I Am TNA
by Charlene Stewart, BSN, RN

I am a Staff Nurse and I am TNA.

Yes, you can teach old dogs new tricks! Nursing is my second career. I became a Registered Nurse in 2005. Entrance into the warm, people-oriented field of nursing after 20+ years in the cold, mechanical world of Computer-Aided-Design/Drafting has been quite an experience. I had an opportunity to make a career change after the closure of the Carrier production facility in Lewisburg. With the company’s support, as well as the support of my husband and son (a college student at the time), I began a new adventure. Can you imagine receiving college advice from your son? His advice, and the notes of encouragement tucked into my lunch bag by my hubby, sustained me through the grueling return to academia.

From mechanical designer, to college student, to staff nurse. I chose to work at Harton Regional Medical Center in Tullahoma upon graduation. There are so many opportunities for nurses within a hospital setting. For me, I have enjoyed working as both a labor and delivery nurse and an emergency nurse. A staff nurse deserves the “most trusted profession” status they so often earn in polls. They implement nursing skills, use nursing knowledge, make critical decisions, promote health through bedside teaching, and treat from acute to chronic illnesses, minor

(continued on page 2)

Governor Phil Bredesen Delivered Welcoming Remarks at TNA Legislative Summit

The Tennessee Nurses Association held its annual Legislative Summit on April 2 at the War Memorial Auditorium. Tennessee Governor Phil Bredesen delivered the welcoming remarks to the more than 1,100 nursing students and registered nurses attending.

“TNA was honored to have Governor Bredesen join us for this event designed to educate nursing students and RNs about the legislative process,” said Laura Beth Brown, MSN, RN, TNA President. “The Tennessee Nurses (continued on page 10)

TNA/TNF Capital Campaign Reception Gains Support for Center for Nursing Excellence

From left are TNA members Trishonna Jackson, MSN, RN, CPON, NE-BC; Mitzi Kent, BSN, RN, Capital Campaign Regional Committee; and La-Kenya Kellum, MSN, RN, Capital Campaign Steering Committee.

(continued on page 12)
ailments to major trauma, and pediatric to geriatric patients. It's easy to see why the American Nurses Association (ANA) says, "...Staff Nurses are the backbone of the American health care system..." Nursing professors often speak to the importance of being a member of a nurses professional organization. I listened and I joined the Tennessee Nurses Association upon graduation. I am but one nurse with one voice; TNA is the voice of all Tennessee nurses. TNA promotes and advocates for the profession of nurses.

It’s not easy for me as an individual to keep up with what is going on in the political arena, but I can count on TNA to keep me informed about pertinent legislation so that I can become an intricate part of the political process. Through TNA, I stay informed, and in turn, speak with or email my legislators to effectively advocate for my profession and my patients.

There are opportunities to not only be informed, but also to be active in TNA. Both District and state responsibilities abound. I am pleased to have an active role on state committees and have found that with today’s technology, it’s not even necessary to drive to Nashville (TNA’s headquarters) to do so.

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Seize the upcoming opportunity to attend the 2008 TNA Annual Convention, October 24-26, 2008, at the Franklin Marriott Cool Springs, Franklin, TN. Convention keeps one informed on topics and trends and, continuing nursing education will be offered! Additionally, there are great networking opportunities. Having attended several Tennessee Nurses Association Conventions, I have become acquainted with the "movers and shakers" in TNA. I feel a greater sense of security knowing that these intelligent and informed members of the nursing profession are serving nurses’ interests on policy-making governmental boards and commissions.

As a staff nurse and TNA member, I am reminded that health care encompasses much more than just me and my personal nursing career, more than me and my unit, more than me and my hospital. Yes, health care goes beyond our personal careers, it goes beyond our community and even our town. Let’s remember that TNA is Tennessee’s unified voice of nurses. I urge you to join TNA and find your voice.

The official publication of the Tennessee Nurses Association shall be the Tennessee Nurse. The purpose of the publication shall be to support the mission of the Tennessee Nurses Association through the communication of nursing issues, continuing education and significant events of interest. The statements and opinions expressed herein are those of the individual authors and do not necessarily represent the views of the association, its staff, its Board of Directors, or editors of the Tennessee Nurse.

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The Tennessee Nurse will feature a new column, Ask the Nurse Ethicist, beginning with the Fall 2008 issue. The column will be written by Kate Payne, JD, RN, Director of Ethics, Saint Thomas Hospital, Nashville. Payne has been in Ethics Practice since 1994 and currently directs a multifaceted program in healthcare ethics that includes the design and implementation of a variety of educational programs. Payne also serves as the Human Protections Administrator for the Federal Wide Assurance with the Office of Research Protections related to the ethical conduct of research, member Ethics Review Board for Research for Saint Thomas Health Services. Read the first article on ethics in nursing practice by Kate Payne in the Fall issue!
You should feel an obligation to contribute to the profession of nursing by paying your dues. Every month I review the cancelled memberships and make phone calls to various members. Some nurses say they don’t agree with TNA so they don’t join—I say pay your dues and influence change. Often nurses are guilty of forgetting to renew and just a needed a reminder, other times we don’t have accurate information on how to locate the member, but most often, the reason for not joining or not renewing I hear is related to the cost of membership.

Louise Browning, our former Executive Director, said it best when she quoted the philosopher Pogo, “we are faced with insurmountable opportunity.” Could Pogo have been referring to Tennessee’s 70,000 registered nurses when he made that profound observation? The Tennessee Nurses Association is the only organization in our state whose mission is to promote and protect the registered nurse and advance the practice of nursing in order to assure a healthier Tennessee. The formation of TNA in 1905 began with the drive to develop and pass a law to regulate nursing practice. The first bill was introduced in 1907, but was defeated. In 1909, a second attempt was made to pass a bill, and it was once again defeated. But, on February 14, 1911, after much tenacious lobbying by TNA members across Tennessee, the first nurse practice act became law. Today, the nurse practice act became law. Today, the nurse practice act became law.

Laura Beth Brown, MSN, RN
TNA President

Advanced Practice Nursing News

The National Nurses Organizing Council (NNOC)/California Nurses Association (CAN) has been blanketing the state with mailings urging direct care nurses to sign on to their patient safety campaign. The NNOC/CAN is seeking opportunities to unionize Tennessee hospitals by gathering signatures on the mail back cards being sent to nurses. Nationally, the NNOC/CAN is in competition with the Service Employees International Union (SEIU), another union seeking to organize healthcare workers. Recently, the conflict has become heated and violent. The NNOC/CAN is NOT affiliated with the Tennessee Nurses Association or the American Nurses Association. Though TNA is an advocate for nurses and health care issues, working collaboratively with other organizations and in the legislative arena, TNA does not promote collective bargaining as a workplace solution. Nurses in Tennessee should be fully informed about the implications of any document before signing. Ask questions, read carefully, and be educated.

Laura Beth Brown, MSN, RN
TNA President

CALIFORNIA NURSES UNION MAKES PRESENCE KNOWN IN TENNESSEE

The Tennessee Nurses Association was successful in stopping the Tennessee Medical Association’s efforts to dramatically restrict the practice of all APNs through their proposed changes to the supervision rules. The proposed rules would have imposed changes in oversight, prescriptive practices and location to name a few.

Following an Attorney General’s opinion that APNs could not own Professional Limited Liability Corporations (PLLCs), TNA passed legislation to add APNs to the list of health care providers who can own a PLLC.

I am an APN...how can I protect my practice?

Become a member of TNA, support the organization that supports you and your practice. Membership in TNA is your professional practice insurance. It costs no more than a pizza and a movie rental each month. Is your professional practice worth it?
The Clinical Nurse Leader role inspires me so much that I eagerly accepted the challenge with myself and returned to school.

My biggest concern was how would I be able to manage work and school? I did not want to give up my position or work part-time. I discovered that in the clinical/educational partnership between VUSN and VATVHS the Clinical Management program at Vanderbilt allowed students to incorporate their clinical rotations directly into their current work practice site. This allowed me to maintain my current position and begin my CNL role as a student, while giving me the benefit of implementing freshly gained nursing principles into daily practice. This made a huge difference in beginning my CNL role, as I was able to design and implement process improvements at my clinical work site during my clinical nursing rotations while working directly with a Vanderbilt Clinical Management professor. I later discovered this to be a unique quality of Vanderbilt’s School of Nursing program that was developed as a result of both the VATVHS and VUSN participating in the AACN CNL partnership pilot program.

I was educated to use research to define and solve practice problems, to look beyond the obvious outcomes and to work to discover the true essence of practice problems. Through research, I learned to define problems on the unit by analyzing decreased patient satisfaction scores, the nurse turnover rate, staff morale, and increasing stress levels. I worked within the practice environment and studied how problems were being solved daily and how the flow through the GI lab was affected by other variables within the unit itself. I evaluated how happy staff were with the way problems were being addressed by management and how their work performance was affected by their overall satisfaction with their environment.

The building block of the CNL role is in microsystem process development and improvement. One of the processes I immediately began working on was a high No-Show/ Cancellation rate in the Gastroenterology (GI) lab. Based on my initial Needs Assessment, I found that the GI Lab in 2004 and 2005 had a high No-Show/Cancellation rate at approximately 30%. Using the concepts gained from the CNL program, in one year of working with the staff, we were able to decrease this rate to a 14% yearly average. The education and training taught me how to implement microsystem process changes using Evidence Based Practice principles. The AACN White Paper guided me in coordinating the principles I learned from advanced practice nursing education with current standards in clinical practice. In doing this, I worked collaboratively with the Medical Director of the VATVHS Gastroenterology Lab, and the Nurse Manager of the GI Lab, to implement microsystem process changes that not only reduced our No-Show Cancellation rate, but improved the overall nursing care delivered at the bedside.

As the CNL, I provided education and process redesign at the unit level united with the facility’s need for cost-effectiveness and efficiency in the work environment. The nursing staff displayed an overall increase in their job performance along with enhancing their own professional development. Their daily work achievements or accomplishments were not being fully recognized prior to the introduction of the CNL role in the GI Lab and are now nationally known. Their achievements have been used to enhance their own job performance evaluations and their accomplishments have increased their own personal awareness of nursing professionalism. As I began monitoring the work performance based on the changes implemented in my GI lab practice, I created poster presentations highlighting the staff’s work improvements, increased job performance and enhanced patient care outcomes, while being a part of delivering daily nursing care at the bedside.

It is the goal of the VA system that by 2016 the CNL role will be implemented in every VA facility and will be working in partnerships with institutions of higher educational programs in nursing just as VATVHS and Vanderbilt University School of nursing are currently doing now.

In 2006 as the CNL title became a registered trademark nursing title, I received a recognition award by Central Nursing Office of the Veteran Affairs for being one of the first nurses to successfully implement the CNL role in an outpatient area. Later that year, the CNLs at VATVHS were recognized by the Robert Wood Johnson Foundation as a team of CNLs implementing successfully a new role in nursing at VATVHS.

My long-term goal is to return to school to further my education in a Doctorate of Nursing Practice Program this fall to further improve and build upon my role. Being a CNL has made me realize how badly graduate education is needed at the bedside and I feel I must increase my knowledge base to fulfill this need. One thing I have observed is how much the CNL role has contributed greatly to joining together education and practice. VATVHS and Vanderbilt School of Nursing working together has proved to me that VATVHS is no longer just a training ground for physicians, but one for nurses as well.

Conclusion
I can’t begin to tell you what a difference the CNL role has made to my life. When you return to school to gain more education you are often forced to work in administrative roles away from patient care due to your higher education level training. I wanted to remain involved in patient care, practicing at an advanced nursing level, and sharing my knowledge where I felt it would do the most good at the bedside.

This is what the Clinical Nurse Leader role is all about and why I am so proud of being a part of pioneering the implementation of this new role in nursing. Thanks to the facility I work in, the Tennessee Valley Healthcare System, partnering with my educational facility, Vanderbilt University School of Nursing, I am able to practice my dream job of being an advanced practice nurse at the bedside, delivering high-quality nursing care to my honored patients, the United States American Veterans.

Paula Miller MSN, RN, CNL, was recognized by the VA system for being the first Clinical Nurse Leader to introduce the program into the outpatient area. Miller has also worked with the American Association of Colleges of Nursing (AACN) and VA Central Office in Washington to implement the program in Nashville.
**3rd Annual Tennessee Nurses Foundation Silent Auction**

As a member of the Tennessee Nurses Association, you know that the Tennessee Nurses Foundation is the arm of the association that strives to support and encourage leadership and scholarships in nursing. At previous annual conventions, we were privileged to hear from graduates who attended the Leadership Institute for Nursing Excellence through funding from TNF’s Leadership Program. What a thrill to hear young staff nurses speak with such enthusiasm and love about the profession that we all share! Just think what a difference it would make in the growth of Tennessee nurses as leaders within our profession, if each member was able to attend because of funding provided by the Tennessee Nurses Foundation.

This worthwhile endeavor, as well as TNF’s Nursing Research Grant program and the Memorial Educational Scholarship program, come from donations to the Tennessee Nurses Foundation. The only program that has funding from another source within TNF is the Tennessee Professional Assistance Program, which is supported by the Tennessee Board of Nursing.

**So how can you help?** In addition to direct donations to TNF, you can donate an item to the TNF Silent Auction to be held at the TNF Annual Convention on October 24-26, 2008 in middle Tennessee at the Franklin Marriott Cool Springs, Franklin, Tenn. If each member provides an item, we can have a lot of fun at the auction, and, in turn, help support the profession of nursing in Tennessee.

Items suggested for donations include, but are not limited to, autographed sports items, tickets to the theater/movie/sports, restaurant/spa treatment gift certificates, a week of vacation at a time share, auction treasures. Please let us know what you would like to donate by filling out the TNF Silent Auction Donation Form and mailing it to TNF by July 31, 2008. The form is available in this issue of the Tennessee Nurse, or online at www.tnomeonline.org.

If you do not know by July 31 what you will donate, let us know that you want to help and would like to donate an item to be named later. We need your assistance to get the item to the Convention by personal delivery or through a fellow member (no items shipped to the hotel please). This makes sure that nothing gets missed or misplaced.

The TNF 2008 Silent Auction donors will be listed in the Winter 2008 issue of the Tennessee Nurse publication (circulation more than 100,000). Also, your donation is TAX DEDUCTIBLE, as the Tennessee Nurses Foundation is a non-profit, tax-exempt, 501(c)(3) organization.

With a minimum of effort from each of us, a significant amount of money can be raised again this year. We look forward to seeing you in Franklin in October!

**TNF Silent Auction Committee Members:**

(Southeast) Sharon Bailey nursebailey@chartertn.net
(Middle) Ann Duncan anncenterfornursing.org
(West) Janice Harris harris1093@bellsouth.net
La-Kenya Kellum sue228@comcast.net

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### 2008 Silent Auction Donation Form

**Tennessee Nurses Foundation Silent Auction**

- **Location:** Franklin Marriott Cool Springs, Franklin, Tennessee

#### Donor’s Name/Business Name:

#### Donor Contact Person:

**Phone:** ( ), **Fax:** ( )

**E-mail:**

**Address:**

**City/State/Zip:**

**Description of donated item(s):**

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| Estimated monetary value of donated item: |
| $ ______________ |

**Donor’s Signature:** ______________ **Date:** ______________

Thank you for your support!

Donors will be listed in the Winter 2008 issue of the *Tennessee Nurse* (circulation 100,000+). The Tennessee Nurses Foundation is a non-profit, tax-exempt, 501(c)(3) organization.

This donation becomes the property of the Tennessee Nurses Foundation and is to be offered for sale at an auction, the proceeds of which go to the Tennessee Nurses Foundation.

Please mail this form to TNF, 545 Mainstream Drive, Suite 405, Nashville, TN 37228-1296 or fax it to 615-254-4303.

For questions regarding this event please contact TNF Staff Liaison, Kathy Denton at 615-254-0330 or email kdenton@tnaonline.org

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### Conventions Schedule

**Friday, October 24**

- **8:30 - 12:45 p.m.** House of Delegates Opening
- **11:10 a.m. - 12:30 p.m.** Why Ethics Matter in Nursing Practice (1.0 Contact Hours)
  - Kate Payne, JD, RN
- **12:15 p.m. - 1:45 p.m.** TNA Awards Luncheon
- **2:00 - 2:30 p.m.** Candidates Forum
- **2:30 - 4:30 p.m.** Issues & Bylaws Forum
- **5:00 - 7:00 p.m.** Advanced Practice Issues Forum & Council Meeting

**Saturday, October 25**

- **8:00 - 10:30 a.m.** House of Delegates Remarks and Sybes
- **10:30 a.m. - 2:00 p.m.** Exhibits & Poster Session Open
- **11:30 a.m. - 12:30 p.m.** The Health of our State (1.0 Contact Hours)
  - Susan Cooper, MSN, RN
  - Commissioner Tennessee Department of Health
- **12:30 - 2:00 p.m.** Exhibits & Schools of Nursing Luncheon
- **12:30 - 2:00 p.m.** Poster Presentations Q & A (1.0 Contact Hours)
- **2:00 - 3:00 p.m.** Nurses & Health Policy (1.0 Contact Hours)
  - Dr. Jan Towers, Director of Health Policy
  - American Academy of Nursing Practitioners
- **2:00 - 3:30 p.m.** Additional Educational Opportunities

**Sunday, October 26**

- **7:30 - 10:00 a.m.** Voting for TNA Elections
  - **(1.0 Contact Hours)**
- **9:00 - 10:00 a.m.** TNA-PAC General Session
  - **(0.75 Contact Hours)**
- **10:00 - 11:00 a.m.** TNF General Session
- **11:15 a.m. - Noon** House of Delegates Election Results
  - **Noon** Convention Adjournment

**Total: 7.75 Contact Hours**
TNA Annual Convention to Feature Three Outstanding Speakers!

Kate Payne, JD, RN, Director of Ethics, Saint Thomas Hospital, will present Why Ethics Matter in Nursing Practice on October 25. Payne has been in Ethics Practice since 1994 and currently directs a multifaceted program in healthcare ethics that includes the design and implementation of a variety of educational programs including an ethics fellowship program for pre and post doctoral students seeking a clinical experience in medical clinical ethics; student interns from a variety of disciplines; and educational programs related to healthcare ethics for professional and non-professional audiences on a local and national level. She is also the Human Protections Administrator for the Federal Wide Assurance with the Office of Research Protections related to the ethical conduct of research, member Ethics Review Board for Research for Saint Thomas Health Services.

Payne serves as adjunct clinical faculty at Vanderbilt University, School of Nursing; University of St. Francis, Masters in Health Services Administration Program; and as adjunct faculty at Massey College of Business at Belmont. She also serves as a guest speaker at Belmont University, College of Nursing; Vanderbilt University, Medical School, School of Nursing; and Aquinas University, School of Nursing.

Susan Cooper, MSN, RN, Commissioner, Tennessee Department of Health, will present The Health of our State on Saturday morning, October 25. She became Tennessee history on January 20, 2007 when she became the first nurse to serve as Commissioner of the Tennessee Department of Health.

Cooper joined state government in September 2005 as a health advisor and was instrumental in developing Tennessee’s Health Care Safety Net. She later assumed leadership of Project Diabetes, a program Gov. Phil Bredesen created to curb the Type II Diabetes threat facing young Tennesseans. Cooper also helped facilitate GetFitTN, the public awareness portion of Bredesen’s campaign to promote healthier lifestyles and habits among Tennesseans.

Before joining state government, Cooper was a faculty member and assistant dean at Vanderbilt’s School of Nursing, where she also earned her nursing degree. Cooper began her career as a nurse specializing in emergency and intensive care.

Jan Towers, PhD, NP-C, CRNP, FAANP, FAAN, Director of Health Policy, American Academy of Nurse Practitioners, Washington, D.C., will present The Health of our State on Saturday morning, October 25. She is a life member of Sigma Theta Tau and Delta Omega honorary fraternities and is a fellow of the American Academy of Nurse Practitioners.
Request for Absentee Ballot

Please send an absentee ballot for the 2008 Tennessee Nurses Association election. I understand that mailing this ballot to me in the manner and form approved discharges TNA's responsibility to me in the matter of absentee voting. Absentee ballots will be mailed September 25, 2008.

I further understand that requesting an absentee ballot removes my name from the list of eligible voters at the TNA Annual Meeting. “Request for Absentee Ballot” must be received at TNA by September 24, 2008.

The deadline for receipt of TNA Award nominations in the TNA office is no later than September 5, 2008. Nominations must be submitted on the appropriate forms along with the required documentation.

If you have any questions, please contact Kathy Denton, TNA’s Membership Services/IT Administrator at kdenton@tnaonline.org or call 1-800-467-1350.

**REGISTRATION FORM**

Please Print

Name: ____________________________ Credentialed: ______

First Name for Badge: ____________________________ TNA Member: ______ RN License#: ______

Nursing Area: ____________________________

Address: __________________________________________ City: __________ State: ______ Zip: ______

Email: ____________________________ Home Phone: ______

Work Phone: ____________________________ Cell Phone: ______

I am: □ TNA Member □ Non-Member □ Full-time Student □ Retiree □ New Member □ First Time Attendee

□ Please change my membership record to reflect the above information

□ I require special accommodations to participate in this program. Please specify: ______

□ Vegetarian Meals □ Diabetic Meals □ Food Allergy □ Identify Allergy: ______

Please complete the following information by entering a check mark beside activities you will attend.

Note: These activities are included in your registration fee unless otherwise indicated.

By completing this information TNA can ensure that we provide adequate counts for meal and break functions.

**Friday, October 24**

- Life Continental Breakfast
- Morning Break
- Awards Luncheon

**Saturday, October 25**

- Life Continental Breakfast
- Morning Break
- Lunch with Exhibitors
- Afternoon Break + 2
- Fun & Games - New Orleans Style!

**Sunday, October 26**

- Morning Break

**Need More Information?** Contact TNA by phone 615-254-0303, by FAX 615-254-0303, by email tna@tnaonline.org, by visiting our website at www.tnaonline.org, or by mail 545 Mainstream Drive, Ste. 405, Nashville, TN 37228-1296.

Please Complete Reverse Side
CALL FOR RESOLUTIONS

The Tennessee Nurses Association is issuing a formal Call for Resolutions for the 2008 TNA House of Delegates to be held during the TNA Annual Convention on October 24-26, 2008 at the Franklin Marriott Cool Springs, Franklin, Tenn.

Resolutions can be submitted by any TNA member. If you wish to submit a Resolution please submit it, in writing, to TNA no later than September 25, 2008.

We ask that you submit all Resolutions using the following template. If you should need assistance, please visit the TNA website at www.tnaonline.org and click on the link for Convention Information on the homepage to access the form and an article on how to write resolutions, or contact Karen at the TNA office at klangeland@tnaonline.org.

Resolution

Resolution (Office Use Only)
Adopted _____________

WHEREAS, (Insert Resolution here)
WHEREAS, (Additional Resolution information), and
Continue using WHEREAS until you have covered all issues.
RESOLVED, (Insert Resolved information), and
RESOLVED, (Additional Resolved information), and
Continue using RESOLVED until you have covered all issues.
Submitted By
(Insert name(s))


Special Donations/Gifts

I would like to make a donation to the Tennessee Nurses Association Building Fund (A separate check must be made payable to the Tennessee Nurses Foundation or TNA and designated Building Fund. Contributions to the Building Fund made through TNA are tax deductible.) $ __________

I would like to make a donation to the Tennessee Nurses Foundation (A separate check must be made payable to TNA, Contributions made to TNF are tax deductible.) $ __________

I would like to make a donation to the Tennessee Nurses Political Action Committee (A separate check must be made payable to TNPAC.) $ __________

Please Complete Reverse Side
Imagine more than 75 nurses crowded into a legislative committee hearing room one Wednesday afternoon. Every legislator and lobbyist in the room assumed this would be a meeting like any other meeting of a legislative committee. The Chair presided over a well run meeting where important health policy decisions were to be made, and for the most part, that is what happened. However, the presence of the nurses prevented one bill from being heard. The group behind the bill was only represented by one person and a lobbyist. Feeling overwhelmed by the support and strong presence of the nurses, the committee rolled the bill until the next committee meeting.

The summary above describes an important day for the Tennessee Nurses Association when the Legislature is in session. When nurses decided to stand up for our most vulnerable citizens, not only did the Legislature listen, but so did the opposition. The power and influence of your voices was heard that day, demonstrating the power we have when nurses join together as one!

During the 105th General Assembly’s second session, which adjourned on Wednesday, May 21, issues affecting the nursing profession were front and center. Hot topics including the budget shortfall and lottery surplus dollars deserved and received the attention of nurses from across the state. The major legislative issues affecting the nursing profession and healthcare are summarized below.

### Proposed Supervisory Rule Changes for APNs
Prior to the Legislature convening, TNA met with the Tennessee Medical Association and walk-in clinics to discuss the Tennessee Medical Association’s proposed changes to the Board of Medical Examiner’s supervisory rules for advanced practice nurses. TNA delayed any further discussions on the rules until after the legislative session, due to the opposition voiced by various stakeholders including TNA.

### School Nurses – Summer Study Committee Report
A legislative study committee released a one-page report in March on the health crisis in public schools. While the committee recommended changing the current school nurse to student ratio of one nurse per 3,000 students to a ratio of one nurse per 750 students, a funding mechanism was not identified. The Departments of Health and Education voiced support for this issue on numerous occasions, as did multiple legislators. TNA hopes to work with the Administration and the Legislature next session to increase the presence of school nurses in Tennessee.

### Volunteers Administering Medications
The Tennessee Epilepsy Foundation passed legislation that allows trained volunteers to administer anti-seizure medications in schools. While TNA voiced strong opposition to the original bill and provided testimony at many committee meetings, the Legislature passed the bill. However, TNA did get the bill amended to require a joint report in two years from the Departments of Education and Health to be filed with the Legislature on the status of the school nurse program and details on anti-seizure medications being administered by volunteers in schools.

### Advanced Practice Nurses Co- Owning PLLCs
TNA proposed and passed a bill that adds Advanced Practice Nurses to the list of medical professionals who can co-own a PLLC with a physician. The leadership of Senator Beverly Marrero and Representative Charlie Curtis was crucial to TNA’s success.

### Scholarships
TNA’s partnership with the Bredesen administration on the Graduate Nursing Loan-Forgiveness Program was funded in the Governor’s budget and passed by the Legislature. The program is designed to encourage Tennessee residents who are registered nurses to become teachers and administrators in Tennessee nursing education programs. In a tight fiscal year, this was a major success for TNA, and we would like to thank Governor Bredesen for keeping his commitment to nurses across the state on this important issue. Additionally, thanks to the leadership of Senator Jim Kyle, the omnibus lottery bill passed with language making additional loans available to nurses who choose to practice in rural areas.

### Long-Term Care Community Choices Act of 2008
Governor Bredesen demonstrated once again his commitment to health care by proposing fairly substantive changes to the delivery of home based care. While TNA was originally concerned over volunteers being granted authority in the Nurse Practice Act, TennCare Bureau officials confirmed that volunteers could only be used in the home health setting for these purposes and would never be permitted in the nursing home setting to use the exemption. TennCare also assured the Tennessee Nurses Association that a TNA representative would be involved in the rulemaking process, which determines how the law will be specifically implemented. TNA looks forward to working with TennCare and appreciates Governor Bredesen’s leadership on this important issue.

### Assault Against Health Care Workers
While the Senate passed legislation last year that increased the penalties for a person who is convicted of assaulting a health care worker on a second occasion, the House needed to consider the bill. Representative Bob Bibb did an excellent job sponsoring this bill as it sailed through the committee system. However, once the bill hit the floor, a contentious debate took place. Those opposed argued that this protection should be given for all people, not just health care workers. The bill was held on the desk for consideration on Tuesday during the last week of session. However, on the final day, Representative Bibb once again attempted to pass the bill. The opposition to the bill still persisted and the bill failed on the House Floor. TNA would like to thank Representative Bob Bibb and Senator Diane Black for their attempt to better protect health care workers.

### Exemptions from Nursing Licensure Requirements
The Administration, through the Division of Mental Retardation and Developmental Disabilities, passed a bill regarding home health care workers who are trained by the Division. The exemption to the Nurse Practice Act existed in the law for several years, but was made inactive by the passage of legislation dealing with another issue in the statute. Since this was already the practice in the Division and that the law had inadvertently been made inactive, TNA deferred to the Legislature on this bill.

### Overall
Overall, the Legislative Session was a success for the Tennessee Nurses Association and its members. In addition to the legislators mentioned above and the Governor, TNA would also like to thank each member who made a call or sent an email to a legislator as a result of an alert. Your voice truly made a difference. We would also like to thank TNA member and school nurse Pat Scott and Darnelle Podorski, a nurse and mother of a child with a seizure disorder, who dedicated a significant amount of time on the issue of volunteers administering medications. TNA also wants to recognize the contributions that all the TNA Legislative Summit attendees made during Nurses Day on the Hill to further the TNA mission. The continued support of Commissioners Virginia Trotter Betts and Susan Cooper is also greatly appreciated.

In preparation for next session, much work needs to be done. We will be conducting meetings across the state to get your input on policy development and provide training for the next legislative session. As this is a campaign year, TNA requests all members become involved in state Senate and state House races in their communities. Furthermore, we ask each member to support TN-PAC by making a financial contribution of at least $30. During the last election cycle, TNA made about a quarter of the contributions to other health related PACs made. Increasing the amount of funds contributed will go a long way to ensure TNA has a seat at the table and that our voice is heard on important issues.

If you have any questions or concerns regarding TNA’s work in the legislature, this election season or TN-PAC, please do not hesitate to contact TNA. I look forward to continuing to work with each of you to further TNA’s mission.
TNA Legislative Summit
(Continued from page 1)

Association sponsors this annual event as it is essential for Tennessee’s nursing students to understand the impact they can have at the state level regarding healthcare and the future of their profession and practice. Nursing students and nurses of all kinds, from all levels, attend this convention-style political rally and have the opportunity to meet with their legislators during the afternoon." The TNA Legislative Summit is a unique opportunity to get involved and see students in action. Students from more than 20 schools of nursing from across the state attended the event.

The day included presentations by Susan Cooper, MSN, RN, Commissioner, Tennessee Department of Health; and Virginia Trotter Betts, MSN, JD, RN, FAAN, Commissioner, Tennessee Department of Mental Health and Developmental Disabilities, who discussed The State of Healthcare Issues in Tennessee.

Other educational sessions included Legislation 101 and Legislation of Interest by Sharon Adkins, MSN, RN, TNA Executive Director; Laura Beth Brown, MSN, RN, TNA President; and Meredith Sullivan, TNA Lobbyist; National Legislation and the Impact on Nursing by Janet Haebler, MSN, RN, Associate Director, State Government Affairs, American Nurses Association; and a wrap up session Experiences & Feedback from Capitol Hill Visits: Where Do We Go From Here?

Make plans now to attend the 2009 TNA Legislative Summit to be held April 7, 2009 at the War Memorial Auditorium in Nashville, Tenn.

More than 1,100 nursing students and registered nurses attended the TNA Legislative Summit at the War Memorial Auditorium.

TNA set up a display in Legislative Plaza to answer questions from Legislators about the nursing profession and the TNA Legislative and Health Policy Statements. Lt. Governor John Wilder visited with Laura Beth Brown, MSN, RN, TNA President.

Tennessee Association of Student Nurses leaders visited the TNA display at Legislative Plaza. From left, TASN officers Eric Howard, Treasurer; Lacey Mangum, President; Caden Austin, Secretary; and Kyndall Parks, Middle TN Regional Director; discuss health policy with Clare Thomson-Smith, MSN, JD, RN, Chair, TNA Government Affairs and Health Policy Committee; and Laura Beth Brown, MSN, RN, TNA President.

I WANT TO PUT NURSE POWER INTO TENNESSEE POLITICS BY SUPPORTING TN-PAC!

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I pledge to contribute: □ $ ______ per Month, (minimum monthly pledge is $15) □ $ ______ per Quarter, □ $ ______ semi-annually.

Note: All pledges must be paid by check or debit card, TN-PAC will automatically charge your card as directed. Pledge will continue until written notice is received by TN-PAC to discontinue a pledge.

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☐ I am paying by Check ☐ I have enclosed my Check
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Name on Card
Address of Card Holder
Credit Card 
Exp. Date
3-Digit Authorization Code (Located on back of Card)

Signature
Professional Nurses: A Precious and Threatened Resource

by Carole R. Myers, PhD, RN, TN-PAC Chair

Nurses are a precious resource in Tennessee and across the country. As is true with many of our resources, there is a strain between the demand for the resource and our ability to meet the demand. The strain has many origins, therefore strategies for relieving the strain must be multi-factorial. Many of the strategies will require legislative support. Your Tennessee Nurses Political Action Committee Board of Directors is working on your behalf to influence the development of state legislative solutions.

Demand

Citizens in our state and country are demanding that care be delivered in settings that allow them to maintain the lifestyle they desire with minimal disruption. Payers are reducing payments to the equivalent of the cost of services in the least intensive setting possible. These and other forces have increased the demand for home and other community-based care, increasing the need for home health nurses, school nurses and nurses in other alternative settings. These forces have also raised the demand for the use of non-nurses and others to deliver nursing services. In some cases, this is a reasonable and safe approach. In other instances, the erosion of the scope of nursing practice in Tennessee is a serious threat to citizens and the profession. Legislation, and supportive rules and regulations, are needed to respond to these demands while at least maintaining, if not improving, the quality of services. It is imperative that legislators and regulators in Tennessee hear from the only organization in the state dedicated to the protection of the professional practice of nursing in our state, the Tennessee Nurses Association and your political action committee, TN-PAC.

Demand is driven, in part, by increased numbers of people seeking services and the mix of services needed. A most significant driver is the aging of baby boomers. As we just now begin to see the first retirements among this cohort there are also many indications that the boomer generation will tax the health care system in unprecedented ways. Demand for nursing services is also shaped by the state of health of Tennessee residents. It is a bitter pill to swallow, but we must acknowledge that the state of health in Tennessee is poor. Tennessee has the dubious distinction of ranking 47 out of the 50 states in overall health status. Since 1990, the prevalence of obesity has increased 132%. This has far-reaching impact and will likely add to Tennessee’s already high rate of deaths from cardiovascular disease (48th out of 50). The high rate of tobacco use in Tennessee, 47th in the nation, also contributes to the burden of cardiovascular disease. Tennessee also rates 47th out of 50 in infant mortality (United Healthcare, American Public Health Association & Partnership for Prevention, 2006).

Nurses play an essential role in the evolving health care system. We must have legislators that understand the vital role of nurses in delivering needed services and improving the health status of our citizens.

Supply

Projections from the Tennessee Center for Nursing (2008) show that the demand for registered nurses will exceed the supply by 5.6% in 2012 and 18.6% in 2020. In an historical first, the U.S. Department of Labor recently identified registered nursing as a top growth occupation through 2012 (Bureau of Labor Statistics, 2007). Issues related to supply are complex and related to factors such as the aging of the workforce, decreased numbers of students who aspire to be nurses due to competition from other more lucrative and less demanding professions, and a critical need for qualified nursing faculty and other resources needed for the education of nursing students. Perhaps the most significant workforce supply issue in nursing is the aging of the nursing workforce. In Tennessee, 40% of the active licensed population of nurses is over the age of 50 years. The average age of nurses in the state is 45.8 years. Within the next few years, the majority of Tennessee nursing workforce will be in their fifties (Murray, 2008). Nursing is hard work and many nurses retire earlier than other professionals, making the problem even more acute.

At the same time that the pool of registered nurses is being depleted by retirements, we have another supply/demand mismatch. The mismatch is in the number of students aspiring to be registered nurses and the ability of our colleges and universities to meet the demand. According to the National Council of State Boards of Nursing (as cited in American Association of Colleges of Nursing, 2005b) from 1995-2004, the number of first-time educated nursing school graduates who took the national licensure exam (NCLEX) decreased by 10%. Although there have been overall increases in enrollment in nursing schools, these increases have been outpaced by new demands for nurses. Many of Tennessee’s schools of nursing are not able to admit qualified applicants because of faculty shortages and limited clinical sites, classroom space, clinical preceptors and funding for nursing programs (American Association of Colleges of Nursing, 2005a; Murray, 2008). We will need a major initiative to remedy the faculty deficiency given the average age of nursing faculty and impending retirements. It has been estimated that Tennessee needs to add at least 300 nursing faculty by the year 2010 to offset deficits (Murray, 2008). The shortage of RN faculty, prepared at least at the Master’s level, will continue to be a limiting factor in the state’s ability to meet the growing demand for nurse services until we develop workable and sustainable solutions.

The downstream result of nursing shortages and increased demands for and on nurses, have onerous implications. In a 2005 study by Dr. Peter Beurhaus from Vanderbilt University, he found that 29% of RNs are concerned that the shortage of nurses is a major quality problem. Nurses surveyed think that the shortage will impact not only the quality of their work life, which ultimately can impact the number of working RNs, but also the quality of patient care.

Forging Solutions

There is no magic bullet for the problems related to demand for nurses and the mismatch with supply. As more people need health care at the same time we are experiencing an inadequate nursing workforce, the need for a broad complement of deliberatively forged responses is most important. Developing strategies to increase the appeal of nursing as a profession to aspiring students and having adequate faculty to educate these aspiring students is paramount. Strategies are also needed that promote and value the contributions of professional nurses. We must be vigilant about strategies that are short-sighted which may ultimately result in an erosion of the essential practice of professional nursing in the state and adversely impact patient outcomes.

TN-PAC’s Role

TN-PAC contributes to candidates that support an adequate, high quality professional workforce and efforts to improve patient care outcomes and the overall health status of citizens of the state are one important means of advocacy. Your TN-PAC Board of Directors evaluates political candidates and officeholders by looking at their platforms and/or voting records and leadership related to issues of interest to nurses and those related to the professional practice of nursing. Monetary support is given on a priority basis to those who have demonstrated support for nursing positions.

This year in Tennessee we will elect half of our state Senators and all of our Representatives. Who we elect is most important given the urgent issues we are facing. Currently our coffers are too low as we prepare for the state-wide elections. Your contribution to TN-PAC, whatever the size, will help support political candidates whose legislative views enhance nursing and health care in Tennessee.

TN-PAC is a nonpartisan organization. Make your contribution now with the TN-PAC Donation Form included near this article or online at www.tnaonline.org. Click on the Government Affairs link on the left and go to the secure online PAC contribution form.

Help us “PAC a Punch for Nursing” in Tennessee!

*References are available by contacting the Tennessee Nurses Association at tnna@tnaonline.org.
Capital Campaign Contributors

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Judy Powell
TNA District 3

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Judy Powell
TNA District 3

From left, current TNA President and Capital Campaign Steering Committee member, Laura Beth Brown, MSN, RN, exchanges ideas with TNA Past President Wanda Hooper, BSN, MS, RN, CIC; and TNA Past President Maureen Nalle, PhD, RN, Capital Campaign Regional Committee.

From left, Adrienne Ames, MSN, RN, TNA member; Sharon Adkins, MSN, RN, TNA Executive Director; and Meredith Sullivan, TNA Lobbyist, visit during the reception.

From left, Cathy Taylor, DrPH, MSN, RN, Assistant Commissioner, Tennessee Department of Mental Health and Developmental Disabilities, left; enjoys the reception with Jan Jones, Capital Campaign Cabinet member and CEO of Alive Hospice, Inc.
Adult Learning Paper Receives TNF Scholarly Writing Award

Making a Case for Andragogical Approaches to Teaching and Mentoring Students

by Lois Bolden, PhD, PMHCNS-BC

SAMHSA Post Doctoral Fellow

Introduction

Since the 19th century, in the insurance industry have altered the healthcare business tremendously. Lack of insurance and financial constraints compounded by the nursing shortage will likely influence quality of healthcare, advancement of science, and seeking behaviors of individuals who are ill. Patients who are less likely to participate in preventive health promotion behavior are often more acutely ill when entering healthcare systems, further increasing the need for highly-skilled nurses. These changes make critical thinking skills even more crucial to nurses who are providing care. The estimated demand for nurses with the skills to function in changing healthcare systems who can provide the highest quality care for students with degrees in other fields (Bentley, 2006). These programs attract a different kind of learner than those taught in early nursing programs. These students are older, more mature, highly motivated and possess a greater sense of confidence (Ouellet & Macintosh, 2007; Roberts, Mason, & Wood, 2001). As knowledge and skills are fundamental prerequisites for students in degree programs (Ouellet, Macintosh, Gibson, & Jefferson, 2008; Roberts, Mason, & Wood, 2001; Meyer, Hoover, & Maposa, 2006; Youssef & Goodrich, 1996). In this article, pedagogical and andragogical teaching and learning approaches are discussed. The andragogical approach to educating nursing students enrolled in accelerated programs is introduced in this paper as one approach for reducing students’ stress and enhancing the learning experience. This approach is based on the belief that students be involved in their learning experiences. This award came with a monetary incentive. Some of the students’ statements were “Thank you for helping me confront my fears,” “she is very approachable,” “very kind,” “helpful and very kind,” and “thanks for making this a pleasurable experience.” I received these compliments from students that I taught here in the continental U.S.A as well as students taught in the Virgin Islands and with BSN and Associate degree students. Acceptance and valuing of this approach by students suggests that this approach is relevant and effective across institutions and student populations.

Andragogical Approach and Student Style

Research has shown that students in an accelerated BSN nursing program report that the work is very stressful (Meyer, 2006; Deming, 2006; Kellam & Kellam, 1997; Timmins & Kalischer, 2002). Students participating in a phenomenological study reported that having sensitive and empathetic faculty members helped succeed them in the nursing program (Cangelosi, 2007). Andragogical approaches encourage empathetic interactions, self-directedness, and independence in students. In this type of environment students are more often feel that they have control. Rogers believed that when students feel threatened they become more indefensible but when they feel safe they become completely free to receive and incorporate theoretical knowledge into clinical or life experiences (Smith, 2004). These approaches also role model team building behavior that is desperately needed in nursing today. This paper argues for combining andragogical approaches and principles from Carl Rogers’s interpersonal relationship theory as a solution for educating nurses for 21st century practice and retaining nurses in the profession.

Andragogical Approach and Critical Thinking

Critical thinking is a crucial skill that is needed by nurses to meet the challenges of an evolving health care system and ensure the safety of patients. One of the main needs of the 21st century is the ability to think critically. Teaching critical thinking is a crucial component of nursing curriculums and novice skills in this area are a necessary student outcome for effective student nurse caring delivery. Today, the variety of programs to assist students to develop critical thinking skills such as problem based learning (Circoc, 2006; Siddiqi, & El-Etr, 2007). Findings in research studies failed to provide supportive evidence that the problem based learning interventions were effective in increasing the student’s critical thinking skills (Worrell, Profto-McGrath, 2007; Yau, Williams & Fan, 2008). Findings from research studies suggest that teachers found it difficult to implement critical thinking skills programs because the traditional learning environment would have to be modified, students were resistant to innovative strategies, and time constraints (Shell, 2001; Hamafin & Savence, 1996; Onosko, 1991). A critical thinker is inquisitive, knowledgeable, reflective, flexible, and prudent in using clinical reasoning (Facione & Facione, 1996). According to Facione and Facione, an andragogical approach enhances the student’s ability to use critical thinking. This approach advocates for collaborative and facilitative styles of teaching which encourage students to formulate and explore feelings related to concepts. Great thinkers are inquisitive, honest in facing issues, willing to listen to others, and accept others’ viewpoints. Critical thinking is also one of the main needs of the 21st century. Continuing from the previous discussion, researches advocates self- diagnosis and reflection on learners problems. The role of the teacher using the andragogy method is to facilitate this type of learner centered environment. Empathy, feedback, interest, and reflect. Andragogical Interactions

The andragogy approach to teaching and learning form the basis for my interactions with students. In the critical thinking process, patients and discussions. To the extent of the class, eye contact, listening skills, and therapeutic communication were used. Empathy was demonstrated when interacting with students expressing concerns about failing grades, overwhelming course work and family problems even though the policies were reinforced. Students were encouraged to voice their concerns to their problems in a nonjudgmental manner. Therapeutic communication skills were applied and role modeled in the clinical area with patients and staff. Students were able to see this style of interaction when problem-solving and resolving conflict. Modeling this behavior is crucial to encourage appropriate conflict resolution and cooperative styles of interacting that could be used in their future work place. Students were able to problem solve in the clinical area independently, interact professionally with staff on the unit and assist in identifying new ways to provide care for patients.

Feedback from Students

I was awarded the Excellence in Teaching Award because students believed that as an instructor I made a difference in their learning experiences. This award came with a monetary incentive. Some of the students’ statements were “Thank you for helping me confront my fears,” “she is very approachable,” “very kind,” “helpful and very kind,” and “thanks for making this a pleasurable experience.” I received these compliments from students that I taught here in the continental U.S.A as well as students taught in the Virgin Islands and with BSN and Associate degree students. Acceptance and valuing of this approach by students suggests that this approach is relevant and effective across institutions and student populations.

Conclusion

Andragogical approaches to teaching and learning are crucial for creating an environment that fosters students’ critical thinking skills and allows the teacher to role model effective communication skills and team building behaviors to this new generation of students in nursing programs today.

*References are available by contacting the Tennessee Nurses Association at tnnurse.org

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Signature

The Tennessee Nurse—Summer 2008—Page 13
Thank you for the opportunity to talk with you tonight. What a special celebration of our outstanding students here in East Tennessee. The variety of available professional positions for our graduating students is exciting but overwhelming at times. Although over 80% of U.S. registered nurses work in hospitals, there are many other areas in which nurses may work. Care in the hospital setting is rewarding and nursing’s impact is evidenced immediately in this environment. However, the nursing interventions in other settings have a significant impact on our health care delivery system and the patients that are cared for there. Many opportunities for nurses are found both in and out of the hospital setting.

Has it always been the case that there were so many opportunities in nursing? Before we answer that question, let’s discuss a little history on where we have been and what we are building upon. At the last Tennessee Nurses Association District 2 meeting we were provided the opportunity to purchase A 100 Year History of the Tennessee Nurses Association. The first class of nurses to graduate from a nursing program in Knoxville was in 1905 and it was from a three year program at Knoxville General Hospital. Employment for nurses at that time was only in the hospital because “the patients and doctors could not do it without them.” (p.6). Also, of interest is that the first Tennessee nurse practice act was presented to the legislature in 1907 but was not passed until 1911.

About thirty years later Ms. Keys, who I do not know, graduated from nursing school. Opportunities for registered nurses during this time were still in the hospital setting. Ms. Keys’ family had a doll made for her for every year she was in nursing school and in the school’s uniform from that year. This doll is the doll given to her for her second year of study. There were four total dolls, one for every year of study. Ms. Keys represents, too, the lack of diversity in nursing during this time. Our profession today has many opportunities that are available to all ethnicities and both sexes. Yet, we still need to actively increase our diversity within the profession to better serve all populations in this country.

Thirty years plus after Ms. Keys, I graduated from nursing school and like many of my classmates; I went to work in intensive care in the hospital. Whether there were other positions available to me I did not realize those. However, with other opportunities and upon return to school, I developed a different nursing perspective. I wanted a setting where the position could impact the health of many of our citizens, specifically our children. Presently, for me, that is to provide family support and practice in a nurse-managed school-based health clinic here in Knoxville.

And now, thirty years later, all of you are choosing your professional direction. There is no doubt that our tertiary care centers will attract you and they will always need well qualified, well educated, and experienced nurses to care for the increasingly ill patients in those facilities. What other opportunities though may be available to our newest professional colleagues today and down the road? The homemade kaleidoscope is unable to assist us in seeing the future—the only thing we do know is that the health care delivery system is always changing. The system and method of delivery is also hard to judge or predict. For instance, those increasingly ill patients seen in the hospital are frequently being transferred to the hospital setting in our communities. Patients in their homes are coping with complex health regimens and sophisticated technology. Nurses will also be recruited to work with employers to improve the health of their own employees and the work environment. Nurses have already been fulfilling management, health education, telephone centers and other functions. Nurses will also be recruited to work with employers in the hospital setting.

We have been fulfilling many roles but the demand will increase. In a similar vein, nurses will be recruited to work in schools, day cares, and preschool programs; nurses will provide drop-in counseling and increase access to early intervention, which we all know will save on all health services later in the child’s life.

Nurses will also seek employment with high tech companies to assist with the application of their developments into health care environments. More nurses will care for populations experiencing different priorities as graduates of the University of Tennessee’s homeland security program do now. And, other specialities to children and environmental protective measures important to our health may be impacted by nurses. I am anxiously awaiting the first nurse to be launched into outer space with his own research projects to be actualized.

What an exciting time to be beginning a professional career in nursing! With the present shortage of nurses it is possible to choose from many available positions. May your next thirty years be as fulfilling as mine has been to two long time supporters of the Foundation’s work. Peggy Strong and Kathryn Skinner have resigned from the Board after many years of service and leadership. We wish them well.

We hope each of you was honored during Nurses Week this year, Lois Belden, from Memphis, was our Scholarly Writing Contest winner with her paper Making a Case for Anesthesiologist’s Prescriptive Authority and looks forward to hearing from Lois at the TNA Annual Convention to be held October 24–26 at the Franklin Marriott Cool Springs, Franklin, Tenn.

In keeping with our mission, the Foundation has added two additional awards from the education fund this year. We are pleased to see more TNA members taking advantage of this opportunity. Our plan for convention is to have a speaker and a panel of past recipients of TNA’s programs to highlight some of the awards and how they have helped TNA members achieve some of their goals. Sue Willoughby and her team are working very hard to organize the TNF Silent Auction again this year for convention. Items that have been suggested for donation include, but are not limited to, autographed sports items, tickets to the theater/movie/sports, restaurant/spa treatment gift certificates, a week of vacation at a time share, horseback ride, jewelry, apparel, paintings, gift baskets, etc. For more information on the TNF programs your contributions support, visit www.tnaonline.org. Click on About TNF, and view the link on the left for TNF Foundation, then click on About TNF. Your donations are greatly appreciated!

Don’t forget that the TNF is listed on the www. GivingMatters.com website, which is sponsored by The Community Foundation of Middle Tennessee. Enter "Tennessee Nurses Foundation” in the Organization Name box, click on Search and then select the Tennessee Nurses Foundation. This will take you to the Tennessee Nurses Foundation Profile, which provides information needed by potential donors.

The TFN board of Directors held its quarterly meeting in April. It was with deep sadness that we said good-bye to two long time supporters of the Foundation’s work. Peggy Strong and Kathryn Skinner have resigned from the Board after many years of service and leadership. We wish them well.

We hope each of you was honored during Nurses Week this year. Lois Belden, from Memphis, was our Scholarly Writing Contest winner with her paper Making a Case for Anesthesiologist’s Prescriptive Authority and looks forward to hearing from Lois at the TNA Annual Convention to be held October 24–26 at the Franklin Marriott Cool Springs, Franklin, Tenn. In keeping with our mission, the Foundation has added two additional awards from the education fund this year. We are pleased to see more TNA members taking advantage of this opportunity. Our plan for convention is to have a speaker and a panel of past recipients of TNA’s programs to highlight some of the awards and how they have helped TNA members achieve some of their goals. Sue Willoughby and her team are working very hard to organize the TNF Silent Auction again this year for convention. Items that have been suggested for donation include, but are not limited to, autographed sports items, tickets to the theater/movie/sports, restaurant/spa treatment gift certificates, a week of vacation at a time share, horseback ride, jewelry, apparel, paintings, gift baskets, etc. For more information on the TNF programs your contributions support, visit www.tnaonline.org. Click on About TNF. Your donations are greatly appreciated! Don’t forget that the TNF is listed on the www. GivingMatters.com website, which is sponsored by The Community Foundation of Middle Tennessee. Enter “Tennessee Nurses Foundation” in the Organization Name box, click on Search and then select the Tennessee Nurses Foundation. This will take you to the Tennessee Nurses Foundation Profile, which provides information needed by potential donors.
Member News

Susie Adams, PhD, RN, APRN-PMHNPC, BC was named a member of the American Academy of Nurse Practitioners (AANP). The FAANP Program recognizes nurse practitioners (NPs) who have made outstanding contributions to healthcare through clinical practice, research, education, and/or health policy. Program Fellows also provide a forum to mentor and facilitate leadership development for other NPs. Adams is being specifically recognized for her leadership in developing one of the first PMHNP programs in the U.S., pioneering an integrated practice model of PMHNP practice within an OB/Gyn setting, mentoring PMHNP students and graduates, curriculum consultation to other programs developing PMHNP programs, and her leadership in professional organizations to advance the role and practice of PMHNPs.

Nancy Appling, MSN, RN, CRNA, CNFA, CA, received a 2008 Outstanding Graduate Clinical Preceptor award from the University of Tennessee Health Science Center, College of Nursing. Applying, an acute care nurse anesthetist, is a first assist in surgery at the Veterans Affairs Medical Center (VAMC) in Memphis. Applying is considered a role model for students regarding communicating effectively with patients and families, as well as collaborating with the multi-professional health care team. Applying is a significant contributor to designing tomorrow's best practices, which is a major initiative within her own institution, as well as a national health care effort.

Virginia Trotter Betts, MSN, JRN, FAAN, Commissioner of the Tennessee Department of Mental Health and Developmental Disabilities, received the AIM Life Achievement Award in Mental Health for 2008. AIM Center provides psychiatric rehabilitation services to help individuals achieve community acceptance and reintegration. As host of TMDHH Commissioner, Betts serves as leader of the State's public mental health, substance abuse, and developmental disabilities authority charged with planning and promoting an array of services from prevention to recovery for all Tennesseans. Betts has focused the Department's resources and programs on quality clinical care and on recovery through a focused commitment to bring science to service and practice of evidence-based practices in treatment and prevention.

Colleen Conway-Welch, PhD, RN, CNM, Nancy and Hilliard Travis Professor of Nursing and Dean of the Vanderbilt University School of Nursing, has been named to an Institute of Medicine Committee focusing on preparedness for nuclear events in the nation's largest metropolitan areas. Conway-Welch joins a committee of experts in emergency medical response and treatment, medical and public health preparedness, health sciences research and nuclear medicine to prepare for a nuclear detonation of up to 10 kilotons in cities the size of New York City, Washington, D.C., Los Angeles, San Francisco, Houston and Chicago. The committee will review overall emergency response activities and available health care capacity to identify any gaps in federal, state and local authorities who would be involved in delivering care in such a tragedy.

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New/Reinstated Members

District 1


District 2


District 3


District 4

Kristen M. Berry, Tina M. Fox, Elizabeth Clare Gasper, Anne S. Gore, Stephanie S. Huskins, Kimberly L. Lingerfelt, Ose G. Martinez, Karen L. Milen, Elizabeth L. Pope, Jacqueline Reta Smith, Don E. Taylor, Reatha M. VanDolson, Kristina Carlton Wick, Sonia Kay Wrenn

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District 8

Deborah Ann Curtis, Kim W. Stockton

District 9

Kimberly D. Gregory, Deborah S. Redmond, Philisie M. Wilson

District 10

Jennifer Dunn Davis, Jennifer D. McKinney

District 12

Sophia Bonnetia Chandler, Jennifer L. Chaney, Joan H. Lee

District 15


The Tennessee Nurse—Summer 2008—Page 15

Connie McCarter, BSN, RN, CRNA, is one of the educational liaisons for the Mid-South Chapter of the American Association of Neuroscience Nurses. The Mid-South Chapter of AANN was selected as the Outstanding Chapter of the Year by the national organization in March 2008.

Diane Pace, PhD, RN, APRN, BC, also received the University of Tennessee Health Science Center, College of Nursing’s 2008 Outstanding Graduate Clinical Preceptor award. Pace is a family nurse practitioner at the Regional Medical Center, Loope in Memphis. As a family nurse practitioner, she is conscientious and a strong support of practicing evidence-based health care, as well as adding to scientific knowledge through her clinical research. Pace is regarded as very knowledgeable and known for motivating students through thoughtful critique and positive reinforcement. In her current role precepting Beth Eubank, a DNP, she has exposed Eubank to many new possibilities for clinical care, worked closely with her as a role model in the care of women, provided contacts for additional clinical experience, and guided her in developing a well-rounded plan for both her clinical residency and project.

John Preston, DNP, RN, CRNA, has been hired by The American Association of Nurse Anesthetists (AANA) to serve as the association’s first-ever senior director of education and professional development. Preston comes to the 37,000-member AANA after working for more than 11 years in nurse anesthesia educational administration. For the past seven years he has served as the program director, concentration coordinator, and an associate professor at the College of Nursing at the University of Tennessee, Knoxville campus. Prior to that position, he was the program director and MSN option coordinator at the University of Tennessee, Memphis, College of Nursing.

Debra Wollaber, PhD, RN, received the Vision of Nursing Award May 8 during The Tennessee’s annual Salute to Nurses Luncheon in Nashville. Wollaber, a longtime TNA member, is a Professor of Nursing at Belmont University where she serves as Dean of the College of Health Sciences and School of Nursing at Belmont for 10 years before deciding she wanted to return to teaching. Wollaber was recognized for her part in shaping the future of nurses and acting as an advocate for nursing students and the nursing profession.
**District News**

**District 1 News**

As conference planner for the 4th Annual Tennessee Nurses Association (TNA) District One Evidence-Based Program, it is my great pleasure to invite you to this year’s event. The conference will be held Wednesday, July 30, in Memphis, Tenn., at the Benjamin L. Hooks Central Library, 3030 Poplar Ave.

District 1 has a continued goal of offering nurses high quality evidence-based education at an affordable price. A portion of the proceeds from this year’s program will go to raise funds for nursing scholarships, support the TNA Building Fund and provide for general operations.

We are fortunate to have two national experts joining us this year. Dr. Christopher A Morrison, MD, FACHM, CWS, FCCWS, is the Director of the Nautilus Health Group, Tierra Verde, Florida. A nationally recognized speaker and educator on the subjects of wound care and hyperbaric medicine, Dr. Morrison is triple board-certified: American Board of Family Practice; American Board of Preventive Medicine, Subspecialty Undersea and Hyperbaric Medicine; and Diplomat (UHM), American Academy of Wound Management, Certified Wound Specialist (CWS). In addition, Dr. Morrison has been designated a Fellow of the American Professional Wound Care Association. A dynamic and knowledgeable speaker in advanced wound care, Dr. Morrison will present “Advances in wound care, wound bed preparation, hyperbaric oxygen therapy, pressure ulcer prevention and treatment advanced modalities, and the new CMS guidelines for Pressure ulcer documentation, MS-DRGs, and Never Events.”

Mr. Gary Sculli, RN, MSN, ATP, is a former Northwest Airlines pilot and currently a nurse manager at Baptist Memorial Hospital in Memphis. Gary brings a unique view to patient safety from an aviation perspective as a crew resource management trainer and pilot. Certain practices used in the airline industry can be integrated into healthcare and nursing to promote safer patient care. He recently presented at the National Association of Healthcare Quality meeting and was featured in a webinar sponsored by NAHQ. Please join us for his exciting presentation “From the Cockpit to the Nursing Unit.”

This program will target nurses, therapists, and other health care professionals in a variety of clinical settings including long-term care/Geriatrics, critical and acute care, administrative, WOC nurses, and advance practice RNs.

Registration forms are posted on the TNA website at [http://www.tnaonline.org/associations/8605/files/D1June08 program.pdf](http://www.tnaonline.org/associations/8605/files/D1June08 program.pdf). EARLY BIRD DISCOUNTS are offered until June 15th. General admission is $75, TNA Members and AORN members $40, nursing students $10. Participants will enjoy all breaks, lunch, four contact units and special vendor presentations on wound, skin care, and specialty bed modalities, and the new CMS guidelines for Pressure ulcer documentation, MS-DRGs, and Never Events.”

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**District 4 News**

Sharon Atkins, MSN, RN, TNA Executive Director, was the guest speaker at the March District 4 meeting. Atkins discussed the current legislative session and legal issues affecting nurses in Tennessee at the present time with the 35 District 4 members attending.

**District 10 News**

We held our Celebration of Nurses on May 6 at the Hampton Inn. Jo Margaret Aden, the recipient of the Nurse of the Year Award from District 10, was honored during the Celebration. Aden was chosen to receive the award as she is now the senior professor on staff at UT Memphis and is a wonderful resource of information as she continues to teach clinical and the academics. Aden has served in various roles in the Tennessee Nurses Association throughout her entire career, as well as serving Sigma Theta Tau. She is also active in many community and civic organizations. District 10 also awarded certificates of appreciation to several nurses during the Celebration, and we appreciated Meredith Sullivan, TNA Lobbyist, speaking at the event.

**Tennessee Association of Student Nurses**

Make plans now to attend the 2008 Tennessee Association of Student Nurses Annual State Convention

**2008 TASN Convention**

October 3-5, 2008

Gatlinburg Convention Center

Gatlinburg, TN
You Have the Power to Choose

Membership... it’s your choice. Your choice to gain access to knowledge in the wonderful profession you have chosen. Your choice to have opportunities to further your nursing experience through networking, mentoring opportunities, serving on committees and boards that truly impact how you practice every day in the state of Tennessee, and becoming a voice among thousands of other colleagues who experience what you experience each day in the workplace.

Our mission is to promote and protect the Registered Nurse and advance the practice of nursing in order to assure a healthier Tennessee. And we don’t stop there—improved access to quality, cost-effective health care for all Tennesseans is also a TNA priority and has been for more than 100 years.

What an incredible force RNs will have in the health care world if more nurses support their professional organization. When you join TNA/ANA, you will become an integral part of a network that speaks for nursing... and, even more important, the profession will gain your much needed participation, support and expertise.

Your career is important in your life. What is it worth to you to protect your license and to be a part of the cutting edge of nursing decisions in Tennessee? Is it worth less than ONE DOLLAR a day? Your choice should be YES.

Make TNA/ANA your choice today. If you have any questions regarding membership, please call 615-254-0350 or 1-800-467-1350 or email KDenton@tnaonline.org.

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TNA Calendar of Events

July 30, 2008
TNA CE Provider Training Seminar
REIN Educational Center
2614 Music Valley Drive, Suite 151
Nashville, TN 37214

October 24-26, 2008
2008 TNA Annual Convention
Franklin Marriott
Franklin, Tennessee

April 7, 2009
2009 TNA Legislative Summit
War Memorial Auditorium
Nashville, Tennessee

October 16-18, 2009
2009 TNA Annual Convention
Chattanooga Marriott
Chattanooga, Tennessee

For information and registration, visit www.tnaonline.org

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TNA Career Center

Build a better career

Job Seekers

Use the Career Center to construct a more efficient job search.

- Post your resume today
- Access premier job postings
- Receive job alerts via email
- Find your next career-changing opportunity

Employers

Build a stronger staff one qualified hire at a time.

- Broadcast your job to thousands of professionals
- Sign-up for resume alerts
- Save time and money
- Hire talented candidates

Visit the TNA Career Center www.tnaonline.org

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Start Building a Better Career Today

Did you know that 55% of employed workers say they currently would not consider themselves actively looking for a job, but would be open to a new opportunity should a better one come along?1

Do you fall into this percentile? If so, you are what recruiters refer to as a “passive jobseeker.” Passive job seekers are happily employed and therefore not actively seeking out new opportunities. However, a happy medium exists between being active and passive with your job search that can help to significantly aid in the advancement of your career. The following recommendations are time efficient and effective ways to guide the future of your career while currently employed.

First of all, networking is one of the most successful ways to discover new and exciting career paths. In fact, it has been found that more than half of all jobs are found through networking. However, you must continue to build and maintain your network in order for it to pay off. Take advantage of the meetings and events that the Tennessee Nurses Association hosts and make an effort to attend any other functions in your community where successful professionals gather. Be sure to collect business cards and write notes about the person that will help you to remember them and what they do. Most importantly, maintain the relationships that you build so that your network will remain useful, especially when you need it the most.

In addition to networking, uploading your resume to the TNA Career Center is the best way for employers to approach you with exclusive opportunities. Instead of spending your time scanning page after page of job openings, employers and recruiters are searching through resumes and assuming the responsibility of matching your experience with job requirements. The TNA Career Center is the perfect job board to allow you to upload your resume and receive information from interested employers.

Another job search feature available in the TNA Career Center is the ability to set Job Alerts. You can utilize this feature by simply selecting key words that describe your interests, experience, skills and training and any new opportunities posted on the TNA Career Center that match up with your search criteria will be directly emailed to you. In essence, the Career Center is doing the work for you by searching through tons of positions to save you time, which is especially important when currently employed.

Whether you consider yourself a passive job seeker, an active job seeker or somewhere in between, these effective and time efficient career advancement techniques are great for those ready to make a change and for the happily employed alike. Learn more about uploading resumes and signing up for Job Alerts by visiting the TNA Career Center, the Tennessee Nurses Association’s very own online career resource at www.tnaonline.org and clicking on the Career Center link.

American Nurses Association/Tennessee Nurses Association Membership—It’s Your Privilege!

Tennessee Nurses Association Membership Application

545 Mainstream Drive, Suite 405 • Nashville, TN 37228-1266 • Phone: 615-254-5030 • Fax: 615-254-2033

Please type or print clearly. Please mail your completed application with payment to TNA, 545 Mainstream Drive, Suite 405, Nashville, TN 37228-1266.

Last Name: 
First Name: 
Middle Initial: 

Street or PO Box Number: 

City: 
State: 
Zip: 
County: 

Last Four Digits of Social Security Number: 
Email: 

Home Phone: 
Work Phone: 
Cell Phone: 

Home Fax: 
Work Fax: 
Pager: 

Employed at: 
as

Employer’s Address: 

Academic Degree(s): 
Certification(s): 

Graduation from basic nursing program (Month/Year): / RN License #: State: / Date of Birth: / 

Membership Categories (please choose one category):

☑ ANATNA Full Membership Dues
- Employed full or part-time $33.34 per month or $274.00 annually. Includes membership in and benefits of the American Nurses Association, Tennessee Nurses Association, and the TNA District Association.

☐ ANATNA Reduced Membership Dues
- Not employed, RNs who are full-time students, newly-licensed graduates, or age 62+ and not earning more than Social Security allows $11.92 per month or $137 annually. Includes membership in and benefits of the American Nurses Association, Tennessee Nurses Association and the TNA District Association.

☐ ANATNA Special Membership Dues
- 62+ and not employed, or totally disabled $6.20 per month or $74.40 annually. Includes membership in and benefits of the American Nurses Association, Tennessee Nurses Association and the TNA District Association.

☐ TNA Individual Membership Dues
- Any licensed registered nurse living and working in Tennessee $16.34 per month or $196.00 annually. Includes membership in and benefits of the Tennessee Nurses Association and the TNA District Association.

The Center for American Nurses (The Center) Membership

The Center is a professional association whose mission is to create a community of nursing organizations that serves individual, non-union nurses by providing programs, tools and policies that address their workplace concerns. Membership in The Center is included in all dues categories except TNA Individual Membership.

☐ If you DO NOT wish to be a member of The Center, check the box at left.

Communications Consent

I understand that by providing my mailing address, email address, telephone number and/or fax numbers, I consent to receive communications sent by or on behalf of the Tennessee Nurses Association (and its subsidiaries and affiliates, including its Foundation, Districts and Political Action Committee) via regular mail, email, telephone, and/or fax.

Signature: 
Date: 

To Be Completed by TNA Staff

State: 
District: 
Expiration Month: 
Year: 

Membership Status: 
Membership Type: 
Bill Method: 
Yes: 
No: 
Amount Enclosed: 
Amount Discounted: 
Approved By: 
Today’s Date: 

SIGNATURE REQUIRED BELOW

Automatic Monthly Payment Options

☐ Automatic Monthly Credit/Debit Card Payment
- This is to authorize monthly electronic payments to American Nurses Association, Inc. (ANA). By signing on the line, I authorize TNA/ANA to withdraw 1/12 of my annual dues and any additional service fees from my account.

*SEE AT RIGHT

Automatic Monthly Payment Authorization Signature

□ CHECKING ACCOUNT: Please enclose a check for the first month’s payment, which will be drawn off or after the 15th day of each month using the account designated by the enclosed check.

□ CREDIT/DEBIT CARD: Please complete the credit card information at right and this credit card will be debited on or after the 1st of each month (VISA and MasterCard Only).

Automatic Annual Credit/Debit Card Payment

☐ Annual Payment
- Make check payable to TNA or fill out credit card information below.

* By signing the Automatic Monthly Payment Authorization or the Automatic Annual Credit Card Payment Authorization, you are authorizing ANA to change the amount by giving the undersigned thirty (30) days advance written notice. Underwritten may cancel this authorization upon receipt by ANA of written notification of termination twenty (20) days prior to deduction date designated above. Membership will continue unless this notification is received. ANA will charge a $5.00 fee for any returned drafts or chargebacks.

Automatic Annual Payment Authorization Signature

Charge to My Credit/Debit Card

☐ VISA (Available for Annual or Monthly Draft Payments)
☐ MasterCard (Available for Annual or Monthly Draft Payments)
Exp date: 
Verification Code: 
Signature: 

Payroll Deduction

☐ Payroll Deduction
- This payment plan is available only where there is an agreement between your employer and the association to make such deduction.

PARTICIPATING AGENCIES

VA: Nashville, Memphis, Mountain Home, Murfreesboro
Regional Medical Center - Memphis
Bordeaux Hospital - Nashville
Nashville General Hospital

Signature for Payroll Deduction: 

(Many employers pay professional dues. That’s educational programs alone justify it. Ask your employer.)