Exercise a New Habit
by Cindy R. Balkstra, MS, RN, CNS-BC

We’re nearly halfway into 2008. By now we have people who have either given up on their new year’s resolution or decided not to make one at all. One of the goals in my household was to improve our health by incorporating a routine of daily exercise. Had this happened yet? Well, not really. We had started walking in our neighborhood but if anything interfered, i.e. bad weather, unexpected phone calls, a trip to the store, long work-day, etc., it didn’t happen. We had talked about other options, such as a gym membership or purchasing exercise equipment but realized that both of these had pitfalls. Since we live in a rural area, traveling somewhere else to exercise stands a slim chance of success. So the gym membership was a big NOT for us. That left the idea of exercise equipment.

Could we afford it? Did we have enough space? We soon realized why we got such good discount prices; there were literally thousands of pieces for each item. It was “Lego” gone wild! Another week or so of intense building (solidifying ownership for my husband) and they were finally ready to go. Now for the moment of truth. I have to give my husband credit for being the first one to actually use the new equipment. But as of this date, we are still waiting for the loud siren that blared every time we walked through the storage room door. Now our priorities? I guess the flashing neon sign and the loud siren that blared every time we walked by the storage room door finally got our attention. We soon realized why we got such good discount prices; there were literally thousands of pieces for each item. It was “Lego” gone wild! Another week or so of intense building (solidifying ownership for my husband) and they were finally ready to go. Now for the moment of truth. I have to give my husband credit for being the first one to actually use the new equipment. But as of this date, we are both working out as planned. According to www.lifehack.org, there are eighteen tricks to create a new habit that requires little effort to maintain. A few of these follow:

(continued on page 2)

The Need to Know
Debbie Hackman, CAE

Rarely does a need resonate so clearly as does Georgia’s current critical need for a nursing workforce planning center. What we already know is that despite the fact that Georgia is the ninth largest state, it ranks 19th in the production of nurses. Currently the nursing vacancy rate in Georgia hospitals and nursing homes is 15-18% with a 20% vacancy rate for public health nurses. There is also a 10% nurse faculty vacancy rate with 41% of nursing professors in our state age 55 or older and a reported 63 retirements planned in the next five years. The lack of adequate compensation for nursing faculty has been a deterrent for recruitment and retention of Georgia’s nursing faculty. A high vacancy rate in faculty currently prevents Georgia’s nursing schools from admitting 4000 qualified applicants each year and exacerbates the workforce shortage. In fact, in 2006 Georgia graduated 600 less RNs than in 1996 and has only produced 15 nurses with doctoral degrees since 2000. Georgia’s population (continued on page 3)
These questions for ourselves. However, there are each of us in the nursing profession must answer. Can we afford it? Can we fit it in our lives? Will we put it The same questions need to be answered. Can we a reality? How do we prioritize this commitment experiences, empowering insight, and essential opportunities for growth through energizing Georgia Nurses Association promise is to provide this for our minds and bodies, think about what your professional association can do for your career as a nurse and the profession as a whole. The Georgia Nurses Association promise is to provide opportunities for growth through energizing experiences, empowering insight, and essential resources. Sound familiar? How do we make this a reality? How do we prioritize this commitment ….. or do we? I would suggest that some of the same questions need to be answered. Can we afford it? Can we fit it in our lives? Will we put it to good use or just let it sit idle? What will ensure ownership? Will the work be too overwhelming? Each of us in the nursing profession must answer these questions for ourselves. However, there are options available to fit individual styles. First, in addition to the usual methods of payment, dues money can be deducted automatically each month from your bank account. This amounts to about one dinner at a moderately-priced restaurant once a month. That’s for full membership at both the state and national levels. There is also the state-only option, which is about $100 less per year. Theoretically, I would ask how can one not afford it? There is so much work to be done within our own state as well as through our representatives in Congress. Because the health care arena is in a continuing state of flux, nurses must speak with a collective voice. Joining together can ensure that nursing’s agenda is heard in every arena for maximum influence. In response to the other questions, as nurses, we practice our profession each and every day, whether we are at work or not. The essential resources at our fingertips through GNA and ANA add dimension to the work that we do and the people we serve. Participation ensures a sense of ownership as well as utilization of these resources. Lastly, I refer back to an earlier message (Georgia Nursing Nov-Dec-Jan) where I spoke about the concept of mindfulness, proposed by Drs. Rushton, Roshi, and Dossey. As you may recall, mindfulness helps us to expand our focus from the small picture in front of us to the broad canvas ahead. It ensures that our words and behaviors are in-line with our intentions. I invite you to see the big picture and make sure that your words and behaviors are demonstrated as active members in your professional association. Don’t let any interference distract you from exercising the role of your professional association in your life. The Georgia Nurses Association is just the right place for you! Balkstra is currently President of the Georgia Nurses Association.
is expected to grow 20% over the next decade. Our state's growing and aging population is creating a continuous increase in the demand for health care services that exceeds the current workforce capacity. Nurses know this because they live it every day. Georgia ranks 47th in its nationwide supply of registered nurses and 48th in advanced practice nursing care.

The current nursing shortage is not new to anyone and it is not the first shortage Georgia has experienced. If there is any hope of a well thought-out process to address this one and others in the future then there is an urgent need to have a centralized process for collecting and analyzing statewide workforce data related to all work settings so it can be fully understood.

The collaborative work of the Georgia Nurses Foundation lead by Tim Porter O'Grady during its Leadership Initiative Project several years ago gathered community stakeholders together to do an environmental scan and raise awareness about the need to address these issues. This work included the participation of nurse leaders from all over the state along side community leaders and workforce stakeholders. It was clear then, as it is now, that GNA & GNF have the capacity to bring the community together around this issue.

The Georgia Nurses Association also actively engaged in the earlier work of the Georgia Health Care Workforce Advisory Committee (HCWAPAC) created by the Georgia General Assembly in 2001. In 2004 this committee was allocated $343,000 from the state budget which ultimately helped generate an additional $13 million from private sector and government partners. The critical success and the momentum of this work was the Committee's funding fall victim to state budget cuts in 2005. One of the HCWAPAC successful initiatives that the Georgia Nurses Association continued to help initiate was Data Forecasting which provided an infrastructure to monitor the workforce, forecast pending supply and demand, and prevent future shortages. This framework for the management and utilization of data established a data consortium between relevant state agencies and created a mechanism for centralized data storage and effective use. RN license renewal surveys and statewide sample surveys were developed and critical research efforts were initiated. Three annual reports on Georgia’s health care workforce were developed.

Ongoing research relationships with state universities were established. In just two years enrollment in Georgia university system’s nursing programs went up 50% and vacancy rates for RNs in nursing homes and hospitals dropped by 1.4% and 2.4% respectively.

These license renewal questionnaires and sample surveys helped policymakers and professionals get a better understanding of the distribution and demographics of the current workforce. These tools also helped professionals learn about perceptions and practice patterns that would promote better planning for future workforce needs. Data combined with strong analysis and forecasting capabilities are the keys to understanding and addressing workforce shortages over the long term. Other states and national entities recognized Georgia as a leader in developing this essential kind of integrated data and evaluation system.

It is unfortunate that this good work could have continued.

Georgia is not alone in these alarming statistics but missing is the advantage 34 other states in our nation have—a nursing workforce center with a centralized process for collecting, analyzing and forecasting accurate workforce data to predict the current and future demands for nurses in our state. By 2020 Georgia’s estimated shortfall of registered nurses will be 37,000. At issue is the lack of a reliable and focused effort to centralize the collection and prediction factors that are necessary to ensure the citizens of this state a healthcare delivery system that is sustainable.

That is why the Georgia Nurses Association was pleased to participate this summer in the Georgia Senate Study Committee on the Shortage of Doctor’s and Nurses in Georgia Chaired by Senator Cecil Stanton (District 18). This study committee was a result of Senate Resolution 66 to examine ways the legislature can promote the increase of Georgia’s physician and nurse supply. Several GNA members gave testimony during the hearings including GNA member Dr. Lucy Jakeway (Chief Nurse, Georgia Department of Human Resources/Division of Public Health); GNA member Dr. Donna Hodnicki (Professor—Georgia Southern University SON); GNA member Carole Hackman is GNA/GNF Chief Executive Officer.
GEORGIA NURSES FOUNDATION
HONOR A NURSE
FOR NURSES WEEK 2008

We all know a special nurse who makes a difference! Celebrate National Nurses Week 2008 by honoring a nurse who has touched your life as a friend, a caregiver, a mentor, an exemplary clinician, or an outstanding teacher. This 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 honees that they are appreciated for their quality of care, knowledge, and contributions to the profession.

Your contribution of at least $25.00 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
3092 Briarcliff Road, NE
Atlanta, GA 30329
FAX: (404) 352-0407
gnf@georgianurses.org

(Please make checks payable to Georgia Nurses Foundation.)

I would like to Honor a Nurse who Makes a Difference:

Honoree: Name: ________________________________________________________________

Email: ______________________________________________________________________

Address: ____________________________________________________________________

State/Zip: __________________________________________________________________

From: Donor: ________________________________________________________________

Email: ______________________________________________________________________

Address: ____________________________________________________________________

State/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: ____________________________________________________________________

Through philanthropy, the Georgia Nurses Foundation fosters nursing’s role in the improvement of the health, well-being, and quality of life of Georgia’s citizens. This mission of GNF is fulfilled through service, education and research. The Georgia Nurses Foundation is a 501 (c)(3) charitable organization; donations are deductible as charitable contributions.

Nurses Week—(continued from page 1)

the profession of nursing. GNA will be recognized on this week with a proclamation from Governor Sonny Perdue, the text of which follows below.

Whereas: The 100,000 licensed registered nurses in Georgia comprise our state’s largest health care profession; and

Whereas: The depth and breadth of the registered nursing profession meets the different and emerging health care needs of the American population in a wide range of settings; and

Whereas: The Georgia Nurses Association, as the voice for the registered nurses of this state, is working to chart a new course for a healthy state that relies on increasing delivery of primary care; and

Whereas: A renewed emphasis on primary and preventive health care will require the better utilization of all of our state’s registered nursing resources; and

Whereas: Professional nursing has been demonstrated to be an indispensable component in the safety and quality of care of hospitalized patients; and

Whereas: The demand for registered nursing services will be greater than ever because of the aging of the population, the continuing expansion of life-sustaining technology, and the explosive growth of home health care services; and

Whereas: That more qualified registered nurses will be needed in the future to meet the increasingly complex needs of health care consumers in this community; and

Whereas: The cost-effective, safe and quality health care services provided by registered nurses will be an ever more important component of the health care delivery system in the future; and

Whereas: Along with the American Nurses Association, the Georgia Nurses Association has declared the week of May 6-12 as NATIONAL NURSES WEEK with the theme Nurses: Making a Difference Every Day in celebration of the ways in which registered nurses strive to provide safe and high quality patient care and map out the way to improve our health care system; therefore be it

Resolved: That I, Governor Sonny Perdue, ask that all residents of this state join me in honoring the registered nurses who care for all of us; and be it further

Resolved: That the residents of Georgia celebrate registered nursing’s accomplishments and efforts to improve our health care system and show our appreciation for the nation’s registered nurses not just during this week, but at every opportunity throughout the year.
COLUMBUS HOSPITAL SHOOTING REINFORCES GNA’S CONCERN OVER WORKPLACE VIOLENCE:
Studies show an increase in violent attacks on health care providers

The Georgia Nurses Association (GNA) remembers the three victims in the March 27 shooting at Doctor’s Hospital in Columbus, Ga. and reinforces its belief that workplace violence incidents are on the rise.

“This incident no doubt has shaken the nursing and health care workforce to the core,” remarks GNA President, Cindy R. Balkstra, MS, RN, CNS-BC. “Our sympathies are extended to the family, friends, and colleagues of Mr. Harris, Mr. Wright, and Mr. Baker. Our reassurance goes out to all nurses and health care professionals that we are working to prevent violent attacks of this nature.”

The Bureau of Labor Statistics estimates that an astounding 1.7 million persons are victims of violent workplace acts each year, and that violent workplace incidents account for some 18% of workplace injuries and illnesses. Comparatively, the incidence of injury among health care workers in these violent attacks is more than twice that of workers in other industries. Many states have taken legislative action in response to the rising incidences of violent acts. These states include Alabama, Arizona, Colorado, Illinois, Nevada, North Carolina, and New Mexico. Several other states are working towards this end.

“The Georgia Nurses Association, in collaboration with the American Nurses Association, is taking a comprehensive approach to studying and raising awareness for all issues that negatively affect the practice of nursing, including incidences of workplace violence that are on the rise,” remarks Balkstra. “Our members work every day to protect and provide for their patients. As an organization, our role is to protect and provide for our members so that they can provide higher quality patient care.”

Leslie Harter, James Baker, and Peter Wright—a registered nurse—were shot and fatally wounded March 27 at Doctor’s Hospital in Columbus, Ga. by the disgruntled family member of a former patient.

A Closer Look At Workplace Violence

Violence isn’t limited to the kinds of incidents that make headlines. It includes a range of behavior from verbal abuse, threats, and unwanted sexual advances to physical assault and at the extreme, homicide.

It’s increasingly difficult to isolate the workplace from the outside world. For public health and homecare nurses, the outside world is the workplace. In hospitals, visitors, intruders, patients, even fellow employees may bring violence inside the facility, and hectic environments may make detection and prevention more difficult.

Workplace violence takes a high toll on productivity and well-being. Aside from physical injuries, verbal and physical assaults leave an aftermath of emotional distress and anxiety among fellow staff, patients, and loved ones.

This information is intended to heighten your awareness of workplace violence so that you can take steps now to prevent it.

Start by Answering These Questions:

 How does violence from the surrounding community affect your workplace?
 Do environmental factors such as overcrowding or acute psychiatric care increase the likelihood of violence?
 Does the facility’s physical layout invite violence—for example, do doors open to the street or are waiting rooms cramped?
 How frequently are assaultive incidents, threats, and verbal abuse occurring? Where?
 Are incidents being reported?
 Are current emergency response systems effective?
 Is post-assaultive treatment and support available to staff?
 Are staffing patterns sufficient and is the shift covered?

The Occupational Safety and Health Act guarantees all workers to the right to a “safe and healthful workplace.” Your employer must provide a safe workplace, using written policies, employee training, proper staffing, and follow-up of any incidents. Employers may be penalized by the Occupational Safety and Health Administration (OSHA) for neglecting to reduce the potential for violence.

Take a Closer Look at Your Workplace

 Participate in or initiate regular workplace assessments. Identify unsafe areas and hazards. Work together with other employees, your safety committee, security officers, the union and management. The following factors are known to contribute to assaultive behavior:
   inadequate staffing
   high activity times of day
   invasion of personal space
   seclusion or restraint activities
   lack of experienced staff

 Work with management to make the necessary changes, monitor incidents and determine if control measures are effective. Possible actions include:
   improve staffing levels
   have experienced clinicians on each shift
   train staff to deal with escalating violence
   install controlled access systems
   consider use of metal detectors
   improve lighting and video surveillance
   enforce wearing of ID badges
   install panic buttons
   implement working policies on threats, harassment, and physical assault
   develop an escort or buddy system

 Be alert for potential violence and suspicious behavior and report it. Nurses and security staff are key because they have round-the-clock contact with patients and visitors.

 Be supportive of colleagues who encounter workplace violence. Make sure they report incidents and receive all necessary treatment, including counseling. Violence may leave its mark in subtle, unexpected ways—low self-esteem, change of job and even career.

 Encourage co-workers to address violence in their personal lives and conflict in the workplace.

Know Your Patients

Both physical and psychological contributions may lead patients to behave aggressively. The following factors are known to contribute to assaultive behavior:

 a history of violent behavior
 Work diagnosis of dementia
 intoxication from drugs and alcohol
 the treatment environment itself

Assess patients completely for their potential for violence and consider these actions:

 alert colleagues about patients with known histories of assaultive behavior; institute a system that protects confidentiality but alerts staff
 change inflexible routines and policies—minimize waiting periods
 monitor the flow of visitors
 insist that all staff who may encounter violence be trained in detecting agitation and employing verbal de-escalation techniques
 be confident in using restraint and seclusion but use them judiciously
 know how to activate emergency response systems, especially on shifts with fewer staff
 assure adequate staffing

Steps to a Safer Workplace

Insist on a safe workplace. Assess your workplace regularly to see where violence might occur.

Seek management’s commitment to prevention. Work closely with other departments such as security.

Demand workplace policies that address several scenarios.

Choose control measures that fit your facility’s unique problems.

Create a treatment environment that doesn’t aggravate assaultive or violent tendencies.

Hold all persons in the facility accountable for their behavior—patients, visitors, and employees. Pursue civil and criminal processes if necessary.
Chapter Program Features "Offering Health Care in Haiti: A Cross-Cultural Experience"

T. Maria Smith, PhD, APRN, BC spoke to members of the Southern Professional Nurses Network Chapter of GNA on March 10, 2008 about her experiences as a member of a health care team offering services in Haiti during the summer of 2007. Smith discussed the many obstacles and rewards of such an endeavor and illustrated her talk with anecdotes about the challenges of offering services to those who have had little or no health care. Dr. Smith, a GNA member and Chapter officer, is an Assistant Professor of Nursing on the faculty of the Georgia Southern University School of Nursing in Statesboro.

GNA President, Cindy Balkstra, Offers Summary Remarks At Collaborative Research and Practice Conference

Cindy Balkstra, MS, RN, CNS-BC offered the closing or "endnote" address at a collaborative research and practice program held on the campus of Georgia Southern University in Statesboro April 7, 2008. Ms. Balkstra spoke on the topic of "The Best Practice Odyssey: Searching for Excellence." The conference was sponsored by Mu Kappa Chapter of Sigma Theta Tau International Honor Society of Nursing and the Southern Professional Nurses' Network Chapter of the Georgia Nurses Association. The program provided a forum for disseminating health-related research and practice projects from across institutional settings and disciplines.

GNA Chapter Chairs Gather

During February, GNA’s chapter chairs were invited to attend a Chapter Chair Summit in Atlanta. The purpose of the group was to share best practices and network. The group’s aim is to continue to develop new and innovative ways to increase chapter growth and involvement. The Summit was facilitated by Sheila Warren, GNA Director of Membership Development and the GNA Regional Coordinators. There were some 33 participants from 14 GNA chapters in total.

West Georgia has Lobby Day at Capitol

The University of West Georgia recently held a lobby day at the state Capitol for its nursing students to raise awareness about the legislative process. UWG has hosted this event for some 20 years. This year there were 133 students and faculty members in attendance. GNA President, Cindy Balkstra, was the guest speaker.

In photo, from left to right: Zach Poarch, RN-BSN student; GNA President Cindy Balkstra; and Kristina Byrd, RN-BSN student.

GANE Conference at Callaway Gardens

The Georgia Association of Nursing Educators (GANE) recently held their annual conference at Callaway Gardens during February. GNA representative to GANE, Doreen Wagner was present to promote GNA’s mission and brand. GNA President Cindy Balkstra was asked to give remarks to the participants on their opening evening.

Lobby Day 2008 a Success

On January 31, 2008 more than 500 registered nurses (RNs) and nursing students converged at the Georgia State Capitol to educate elected leaders on the health care perils and pitfalls that face this state.

To educate RNs and nursing students about GNA’s mission and their role, GNA hosted a new kind of Legislative Day Event this year. The event gave attendees an opportunity to learn more about the legislative process and to meet with their legislators.

“This year’s event was refreshed and involved a more focused approach to directly connecting with our legislators,” remarks Cindy R. Balkstra, MS, RN, CNS-BC, GNA President. “This group of RNs is consistently the most trusted and respected profession, and that comes through to our elected officials here in Georgia. That is why we are able to effectively create positive change, year after year.”

Despite blistering winds and unseasonably cold weather, hundreds of nursing students made quite an impression on their march through downtown to the Capitol building.

With the gold dome in their sights, attendees proudly walked the three blocks to meet with their legislators to address their concerns for the future of Georgia health care.

Seasoned GNA members, like Dr. Georgia Barkers and Howard Rubin, listened attentively to expert speakers who briefed attendees on the current status of the issues.

Georgia Nurses Foundation President, Linda Easterly, gave pointers to new attendees at the Capitol before they set out to visit their legislators.

With an overflowing presentation room at Georgia State University, RNs and students filled the aisles and halls to hear the top GNA legislative priorities.
A Moment With...
Georgia W. Barkers
EdD, MBA, MHA, BSN, RN
Director, Leadership Development
Georgia Nurses Association

Georgia W. Barkers, EdD, MBA, MHA, BSN, RN took a moment to discuss her personal and professional ambitions and achievements with Jodi Weber, GNA/GNF marketing and communication director. The following is a recount of the conversation.

With the gentle and unassuming air of a loving mother and grandmother, but yet the subtle disciplined ethic of an Army officer, there is no question why success and happiness surround Dr. Georgia Barkers.

Barkers—a native of Detroit—prefers to call Atlanta home after having been here for some 28 years. Barkers and her husband, Arnold (a retired Lieutenant Colonel of the United States Army), raised their three children in the city they now call home. Keith, the oldest, is a former US Marine, an entrepreneur and a senior at Georgia State University; Robert is a graduate of the U.S. Air Force Academy and an Air Force pilot; and Michelle is a sophomore at Fort Valley State University. Keith and Robert each have a daughter.

Barkers earned her BSN from the University of Michigan, an MBA/MHA from Georgia State University, and her doctorate of education from the University of Sarasota. She also holds paralegal certification. Barkers served as a nurse on active duty for the United States Army for eleven years and served an additional 15 in the Reserves. She retired as a Lt. Colonel.

JW: Dr. Barkers, tell us why you chose nursing?

Barkers: My mother, one of my heroes, was a nurse and was critically influential in my decision. I joined the Army student nurse program during the Vietnam Conflict which would pay for my final two years of college. My older brother served in Vietnam while I was in college, and I became passionate about caring for soldiers like him.

JW: Where are you currently employed?

Barkers: I am the Associate Nurse Executive for Education at the Atlanta VA Hospital. I have done a number of interesting and wonderful things in my career. After receiving my MBA/MHA from GSU I was employed at Grady Hospital as Director of Financial Analysis & Reporting. I then became Vice President of Operations for a health care consulting firm. I also ran my own health care consulting and training organization for more than 14 years.

JW: So, what is your high point? And, have you had any low points?

Barkers: Without a doubt, I consider working with the wonderful people at the Atlanta VA, and serving America’s heroes—the veterans—a definite high point. I honestly don’t think I have ever had any really low points. I truly do feel blessed to live such a wonderful life.

JW: Tell us about your heroes, inspirations and myths...

Barkers: Obviously, my mother. Lillian Mayweather BSN, MSN, is one of my heroes. She loved knowledge and was not afraid of a challenge. She had an entrepreneurial spirit and operated “Lil’s Grocery and Deli” in her hometown during her later years, after she had retired from nursing. She had a sharp mind and stayed involved until she passed last year.

JW: Tell us about your goals for your position in GNA...

Barkers: I hope to establish a leadership development program that encourages nurses to actively participate in their professional association on all levels. I would also like to see younger nurses active in the organization in large numbers. Currently, I am looking to the membership to give me feedback and guidance regarding their concerns—I hope everyone will return the survey for publication or online!

JW: What do you see as your toughest challenge ahead?

Barkers: I think that building membership will require great effort as nurses seek to find balance in their lives. The challenge will be to help nurses understand that their time and energy is well worth the cost. Undoubtedly, establishing a superior leadership development program will be a challenge, but I am looking forward to working with our membership to make it a reality.

JW: What is your favorite thing about GNA membership?

Barkers: I appreciate the opportunity to learn more about issues impacting nursing on all levels. Membership has provided me an opportunity to get involved and meet a dedicated group of nurses who care about the profession. GNA’s most important activity, in my opinion, is serving as a voice for nurses throughout the state and nation and helping nurses to understand issues that impact the profession.

JW: Finally, tell us what inspires you the most?

Barkers: In all my experiences, I find the most powerful voices in those who beat the odds. Mostly, I am inspired by helping others.

The above interview was conducted March 2008 with the permission of Dr. Georgia Barkers for use by the Georgia Nurses Association. For questions or to contact Georgia, please contact the GNA office at 404.325.5536.
A Moment With…
Rebecca Wheeler
Secretary
Georgia Nurses Association

Rebecca Wheeler took a moment to discuss her personal and professional ambitions and achievements with Jodi Weber, GNA/GNF marketing and communication director. The following is a recount of the conversation.

Boundless energy and enthusiastic optimism are characteristic of Rebecca Wheeler. And, it is the contagious kind. The kind brings about action and serves as the antidote to apathy.

A former high school teacher, Wheeler is now a doctoral student at Emory University. Rebecca holds a bachelor of arts from Middlebury College, a MA-ESL from Columbia University, and a BSN from Emory University. Rebecca chose nursing as her second career, and has made quite an impression thus far.

A native of Farmington, Conn., Wheeler is now happy to reside in Atlanta with her two cats.

JW: Rebecca, tell us why you chose nursing?
Wheeler: To make a difference for those who have trouble accessing care because of language and cultural barriers.

JW: What inspires you?
Wheeler: People who dedicate themselves to improving what they can in the world—selflessly, for the greater good, not their own personal agendas. I have found some nurse leaders to be incredible people! I’m also inspired by nurses who work with patients every day. They are the cornerstone of the nursing workforce and I want to help make sure they have the best working conditions possible and love their work.

JW: What is your current focus professionally?
Wheeler: I am currently pursuing a PhD in nursing and a Master’s in Public Health with a focus on nursing workforce issues at Emory University.

JW: What do you find most incredible about nursing so far?
Wheeler: Nursing is so much more than I ever thought it would be! I have had incredible opportunities to do different kinds of work in different kinds of places. Every nurse has the opportunity to find the right kind of work to match your unique skills.

JW: So, what is your high point? And, have you had any low points?
Wheeler: Being elected NSNA [National Student Nurses Association] president and attending so many professional nursing conferences was exciting—it gave me an amazing view of the profession and the opportunities and roles out there for nurses! So far, there is not one disappointing moment.

JW: What is your favorite thing about GNA membership?
Wheeler: I love getting to know all of the other members and networking. I think that one of GNA’s most important functions is to provide this statewide network that crosses the boundaries like practice area, geography, and care setting. It is a network for ALL nurses to spread critical information that affects the profession in Georgia, like legislative issues.

JW: Tell us about your goals for your position in GNA...

Wheeler: I hope to learn about GNA and ANA to better understand what each organization does, and what they could potentially do. I want to continue to be a vital part of the organizations that help shape our practice.

JW: What do you see as your toughest challenge ahead?
Wheeler: Fully understanding the background of the issues that face GNA and ANA members and learning how to analyze issues from multiple perspectives.

JW: Is there anything else you would like to add?
Wheeler: I am so honored to be a part of the GNA Board of Directors and I will do my best to give back as much as I anticipate receiving from this experience! Having been involved at a national level, I love learning about what Georgia’s nurses care about and who our leaders are. I also challenge all of my fellow recent nursing graduates to join GNA—you have no idea what you are missing!

The above interview was conducted March 2008 with the permission of Rebecca Wheeler for use by the Georgia Nurses Association. For questions or to contact Georgia, please contact the GNA office at 404.325.5536.
**Nurses Should be Proactive in Anticipation of the November Elections**

by Michael McCann, CNM, MS

In November, we will be choosing new Senators, Congressmen, state legislators, and a new President. We will be swamped with television ads, advertisements in the mail, and telephone surveys as our political machinery gears up to bring us all out to vote for their particular candidate. Most of us will be more than ready to get this process over with and move on with our daily lives.

Over the spring and summer, your GN-PAC organization will be involved in fundraising as candidates begin to seek the nursing community's monetary support and endorsements. A process of evaluating candidates will be in place to be modeled after ANA-PAC's assessment tool, looking at how nursing issues and priorities have been supported by the various candidates. Please take the time and effort to assist the PAC in this critical process as we seek your comments and feedback on the candidates' position on the issues that are critical to nurses around the state. We will use our GNA website and Community of Practice site to seek your thoughts and feedback.

GN-PAC has not received any substantial contributions since the 2006 passage of the Prescriptive authority legislation. The APRN community generously raised nearly $20,000, which was a record. Over the past two years, the PAC has acknowledged and thanked our key supporters, on both sides of the aisle, with contributions to many legislators. Now our funds are depleted and we must look to all of you to help replenish our coffers.

This past session we identified several legislative priorities that will continue to drive our lobbying efforts that include the following: the nursing faculty shortage, health department salaries, and establishing and funding a nursing workforce data center. Please consider opening your checkbooks and making a contribution—every little bit will help. (Make your checks out to: GN-PAC, and mail to: 3032 Briarcliff Rd., Atlanta, GA 30329)

With over 100,000 nurses in the state, every year I witness the unbelievable gratitude I see from legislators for nurses that have worked on their election campaigns. I encourage nurses to capitalize on this unique opportunity by volunteering to work on their state representative or senator's campaigns. The Congressional representatives also need your attention. Several have approached ANA lobbyists seeking your support. Senator Chambliss' re-election campaign might benefit from some nurses attention too, not to mention our presidential campaigns.

We all are busy with jobs, families and other responsibilities, but over the next few months, individually, you can make a difference for your profession by making time to contribute your skills and energy to a political campaign. It will be an experience you will never forget and it will open doors to you that will benefit us all. If you do find the time, please let GNA and the PAC know about it too. Good luck and thank you.

For more information on voting or registering to vote, please visit [http://sos.georgia.gov.elections/polllocator/](http://sos.georgia.gov.elections/polllocator/)

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**A Recap of the 2008 General Assembly**

As reported by GNA Lobbyists 
Jay Morgan and Wendi Clifton

As the 2008 Georgia General Assembly adjourned sine die on the 40th legislative day on Friday, April 4th, there were few issues of importance that were satisfactorily resolved. In the external health care arena, the most important issues were trauma care funding and certificate of need reform. Fortunately these two issues were addressed.

Georgia’s 15 designated trauma center hospitals will receive more than $60 million for the remainder of this fiscal year. However, no long term trauma care funding mechanism was approved by the House and Senate. Therefore this issue will be back next year as these critical providers continue to struggle to meet the needs of Georgia’s 9.3 million citizens.

After four years of significant negotiation and compromise by all interested parties, the General Assembly approved reform to the certificate of need process. Senate Bill 433 includes such provisions as establishing general surgery as a single specialty; setting up a process for ambulatory surgery centers to apply for CONs; and authorizes the application of a destination cancer hospital under certain circumstances. SB 433 was signed into law by Governor Perdue on April 9th.

Specifically related to Nursing, the following bills were approved by the General Assembly:

- **H.B. 927**—Authorizes an exemption from insurance premium taxes and a deduction on income taxes on certain high deductible health savings accounts. We will continue to monitor this measure as it is sent to the Governor for his approval.
- **H.B. 1041**—Eliminates obsolete language relating to graduate nurses and requires fingerprint record checks for applicants for licensure as a registered professional nurse.
- **H.B. 1222**—Requires health care licensing boards, including the Board of Nursing, to issue special licenses for retired nurses to provide their services for free to the indigent under certain conditions.

An important measure the Georgia Nurses Association helped defeat this year was HB 498 and HB 1323, companion bills that would restrict access to Georgia consumers by requiring physician review of every patient before cosmetic laser surgery could be performed. This proposal would have significantly limited the practice area of many Georgia nurses that provide these services.

Regarding the FY 2009 appropriations process, the Georgia Nurses Association initiated preliminary discussions regarding a Nursing Workforce Center to collect and analyze Georgia’s nursing workforce data so that we can better understand and address our nursing shortage issues. Although this initiative did not receive funding this year, it will be a priority for GNA during the next year’s budget planning cycle that begins this summer.

Thank you for your participation throughout this legislative session. GNA’s legislative efforts are only as successful as its member involvement.
The focus of leadership is on movement, change and growth. A leader helps others to see the vision of a better future and influences them to make the effort necessary to turn that vision into a reality. Any time you have been able to influence others to accomplish a goal, you have demonstrated leadership. A title is not necessary, a massive following is not necessary but the willingness to step up to a challenge and step out on faith is necessary.

Registered nurses are surrounded by opportunities to demonstrate leadership skills on a regular basis. Whether or not we decide to take advantage of the opportunity is a personal choice. There are those who willingly take on a challenge and find others to help them develop a new reality. There are others who become reluctant leaders, encouraged by their peers to help them reach a common goal. There are still others who have not yet found a goal strong enough to stir the inner drive necessary to step up and step out. Leaders also know there are times when they should be good followers and allow others to take the lead.

Where ever you are on the leadership continuum, the Georgia Nurses Association has developed an environment, through restructuring, that encourages participation and growth. Please write to me at GNA and I will include your thoughts with mine. Together we can expand the pool of nursing leaders within our professional association and the health care industry. Step up to the challenge and step out on faith.

Take a step to help GNA understand your needs and wants by completing the short leadership questionnaire in this issue.

Please return completed survey to: GNA, c/o Leadership Development Survey, 3032 Briarcliff Road, Atlanta, GA 30329.
Leadership Development—(continued from page 10)

Leadership Development

12. Please list additional comments for consideration regarding leadership development in GNA.

Leadership Development

3. Contact Information

The following information is optional, but necessary if you would like to help with leadership development for your chapter:

1. Name

2. GNA Chapter Affiliations, if any

3. Email

4. Contact Phone Number

5. Best time of day/ method of contact.
topics of interest to the RN community can be accessed “members only” benefit. If you are a GNA member this to great discussions with you in the near future.

issues and whether they have worked. I look forward been put in place in your workplace to address these or other issues you may be facing in your workplace.

We also welcome your comments on policies that have patient handling, safe staffing, only to name a few, the workplace today.

to horizontal violence? Why, when we see this this behavior.

another career because of answer questions, short with

They were reluctant to received from her co-workers.

young woman who, after

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Dr. Alexander:

Although it is in its infancy, there are already

IOM and QSEN were identified in our practice analysis.

(QSEN) faculty. In fact, all of the competencies outlined by the across the country that participated in our study as being essential for competent practice, but they were also identified by the Institute team and communication. These were not only identified by nurses included: patient-centered care, working with the interdisciplinary

RNs existed regardless of nursing specialty or practice setting. For the survey respondents in this study were extremely comparable to the geographic distribution, gender, ethnicity and work settings of sampling of nurses in the profession. Over 4,700 RNs participated. Scientific data emerged from a survey administered to a random analysis, which was the first of its kind to scientifically determine

Dr. Alexander:

Yes. NCSBN conducted a post-entry RN practice

The Registered Nurse Population:

The Center for American Nurses: A professional association whose

The Center for American Nurses is a professional association whose mission is to create healthy work environments through advocacy, education and research.
Adequate nurse staffing is critical to the delivery of quality patient care. Identifying and maintaining the appropriate number and mix of nursing staff is a problem experienced by nurses at every level in all settings. Regardless of organizational mission, tempering the realities of cost containment and cyclical nursing shortages with the priority of safe, quality care has been difficult, in part, because of the paucity of empirical data to guide decision-making. Since 1994, the recognition of this critical need for such empirical data has driven many American Nurses Association (ANA) activities including identification of nursing-sensitive indicators, establishment of data collection projects using these indicators within the State Nurses Associations (SNAs) and the provision of ongoing lobbying at federal and state levels for inclusion of these data elements within state and national data collection activities. In 1996, the Institute of Medicine produced its report The Adequacy of Nurse Staffing in Hospitals and Nursing Homes (Wunderlich, et al./1996) in which it too recognized the need for such data. Despite these efforts, heightened and more immediate attention to issues related to the adequacy of nurse staffing is needed to assure the provision of safe, quality nursing care.

"...the recipients of nursing care are individuals, groups, families, or communities...the individual recipient of nursing care can be referred to as patient, client, or person. ... The term 'patient' is used throughout to provide consistency and brevity..." (ANA/ Nursing’s Social Policy Statement).

**POLICY STATEMENTS**

Nurse staffing patterns and the level of care provided should not depend on the type of payor.

Evaluation of any staffing system should include quality of workload outcomes, as well as patient outcomes.

Staffing should be based on achieving quality of patient care indices, meeting organizational outcomes and ensuring that the quality of the nurse’s worklife is appropriate.

**PRINCIPLES**

The nine principles identified by the expert panel for nurse staffing and adopted by the ANA Board of Directors on November 24, 1998 are listed below.

**Patient Care Unit Related**

Appropriate staffing levels for a patient care unit reflect analysis of individual and aggregate patient needs.

There is a critical need to either retire or seriously question the usefulness of the concept of nursing hours per patient day (HPPD).

Unit functions necessary to support delivery of quality patient care must also be considered in determining staffing levels.

**Staff Related**

The specific needs of various patient populations should determine the appropriate clinical competencies required of the nurse practicing in that area. Registered nurses must have nursing management support and representation at both the operational level and the executive level.

Clinical support from experienced RNs should be readily available to those RNs with less proficiency.

**Institution/Organization Related**

Organizational policy should reflect an organizational climate that values registered nurses and other employees as strategic assets and exhibit a true commitment to filling budgeted positions in a timely manner.

All institutions should have documented competencies for nursing staff, including agency or supplemental and traveling RNs, for those activities that they have been authorized to perform.

Organizational policies should recognize the myriad needs of both patients and nursing staff.
Atlanta VA and Augusta VA RNs Represented at UAN NLA

Eula Rouland

Fifty-five UAN Delegates were credentialed and attended the March 2008 National Labor Assembly for the United American Nurses (UAN) held in Denver, Colorado. Presiding over the meeting was UAN President, Ann Converso, RN, along with her Executive Council which includes several newly appointed council members replacing vacant positions. UAN/GNA Delegate, Eula Rouland, RN (Atlanta VA), represented four hundred Atlanta VA and Augusta VA collective bargaining members as a delegate to this meeting. GNA’s CEO attended in her GNA staff role.

Missing from the Assembly this year were delegates from eight states (New York, Ohio, New Jersey, Oregon, Washington, Montana, Missouri, and Indiana) representing more than 65,000 UAN collective bargaining members who disaffiliated from the UAN this winter. A 2007 UAN year-end report entitled “Collective Bargaining Membership Totals by Affiliate” was distributed on site indicating there is a total of 44,201 members currently remaining within the UAN, some 20,036 reside in a single state (Michigan).

The meeting agenda included an address from UAN President Ann Converso, RN, and an address from UAN Vice President, Joan Craft, RN. With few references made during the formal Assembly about the state disaffiliations, a financial report from UAN Secretary-Treasurer, Jean Ross, RN, was given along with a revised budget reflecting the anticipated loss of revenue from the disaffiliated members. The Treasurer reported that under the revised budget it will be necessary to reduce UAN staff, including organizing staff, along with reducing travel expenses, eliminating local training programs, and the health and safety training program. The Labor Leader Institute will continue; some meetings will be moved from face-to-face to teleconference and the Safe Staffing program will be moved to 2009. Strike support will be available but not for protected periods. Support for the newly created UAN PAC and a growing UAN legislative program will continue along with the contract information database. By the close of the Assembly, more than $10,500 had been collected from the attendees to initiate the UAN RN PAC.

There was a spotlight report given by several staff nurse activists from facilities around the country including representatives from the California Nurses Association/NNOC and from AFT—the teachers union who also represents registered nurses.

Nominations for UAN elected positions were announced and additional candidates were taken from the floor. Most candidates ran unopposed. The National Labor Assembly Delegates passed two resolutions while in Denver. The first was NLA Resolution 1-08: Proposed Constitutional Amendment to Article VII.A.1 proposed by the UAN Executive Council fixing the dollar amount of the required dues to be paid to the UAN by its members. This change is likely to result in a bottom line increase in the total dues amount that UAN/ANA/GNA members pay currently. The second resolution passed was NLA Resolution 2-08: A Reaffirmation and Expansion of UAN Safe Staffing Campaign.

A reception honoring deceased UAN President Cheryl L. Johnson, RN was held Sunday evening with Cheryl’s family members in attendance. On Monday the Assembly received a report from the UAN National Executive Director, Susan Bianchi-Sand. Gerry Shea of the AFL-CIO reported that same day on the AFL-CIO’s national Health Care Campaign: “In America No One Should Go Without Health Care” and its goals which favor workplace-based coverage with shared responsibility between employers, government and individuals working together. The AFL-CIO campaign goals are:

- Preserve the comprehensive benefits built over decades;
- Constrain costs;
- Improve quality and efficiency;
- Provide health care to everyone; and
- Make government an effective watchdog on cost, quality and fairness.

Mr. Shea reported that workplace-based coverage is the backbone of health care in America currently covering 75% of all Americans ages 18-64 and thanked the RN representatives who have participated in this dialog about America’s health care system differences.

At a labor assembly teleconference lead by UAN President, Ann Converso, she reported that the AFL-CIO’s President informed the UAN Executive Council that if potential affiliation talks continue from the AFL-CIO it will put the UAN’s AFL-CIO charter at risk. The AFL-CIO’s President has encouraged the UAN Executive Council to enter into mediated sessions with the UAN disaffiliated states with the assistance of the AFL-CIO. Citing this and other problematic requirements made by the SEIU, Ann reported that potential affiliation talks with the SEIU have ceased.

GNA headquarters received an email notification from UAN President Ann Converso on March 19, 2008 stating that UAN National Executive Director Susan Bianchi-Sand is no longer employed by the United American Nurses. Ms. Bianchi-Sand began as the UAN’s first National Executive Director in 2000.
I Want to Get Involved: Creating a Chapter

Are you interested in nursing informatics? Hospice? Pediatric oncology? At your facility, school, or in your city? Whatever your nursing passion may be, Georgia Nurses Association (GNA) can help you connect with your peers locally and across the state. Becoming involved in your professional association is the first step towards creating your personal career satisfaction and connecting with your peers. Now, GNA has made it easy for you to become involved according to your own preferences.

Through GNA’s new member-driven chapter structure, you can create your own chapter based on shared interests where you can reap the benefits of energizing experiences, empowering insight, and essential resources.

The steps you should follow to create a NEW GNA chapter are below. If you have any questions, contact the membership development committee or GNA headquarters, specific contact information and more details can be found at www.georgianurses.org.

1. Obtain a copy of GNA bylaws, policies and procedures from www.georgianurses.org.
2. Gather together a minimum of 10 GNA members who share similar interests.
3. Select a chapter chair.
4. Chapter chair forms a roster to verify roster as current GNA members. This is done by contacting headquarters at (404) 325-5536.
5. Identify and agree upon chapter purpose.
6. Decide on chapter name.
7. Submit information for application to become a chapter. Information to be submitted includes:
   a. Chapter chair name and chapter contact information including an email,
   b. Chapter name,
   c. Chapter purpose, and
   d. Chapter roster.
8. The application will then go to the membership development committee who will forward it to the Board of Directors. The Board will approve or decline the application and notify the applicant of its decision.

GNA Chapters

Fist City Chapter
Columbus Chapter of GNA
ATLMetroRN
Southeastern GNA RNs
Central Savannah TLCers
Northwest GNA RNs
Old Capital Chapter
Networking Collaborative of S. GA
Consaulna Chapter
Professional Nurses’ Network
Southern Coast Chapter
West GA Chapter of GNA
New Graduate Chapter
Southwest Georgia Chapter of GNA

Sally Welsh
Wanda Jones
Teddi Vaile
Vera Brock
Elizabeth Lara
Sandy Turner
Becky Bray
Connie Graves
Margie Johnson
Sheila Warren
Beverly Sutton
Kathleen Koon
Lisa Dickerson
Laura Grantham
Bonnie Bar
Echo Fredrickson
Lisa Eichelberger
Pam Amos
Larecia Gill
welshsa@memorialhealth.com
wi174@bellsouth.net
vaile@comcast.net
vbrock@uglands.edu
Lara226@charter.net
sturner@mcg.edu
beckyvaile@excite.com
conniegraves@bellsouth.net
Margiejohnson@pcsu.edu
swarren@hsb-pruitt.com
boulington.306@att.net
jkoon@nctv.com
ldaedickerson@mindspring.com
lsrerul@yahoo.com
bbar@westga.edu
echofred2000@yahoo.com
lisaeichelberger@clayton.edu
Mike.pam.amos@gmail.com
lareciagill@bellsouth.net

Georgia Nurses Association
Regions and Chapters
As of June 8, 2007
BENEFIT BRIEF

Save money: discounts and privileges for members!

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.

NEW: Crocs shoes—ANA members please enjoy 25% off of your purchase of select models of Crocs.

NEW: Wyndham Hotel Group—ANA members now save on rooms at over 6000 participating hotels across the U.S. and Canada.

NEW: Land’s End Merchandise—shop for GNA & Land’s End products online and receive a discount on your purchases!

NEW: Choice Hotels—Save 15% on your hotel stay as an ANA/GNA member!

VPI Pet Insurance—Pet Insurance helps you care for the other members of your family—your pets.

Dell Computers—Receive 5%-10% off purchases of Dell Computers.

Walt Disney World Swan and Dolphin Hotel—Receive discounts on the 2 popular vacation destinations.

Professional Liability Insurance—A must have for every nurse, offered at a special member price.

Marsh Insurance Plans—Marsh Insurance Plans can help you find and compare plans and tailor one to your needs.

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

ANCC Certification—Members save up to $140 on certification through ANCC.

GlobalFit Fitness Program—Up to 60% savings on regular monthly dues with GlobalFit Fitness program.


Subscriptions—Free access to GNA and ANA informative listserves including Capitol updates and members-only information.
Honored Nurses

The following nurses (bolded) have been recognized by their peers as outstanding examples of professional registered nurses (RNs). Congratulations for your hard work and dedication to your profession. To honor a nurse, please visit www.georgianurses.org or return the form in this issue.

Dr. Susan Gunby
Recognized by Cathy Carter

Julie Lewis
Recognized by Cathy Carter

Peggy Cooper
Recognized by Karen Petersen

Kathy Brooks
Recognized by June Moree

GNA’s Online Communities of Practice & More

Nurses’ Week 2008

The new “Celebrating Nurse Week 2008: Nurses making a difference every day” is in the posting chapter activity plans for National Nurses’ Week. Please join the community to learn what plans your chapter will have for 2008. Also it is a great time to “Honor A Nurse” (H-A-N) by taking the time to complete and return to GNA Headquarters the form as part of the 2008 Nurse Week Celebration. (See page 4)

Nurse Business Owners Community of Practice: 7 opportunities for members

Barbara Dunn and Eunice Bell announce the opening of this Community of Practice for nurses who are business owners or who are thinking of starting a small business. It is designed for nurses who view their business as an extension of their professional practice. The community will include owners with expertise, novices trying to stabilize and enlarge businesses and nurses thinking about taking the plunge. The Community of Practice will offer the opportunity to:
1. meet fellow business owners statewide
2. discover new ways of doing business
3. review current articles on trends
4. ventilate about problems and frustration
5. support political activities for owners
6. share information on workshops and seminars
7. recommend resources to other owners

Join us on line at http://cop.georgianurses.org/COP

GNA’s online Communities of Practice (COP) are a “members only” benefit. If you are a GNA member this discussion forum on workforce advocacy along with other discussion threads between members on multiple topics of interest to the RN community can be accessed from the GNA website www.georgianurses.org
NEW GNA MEMBERS

The following is a list of new GNA members that have joined in the months of December, January and February. Please join us in welcoming them to this network of their peers.

If you are a member and recognize any of these names, take a moment to let them know that you are a member too! If you have not joined yet, take a moment to fill out the application in this publication to join your colleagues who are realizing the value of their membership daily!

Stephen Goux, Cumming
Andora Miller, Lithonia
Angelique Marschalk, Evans
Barbara Whitehead, Macon
Beverly Anderson, College Park
Brenda Dalton, Atlanta
Charon Powell, Union City
Choreen Powell, Union City
Clara Lytch, Grovetown
Danny Hosty, McDonough
Debbie Evans-Wright, Lawrenceville
Donna Venters, Decatur
Donna DuBois, Albany
Elaine Dukes, Duluth
Eleanor Gibbons, Augusta
Evelyn Davies, Conyers
Genevieve Johnson, Covington
Gwendolyn Lewis, Marietta
Janet Williams, Grayson
Janice Granger, Lawrenceville
Janice Miles, Stockbridge
Jere Johnston, Suwanee
Kali Crosby, Lithonia
Kristine Smith, Macon
Libby White, Lilburn
Louisa Frederick, Thomson
Lyn Lovstrom, Lawrenceville
Margaret Greene, Decatur
Mary Baker, Augusta
Merriom Hashim, Hephzibah
Michelle Wondaferew, Lilburn
Neha Patel, Lawrenceville
Netranze Iris, Stone Mountain
Nicole Watts-Williams, Rex
Patricia Fuller, Richmond Hill
Patti Landerfelt, Riverdale
Preethy David, Auburn
Quennel Irving, Stone Mountain
Robin Williams, McDonough
Sandra Garden, Augusta
Sanly Rosty, McDonough
Sara Stewart, Covington
Sharina Davis, Augusta
Shawanna Mayo, Aworth
Sheri Steed, Augusta
Simone Rodney Humphrey, dacula
Tanika Ramsey, Lithuania
Teresa Gordon-Caldwell, Grovetown
Walter Huff, Tucker
Rhonda Scott, Atlanta
Brenda Heidman, Grovetown
Brenda Heidman, Grovetown
Renee Hibbard, Cartersville
Lisa Rankin, Griffin
Margaret Greene, North Augusta
Mary Baker, Augusta
Merriom Hashim, Hephzibah
Michelle Wondaferew, Lilburn
Neha Patel, Lawrenceville
Netranze Iris, Stone Mountain
Nicole Watts-Williams, Rex
Patricia Fuller, Richmond Hill
Patti Landerfelt, Riverdale
Preethy David, Auburn
Quennel Irving, Stone Mountain
Robin Williams, McDonough
Sandra Garden, Augusta
Sanly Rosty, McDonough
Sara Stewart, Covington
Sharina Davis, Augusta
Shawanna Mayo, Aworth
Sheri Steed, Augusta
Simone Rodney Humphrey, dacula
Tanika Ramsey, Lithuania
Teresa Gordon-Caldwell, Grovetown
Walter Huff, Tucker
Rhonda Scott, Atlanta
Brenda Heidman, Grovetown
Brenda Heidman, Grovetown
Renee Hibbard, Cartersville
Lisa Rankin, Griffin
Margaret Greene, North Augusta
Mary Baker, Augusta
Merriom Hashim, Hephzibah
Michelle Wondaferew, Lilburn
Neha Patel, Lawrenceville
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Nicole Watts-Williams, Rex
Patricia Fuller, Richmond Hill
Patti Landerfelt, Riverdale
Preethy David, Auburn
Quennel Irving, Stone Mountain
Robin Williams, McDonough
Sandra Garden, Augusta
Sanly Rosty, McDonough
Sara Stewart, Covington
Sharina Davis, Augusta
Shawanna Mayo, Aworth
Sheri Steed, Augusta
Simone Rodney Humphrey, dacula
Tanika Ramsey, Lithuania
Teresa Gordon-Caldwell, Grovetown
Walter Huff, Tucker
Rhonda Scott, Atlanta
Brenda Heidman, Grovetown
Brenda Heidman, Grovetown
Renee Hibbard, Cartersville
Lisa Rankin, Griffin
Christine Smith, Guyton
Sharon Lorenti, Augusta
Linda Yawn, Murrayville
Andrea McCarthy, Stone Mountain
Lori Cook, McDonough
Joeye Dickerson, Moultrie
Cheryl Perigard, Savannah
Shirley Quarles, Mc Cormick
Lisa Mestas, Loganville
Kristen Hester, Canton
Karen Odom, Savannah
Coral Terry Roselmond-Moore, Stone Mountain
Cynthia Richardson, Jackson
Lori Ovington, Alpharetta
Sara Knox, Blackshearet
Marilyn Margolis, Decatur
Diana Smith, Conyers
Verona Reid, Mableton
Judy-An Murphy, Rex
Stacy Branch, Lakeland
Virginia Crocker, Albany
Kristen Ciaburri, Snellville
Nancy Humphries, Rome
Linda Barker, Kennesaw
Diana Smith, Conyers
Verona Reid, Mableton
Judy-An Murphy, Rex
Stacy Branch, Lakeland
Virginia Crocker, Albany
Kristen Ciaburri, Snellville
Nancy Humphries, Rome
Linda Barker, Kennesaw
Diane St. Marie Rice, Williamson
Christeen Orfield, Augusta
Donna Lee Ferguson, Columbus
Judy Myers, Atlanta
News from GNA members. Send your recent accomplishments and news to jodi@georgianurses.org.

Cathy Davis Carter
Carter was recently honored at the Mercer University College of Nursing Alumni Day for Leadership in Health Policy. The Alumni Day Luncheon was held in Atlanta October 2007.

In Memory
Dr. Mary Elizabeth Carnegie
It is with the deepest sorrow that ANA and GNA mourn the passing of Dr. Mary Elizabeth Carnegie, a champion for minority nurses and the nursing profession.

Throughout her career in nursing, Dr. Carnegie helped to promote educational opportunities for black and minority nurses. She also raised awareness for the outstanding contributions of minority nurses in her book The Path We Tread: Blacks in Nursing 1854-1984.

Some of Dr. Carnegie's major accomplishments include initiating the baccalaureate nursing program at historically black Hampton University in Virginia, where the Nursing Archives are named in her honor; and serving as Dean, Florida A&M University School of Nursing, Tallahassee, Florida. In addition, Dr. Carnegie spent 35 years on the editorial staff of the American Journal of Nursing, as well as the editor emeritus of Nursing Research.

In 2000, the American Nurses Association gave Dr. Carnegie its highest honor, induction into the Hall of Fame. The American Nurses Foundation funds a research grant in honor of Mary Elizabeth Carnegie and her mentorship of nurse researchers. Her commitment to the nursing profession and to minority nurses serves as an inspiration to all nurses.

Kathleen Hoover Papes
It is with the deepest sorrow that ANA and GNA mourn the passing of Kathleen Hoover Papes, a tireless advocate for advancing the economic and general welfare programs of nurses.

Kathleen Hoover Papes devoted much of her career advancing the economic welfare of nurses and nursing. While working with the Illinois Nurses Association she organized nurses at several hospitals and worked with the Coalition of Public Employees to obtain collective bargaining rights for nurses and other state employees. She later moved on to the New York State Nurses Association as the director of economic and general welfare programs. She also took on the role of educator, serving as the Associate Professor of Nursing and Associate Dean for Administrative Affairs at Barry University.

In 1990, ANA awarded Kathleen Hoover Papes the Shirley Titus award for her efforts on behalf of the economic and general welfare of nurses.

Margaret Smith Watkins
GNA mourns the loss of Margaret Smith Watkins, of Statesboro, Ga. Watkins was active long-time and active GNA member. Watkins' daughter-in-law, Julie, is a member of the faculty at the Georgia Southern University School of Nursing. Watkins died at age 79, during January 2008.
Debbie Hatmaker receives GNA Board recognition
GNA Chief Programs Officer and former GNA President, Debbie Hatmaker, recently received recognition from the Board of Directors for her tireless efforts to develop the proposals for the Georgia Center for Nursing Workforce, making the proposal functional and acceptable to all nursing.
This recognition was given during March 2008.

Carol Hayes receives GNA Board recognition
Georgia State University nursing faculty member, Carol Hayes, recently received recognition from the GNA Board of Directors for help in organizing the use of the Georgia State University facilities for GNA’s 2008 Lobby Day.
This recognition was given during March 2008.

Barbara C. Woodring receives GNA Board recognition
Georgia State University School of Nursing Dean, Barbara C. Woodring, recently received recognition from the GNA Board of Directors for help in organizing the use of the Georgia State University facilities for GNA’s 2008 Lobby Day.
This recognition was given during March 2008.

Lisa Eichelberger receives GNA Board recognition
Dr. Lisa Eichelberger recently received recognition from the GNA Board of Directors for her time developing a relationship with Senator Untermann; her contributions to the proposal for the Georgia Center for Nursing Workforce; and her coordination for support with the Deans and Directors community.
This recognition was given during March 2008.
A Fulfilling Vision

What are the strategic priorities of GNA's membership and how are they being carried forward.

I. 10% Membership growth
   ➢ Increase % of nurses at magnet hospitals in Georgia
   ➢ 25% increase in staff nurse members
   ➢ 5-10 organizational affiliates
   ➢ 20 active online Communities of Practice (CoP)

   Strategy: Identify essential needs, develop programs/products, and market to target audiences.

   Correlating priorities identified by membership:
   • **Strengthen local chapters;
   • **Improve communication and teamwork within GNA;
   • Increase staff RN involvement in GNA;
   • Building peer communities within GNA.

II. Recognition as the place to turn for addressing workplace issues
   ➢ Reference report on horizontal hostility
   ➢ Active mentorship program, including an online Community of Practice
   ➢ Nine resource guides pertinent to staff nurses on the web
   ➢ Leadership development for clinical path and for administration

   Strategy: Create resources for nurses related to pertinent workplace and/or practice issues.

   Correlating priorities identified by membership:
   • **Nurse title protection;
   • **Increase RN safety;
   • **Assist emergent workforce and address horizontal violence
   • Evaluation of staffing patterns and RN supply distribution;
   • Expand NAP;
   • Retention of mature RN workforce;
   • Increase palliative care support;
   • Minimal lift state (obesity epidemic);
   • Nurses governed by nurses;
   • Semi-private rooms; and
   • Value continuum of nursing practice and education (ADN-BSN-MSN-PhD).

III. Increased political and legislative engagement
   ➢ 20% increase in member-to-legislator contact
   ➢ 5 members on state committees appointed by the governor

   Strategy: Involve members in two-way communication about legislative issues and support them in engaging actively in the process.

Correlating priorities identified by membership:
• **Advocacy for increased faculty salaries;
• **Promote increase in state budget for vulnerable groups—uninsured and underinsured;
• **Study feasibility regarding opening the nurse practice act to include holistic practices, APRN prescriptive authority, CNS recognition;
• Create data repository to help with legislation;
• Monitor health policy in Georgia;
• Statement from GNA regarding universal health coverage for children;
• Grants for creative RN programs and support of BON;
• Green Healthcare to lower carbon footprint; and
• Work with other health care organizations.

IV. Established leadership development pipeline and program
   ➢ Identification of emerging leaders
   ➢ 10 GNA members serving at the ANA/UAN level
   ➢ 10 member liaisons to other healthcare organizations

   Strategy: Identify emerging leaders, educate and mentor them, and develop a leader database.

Correlating priorities identified by membership:
• **Partner with other RN groups;
• **Mentorship program between GANS and GNA; and
• Succession planning.

V. Promote positive and professional image of nursing

Correlating priorities identified by membership:
• **Increase visibility of GNA in nursing schools;
• **Stewards of community through wellness and education programs;
• Promote the profession of nursing in elementary schools;
• Empowering the nurse; and
• Compile stories from GNA members.

**Identified as priority action items by the 2007 membership assembly. To comment on this or offer your input as a GNA member, send an email to gna@georgianurses.org. We want our members' feedback!**

Last Glance

The List...
Top ten ways to thank a nurse during nurses' week:
1. Use the GNA “Honor a Nurse” program (application included in this issue or at www.georgianurses.org)
2. Simply tell them “THANKS FOR ALL OF YOUR HARD WORK!”
3. Write a letter to your local newspaper telling of their great efforts.
4. Buy nurse gifts from the Nurses' week promotional catalog available at http://www.jineolemanltd.com/ana/
5. Buy them a new pair of Crocs!
6. Order GNA logo merchandise from Land's End available at www.georgianurses.org
7. Take your nurses to lunch.
8. Send your nurses a card or letter.
10. Encourage special nurses to become involved in GNA!