors Hospital in Columbus, Georgia killing three people, including Registered Nurse Peter Wright. The thousands of attacks on nurses each year have prompted introduction of legislation in many states including New York to pass bills expanding the definition of assault on emergency medical professionals to include registered nurses and licensed practical nurses, making assaults on nurses a Class C or D felony. The Secretary of State's website makes it easy for a disgruntled client to access the personal information of a professional in order to harm him/her.

Effect on the Nursing Shortage

The growing nationwide nursing shortage is reaching crisis levels, making it all the more important to protect our nursing workforce. Nurses cite the fear of assault as a reason for low morale, especially when those in authority do not share their concern. The MNA states many outraged nurses often leave the profession rather than fight the system.

Identity Threat and Threat to Public Trust

A 2009 study on identity theft by the Javelin Strategy & Research Center found identity theft continues to rise and affected almost 10 million victims in 2008 (a 22% increase from 2007). 71% of fraud happens within a week of stealing a victim's personal data. Online methods accounted for 110,000 identity thefts in 2009. A thief could use the personal information found on the Secretary of State website to impersonate the professional and obtain a loan in their name. A felon could commit a crime and pretend to be the professional when caught. The information could be used to apply for a job, violating the public trust.

Congress Position Statements continued on page 8

NURSING PRACTICE

Congress Position Statements continued from page 7

Call to Action

While we appreciate that the Secretary of State allows professionals to list a post office box (obtained at an extra personal expense for the professional) or work address on the website, publicly listing such information places the professional and public at risk. We ask for greater protection and security for professionals by limiting the information the public is able to view to only verifying whether a professional holds a current license and if the license is in good standing. It is unnecessary to reveal professionals' personal information. Professionals deserve the same degree of privacy as their clients. We ask that you act swiftly to protect the professionals and the public.

100% Tobacco Free Policy School Campus Policy

Georgia Congress on Nursing Practice

Tobacco use is the leading preventable cause of disease, disability, and death in Georgia. Not only cancers of the lung, mouth, throat, bladder, pancreas and kidney, but conditions such as chronic bronchitis, emphysema, and heart disease can be directly related to the chronic use of tobacco products.

Tobacco use is a danger to everyone. The Georgia Congress on Nursing Practice supports the findings of the Surgeon General that tobacco use in any form, active and/or passive, is a significant health hazard. Furthermore, environmental tobacco smoke has been classified as a Class-A carcinogen and that there is no

safe level of exposure to environmental tobacco smoke, a recognized toxic air contaminant.

In light of these known and potential health risks to the children and youth in our state:

- The Georgia Congress on Nursing Practice believes that tobacco use by youth can be prevented with the combined efforts of families, schools, communities and policy makers. Smoke-free policies can prevent youth from starting to smoke, and encourage youth to quit smoking.
- The Georgia Congress on Nursing Practice commends the efforts of schools, colleges, and universities that have adopted the 100% Tobacco-Free School Campus Policy. Currently, there are 50 out of 181 public school districts throughout Georgia that have adopted the model policy, protecting approximately 880,000 youth from the dangers of secondhand smoke.
- The Georgia Congress on Nursing Practice encourages all private schools, public school districts, colleges and universities to be diligent in their efforts to achieve a 100% indoor and outdoor campus-wide tobacco-free environment.
- The Georgia Congress on Nursing Practice recommends that all Georgia schools, colleges and universities adopt the 100% Tobacco-Free

School Campus Policy. A 100% Tobacco Free School

- Prohibits cigarette, cigar, and pipe smoking, and smokeless tobacco use by students, faculty, staff, and visitors.
- Prohibits tobacco use in school buildings, on school grounds, in school buses or other vehicles used to transport students, and at off-campus school-sponsored events 24 hours per day, seven days per week.

The Georgia Congress on Nursing Practice is a coalition of more than 20 nursing organizations in the state. In March/April of 2010, these Congress participants endorsed the three position statements:

Alpha Epsilon Chapter of Sigma Theta Tau International
Atlanta Black Nurses Association
Atlanta Chapter-National Association of Clinical Nurse Specialists
Atlanta Chapter of American Association of Legal Nurse Consultants
Georgia Association of Occupational Health Nurses
Georgia Association of School Nurses
Georgia Chapter of International Association of Forensic Nurses
Georgia Hospice and Palliative Care Organization
Georgia Legal Nurse Consultant Society
Georgia Northwest Crescent Oncology Nursing Society Chapter
Georgia Nurses Association
Georgia Organization of Nurse Leaders
Georgia Society of Legal Nurse Consultants
Oncology Nursing Society
Athens Georgia Chapter
Lanier Georgia Chapter
Southeast Georgia Chapter
Wound, Ostomy, Continence Nurses Society – GA Chapter, SE Region

GBON Approves CNS as an Advanced Practice

The Georgia Board of Nursing (GBON) has voted to recognize Clinical Nurse Specialist (CNS) practice in all specialties as Advanced Practice Registered Nurses (APRN) beginning *September 1, 2010*. The Georgia Nurses Association (GNA) has worked collaboratively with its members who are Clinical Nurse Specialists, as well as the specialty CNS nursing organizations in our state to influence this positive change for the nursing profession. GNA sent a letter to the Board of Nursing expressing its support of the recognition of CNS as an advanced practice. In February, the GNA Board of Directors adopted a position on CNS as an advanced practice.

The GNA Board adopted the following position on the issue: "GNA supports regulatory recognition of Clinical Nurse Specialists as Advanced Practice Registered Nurses as consistent with the National APRN Consensus Model Document (LACE)."

The GNA Board also weighed in on the issue of prescriptive authority of a CNS should they become recognized as an advanced practice specialty: "For the purposes of prescriptive authority, GNA supports grandfathering of Clinical Nurse Specialists whose education has included advanced pathophysiology, advanced pharmacology and advanced physical assessment."

GNA's Immediate Past President Cindy R. Balkstra, MS, RN, CNS-BC, applauded the decision.

"Hopefully this decision will renew interest in CNS programs at our nursing schools and perhaps stop the flow of CNSs out of GA. CNSs have long been noted for our expertise in creative problem resolution, at the individual level as well as within large systems," stated Balkstra. "It is very exciting to know that we will now be acknowledged and compensated for the unique role we play in improving the health and well-being of Georgians."

The Atlanta Area Clinical Nurse Specialists Affiliate of NACNS is a member of the Georgia Congress on Nursing Practice, which was initiated by the Georgia Nurses Association.

To view the APRN Consensus Model, visit <http://www.nursingworld.org/ConsensusModelforAPRN>.

Coming Soon!

In 2010, GNA and PalliativeCareEducation.org Will Partner to Offer Virtual Palliative Care CE Modules

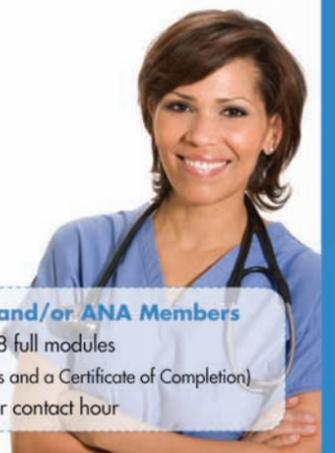
Geared toward graduate and undergraduate nurses, our Continuing Education Modules offer current evidence-based practice recommendations for the care and management of patients with advanced disease states. The modules span the evolution of palliative and hospice practice, and identify disease pathophysiology and optimal symptom management to promote quality of life throughout the disease trajectory.

GNA and/or ANA Members

\$99.00 for 8 full modules
 (10.5 CE credits and a Certificate of Completion)
 or \$15.00 per contact hour

Non GNA and/or ANA Members

\$125.00 for 8 full modules
 (10.5 CE credits and a Certificate of Completion)
 or \$20.00 per contact hour



8 self-training modules that:

- differentiate palliative from end of life care
- advance disease pathophysiology
- symptom management
- cultural and ethical considerations in palliative and end of life care
- communication issues
- grief and bereavement
- aspects of the dying process

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 cost-effective, optimal care for patients facing a life-limited prognosis from advanced disease.



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.

President's Message continued from page 1

the economy will improve over the next year or two, hospitals and other health care facilities are suffering from the same budget shortfalls as everybody else. When that happens, hospitals could also look to cut staff.

Georgia already ranks among the lowest in the number of RNs per 100,000 population in the United States, with only 670 RNs per 100,000, according to the Bureau of Labor Statistics May 2008 States Occupational and Wage Estimates. We all know that reducing RN staff leads to poorer patient outcomes and potentially unsafe conditions. Dr. Linda Aiken, PhD, RN, was able to demonstrate in her 1993 study published in *JAMA* that in hospitals with high patient-to-nurse ratios, surgical patients experienced higher risk-adjusted 30-day mortality and failure-to-rescue rates, and nurses were more likely to experience burnout and job dissatisfaction. Every RN would be wise to visit <http://www.safestaffingsaveslives.org/> to review ANA's principles of safe nurse staffing.

How should RNs respond to these potential cuts in vital nursing education programs, faculties and staff nurse positions? Not with panic or angry letters to legislators, but rather armed with factual information

to show how such drastic cuts in health care resources would negatively impact the safety and well-being of Georgians, particularly our most vulnerable populations who cannot always advocate effectively for themselves. Another RN student in the group that I alluded to earlier said that she didn't join GNA because it is "too expensive." I told her that I belong to GNA/ANA because it is in times like these it is very obvious that it is too expensive not to belong, both for the individual nurse and for the future of our profession.

There is tremendous power in numbers, and now would be a great time to add your voice to that of your fellow nurses by joining your professional

organization—Georgia Nurses Association. It is through membership in your professional organization that you will become better informed on issues such as Georgia's nursing shortage and what needs to be done about it; learn how to lobby effectively in your workplace, your community and your state to get the resources you need to be an effective patient advocate; and develop a sense of your own power to change things for the better throughout your nursing career.

Fran Beall, RN, ANP, BC, is current president of the Georgia Nurses Association. Fran is from Bogart, Georgia.

GNA HAPPENINGS

Energizing Experiences—Emp



GNA's President keeps a busy schedule

GNA President Fran Beall, RN, ANP, BC, has spoken on behalf of GNA in several different nursing forums recently. In the last few months, Fran has spoken at meetings of the Medical College of Georgia Student Nurses Association and the Georgia Chapter of Health Occupations Students of America (HOSA). She brought greetings to the 2010 Conference of the Georgia Association of Nursing Education (GANE) and the 2010 International Conference on Cancer Nursing, and spoke to a group of University of West Georgia nursing students in Dalton.



In March, GNA President Fran Beall welcomed over 550 international cancer nurses to Georgia at the opening ceremony of the 2010 International Conference on Cancer Nursing (ICCN). ICCN took place at the Westin in downtown Atlanta.



In February, GNA President Beall spoke to attendees of the 2010 GANE Conference in Pine Mountain, GA. GNA's liaison to GANE and Northwest Metro Chapter Chair Doreen V. Wagner, PhD, RN, CNOR, joined Fran in the GNA exhibit booth.

New Atlanta VA Nurses Chapter of GNA holds Meet & Greet

In February, the GNA Board of Directors approved the application of the new Atlanta VA Nurses Chapter of GNA. The chapter chair of the Atlanta VA Nurses Chapter is Joel Moorhead, MSN, RN, and the chapter's mission is to "promote and encourage the participation of VA nurses in the concerns and activities of the nursing profession on a local and national level. Leadership in nursing and professional accountability lay the foundation for this chapter."

To celebrate the creation of the Atlanta VA Chapter, GNA President-Elect Sheila Warren, MHA, MSN, RN, attended the chapter's first meet & greet to explain the importance of GNA membership to a group of VA professional nurses. The new VA Chapter hopes to host another meet & greet event later this year.



Pictured: GNA President-Elect Sheila Warren, MHA, MSN, RN (second from left), VA Nurses Chapter Chair Joel Moorhead, MSN, RN (second from right) and a group of VA nurses participated in a meet & greet event at the VA Medical Center.

GNA to host a meeting of the Chapter Chair Chapter and provide Public Speaking Training

On April 30, GNA will host the second meeting of the Chapter Chair Chapter in Atlanta. The meeting will be attended by the Regional Coordinators, Chapter Chairs and staff. GNA leaders in attendance will interact with peers, discuss current issues and challenges, and finish the evening with dinner hosted by the GNA Board of Directors and a professional development training session on public speaking led by Al Wiseman. Mr. Wiseman has been a professional speaker for nearly two decades, with over 200 public speaking engagements in that time. He has conducted small business development workshops for many of metro Atlanta's entrepreneurial training and development agencies.



Al Wiseman

GNA Happenings continued on page 11

GNA HAPPENINGS

Powering Insight—Essential Resources

GNA Happenings continued from page 10

GNA leaders attend VA Magnet Celebration

In late 2009, GNA leaders attended an event at the Atlanta VA Medical Center to celebrate the VA's designation as a Magnet facility. Magnet status is awarded by the American Nurses Credentialing Center (ANCC) to hospitals that meet specific criteria for nursing professionalism, teamwork and the highest standards in patient care.



Pictured: Cathy Rick, Chief Nursing Services Officer, Atlanta VA; Dr. Debbie Hatmaker, GNA Chief Programs Officer and ANCC President; Sandy C. Leake, Atlanta VA Associate Director, Nursing and Patient Care Services; Dr. Georgia Barkers, GNA Director of Leadership Development and Associate Nurse Executive for Education, Atlanta VA; and GNA President Fran Beall.

Governor Perdue commends Georgia Magnet Hospitals

On April 1, Governor Sonny Perdue recognized nursing leaders from Georgia's five Magnet hospitals in a special ceremony initiated by the Georgia Nurses Association. GNA also crafted a special Commendation, which Gov. Perdue presented to nursing executives from the Atlanta VA Medical Center, Saint Joseph's Hospital of Atlanta, Medical Center of Central Georgia, University Hospital of Augusta and St. Joseph's/Candler Hospital of Savannah. GNA President Fran Beall and GNA Director of Leadership Development Georgia Barkers were also in attendance.



Pictured: Susan Howell and Sherry Danello of St. Joseph's/Candler Hospital in Savannah; Marianne Baird and Kim Sharkey of Saint Joseph's Hospital of Atlanta; Meryl Montgomery of the Medical Center of Central Georgia; Marilyn Bowcutt of University Hospital in Augusta; Sandy Leake, Regina Taylor and Georgia Barkers of the Atlanta VA Medical Center; and Georgia Nurses Association President Fran Beall join Gov. Sonny Perdue (center), as he commends Georgia's Magnet hospitals.

GNA Board makes New Appointments

The following appointments were made at the February 6th meeting of the GNA Board of Directors.

GNA Staff Nurse Director (New Position on the Board) – George Sneed

At the February 6th meeting of the GNA Board of Directors, George Sneed was appointed to serve in the newly created Staff Nurse Director position on the Board. In 2009, the GNA Membership Assembly approved the creation of the Staff Nurse Director position. George also serves as a member of the GNA Legislative Ad Hoc Committee and a member of the Georgia Nurses Foundation.



George is a staff nurse at Emory University Hospital Midtown. This fall, George will challenge Rep. Sharon Beasley-Teague for the 65th District seat in the Georgia House of Representatives. For more information, visit www.georgesneed.com.

North Central Regional Coordinator—Doris Jean Rodriguez (Southern Crescent Chapter)

Doris Jean Rodriguez is a pediatric nurse in a primary care pediatric office at Children's Healthcare of Atlanta, Hughes Spalding. She is currently studying for a PhD in nursing and lives in Peachtree City.

Southwest Regional Coordinator—Kimberly Gordon (Nursing Collaborative of South Georgia)

Kimberly Gordon is a nurse manager in the Hemodialysis Unit at South Georgia Medical Center. She currently resides in Valdosta.

GNA Bylaws Committee

- Chair—Deanna Cross (First City Chapter)
- Members—Brenda Splawn (North Georgia Virtual Chapter)
- Audrey Barcroft (Athens Area Chapter)
- Aimee Manion (Atlanta VA Nurses Chapter)
- Jane Sweetwood (Metro Atlanta Chapter)

GNA Finance Committee

- Chair—Jill Williams (Kathleen, GA)
- President-Elect—Sheila Warren (Nursing Collaborative of South Georgia)
- Board Member—Wanda Jones (Columbus Chapter)
- Members—Robert Keen (Nursing Collaborative of South Georgia)
- Sally Welsh (First City Chapter)
- Lynn Stover (Southern Crescent Chapter)

GNA Reference Committee

- Chair—Sheila Warren (Nursing Collaborative of South Georgia)
- Members—Maggie Davis (Professional Nurses' Network Chapter)
- Cecile Jones (Metro Atlanta Chapter)

GNA Historian & History Committee

- Chair—Rose Cannon (Metro Atlanta Chapter)
- Members—Betty Daniels (Metro Atlanta Chapter)
- Kathleen Koon (Professional Nurses' Network Chapter)

GN-PAC Board of Trustees

- Trustees—Linda Easterly (Athens Area Chapter)
- Judy Malachowski (Old Capital Chapter)
- Michael McCann (Northwest Metro Chapter)
- Robin Aaron (Old Capital Chapter)

GNF Board of Trustees

- Two appointed at-large members:*
- Marilyn Bowcutt (Central Savannah River Area Chapter)
- Betty Daniels (Metro Atlanta Chapter)

GANS Liaison

- Kay Gatins (Gray, GA)

GANE Liaison

- Doreen Wagner (Northwest Metro Chapter)

Back from Haiti continued from page 1

and mourning the loss of relatives. These patients were referred to the mental health therapist.

Imagine post-op amputees and nursing mothers as patients in tents. The 1,000-bed Air Force Adventist hospital was surrounded by a tent city to accommodate overflow patients. We worked with nearby Operation HOPE for Children of Haiti, which is a clinic run by Dr. Eddy Delaleu for the last 17 years. He could easily identify the areas most severely hit by the earthquake.

The hospital and the clinic were literally a war zone, run military style in collaboration with Acts World Relief (www.actswr.org), an early responder sharing the same compound. New groups arrived daily from all over the world with their supplies. We worked in teams when medical supplies were available, seeing about 900 people a day. We ate specially prepared vegetarian or pre-packaged meals and slept in tents. Morning and night briefings opened with a prayer. A soothing medley of praise hymns spread over the compound day and night.

We left Haiti as evacuees on flights arranged by the military. I am committed to exploring ways to continue to support the people of Haiti, as there is much to be done to repair the nation's infrastructure and heal the wounds of the citizenry. I must thank the Gamma Chi chapter of Chi Eta Phi Sorority Inc. for their generous support. Without their assistance, my mission to Haiti would not have been possible.

Claudette Rainey is a retired nurse practitioner who has been a member of the American Nurses Association (ANA) for over 20 years. After retiring from the University of Connecticut Health Center in Farmington, CT, she moved to Georgia and became a GNA member. In 1993, she earned the AANP's State Award for Excellence. In the future, Claudette hopes to continue her missionary work, providing vital health care services to those in need.



A pediatrician holds a sick infant who needs medicine. She is pictured with a translator who helped the group communicate with their patients.



A young boy whose leg was amputated walks with crutches through the tent camp.



Claudette Rainey sees patients in a makeshift clinic. She uses a cardboard box as a table as she provides care.



Several survivors of the earthquake wait patiently for care. Claudette Rainey treated many patients on her volunteer mission to Haiti.



A Haitian mother seeks treatment for her young son who suffers from malnourishment.



A physical therapist assists a young girl trying to walk after her leg was amputated. She uses two benches pushed together to help with the rehabilitation process.



This photo shows living conditions in a tent city in the town of Carre Four, which is just outside Port au Prince.

LEADERSHIP DEVELOPMENT

An Update on Leadership Development

**By Georgia W. Barkers
EdD, MBA, MHA, BSN, RN**

Margaret Wheatley, author of *Leadership and the New Science: Discovering Order in a Chaotic World* (1999), said "Reality changes shape and meaning as we're in it. We are required to be there, as active participants. It can't happen without us, and nobody can do it for us."

GNA offers the nurses of Georgia a voice and an opportunity to get involved; to share and to learn; to lead and to follow; to get involved and participate in creating the reality we want. Every voice and opinion is important. As nurses, we do not all think alike but we share a responsibility to ourselves, each other and those who trust us, to contribute to our profession and our communities. The current chapter structure of GNA allows nurses with a common vision to join together and to add meaning, purpose and a unique flavor to their time together.

I applaud the nurses of the Atlanta VA Medical Center, a recently designated Magnet Facility, for taking the initiative, under the leadership of Ms. Joel Moorhead, to become GNA's newest chapter. Nurses of the Atlanta VA Nurses Chapter of GNA felt a need to be more professionally involved, found an opportunity through GNA's chapter structure, and took the necessary actions to turn their desire into reality. GNA provides the resources, guidance and



Georgia Barkers

encouragement needed by a new chapter, and the chapter provides the energy, enthusiasm and purpose to engage nurses at the local level. Everyone benefits when nurses get involved.

Leadership development can only occur with participation; the novice and the expert each have something to contribute. Much has been written about the aging of the current nursing workforce, and the need for training a new generation of nurse leaders. The most effective way to create a new generation of leaders is to teach the fundamentals of leadership, and then provide or identify opportunities to apply and develop those skills. GNA's Legislative Day at the Capitol was an excellent example of learning and application. Nursing students joined their faculty and other professional nurses to show nursing's presence, while learning the legislative process and giving voice to nursing concerns.

Leadership is about personal choice; there must be a willingness to get involved and a desire to create a new reality. Whether it is in our personal lives or our professional careers, change will happen; how much better it is to be an active participant than a passive victim. We each have a contribution to make to reality, but we must "be there." As GNA's Director of Leadership Development, I encourage all members to decide how you can best contribute to your professional association; everything counts. If you are not currently a member, consider the difference your opinion and active participation would make to your profession. As Mahatma Gandhi said, "you must be the change you wish to see in the world."

Dr. Georgia Barkers is GNA's Director of Leadership Development.

CALLS FOR REFERENCE REPORTS/NOMINATIONS/BYLAWS PROPOSALS

Call for Proposed Action/Informational Reports for GNA's 2011 Membership Assembly

The Reference Committee is seeking Action/Informational Reports for the 2011 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 aide 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. For the format of an Action Report or Information Report, go to www.georgianurses.org/ActionReport-FormatForms.doc or contact headquarters at 404-325-5536. A completed action report from a previous GNA Membership Assembly is also available at www.georgianurses.org/ActionReport-Sample.doc.

Please complete ONE Letter of Intent per action report to be submitted for review by the Reference Committee for the 2011 Membership Assembly. All Letters of Intent, whether faxed, emailed, or hand-delivered are due to GNA by 5:00 PM EST on **March 1, 2011**. The deadline for submission of Action Report is June 1, 2011.

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 Nominations

The Georgia Nurses Association Nominating Committee is seeking names of suggested nominees from the GNA Membership for the 2011 state ballot. Each office is for a two-year term beginning at the end of the 2011 GNA Membership Assembly and ending at the end of the Membership Assembly in 2013. 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.

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, 2010**. 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 website www.georgianurses.org/aboutelections.htm.

As provided in the GNA Bylaws the offices to be elected in 2011 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—Workforce Advocacy and Delegate-at-Large to the Center for American Nurses Membership Council if eligible
6. Director—Leadership Development & Second Alternate ANA Delegate-at-Large
7. Director—Legislation/Public Policy
8. Director—Membership Development
9. Director—Nursing Practice
10. Director for Staff Nurses
11. Regional Coordinators—six (North Central, Central, East Central, North, Southeast, Southwest)
12. Chair Nominations Committee
13. Four Members—Nominations Committee
14. ANA Delegates and Alternates

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 **March 1, 2011**. Current GNA Bylaws may be found online at www.georgianurses.org/Approved_Bylaws-2009.pdf. Proposed changes shall be appended to the call to the meeting. Please submit all Bylaws Amendment Proposals to Deanna Cross, GNA Bylaws Committee Chair, via email at bylaws@georgianurses.org.

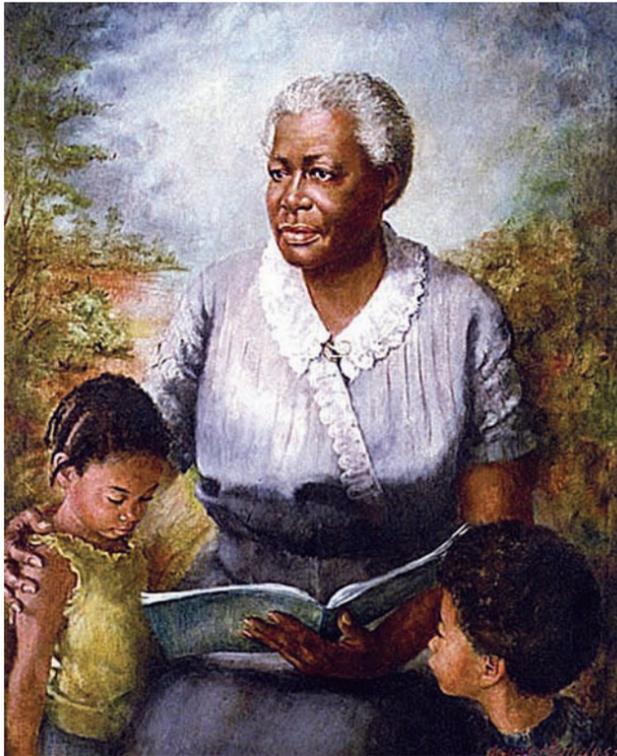
ENDURING ECHOES

Lucy Laney and Early Black Professional Nursing in Augusta, GA

By Kent Leslie, PhD

The Lamar School of Nursing and the Lamar Hospital for black Augustans developed in sequence through the efforts of Miss Lucy Craft Laney (1854-1933). Miss Laney was a once enslaved, brilliant and deeply committed individual who graduated in the first class from Atlanta University. After working in the emerging public schools of Augusta and Savannah, Miss Laney founded a private school for black scholars in Augusta in 1883, supported almost exclusively by women of the Northern Presbyterian Church. Under Miss Laney's direction, the Haines Institute graduated hundreds of teachers, mothers, and many nurses, doctors and lawyers, filling a desperate need for educated leadership among black citizens in Georgia, and for that matter, the nation. Among her many accomplishments was the founding of the first kindergarten in the city, the first school of nurses training for black scholars, and the first modern hospital for black patients, staffed by black professionals. The process of founding the program for training black students in nursing, and the founding of the Lamar Hospital, was described in the Northern Presbyterian Church's publication *Home Missions Monthly* of 1905-1906, by Miss Lucy Laney's Assistant Principal, Mary Jackson, also an early graduate of Atlanta University.ⁱ

In retrospect, Mary C. Jackson describes the development of the nursing program as a daunting endeavor. The first "Negro" hospital was created in an old pest house, in reality a "shack." According to Miss Jackson, "It was a veritable den of filth and vermin. The old pest house and grounds were 'made over' during the summer by Miss Lucy and some of the girls from Haines, while the boys went to work partitioning the large upstairs room into patient rooms and an office. According to Miss Jackson, "The improvement and the service of these girls, who had only a general idea of nursing, wrought wonderful and glorious change in the minds of the physicians and the city council." This had its good effects. "A few young physicians were so impressed with Miss Laney's scheme of a school for trained nurses in connection with a hospital—even that [emphasis Miss Jackson's] hospital—that the city council was advised to place the hospital in Miss Laney's charge, and this was done." A new teacher was hired from the Philadelphia Women's Medical School, Miss Mary J. S. Borden, and she proceeded to teach the classes in physiology, hygiene, chemistry and physics, and gave a more general class to the older and more advanced students, "pertaining to health, care of the sick—such as foods and how to prepare them, how to take



Lucy Craft Laney

temperature, pulse and respiration, how to bathe patients in bed, change their clothes and bedding, and how to ventilate. These lectures were made practical in our school family as far as our facilities would allow." These individuals then went with their teachers out into the community "to visit the sick and among the lowly." According to Miss Jackson, Miss Lucy Laney began this program realizing that it might meet resistance, "Thus was initiated this new idea of nurse training for our girls, an idea altogether foreign and with no certainty that it would be accepted by the whites who had for generations relied upon the old slave Negroes who, though faithful and tender, were deficient because ignorant."

Eventually, with Miss Laney's consent to remain in charge, an appropriation of several thousand dollars was made for a new hospital for black citizens to be built on a modern plan and with corresponding equipment. Supplemented with, and perhaps motivated by, a bequest from Gazaway Bugg Lamar to build hospitals in Savannah and Augusta for black patients, the Lamar School of Nursing was built two blocks from the Haines Institute. This was to serve not only as a city hospital but also as a nurse's training school for black students. The building was erected and equipped with all modern conveniences. In March of 1895, the two-hundred bed Lamar Hospital was dedicated, "the first modern hospital for African Americans,"ⁱⁱ located at the corner of Harrison and Gwinnett Streets. Miss Lucy and other dignitaries delivered speeches to an audience composed of black and white citizens. The whole enterprise made a profession open to black women. Mayor W. B. Young commented that Lamar Hospital would "open a field of usefulness for the young colored woman that might be dignified by calling it a profession."ⁱⁱⁱ Mary V. Cauley, a graduate of the program, became the director of the nursing program for eight years.

The work was encouraged and helped by the city's "best physicians who lectured to the nurses and also instructed in the state medical college in this city." All of this was accomplished because Miss Laney agreed to direct the operations, and an example was created of what young black women could accomplish. Miss Lucy Laney's personal relationships made it possible to present a counter example to the emerging doctrine of white supremacy, which would justify itself by denying that any such thing was possible.

Miss Jackson continued, "Four of our graduates and as many undergraduates were in the first class that completed the course. They made their way in the aristocratic Southern families that we thought would never give up their old black nurses. The trained nurses were paid without protest fifteen and twenty dollars a week—striking contrast to the eight and ten dollars a month for the old service. Soon they were in demand in and out of Augusta. From all parts of this state and from other states came applications from young women to enter this

training school. Many were admitted and trained. When there was no room, provision was made by Miss Laney to send them to "some Northern hospital and training school." Ironically enough, Miss Jackson then argues that black trained nurses were preferred, "The physicians say that the services of our girls were never secondary to those of white nurses—in fact they were preferred. Perhaps, by virtue of their inheritance from an ancestry of patience, endurance and long suffering, they are better fitted."^{iv}

After the Lamar Hospital Nurses Training program was well established and turned over to the city, an administration took office that "disfavored our girls receiving the full training—especially the lectures—the training absolutely necessary to make them of service as nurses. Miss Laney could not give her cooperation in this change, consequently her services were withdrawn." Miss Jackson then comments, "The service of the nurses has brought untold good and enlightenment to the Negro families and there has been a beneficial reaction on the entire community. This is no insignificant part of the mission of our nurses, and it was no secondary thought when Miss Laney inaugurated the work."^v

Unfortunately the original Lamar Hospital for black patients and nurses training burned in 1911. After the burning of Lamar Hospital, Miss Lucy made space available for patients at Haines School, a service that was greatly appreciated by the whole community of Augusta. The *Augusta Chronicle* described the situation in an article entitled, "Temporary Home of Lamar Hospital; Manual Training Building of the Lucy Laney Institute Remodeled and Equipped for Hospital Use—Superintendent Thanks White Friends." According to the *Chronicle*, the makeshift hospital was located in the shoemaking and printing building at Haines. The city of Augusta had added running water and electricity to the building. Twenty patients had been moved to the facilities, and they were being well taken care of but the staff was sleeping in the wards with the patients, including the Superintendent Millie White. Miss White commented, "All together, the patients are comfortable, or would be as soon as the conveniences installed by the city authorities are completed, and with the faithful, efficient city physicians in charge of the hospital, the colored people of the city need not fear but that they will receive the very best of medical or surgical attention if they have to be sent to the hospital." Concluding, the article states that "It is understood that arrangements have been made with Lucy Laney, by the city, for the use of her buildings until the matter of the new hospital is settled, and the new buildings are equipped and ready for the removal of the patients to them."^{vi} The city of Augusta was rescued from a serious problem when Miss Laney accepted the black patients from Lamar Hospital. Where else would they have gone? When the new Lamar Hospital was constructed, it was segregated, with separate wings for black and white patients and with that development, Miss Lucy Laney lost any control, if not influence, which she might have maintained over the equality of the training of black nurses.

Dr. Kent Leslie is author of Woman of Color, Daughter of Privilege: Amanda America Dickson, 1849-1893. She is a retired professor from Agnes Scott College where she taught history and women's studies, and is presently at work on a biography of Lucy Craft Laney.

- i Mary C. Jackson, "Training Nurses," *Home Mission Monthly*, Vol. 20, November 1905-October 1906, p. 132.
- ii *Augusta Chronicle*, March 12, 1895.
- iii Britt Edward Cottingham, "The Burden of the Educated Colored Woman, 'Lucy Laney and Haines Institute, 1886-1933.'" Masters Thesis, Georgia State University, 1995. p. 50.
- iv Mary C. Jackson, "Trained Nurses," *Home Mission Monthly*, November 1905-October 1906, vol. 20, p.132.
- v Mary C. Jackson, p. 132.
- vi *Augusta Chronicle*, "Temporary Home of the Lamar Hospital," February 2, 1911, p. 3.

NAMES, FACES, PLACES

GNA signs proclamation of support of National Healthcare Decisions Day

The Georgia Nurses Association has committed its support to a proclamation from the office of Governor Sonny Perdue that recognized April 16, 2010 as National Healthcare Decisions Day. The National Healthcare Decisions Day Initiative is a collaborative effort of national, state and community organizations committed to ensuring that all adults with decision-making capacity in the U.S. have the information and opportunity to communicate and document their health care decisions. For more information, visit <http://www.nationalhealthcaredecisionsday.org/>.

CSRA Chapter of GNA announces 2010 Spirit of Nursing Showcase

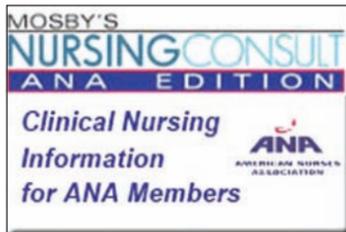
GNA's Central Savannah River Area Chapter will again hold its successful Spirit of Nursing Showcase on April 30, 2010. The Showcase is an annual event designed to recognize the profession of nursing and pay tribute to those who exemplify the true "Spirit of Nursing." The event takes place at the Doubletree Hotel in Augusta, GA, and features a reception prior to dinner with vendors exhibiting products and/or services. For more information on CSRA's 2009 Spirit of Nursing Showcase, visit www.gna10.org.

ANA unveils Mosby's Nursing Consult Evidence-Based Clinical Resources

ANA recently announced a new member benefit developed exclusively for members—a customized ANA Edition of Mosby's Nursing Consult. This comprehensive new online tool available exclusively to ANA members was developed jointly with Elsevier—the world leader in nursing information. Mosby's Nursing Consult delivers robust clinical information to ANA members in an organized, easy-to-use format.

The ANA Edition of Mosby's Nursing Consult delivers a compendium of monographs, practice guidelines, and peer-reviewed clinical updates representing the best, most current work of nursing experts and thought leaders throughout the profession.

For more information on the ANA Edition of Mosby's Nursing Consult, visit the **members-only section** of the ANA site at www.nursingworld.org/membersonly.



MCG partners with VA to train nurses

A new partnership between the state's only public medical college and the veterans hospital in Augusta is helping train nurses who want to treat military patients.

The program allows six Medical College of Georgia students getting a master's degree in clinical nursing leadership to train at the Charlie Norwood Veterans Affairs Medical Center. The students, who are studying how to coordinate care for different types of patients, will learn the specific needs of veterans.

The MCG master's program joins administrative training with health care to produce nurses who can oversee staff. The program began in 2006 as part of an effort by state officials to address a nursing shortage.

GNA member Barry Cranfill appointed to GBON

GNA member Barry Cranfill, CRNA, MHS, MBA, has been appointed to the Georgia Board of Nursing by Governor Sonny Perdue. Barry is past president of the Georgia Association of Nurse Anesthetists (GANA) and a member of the American Association of Nurse Anesthetists. Cranfill is currently pursuing a doctoral degree from Nova Southeastern University.



ANA releases new Position Statements on Nursing Practice Issues

ANA has approved two new policy documents produced by its Congress on Nursing Practice and Economics (CNPE): a revised position statement entitled *Nurses' Role in Capital Punishment*, and an initial position statement entitled *Just Culture*.

Nurses' Role in Capital Punishment articulates ANA's stance against direct or indirect nurse participation in all phases of capital punishment, because it is contrary to the fundamental goals and ethical traditions of the nursing profession.

The ANA *Just Culture* document outlines ANA's formal support of the "Just Culture" model—a concept widely used within the aviation industry to create an environment that encourages individuals to report mistakes, so that systemic issues contributing to these errors can be identified and eliminated.

To access the *Nurses' Role in Capital Punishment* and *Just Culture* position statements—as well as all previously published ANA position statements, visit <http://nursingworld.org/positionstatements.aspx> (ANA member login required).

Texas Jury acquits "Winkler County Nurse"

It took a Texas jury less than an hour to return a not guilty verdict for Anne Mitchell, RN, defendant in the criminal trial that has come to be known as the "Winkler County nurses" trial. Mitchell faced a third-degree felony charge in Texas of "misuse of official information," for reporting a physician to the Texas Medical Board for what she believed was unsafe patient care. Mitchell is a member of the Texas Nurses Association (TNA) and the American Nurses Association (ANA).

Since news of the criminal indictment—and Mitchell's being fired from her hospital job—first spread through the nursing community, nurses across the country have followed developments. Labeling the criminal indictments "outrageous," an outpouring of support—and financial contributions to the TNA Legal Defense Fund—has continued.

As the nation's largest nursing association, ANA joined forces with TNA, one of its constituent member associations, in July 2009 to strongly criticize and raise the alarm about the criminal charges and the fact that the results from this case could have a lasting and negative impact on future nurse whistle blowers.

"ANA is relieved and satisfied that Anne Mitchell was vindicated and found not guilty on these outrageous criminal charges—today's verdict is a resounding win on behalf of patient safety in the U.S. The message the jury sent is clear: the freedom for nurses to report a physician's unsafe medical practices is non-negotiable," said ANA President Rebecca M. Patton, RN, MSN, CNOR.

MEMBERSHIP

Georgia Nurses Foundation Honor A Nurse Recipients

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

Lisa Marie Watson, RN (deceased),
honored by Linda Easterly, RN

Michele Daniels, RN, and Alane Levy, RN,
honored by Phyllis Hoffman

Honor a star nurse by making a minimum donation of \$35 to the Georgia Nurses Foundation. A personal acknowledgement has been 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.

Election season is here! Be sure the voice of nursing is heard by donating to GNA's Political Action Committee (GN-PAC) today. Visit <http://www.georgianurses.org/gnpac.htm> to contribute!

Growth & Development Funds Available to all GNA Chapters

GNA's Growth and Development Fund is available to all GNA Chapters to support and enhance programs, membership growth and chapter operations.

Grant funds are distributed to GNA Chapters through an application process and are awarded by the Membership Development Committee, a group of elected peer volunteers in the positions of regional coordinators and the GNA Director of Membership Development.

Award applications are due on a quarterly basis, with the next application deadline falling on **Wednesday, June 30, 2010**. This is an opportunity for GNA Chapter Chairs to bring quality programming and chapter-related services to their chapter members.

Since its inception, GNA's Growth and Development Fund has helped support programs from eleven of GNA's Chapters and awarded over forty awards totaling more than **\$57,000**. For more information or to download a GDF application, please visit www.georgianurses.org and click on the Chapter Development tab at the top.



GEORGIA NURSES FOUNDATION

**GEORGIA NURSES FOUNDATION
HONOR A NURSE**

We all know a special nurse who makes a difference! Honor a nurse who has touched your life as a friend, a caregiver, a mentor, an exemplary clinician, or an outstanding teacher. Now is your opportunity to tell them "thank you."

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 work to foster the welfare and well being of nurses, promote and advance the nursing profession, thereby enhancing the health of the public.

MEMBERSHIP

Georgia Nurses Association Regions and Chapters

Central Region

Columbus Chapter of GNA
Old Capital Chapter of GNA

Margie Johnson, Regional Coordinator

Wanda Jones, Chair
Patrice Pierce, Chair

margie.johnson@gcsu.edu
wj174@bellsouth.net
pbalkcom@centralgatech.edu

East Central Region

Athens Area Chapter
Central Savannah River Area Chapter

Melanie Cassity, Regional Coordinator

Becky Short, Chair
Sandy Turner, Chair

mcassity@armc.org
beckybshort@gmail.com
sturner@mail.mcg.edu

North Region

Consauga Chapter
Consauga Chapter
North Georgia Virtual Chapter of GNA
Northwest GNA RNs

Cindy Balkstra, Regional Coordinator

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

ngakatso9@gmail.com
wagners@optilink.us
mgrenon@optilink.us
katie@discernment.biz
vbrock@highlands.edu

North Central Region

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

Doris Jean Rodriguez, Regional Coordinator

Joel Moorhead, Chair
Carla Keplinger-Williams, Chair
Tiffany Turner, Chair
Doreen Wagner, Chair
Betty Lane, Chair
Susan Ashford, Chair

djrodri@uab.edu
joel.moorhead@va.gov
legalnurse2@yahoo.com
tiffany.turner@gmail.com
vwagner3@kennesaw.edu
bettylane@clayton.edu
sashford@westga.edu

Southeast Region

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

Kathleen Koon, Regional Coordinator

Arlise Clark-Milton, Chair
Kathleen Koon, Chair
VACANT
VACANT

kjkoon@nctv.com
clarkar1@memorialhealth.com
kjkoon@nctv.com
VACANT
VACANT

Southwest Region

Nursing Collaborative of South Georgia
Southwest Georgia Chapter of GNA
Southwest Georgia Chapter of GNA

Kimberly Gordon, Regional Coordinator

Robert Keen, Chair
Pamela Amos, Co-chair
Larecia Gill, Co-chair

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

GASN renews org affiliate membership with GNA

The Georgia Association of School Nurses (GASN) has renewed its organizational affiliate membership with GNA! By becoming an org affiliate member of GNA, organizations can enjoy great benefits, such as a voting seat in GNA Biennial Membership Assembly with the ability to contribute action reports for consideration (representative must be a member of GNA), discounts on teleconferencing services, space for an article in our newsletter, *Georgia Nursing*, and more. For information on how to become an organizational affiliate of GNA, please contact Wendy McGar, Director of Member Services & Events, at wendy.mcgar@georgianurses.org.



MEMBERSHIP

Welcome New GNA Members!

September 2009

Amber Oglesby, Nashville, TN
 Anita Elliott, Leesburg, GA
 Cathleen Wheatley, Atlanta, GA
 Charlotte Costello, Warner Robins, GA
 Coreen McPherson, Powder Springs, GA
 Cosette Schmid, Stone Mountain, GA
 Deborah Franklin, Toccoa, GA
 Donna Poelstra, Lexington, GA
 Donna Bledsoe, Ranger, GA
 Doris Rodriguez, Peachtree City, GA
 Ermine Edwards, Conyers, GA
 Heike Arrowood, Hinesville, GA
 Hesta House, Griffin, GA
 Jean McRae, Valdosta, GA
 Joyce Coppage, Stone Mountain, GA
 Kawjalym Harris, Leesburg, GA
 Kellea Paload, Lithonia, GA
 Ken Packer, Athens, GA
 Kristi Eash, Brunswick, GA
 Lucy Earl, Forest Park, GA
 Mary Garvin-Surpris, Lilburn, GA
 Myrtle White, Hampton, GA
 Pamela Stevenson, Hahira, GA
 Paulette Brown, APO, AP
 Risa Benoit, Newnan, GA
 Sarah Perry, Evans, GA
 Sarah Myers, Riverdale, GA
 Sharon Renner, Evans, GA
 Terri Worthey, Athens, GA
 Theresa Walker, Norcross, GA

October 2009

Betty Byas, Conyers, GA
 Carol Norton, Athens, GA
 Courtney Bridges, Brunswick, GA
 Deborah Gass, Atlanta, GA
 Ellen Hamilton, St. Simon's Island, GA
 Emmett Mock, Lilburn, GA
 Jessica Gross, Atlanta, GA
 Juanita Thompson, Savannah, GA
 Katharine Froede, APO, AE

Kathy Arrington, Matthews, GA
 Kristin Grijalva, Covington, GA
 Laura Stogner, Fort Stewart, GA
 Leanna Lewis, Hortense, GA
 Leslie Boddie, Atlanta, GA
 Linda Brooks, Athens, GA
 Loretta Butler, Monroe, GA
 Lyndia Moore-Royster, Lizella, GA
 Marsha Kellum, Winder, GA
 Mary Mercado, Jesup, GA
 Mary Holman, Columbus, GA
 Matilda Whiten, Stone Mountain, GA
 Mildred Barber, Evans, GA
 Nanette Williamson, Crawford, GA
 Patsy Jackson, Stockbridge, GA
 Robin Aaron, Warner Robins, GA
 Susan Gallagher, Roswell, GA
 Sylvia Moore, Milledgeville, GA

November 2009

Adrienne Clark, Peachtree City, GA
 Barbara Luttrell, Lawrenceville, GA
 Barbara Austin, Atlanta, GA
 Christine Marok, Douglasville, GA
 Dorcas Delpratt, Loganville, GA
 Earleteya Cottrell, Lithonia, GA
 Elizabeth Canada, Atlanta, GA
 Emma Allen, Athens, GA
 Jared Lange, Fayetteville, GA
 Jean Marie Campbell, Athens, GA
 Jeanne Overby, Stone Mountain, GA
 Jeni Walsh, Aiken, SC
 Lorraine Hall, East Point, GA
 Lyla Taft, Albany, GA
 Marian Elder, Decatur, GA
 Mark-Christopher Adams, Atlanta, GA
 Mylinh Yun, Duluth, GA
 Natalie Thomas, Lithonia, GA
 Nicole Williams, McDonough, GA
 Nicole Green, Conyers, GA
 Patricia Gibson, LaFayette, GA
 Rachel Gray, Kennesaw, GA
 Ruth Reynolds, Atlanta, GA

Sharon Brantley, Stockbridge, GA
 Sheena Mathew, Lilburn, GA
 Teresa Gordon-Caldwell, Grovetown, GA
 Vivian Swift, Roswell, GA

December 2009

Agnes Figueroa, Pooler, GA
 April Teffault, Toccoa, GA
 Cynthia Edwards, Stone Mountain, GA
 Dausha White, Lithonia, GA
 Earline Dawkins, Hampton, GA
 Elizabeth Ramsay, Macon, GA
 Kelly Blount, Watkinsville, GA
 Sandra Rogers, Lilburn, GA
 Sheila Jones, Macon, GA
 Tami Blackmon, Lithonia, GA
 Tami Larson, Hiram, GA
 Tara Poteet, Dalton, GA

January 2010

Amy Head, Peachtree City, GA
 Barbara Miller, Monroe, GA
 Cary Childre, Athens, GA
 Catherine Cravey, Atlanta, GA
 Courtney Jones, Marietta, GA
 Crystal Whitaker, Thompson, GA
 Erin Harlow-Parker, Cumming, GA
 Greta Baldwin-Mason, Atlanta, GA
 Holly Al-Ostra, Newnan, GA
 Karen Bowser, Lake Park, GA
 Kristina Nelson, Chattanooga, TN
 Linda Hedges, Powder Springs, GA
 Lynn Sibley, Atlanta, GA
 Marsha Lewis, Atlanta, GA
 Mary Conrad, Atlanta, GA
 Mary Locklear, Atlanta, GA
 Nivia Crawford, Stone Mountain, GA
 Paula Brookes, Atlanta, GA
 Rhonda Smith, Eilerslie, GA
 Sabrina Ballard, Woodstock, GA
 Salena Moorer, Snellville, GA
 Sithandiwe Mkwanzani-Khumalo, Lawrenceville, GA

Stella Skouteris, College Park, GA
 Veronica Mason, Tyrone, GA
 Wendy Butler, Hephzibah, GA

February 2010

Alicia Carter, Fairburn, GA
 Amy Trent, Gainesville, GA
 Ashley Amos, Warner Robins, GA
 Camille McCrary, Lakeland, GA
 Carmen Logan, Hephzibah, GA
 Carol Wood, Alpharetta, GA
 Charlotte Weaver, Atlanta, GA
 Cheryl Hylon, Marietta, GA
 Conrad Carey, Colbert, GA
 Daphne Patterson, Milledgeville, GA
 Daresha Solomon, Fayetteville, GA
 Dena Singleton, Tyrone, GA
 Elicia Collins, Stockbridge, GA
 Fabia Thompkins, Decatur, GA
 Jacqueline Hamer-McGhee, Evans, GA
 Jane Guillot, Columbus, GA
 Jeanette Merriweather, Augusta, GA
 Jemma Glasgow, Stone Mountain, GA
 Jerome Anaeki, Villa Rica, GA
 Jody Conaway, Blackshear, GA
 Katrina Mells, Dublin, GA
 Kelley Hassencahl, Ooltewah, TN
 Kimberly Williams, Martinez, GA
 Marilyn Sims-Jones, Lawrenceville, GA
 Nancy Gardner, Kathleen, GA
 Rebecca Hilliard, Atlanta, GA
 Rebecca Sproule, Canton, GA
 Rita Vogel, Alpharetta, GA
 Robin McMichael, Savannah, GA
 Sally Kaney, North Augusta, SC
 Sandrene Lewis, Grayson, GA
 Sharon Rodgers-Trollingier, Ringgold, GA
 Sondra Copeland, Hampton, GA
 Stephanie Mitchell, Bogart, GA
 Susan Grant, Atlanta, GA
 Tonya Davis, Atlanta, GA
 Vickie Stuckey, Byron, GA
 Virginia DuPraw, Vienna, GA

MEMBERSHIP

GNA/ANA Benefit Brief

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

NEW! 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.

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.

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.

Members-only Listserv subscription—Free access to informative GNA and ANA listserv messages, including Capitol updates, national policy updates, news alerts and members-only information.

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 NurseSpace and web site—By becoming a member, you'll have access to the members-only areas of ANA's web site, as well as ANA NurseSpace, the new online networking site for nursing professionals.

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.

Biennial Convention & Membership Assembly—Continuing education, action reports, exhibits, awards and fun!

Online 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!

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

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.

Avis and Budget Car Rental—Discounts on auto rental through Avis and Budget.

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.

GANS10-02

MEMBERSHIP APPLICATION

energizing experiences.
empowering insight.
essential resources.



MEMBER DATA

NAME _____	RN LICENSE # _____	BIRTHDATE _____
HOME ADDRESS _____	CITY, STATE, ZIP _____	
HOME PHONE _____	WORK PHONE _____	CELL PHONE _____
EMPLOYER _____	SCHOOL OF NURSING _____	
EMAIL _____	ALT. EMAIL _____	

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 Manager/ Administration APRN
 Educator/ Research Other _____

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

<input type="checkbox"/> ANA/ GNA Full Member Dues (\$302 annual/ \$25.67 monthly EDPP*) •Employed, full or part time	<input type="checkbox"/> GNA State-only Membership Dues (\$194 annual/ \$16.67 monthly EDPP*)
<input type="checkbox"/> ANA/ GNA Reduced Membership Dues (\$151 annual/ \$13.08 monthly EDPP*) •New graduate (first-year membership, joining 6 months from graduation from basic nursing program) •62 years of age or over, employed •Fulltime student (not employed) •Not employed	<input type="checkbox"/> ANA/ GNA Special Membership Dues (\$75.50 annual/ \$6.79 monthly EDPP*) •New graduate, former GANS member (first-year membership, joining 6 months from graduation from basic nursing program) •62 years of age or over, not employed



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 payment option that is best for you.)

Annual payment by check: Please enclose check in the amount of annual membership total with application.

* 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 thirty (30) days written notice. The undersigned may cancel this authorization upon receipt by ANA of written notification of termination twenty days prior to the deduction date as designated above. ANA will charge a \$5.00 fee for any return drafts.

Signature for EDPP

Payment by Credit Card: (Mastercard or Visa) Monthly (EDPP amount) Annual

Card number & expiration date _____ Signature _____

TO BE COMPLETED BY GNA/ANA

State _____ Approved By _____ Date _____ Exp. Month/ Year _____ Amt. Enclosed \$ _____ Check # _____ Chapter _____