by Laurie Acred-Natelson, MSN, RN, CNA, BC
Nursing Collaborative Liaison
Tennessee Organization of Nurse Executives

I Am TNA

Only through the strong recommendation of a new and refreshing acquaintance at the University of Tennessee at Martin in West Tennessee did I embark on what would be a versatile and rewarding profession—Nursing. The year was 1972. I had always enjoyed the sciences during high school, yet simply had never entertained the idea of a healthcare career.

My inspiration to become an architect changed when my college colleague became a true mentor as I watched her caring for people, not only those in institutionalized settings, but persons that she encountered in everyday life. The realization that perhaps I could have a similar impact in the lives of people was an exciting revelation. Much unlike today, there was considerably less competition to achieve a first-pass admission to nursing school, and the next day I was in the nursing classroom learning anatomy and physiology. I was making a rewarding investment that would lead me to unconditionally enjoy what I do everyday. One of the most important things that nursing has taught me is that no matter what you do in life, you can apply nursing knowledge, skills, and societal interactions.

What I have learned is that when you encounter a zone of “discomfort” you can do your best work when you are heightened. It’s beyond the scope of this column to provide a thorough analysis of all the relevant literature, the emergency plans of government and individual health care facilities. Suffice it to say, there has been intense interest and planning activity in the last few years for a bird flu pandemic. Each state and the federal government have preparedness plans easily accessed online. The World Health Organization (WHO) and The Centers for Disease Control and Prevention (CDC) track the issue on a global basis. A brief list of some of the websites and articles used in this column appears at the end for additional reading and information.

The 2008-2009 TNA Board of Directors, including newly-elected officers and District Presidents, were installed Sunday morning at the Annual Convention. Board members included in the photo are front row, from left, Janice Harris, District 15 President; Jennie Walls, District 5 President; Beth Smith, TNA President Elect; Charlene Stewart, District 8 President; back row, from left, Tammie Norris, TNA Vice President; Diane Ruppel, District 1 President; Sharon Bailey, TNA Treasurer; Mary Gunther, District 2 President; Lena Patterson, District 4 President; Sharon Craig, District 3 President; Ruby Black, District 10 President; and Doris Glosson, District 12 President. On the stage are from left, La-Kenya Kellum, TNA Secretary; and Sharon Adkins, TNA Executive Director. Not shown in photo is Laura Beth Brown, TNA President.

2008-2009 Convention Wrap

The leaves have fallen, cold weather has come, and we know that the flu season is here because we all got our flu shot, right? Right! Along with concerns about regular flu, the possibility of an avian or “bird flu” pandemic will again be heightened.

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Authorities say that the question isn’t if a pandemic will occur, but when. Consider recent weather disasters and you will begin to understand what the impact might be on the health care system when an illness goes global. Such public disasters are characterized by needs that quickly overwhelm human and material resources. Decisions will have to be made about who gets often scarce resources. Health care professionals will have to wrestle with their duty to continue to provide care in the face of what could be real personal danger from exposure. Each of us will have to reflect on the ethical issues related to being a nurse. To get clear on your ethical obligations, you should seek to understand what a pandemic is, what the impact might be, and what to do to prepare.

What is a global pandemic?

It’s important to remember that influenza is the king in terms of overall global mortality. Flu/ pneumonia ranks eighth as a leading cause of death with about 200,000 hospitalizations and 36,000 deaths in the United States each year.

There have been three pandemics in the last century. The Spanish flu of 1918 killed 20-50 million worldwide, more than 500,000 in the U.S. It remains the most devastating pandemic in recent history. In Tennessee there were 7,721 recorded deaths in the United States each year.

The realization that perhaps I could have a similar impact in the lives of people was an exciting revelation. Much unlike today, there was considerably less competition to achieve a first-pass admission to nursing school, and the next day I was in the nursing classroom learning anatomy.

What I have learned is that when you encounter a zone of “discomfort” you can do your best work when you are...
I am privileged to have a supportive family, including parents who continue to live in my West Tennessee birthplace town of Dyersburg who operate a family shoe store and working farm. My favorite extracurricular activities include fishing and bicycling. My sister and I enjoyed “catching the limit on redfish” during a recent Florida vacation. My husband and I monitor the evolution of growing vegetables and he is always providing interesting recipes for me to experiment on him. Yes, I am TNA.

TNA/ANA Membership

RN’s Professional Practice Insurance Only 75¢ a day

Membership in the Tennessee Nurses Association and the American Nurses Association is like having your own professional practice insurance policy. The premium (dues) is only 75¢ a day. Here are 10 ways that TNA/ANA insures your profession…

1. TNA monitors and protects the Nurse Practice Act…your ability to practice as a nurse.
2. TNA advocates for Legislation to improve your practice environment and the health of the citizens of Tennessee.
3. ANA works at the federal level to assure safe needles, safe patient staffing and safe patient handling to provide a safe work environment.
4. ANA maintains the Code of Ethics for Nurses which was first developed in 1926 to give guidance to professional nurses in the practice setting.
5. ANA develops and publishes the Scope and Standards of Practice for Nursing which underpins your professional practice.
6. TNA and ANA actively support efforts to end the nursing shortage.
7. TNA/ANA brings your voice to the state and national health policy tables.
8. ANA and TNA collaborate for you and the nursing profession with other healthcare organizations, locally, nationally and internationally to improve healthcare.
9. Your membership in TNA/ANA allows you to become part of an influential and effective statewide and national network of registered nurses who impact the nursing profession.
10. TNA keeps you informed about issues that affect YOU!

That’s a lot to get from an “insurance policy”!

Happy Holidays from the Tennessee Nurses Association!
I started my first editorial this time last year by thanking each of you for electing me, this year let me start by simply telling you what an honor it has been to serve the state of Tennessee and one of the most nurse-friendly states in America. I wanted to share with you my following speech from the TNA Annual Convention in October.

I have three key focuses to engage you in this knowledge of nursing’s accomplishments, two is strategic direction, and the third is the Power of One.

- TNA established a robust Capital Campaign to build the prior year performance for Nursing Excellence this year, and year-to-date we have raised more than $300,000 toward our goal of $2 million dollars.
- We have had the most successful year in the Tennessee Nurses Political Action Committee (TN-PAC) contributions, raising more than $9,000 before convention and exceeding our total PAC contributions collected annually in the past five years.
- We have created what I think is the most comprehensive survey ever developed in Tennessee surrounding nurses’ political endorsements and contributions. Our organization now has a process that not only seeks the legislators’ opinions, but we track these through a formal survey process and balance their suggestions against past voting records and what our members say.
- We have created and implemented a coalition and policy development plan through our alliance with Southern Strategies Group that has enabled us to reach throughout the state and establish meaningful legislative relationships, recruit new members and advance members and the community on the knowledge of nursing issues.
- We have experienced a 10% increase in TNA membership in 2008–keep in mind we have had a flat line in membership since 2003–most associations are experiencing decreases, but in Tennessee we are on a growth curve. Not only have we grown in TNA, but we have increased state-only membership by 30% since its inception in 2006.
- We are incredibly friendly in our organization with our willingness to be volunteers–of the 230 nurses who completed a TNA member volunteer survey, 87% of the respondents said they volunteer in an activity that utilizes their nursing expertise, 91% volunteer locally, and 13% of our Tennessee Nurses volunteer internationally. These members use their expertise in volunteering in the community and abroad–think about that–Tennessee nurses are making a difference.
- Under the leadership of our Executive Director and her staff we have produced a balanced budget both in prior year performance and CY09. We have produced a balanced budget with a $2 million dollar surplus and had zero assessment in the budget. In a tight fiscal year, this was a major success for TNA.
- Long-Term Care
  - Gov. Bredesen demonstrated once again his commitment to health care by proposing 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 only the home volunteers could be in the home volunteering to set up the setting for these purposes and would never be permitted in the nursing home setting to use the exemption. TennCare policy was also assured TNA that a member would be involved in the rulemaking process.
  - So what is the challenge going forward? I am so proud, as I know you are, to be a member of a profession who is at the forefront of advocacy for comprehensive health care. In nursing’s policy agenda, we have advocated for a new paradigm of health care for the state that emphasizes:
    • Health not illness
    • The patient not the provider
    • Communities not institutions
    • Early prevention rather than late intervention
    • And a value for quality of care not just cure.
  - You see our charge is to think outside the realms of nursing as we know it today. It is to determine safe work environments, respond to the research that says nurses are not safe working extended hours without breaks, respond to the research that says nurses are not prepared to respond to the nursing shortage by studying the issues that affect our quality of education, not safe working extended hours without breaks, respond to the research that says nurses are not ready for the future, respond to the research that says nurses are not experienced in the nursing setting to use the exemption. TennCare policy was also assured TNA that a member would be involved in the rulemaking process.

Order of the day: an agenda of nursing issues.

School Nurses

- A legislative study committee released a one-page report in March on the health crisis in public schools. While the committee recommended increasing the school nurse to student ratio, a key mechanism TNA voiced strong opposition to the original bill and provided testimony at every committee meeting, the Legislature passed the bill. However, we were successful in getting the bill amended to provide that school nurses working in the Education and Health be filed with the Legislature on the status of the school nurse program and details on severe medications being administered by volunteers in schools.

Advanced Practice Nurses Co- Owning Professional Limited Liability Corporations

- TNA proposed a bill that adds Advanced Practice Nurses to the list of medical professionals who can co-own a PLLC with a physician.

Scholarships

- TNA’s partnership with Gov. Phil Bredesen’s administration on the Nurse Recruitment and Retention Forgiveness Program was funded in the Governor’s budget and passed by the Legislature. In a tight fiscal year, this was a major success for TNA.

- You see we’ve just touched the surface… think to go to places you may be called, needed or personally challenged. We cannot afford to stand still. Our next challenge is to assume that she was a nurse. Our next challenge is to make change in all areas.

- Among her contributions were ground-breaking studies in medical social science. Her research on nursing stimulated among others who wanted to know how they could obtain medical social science. Her research on nursing stimulated

- Whose manual dexterity and experience are needed to care for the community and our health care system. We have the solution in addressing the issues before us; actually Esther Lucille Brown identified the scope of nursing–it’s a profession that employs persons with varying degrees of ability and training. Engineering enterprises require the services of three groups of professional engineers whose primary functions are planning and directing; technicians, skilled in developing details of the plan and in supervision; and skilled laborers.
I write this on the eve of Election Day. Your TNA President Laura Beth Brown and I have just returned from a meeting in Washington, D.C. with other state presidents and executive directors. After days of meeting with colleagues about the direction of our profession, weeks of watching the economic implosion and months (seems like years) of election rhetoric, my brain is tired. In an effort to unwind, I began going through some of my favorite quotes (I collect them) and I came across this one from Margretta Madden Styles:

"Imagine a world without nurses. Think of a world without persons who know what nurses know; who believe as nurses believe; who do what nurses do; who have the effect that nurses have on the health of individuals, families, and the nation; who enjoy the trust that nurses enjoy from the American people. Imagine a world like that, a world without nurses."

Well, that really got me thinking! The impact that nurses have on the lives of all and the wealth of knowledge and skills in nursing is immeasurable. I don't want a world without the compassion and care that nurses embody. I don't want a world without the wisdom and creative thought that nursing brings to policy tables and decision making. I don't want a world without smart nurses.

Thankfully, we do have a world with smart nurses, but, in the words of Albert Einstein, “we can’t solve problems using the same thinking we used to create them.” We face issues around workplace environment and the increase in lateral violence, increased patient acuity and the physical demand on nurses, nursing faculty shortages, lack of appropriate numbers of registered nurses in schools, increasing costs and decreasing funding, barriers to practice and access to care for our patients…not necessarily new problems, but certainly newly acute.

Traditional methods of problem solving might not be enough and we might need to change our ways. Solutions to these issues require new thinking, new partnerships and new ways of cooperating. The Webster’s New World Dictionary defines collaboration in this way: “1. To work together, 2. To cooperate with the enemy,” an interesting “take” on the word. Perhaps some of those we have considered our “enemy” in the past are just the groups we need to partner with now to develop creative strategies. We need to look beyond our traditional teammates and seek out other stakeholders, other industries who have been successful in addressing change and innovation.

Rather than being reactive, TNA is making an effort to be proactive. Rather than being the “lone ranger” on issues, TNA is seeking to join with others in collaborative partnerships. As an example of this focus, the Tennessee Nurses Association is a member of the Tennessee Nursing Partners Collaborative. This partnership includes the Tennessee Organization of Nurse Executives, Tennessee Hospital Association, Tennessee Center for Nursing, Tennessee Society of Healthcare Human Resources Administrators, Tennessee Health Care Association and Tennessee Deans and Directors of Nursing. This group works together to identify and share best practices in recruitment and retention of nurses, staffing and workplace improvement, and manager development.

In the legislative arena, TNA will be forming strategic partnerships to move health care issues forward. As a partner with CHART, Campaign for a Healthy & Responsible Tennessee, TNA will support the anti-smoking efforts the group puts forth. As voices join together, the volume increases. At the end of the day, we all want the same things…a healthy community with access to appropriate, safe, quality patient care. TNA is committed to join forces with others to reach that goal.
The Tennessee Nurses Association would like to express its sincere appreciation to Jim McCarter, husband of TNA member Debbie McCarter, District 1, for contributing his time and photography expertise in taking numerous convention photos. The Annual Convention photos in this issue were taken by Jim McCarter, and TNA staff members Kathy Denton and Cherri Glass.

The POD adopted the following two new resolutions:

2008-01 CHART Resolution to Reduce Tobacco Use
RESOLVED, THE UNDERSIGNED ORGANIZATION ENDORSES THIS INITIATIVE TO:

• Significantly increase the excise tax on cigarettes and extend a tax to other tobacco products; and
• Ask the Governor and the Tennessee General Assembly to adequately fund tobacco prevention and cessation programs

RESOLVED, That the undersigned organization will:

• Inform its members and educational stakeholders of the need and general public of its endorsement of this Resolution; and
• Form the Governor and members of the Tennessee General Assembly of its endorsement of this resolution to the extent permitted by law and urge its members to do so also.

RESOLVED, That this resolution shall be subject to sunset in 2013 if not reaffirmed by the TNA House of Delegates.

2008-02 Support for School Health Services
RESOLVED, That TNA actively work to increase the ratio of registered nurses in schools to the recommended 1 registered nurse to 750 students; and be it further

RESOLVED, That TNA work with the appropriate agencies and entities to ensure the funding of a comprehensive school health program; and be it further

RESOLVED, That this resolution be subject to sunset in 2013 if not reaffirmed by the TNA House of Delegates.

House of Delegates
The House of Delegates opened the Friday, followed by welcome from Beverly Berger, Vice Mayor of Franklin, Tenn., and greetings from Sharon Craig, TNA Music City Vice Mayor of Franklin, opening on Friday included a

The Tennessee Nurse Page 5
The House of Delegates
The House of Delegates sunset eight resolutions, including 2008-05, providing for Coordinated School-Based Health and Mental Health Services as an Integral Part of TennCare and other Networks Funding Health Care; 1998-02 In Support of Tax Justice; 1998-04 Support of Managed Health Care Organization; 2003-01 Passage of Medicare Access to Rehabilitation Services Act; 2003-02 RN Legal Authority to Delegated to Supervise LPNs Seeking to Perform IV Therapy; 2003-03 TNA Membership in the Center for American Nurses; 2003-04 Chart Reduction to Report Tobacco Use in Tennessee; and 2003-05 School Nurse to Student Ratio.

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The House of Delegates passed a motion to amend the TNA Bylaws as follows:

ARTICLE VI
Board of Directors
Section 5. Responsibilities
a) The Board of Directors shall
1) establish and approve policies and procedures for the operation of business, coordination of association activities, and operation and maintenance of TNA Headquarters;

b) The Committee on Nursing Practice shall serve on the Committee on Operations

Section 8. Duties
f) The Committee on Nursing Practice shall

ARTICLE VII
Standing Committees
Section 1. Definition
There shall be eight standing committees of the House of Delegates as follows: Continuing Education Review; Education; Nominating; Nursing Practice; Reference; Operations; Public & Professional Relations; and Government Affairs and Health Policy. A Standing Committee can create a Task Force and/or Working Committee to accomplish the work of the committee as determined by the needs of the committee.

Section 2. Composition
a) All standing committees with the exception of the Nominating Committee shall be composed of at least five (5) members approved by the Board of Directors. The Nominating Committee shall be composed of at least five (5) members. Membership will represent diversity of scope of practice and geographic location.

b) The Operations Committee shall consist of the Treasurer as chair, the Immediate Past President and 3-5 additional members who are not members of the Board of Directors.

Committee memberships shall be specifically set forth in other sections of these Bylaws and may be determined by the Board of Directors.

Section 4. Accountability
b) A written annual report must be submitted to the Tennessee Nurses Association office to be received 60 days prior to the annual meeting of the House of Delegates.

ARTICLE VII
Standing Committees
Section 5. Vacancies
a) A vacancy on a standing committee, except the Nominating Committee, shall be filled according to TNA Policy & Procedure.

Section 6. Responsibilities
a) The Committee on Operations shall

b) The Committee on Education shall

1) launch an annual TNA award program to recognize professional development and education through statewide planning and implementation;

2) maintain channels of communication with the appropriate TNA organizational unit, TNA districts, and other organizational units of TNA;

3) review and compile materials related to professional development;

4) serve as the provider unit for continuing education;

5) plan TNA's annual meeting and other education activities and the requirement of volunteers to work at these meetings;

6) evaluate and advise the Board of Directors on other issues as deemed appropriate.

b) The Committee on Education shall

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f) review and analyze practice trends and issues for

... (continued on page 6)
HOD Motions Approved

A motion was adopted that the TNA House of Delegates suspend the effective date for the amendment to the By-laws to Article VI, Section 6. Term of Office until after the conclusion of the election of officers conducted at the 2008 Annual Convention.

A motion was adopted that TNA pursue the inclusion of APN signatures on the handicap license plate application form that presently is limited to physicians and Christian Science Monitor signatures. The motion was adopted.

A motion was adopted that TNA pursue the inclusion of APN signatures as examiners for Tennessee Peace Officers.

The Tennessee Nurses Foundation

The Tennessee Nurses Foundation (TNF) hosted a Silent Auction for the third year as the event proved so successful in the past. The Silent Auction is held to raise more money to fund TNF programs. This year’s auction was also a tremendous success due to the donation of numerous items and generated $5,016. Regular donations to TNF to fund its programs totaled $2,934, and contributions to TNF for the Capital Campaign during convention totaled $6,326.

Billie Kennett, center, outgoing District 10 President, admires a necklace during the TNF Silent Auction.

The Tennessee Nurses Political Action Committee (TN-PAC)

The TN-PAC General Session on Sunday morning featured Meredith Sullivan, TNA Lobbyist, who presented a Legislative Overview.

During convention, The Tennessee Nurses Political Action Committee (TN-PAC) received $5,777 from donations, pledges and proceeds from the TN-PAC Auction.

Amanda Matthaei, TN-PAC Vice Chair, left, and Lowell Adkins, husband of TNA Executive Director Sharon Adkins, conduct the successful TN-PAC Auction with Lowell serving as auctioneer.

Enjoying networking with colleagues during the Schools of Nursing Luncheon and Exhibits on Saturday are, from left, Lovie Bassett, District 3; Shirley Brown, District 12; and Linda Baker, District 12.

Making new friends is part of the excitement at Annual Convention, and District 4 member Wanda Bunce, left, enjoys meeting Debbie Clark new member from District 5 and first time attendee at convention during the Welcome Reception hosted by District 3 on Friday afternoon.

Convention attendees keep it in step while Line dancing to the music played by a DJ during fun night.

Dianne Greenhill, District 1, enjoys playing Bingo with colleagues during the Saturday night event.

Leading the Congo Line dance during Fun and Games-New Orleans Style on Saturday night is Leo Lindsay, District 3, as he and his dance partners circulate through the crowd.

Other attendees try their expertise to a different beat while Line dancing.

TNA Elections and Installation of the 2008-2009 Board of Directors

Newly elected officers of the Tennessee Nurses Association include Beth Smith, President Elect; Tommie Norris, Vice President; and two members of the TNA Nominating Committee including Lena Patterson and Chad Scott.

The 2008-2009 TNA Board of Directors were installed into office on Sunday following the announcement of the election results.

TNA 2008-2009 Board of Directors

Laura Beth Brown, President; Susan M. Sanders, Past President; Beth Smith, President Elect; Tommie Norris, Vice President; La-Kenya Kellum, Secretary; Sharon Bailey, Treasurer.

TNA 2007-2008 District Presidents

Diane Ruppel, District 1; Mary Gunther, District 2; Sharon Craig, District 3; Lena Patterson, District 4; Jennie L. Wells, District 5; Vacant, District 6; Charlene Stewart, District 8; Vacant, District 9; Ruby Black, District 10; Doris Glosson, District 12; Janice Harris, District 15

The 2008-2009 Convention Wrap

(Continued from page 5)

Legislative Overview

featured Meredith Sullivan, TNA Lobbyist, who presented (TN-PAC)
The Tennessee Nurses Political Action Committee

Billie Kennett, center, outgoing District 10 President, and the nursing community;

3) promote research, policy and practice excellence by professional nurses in Tennessee;

4) enhance the visibility of professional nurses in policy, political, and practice environments;

5) advocate for a safe, equitable and satisfying work environment that supports professional nursing practice and optimal patient care;

6) evaluate and advise the Board of Directors on issues of concern to diverse nursing groups;

7) advise and make recommendations to the Committee on Government Affairs and Health Policy in the development of the Health Policy and Legislative Platforms for TNA;

8) investigate and recommend to the Board of Directors such campaigns of public enlightenment or education as it may deem appropriate;

9) evaluate such issues of ethics as may come before TNA and to make recommendations to the Board of Directors; and

10) evaluate and advise the Board of Directors on other issues as deemed appropriate.

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Other attendees try their expertise to a different beat while Line dancing.
Thompson serves as Professor and Options Coordinator of the Tennessee College of Nursing at the University of Tennessee Health Science Center.

E. Dianne Greenhill, EdD, RN, left, accepts the 2008 TNA Special Lifetime Achievement Award by Laura Beth Brown, MSN, RN, TNA President.

TNA Award for Nursing Excellence

This annual award recognizes outstanding performance in multiple areas of nursing practice. Nominees may be selected from the areas of nursing education, direct care, advanced practice, and nursing administration.

Selection criteria is specific to the major area of recipient of the TNA Award for Nursing Excellence in these areas: promoting and maintaining excellence in professional practice; commitment to the nursing profession and TNA; contribution to professional development of other nurses (publications, presentations, research); leadership which improves the quality of nursing care (education, administration, etc.); and professional commitment to patient care.

This year, TNA presented the Award for Nursing Excellence in 2008 TNA Special Life Achievement Awards to the two areas of Nursing Administration and Nursing Education.

TNA Award for Nursing Excellence in Nursing Administration

This year’s recipient of the 2008 TNA Award for Nursing Excellence in Nursing Administration is Donna Herrin, MSN, RN, NEA-BC, FACHE, Memphis, Tenn. Herrin is a professional nursing role model in every sense of the word. She has always been in the forefront when promoting excellence in the profession...for the direct care provider, the nurse manager, and nursing leaders. She is a mentor to others, values and pursues life-long learning, is widely published and has demonstrated her skills as an outstanding administrator. Her light shines brightly in the state and the nation as she steps into her role as incoming President of the American Organization of Nurse Executives.

Herrin is currently Senior Vice President and Chief Nurse Executive for Methodist LeBonheur Healthcare in Memphis and holds an appointment as Clinical Associate Professor at the University of Alabama Huntsville.

TNA Award for Nursing Excellence in Nursing Education

Carol Thompson, PhD, RN, ACNP, FNP, FCCM, FAANP, Memphis, Tenn., is the 2008 TNA recipient of the TNA Award for Nursing Excellence in Nursing Education. Thompson consistently and conscientiously maintains excellence in her own practice and promotes excellence in the practice of students who study under her. She is future oriented in her planning and is recognized as a gracious and generous colleague who is a mentor and support to others. She teaches the ideal, yet pragmatic, way to care for clients both by the relaying of information and by her example. She is widely published and blends the “scholarly” with the “skills” in her teaching. She is truly a role model for her colleagues and for the nurses of the future.

Bart Gordon

U.S. Congressman

(continued on page 8)
Congressman Gordon has a long history of support at the federal level for nursing and health care issues. He is currently co-sponsor on such ANA bills as the Nursing School Capacity Act, the Mental Health Parity Act, the APRN Medicaid Reimbursement Act, the Prohibition of Mandatory Overtime Act, and the Safe Staffing Act. He is always a thoughtful and realistic advocate for the profession and for the improved health of our citizens.

The work he does at the national level is work he does for Tennessee as well.

Gordon, of Murfreesboro, has served as 6th District Congressman since 1985.

Accepting the 2008 TNA Outstanding Employer Award for Deaconess HomeCare are, from left, Ann Galbreath, Case Manager, Waynesboro Office; Betsy Cummins, Regional Manager; and Nancy Pipkin, Director of Selmer and Lexington offices.

TNA Outstanding Employer Award

The recipient of the 2008 TNA Outstanding Employer Award is Deaconess HomeCare, Fayetteville, Tenn. This award recognizes a health care agency, school of nursing or other employer demonstrating commitment to nurses and nursing excellence. This year’s recipient has a long standing tradition of quality, innovation and stability and is committed to providing the best possible working conditions for its employees by providing an environment of open communication, accountability, and collaborative problem solving. This employer has a reputation for quality patient care, outstanding case management and a caring professional staff.

TNA Deans & Directors Award

Tennessee Wesleyan College–Fort Sanders Nursing Department, is the recipient of the TNA Deans and Directors Award for the sixth consecutive year. This award is given annually to Deans and Directors of any nursing program with 100% faculty membership in the Tennessee Nurses Association. Both the Dean and the faculty members have demonstrated the value and importance of membership in the professional organization the Tennessee Nurses Association.

Accepting the 2008 TNA Outstanding Employer Award for Deaconess HomeCare are, from left, Ann Galbreath, Case Manager, Waynesboro Office; Betsy Cummins, Regional Manager; and Nancy Pipkin, Director of Selmer and Lexington offices.

TNA Presidents Membership Award

TNA District 12 received the TNA Presidents Membership Award with a 22% increase in membership. This award is given to the TNA District Association with the highest percentage of growth based on the percent increase from the previous year. Because of the way this award is calculated, the opportunity is often missed to recognize larger Districts that have made significant increases in membership numbers. There are two such districts that deserve our congratulations, and TNA would also like to recognize District 3 for a 12% increase in membership and District 1 for a 10% increase.

Ruth Elliott, EdD, RN, Associate Dean and Professor, Tennessee Wesleyan College–Fort Sanders Nursing Department, accepted the 2008 TNA Deans and Directors Award on behalf of the college.

Linda Baker, right, accepts the TNA Presidents Membership Award from Laura Beth Brown, TNA President.

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Linda Baker, right, accepts the TNA Presidents Membership Award from Laura Beth Brown, TNA President.

The Tennessee Nurses Association would like to acknowledge the following sponsors and exhibitors of the 2008 Annual Convention. Through their support, TNA continues to offer quality education and networking opportunities for Tennessee nurses. Please express your appreciation to these organizations and their representatives.

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University of Tennessee Health Science Center at Memphis
University of Tennessee Knoxville
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Vanderbilt School of Nursing
Ethics and Pandemic Planning

(Continued from page 1)

December 2008, January, February 2009


Advanced Practice Registered Nurses (APRNs) have existed in the United States for over 30 years, and for most of the last 3 decades with APRNs being highly valued and an integral component of public health and the health care system. Because 240,000 APRNs will be needed to keep society functioning, it is the nurse’s commitment to the dignity and value of each and every person that comes into his or her care. We have a duty to prepare our home to help you deal with limited resources and services. If a pandemic occurs, unprecedented demands will be placed on the health care system. In this type of environment, no one can fully prepare for such an event, but it’s better to become involved in planning than be afraid. If it’s not happening, make it happen, get involved, and at least talk about it. It will help to minimize risk and ensure that nurses can work safely to care for the public, their families and themselves. Nurses have always been at the forefront of health care, and our skills, knowledge, and care can make a difference.

Websites and References


In summary, the Consensus Model for APRN Regulation includes: description of a futurist model for regulation of APRNs that includes requirements for education, accreditation, certification and licensing; a definition of the Advanced Practice Registered Nurse; a definition of broad-based APRN education; a definition of APRN education accreditation; APRN education accreditation certification as a valid and reliable process, that is based on nationally recognized and accepted standards; uniform procedures for APRN education accreditation; a definition of an APRN specialty that allows for regulation of APRNs that includes requirements for a new APRN role; and a definition of an APRN specialty that allows for the profession to meet future patient and nursing needs. The APRN Consensus Model will be implemented in every state and program by 2015. ANA believes strongly in the value of Advance Practice Registered Nurses (APRNs). APRNs are one of the keys to solving America’s health care crisis, which was outlined in ANA’s Nursing Agenda for Health Care Reform. We have been working for the APRN community for decades, and we continue to work for you today.

The Tennessee Nurse

Page 9


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The Tennessee Nurse

Page 9
Six Common Job Search Road Blocks and How to Avoid Them

Are you having trouble securing second round interviews? Does it seem as though your job search has simply stalled out? You might be making some of the same mistakes that countless other job hunters are making while searching, applying and interviewing for new employment opportunities. The following list examines these common job search related blunders and offers advice on how to bypass them:

Limiting your resources
Relying on only a few job posting resources limits the amount and quality of opportunities that you have access to. Spread your efforts across multiple mediums and multiple sources to ensure a more thorough job search.

Underutilizing your network
When searching for a job, remember to tap into your network of friends and professional contacts to get things moving. It is quite possible that someone in your network has the connections necessary to help you land your dream job.

Not doing your homework
Interviewers want to feel confident that you have researched both the position and the company prior to the interview. Be sure to know what the position entails, what the company does and feel secure in your industry knowledge.

Bad-mouthing previous employers
When asked what you liked least about your previous position, be careful not to sound too negative and definitely do not bad-mouth a past supervisor or coworker. Keep your answers as positive as possible.

Appearing unprofessional
Dressing appropriately for an interview is just one small part of your professional appearance. Make sure that your email address, outgoing voicemail message and personal web pages make a favorable impression as well.

Forgetting to ask questions
Ask intelligent and open ended questions during the interview that show you have done your research and that you are genuinely interested in learning more about the position and the company.

When it comes to the mistakes candidates make throughout the entire job search process, the list goes on and on. The key to avoiding most of them is using common sense. Now that you are aware of the most common of these errors, you can be sure to steer clear of them to ensure a successful job hunt.

Visit the TNA Career Center today to view our list of exclusive opportunities at www.tnaonline.org!
Happiness at Work

by Diane E. Scott, RN, MSN

Being happy at work is a fundamental element of a person’s life satisfaction. Because work is an integral part of a person’s identity, the professional role that one assumes is frequently the means by which a person feels the most valued and derives their self-esteem. (1) Within the profession of nursing, there is a positive correlation between career satisfaction, self-nurturance and life satisfaction. (2) Given work’s powerful influence in the measure of one’s self-worth, it seems to reason that there are significant positive outcomes of experiencing happiness at work.

The business case for happiness at work

Experiencing happiness at work not only produces significant personal consequences for employees but is also a factor for business success. (3) Business and healthcare organizations are recognizing the direct connection between employee happiness and enhanced productivity and improved outcomes. Jessica Pryce-Jones is the co-founder of iOpenet, a British based firm that works with businesses around the world to increase their employee’s happiness. “Businesses and teams often focus on success and assume that people will be happy as a result, but success is not the same as happiness. It will not lead to long-term business commitment, loyalty or motivation, whereas being happy at work does.” Businesses value her firm’s mission as demonstrated by Pryce-Jones’ growing client list that includes the World Health Organization, Shell Oil and Baxter Healthcare.

The time you spend at work

Being happy at work is important, in part, because people spend the majority of their time working. According to the U.S. Department of Labor, during the work-week, the average employed American spends more time working than with any other activity of daily life. (4) Because so much of a person’s daily life is spent at work, it behooves a person to really look at the nature of what they do while they are at work.

“People who are not happy at work will not be productive and committed. “You really can complete tasks more efficiently and to a higher standard if a majority of your day is spent on the work that is most meaningful to you.”

Job satisfaction versus happiness at work

Each year, healthcare organizations spend countless man-hours and considerable financial resources measuring employee satisfaction. Information obtained by these surveys can be valuable, but the danger exists when managers see their employees do not see concrete actions as a result of the information (5).

Pryce-Jones notes a distinct difference between satisfaction and happiness. She says, “The major difference between employee satisfaction and happiness is control. Satisfaction is determined by factors such as pay, working environment and benefits. Happiness is a part of job satisfaction but really concerns what you can control and influence.” Pryce-Jones clarifies that control is a fundamental element of happiness at work. “What people are in most control of is reaching their own potential.”

The journey of happiness

Determining how to reach one’s own potential and learning what truly makes them happy is an individualized process. It is unique for every person because people bring with them a host of past experiences and a full spectrum of natural tendencies. When healthcare organizations implement a one-size fits all strategy for employee retention, their well-intended efforts often garner few concrete results because what makes a person happy and fulfilled is different for each individual. The greatest success will come by focusing on helping an employee with their personal journey to happiness.

Tennessee Association of Student Nurses

Elects New Officers

by Raycene Brewer, MSN, RN

TNA and TASN Liaison

Following the theme, Nursing: A Tribute to the Armed Forces, the 2008 Tennessee Association of Student Nurses (TASN) Convention opened October 4 in Gatlinburg, Tenn., with the presentation of colors by nursing cadets of Carson-Newman College ROTC. Attendees received the Pledge of Allegiance to the United States flag. The keynote speaker, Commander (ret) Patricia (Tish) Breeding, MSN, RN, called nursing students to bond as a nursing community of worthy service in duty, honor, courage, and loyalty. The Tennessee Nurses Association (TNA) Lobbyist, Meredith Sullivan, addressed the audience regarding the role of government—the plan and politics, the process. Another highlight included an address by the National Student Nurses Association (NSNA) Vice President, Laura Chapman.

A pre-convention party at the Gatlinburg Aquarium was provided by the East Tennessee Nurse Recruiters. The students started an early Saturday morning session preparing for the registered nurse licensure exam (NCLEX) followed by the annual business meeting. Afternoon breakout sessions included additional NCLEX review course preparations, trauma nursing emphasis, pharmacology lectures, and the Tennessee Professional Assistance Program (TnPAP). Lunch was provided by the Navy Recruiters.

The convention closed on October 5 in Gatlinburg with the election of state officers:

President: Heather McQuiston, Middle Tennessee State University
Vice President: Sarah Bumpas, Tennessee Wesleyan College
Secretary: Laura Lee Demastus, South College

Treasurer: Billie Matchett, Roane State Community College
Break Through to Nursing (BTN)/Legislative Director: Maggie Metz, Tennessee Wesleyan College
West Regional Director: Joey Veile, Jackson State Community College
Middle Regional Director: Patricia Perry, Middle Tennessee State University
East Regional Director: Hailey Armstrong, Tennessee Wesleyan College

TASN members and chapters were honored during the closing events also:

Chapter Awards:

TASN Chapter Award: Middle Tennessee State University
Community Service: Tennessee Wesleyan College
Most Represented School: Roane State Community College
Legislative Award: Tennessee Wesleyan College
Most Increase in Membership: Middle Tennessee State University

Individual Awards:

Spirit of Nursing: Lacie Smith, Middle Tennessee State University
Outstanding Community Service: Shelaina Lewis, Middle Tennessee State University
Outstanding Legislative Involvement: Sarah Sexton, TASN Board
Outstanding Officer: Lacey Mangum, TASN Board
Outstanding Faculty Member: Lisa Kirkland, Tennessee Wesleyan College

References

As a professional organization, the Tennessee Nurses Association represents the 70,000+ nurses in the State of Tennessee. Yet as a membership organization, TNA works on behalf of our members to understand and meet their needs. To that end, TNA has been working diligently in the last several months to place our members at the heart of our policy development and government relations work. While we want to represent all 70,000 nurses, we want our members to have additional opportunities to influence what we do and how we do it.

TNA's efforts to collect better information from our members focused around two areas: TNA meetings and a TNA Member Health Policy Survey. For the meetings, I have traveled the state and spoken at almost every TNA District meeting. I provide background on TNA's legislative work and how members can get more engaged. I then allow a considerable amount of time for members to communicate issues they want TNA to address legislatively and how they think we should do this. This information has been compiled and provided to TNA staff for their review.

The latter assessment tool was a membership survey distributed electronically in September. Almost 300 members from a cross section of practice areas answered questions about the importance of 15 different policy matters. Members also got the opportunity to give specific recommendations for addressing these issues. The TNA Government Affairs and Health Policy Committee was provided the survey results. Some of the survey results are included in the two graphs on the right.

To focus our mission and message, the Government Affairs and Health Policy Committee took this information and developed three task forces around three main issues:

1. To build a large base of donors who give regularly. We will be most successful if we create a culture of giving that is not sporadic or isolated. Giving to the PAC is ideally a routine, reflecting an important professional obligation and investment. We are especially proud of the number of one-time donors that came from first-time givers during this election cycle. Hopefully these one-time givers will follow the lead of those that have been faithful givers for years.

2. To focus our mission and message, the PAC Committee analyzed all general election candidates using the following criteria:
   - Survey Results-A policy survey was sent to all candidates to provide an opportunity to voice their ideas about and commitment to resolving issues related to the nursing profession. These questions addressed issues affecting school nurses, bedside nurses, the patients we serve, advanced practice nurses, and other various issues. All surveys were scored on a scale of 1-5, based upon completeness, commitment to nursing issues, and quality of ideas outlined.
   - Voting Record-For incumbents, committee and floor voting records from 2007 and 2008 on key TNA bills were documented. A percentage was given based upon how often the legislator voted in support of TNA positions on these key bills.
   - Legislative Position-For incumbents, consideration was given as to whether they served on a key committee, had a leadership position on key committees and/or held a leadership position within their party’s caucus.
   - Election Details—Recommendations for contributions were also made based upon poll data and other factors related to the potential success for each candidate.

3. To focus our mission and message, the PAC Committee recommended all general election candidates using the following criteria:
   - Political Party-The PAC Committee wanted to ensure that a proportional amount of money was given to candidates in both parties based upon the party’s percentage of representation in the respective chamber. This consideration only came at the very end when the amounts were analyzed to ensure they were made in accordance with TNA’s internal guidelines.

TNA Lobbyist Meredith Sullivan compiled this data and presented it to TN-PAC committee members with TN-PAC contributions during the 2008 election cycle. Contributions were made to maximize investments in key candidates and key races. Please note that a contribution does not constitute an endorsement. The list of candidates who received TN-PAC contributions is published in this issue of the Tennessee Nurse. When you see these candidates, thank them for their commitment to advance the nursing profession and improve patient care. Let them know we look forward to working with them in the next legislative session. Offer your help in making sense of bills related to professional nurses and the health of all Tennesseans.

A decision was made this year that will help the PAC be influential during the legislative session. All PAC members are now included as members of the TNA Government Affairs and Health Policy Committee. This move to increase collaboration and coordinate efforts should better leverage the efforts of the two committees and make us more effective during both the election season and the legislative session.

It was good to see many of you at the TNA convention. The TN-PAC appreciates your support. We thank you for visiting our booth, for your contributions to the PAC, for your participation in the TN-PAC auction, and for your feedback about how to maximize the effectiveness of the PAC.

TN-PAC is a non-partisan organization. Make your contribution now online at www.tnaonline.org. Click on the on the Click Here to Contribute Now link in the upper right hand corner below the TN-PAC logo to reach the secure online PAC contribution form.

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

Page 13

December 2008, January, February 2009

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

**LEGISLATION**

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

**Name**

**Address**

**City, State, Zip**

**Phone (Home)** Phone (Office)

**FAX** Email

**Occupation** Employer

**I WANT TO MAKE MY CONTRIBUTION TODAY**

I am contributing:

[q] $5,000  [q] $3,000  [q] $2,500  [q] $500  [q] $50  [q] Other

**I WOULD LIKE TO MAKE A PLEDGE**

1 pledge to contribute:

[q] $ ____ per Month (minimum monthly pledge is $15.)

[q] $ ____ per Quarter.

[q] $ ____ Semi-annually.

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

**PAYMENT METHOD**

[q] I am paying by Cash

[q] I have enclosed my Check


**Name on Card**

**Address of Card Holder**

**Credit Card #**

**Exp. Date**

3-Digit Authorization Code (located on back of Card)

**Signature**

**Join TNA Today!**

2009 TNA Legislative Summit

April 7, 2009

War Memorial Auditorium

Nashville, Tennessee

Make plans now to attend this special event designed for nurses and nursing students to become more involved in the legislative process!

Visit www.tnaonline.org for details.

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

**TN-PAC Contributions to Candidates 2008 Tennessee General Election**

**TN-PAC Contributions for Candidates, House of Representatives**

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**TN-PAC Contributions for Candidates, Senate**

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**TN-PAC Donors January–October 31, 2008**

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TN-PAC 2009 Legislative Summit

April 7, 2009

War Memorial Auditorium

Nashville, Tennessee

Visit www.tnaonline.org for details.

The Tennessee Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.
The Tennessee Nurses Foundation is sponsoring a scholarly writing contest for TNA members. A $1,000 award will be presented to the winner as part of the celebration of Nurses Week 2009.

**Criteria:**
1. Registered Nurse
2. TNA member
3. Paper is publishable as submitted.

**Manuscript requirements:**
1. Should be written on one of the following topics
   - Nursing research—how you utilize your research in daily practice.
   - How you demonstrate leadership in your daily practice no matter what the setting
   - How you influence the use of evidence–based practice in the setting in which you work.
   - Successful strategies to mentor and sustain the “new” nursing workforce.
   - Must not have been previously published.
   - Maximum of 10 pages (inclusive of references)
   - Double spaced, 10–12 point font.

**A completed application must include:**
1. All applicant contact information including email and TNA identification number.
2. Two (2) copies of the manuscript.

**Deadline for submission: March 2, 2009.** Submissions must be postmarked by this date. Fax submissions are not accepted. Entries will be judged by blind review by selected nursing experts. The winner will be notified by certified mail.

Please mail submissions to:
TNA Scholarly Writing Contest
545 Mainstream Drive, Suite 405
Nashville, TN 37228-1296

The Tennessee Nurses Foundation proudly presents

**TNA 100 Year History Book – Now Available**

Purchase your special keepsake book, rich with the fascinating story of the history of the Tennessee Nurses Association for the past 100 years and filled with many priceless photographs.

Excerpts from book:

The passage of a law to regulate the practice of nursing in Tennessee [in 1911] signaled a great victory, but the act was far from perfect….” Page 9

“With our superintendent of nurses…we sat at sewing machines in the hospital dining room. And what were we doing? We were making obstetric gowns, hemming sheets and curtains, making drapes and other linens for surgery….” Page 13

“The bill [to remove the site approval process for nurse practitioners’ prescribing privileges] passed the House in 1994. Immediately after the bill passed, the sponsor, with a smile of relief, raised his arms toward the ceiling and loudly proclaimed: ‘Free at last, free at last…thank God Almighty, the nurse practitioners are free at last.’” Page 71

Price is $25 including Shipping and Handling, with all proceeds going to the Tennessee Nurses Foundation to help support its programs.

Make checks payable to the Tennessee Nurses Foundation. To order, visit www.tnauonline.org and click on Market Place.
Nightingale Honor $10,000 & over
Judy Powell
TNA District 3
HCA Foundation
Memorial Foundation

Legacy Society $2,500 - $9,999
Gary & Pat Croaty
Tennessee Deans & Directors
TNA District 1
TNA District 5
TNA District 6

President’s Council $1,000–$2,499
Sharon Adkins
Sharon Bailey
Virginia Trotter Betts
Mike Briley
Ann Duncan
Bill & Frances Edwards
Mike & Ruth Harkreader
Billie Kennett
Charlynn Parson
TNA District 2
TNA District 4
TNA District 15
Greater Memphis Area Advanced Practice Nurses
Vanderbilt School of Nursing
Win B. Stokely Jr. Foundation

Leadership Circle $500–$999
Jean Blackburn
Laura Beth Brown
Mary Lynn Brown
Martha Butterfield
Ruby Davis
Ruth Elliott
Donna Greensill
Wanda Hooper
Jan Liff
Edna Mason
Maureen Nalle
Jonathan Norris
Janie Pamrey
Billie Rhea Phillips
Joan Pierce
Dava Shoffner
Karen Starr
Alive Hospice
TNA District 8
WSCC Class of 2007 & CardioVascular Associates, PC
West TN Nurse Practitioners

Partners in Caring $250–$499
Julie Akenson
Carol Blankenship
Mina Bowling
Sharon Craig
Judy Eads
Joelien Edwards
Nan Gaylord
Lake & Susan Gregory
Sandra Lowery
Teresa Martin
Rick Rickard
Ardyce Ridolfi
Dara Rogers
Susan Sanders
Kathryn Skinner
Carolyn Smither
Christine Benz Smith
Sandra Thomas
TNA District 10

Friend of Nursing $25–$249
Adrienne Ames
Patricia Arangie
Susan Bailey
Diana Baker
Linda Baker
Jean Bigger
Ruby Black
Bonnie Black
Ed Blackman
Marion Bogen
Gerry Bowersworth
Barbara Brennan
Raycene Brewer
Janet Brown
Pam Brown
Judy Campbell
Judy Carson
Shelley Casswell-Moore
Susan Clark
Chris Clarke
Donna Clement
Misty Collins
Luchan Cook
Colleen Conway-Welch
Mary Coward
Susan Crawford
Joan Creasia
Evelyn Cummins
Doree Davenport
Peggy Davis
Kathy Denton
Burgin E. Dossett, JR MD
Jennifer Easley
Leslie El-Sayad
JoAnne Favor
Linda Foster
Elaine Fralix
Lynn Goodman
Sue Grover
Janice Harris
Pamela Hinds
Debbie Hooson
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Patty Kraft
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Donna Latham
Trena Lawson
Jan Lee
Mary Levy
Shaunda Lewis
Laura Long
Sam Maceri
Mary Maynard
Poly McInturth
Linda McBride
Constance McCarter
Patsy McClel
Mike Moore
Ellen Morris
Judy Norton
Anita Norwood
Jane Owen
Lena Patterson
Frances Phillips
Patricia Pitman
Cynthia Powers
Mary Rhoads
Mary Redish
Lindsey Robertson
Jane Robinson
Donna Roddy
Diane Ruppel
Zola Sanchez
Jenny Sauls
Suzy Scott
Donna Sealy
Victoria Slater
Barbara Smith
Beth Smith
Elaine Smith
Patricia Smith
Lynn Spa
Charlene Stewart
Marian Stewart
Peggy Strong
Virginia Sullivan
Billie Summers
Cathy Taylor
Joune Taylor
Linda Thompson
Teresa Wallace
Jennifer Walls
Karen Ward
Georgina Washington
Carolyn Whitaker
Susan Whittaker
Patricia Williams
Mike & Sue Willoughby
Debra Wollaber
Café Press
Hoops LP
TN Association of Student Nurses

*As of 11/04/08
District 1

District 2
Laura Elizabeth Beasley Lockett, Kathy C. Brewer, April Dawn Bryant, Sandra Cecil, Jeffrey A. Cooke, March J. Ellison, Lindsay M. Fusson, Terry Ann Maeko Harrison, Mary Sue Hodges, Dawn Paulette Jeffers, Jennifer Lott, Nancy B. Moody, Katherine Hope Morgan, Sharon K. Payne, Deborah H. Sparks, Nancy S. Sprouse, Margaret Paulette Suttles, Judith A. Vaughan, Susan Myers Wall, Mary Long Ward, Pamela Wilmouth.

District 3

District 4

District 5

District 6
Sherry McClanahan Blackford, Robert Cravens, Marsha Forsyth, Lisa Mulherin, Christine Pratt, Tracy Lyle Sudder.

District 7
Marguerite Diane Clark, Amy L. Huff, Heather Michelle Robbins, Patricia A. Stotts.

District 8
Amy M. Cripps, Judy Duvall, Stacey L. Maynard, Kimberly A. Spivey-Swartz.

District 10
Cynthia A. Ebien, Susanne D. Marsidi, Donna P. Waddell.

District 12

District 15
Southside Bates, Bobbie A. Bell, Lexine R. Leontart, Julie Faith Ludwig, Amy Murdock, Stephanie Devie Nipper, Sara E. Ramsey.

New/Reinstated Members

District News

District 1
2008-2009 District One Officers and Board
President, Diane Ruppel
President Elect, La-Kenya Kelby
Vice President, Laura Long
Secretary, Tommie Norris
Treasurer, Madge Saba

Board of Directors
Bradley Darrell
Dianne Greenshill
Shayla Green
Joyce Moore
Julie Atkinson

Nominating Committee
Diane Brown
Faye Grimes

Thanks to all for attending the state annual convention. All of your efforts to attend are greatly appreciated!

Member News

December 2008, January, February 2009

Nursing Documentary DVD Order Form

Name

Address

City, State, Zip

Phone (home)
Phone (office)

Email

Fax Made & Billing Address are the Same

Price $15

Please indicate below the quantity of DVDs you are ordering @ $15 each (Includes Shipping and Handling) ___ @ $15 each ___ Total Payment

Method of Payment

Check made out to TNA encashed
Charge my credit card in

VISA MasterCard American Express

Name on Card

Cardholder Address

City State Zip

Credit Card #

Exp Date
Authorization Code

Signature
A group of 100 Vanderbilt University School of Nursing alumni and faculty were honored in October as “100 Leaders–100 Years” during the school’s Centennial Celebration. The following members of the Tennessee Nurses Association were included in this prestigious group of leaders in the areas of both public and TNA leadership and staff would likely to extend their sincere congratulations to each of them.

Susie Adams, MSN, RN, APRN, BC

Adams was recognized as one of the early educational leaders to identify the need for the advanced practice psychiatric-mental health nurse practitioner role and to influence the role within primary care settings. Adams led Vanderbilt School of Nursing in the development of the Psychiatric Mental Health Nurse Practitioner (PMHNP) program, one of the first in the nation.

Sharon Atkins, MSN, RN

Co-led and was a leader as executive director of the Tennessee Nurses Association (TNA) where she works as an advocate for the more than 70,000 nurses in Tennessee in the legislative community and educational arenas for both public and TNA leadership and quality patient care. Her passion for nursing is evident in her accomplishments at both the state and national levels. In her 20 plus years at Vanderbilt University School of Nursing, she directed the Center for Parish Nursing and Health Ministries.

Adrienne Ames, MSN, RN

Ames was recognized for her dedication to nursing practice. Ames led the way for accountability in nursing practice and involvement of staff in the decision-making process that involves their practice and work environment. She helped develop one of the first nursing staff bylaws in the nation that provided the structure and the foundation for this accountability and decision making.

Carolyn Bess, DSN, RN

Bess was recognized for her teaching in the BSN and MSN programs at Vanderbilt School of Nursing for more than 37 years and designing one of the first distance RN to MSN programs in the U.S. Her leadership in curriculum development and supervision of clinical experiences was evident during major curriculum revisions and accreditation visits. Mentorship for registered nurse students is a hallmark of her career at Vanderbilt.

Virginia Trotter Betts, MSN, JD, RN, FAAN

Betts was recognized as a national and international health care leader and advocate for the Tennessee Nurses Association (TNA). During her career, she has served as Commissioner of the Tennessee Department of Mental Health and Developmental Disabilities and previously as the Senior Advisor on Nursing and Policy to the U.S. Department of Health and Human Services. Her leadership within the nursing profession includes serving as President of the American Nurses Association and the Tennessee Nurses Association.

John Michael Briley, DNP, RN, APRN, BC

Briley was recognized for his contributions in advancing the specialty of Otorhinolaryngology and Head-Neck Nursing. He is Editor-in-Chief of the Journal of Health Care and to the midwifery and nurse practitioner specialties. He is internationally known for his contributions to quality and health services initiatives that have influenced workforce, educational, and clinical policy. He is a current member of the Institute of Research and Co-Director of the PhD program at the Vanderbilt School of Nursing.

Linda Norman, DSN, RN, FAAN

Norman was recognized for her commitment to nursing education for more than 30 years, 14 of which have been at Vanderbilt University School of Nursing. As past 18 years, Dean of Academics. She serves on the research team to evaluate the effectiveness of The Johnson & Johnson Primary Care Nurse Practitioner Scholarship for Nursing’s Future related to the nursing shortage.

Judy Sweeney, MSN, RN

Sweeney was recognized for developing and integrating the essentials of the BSN program into the new pre-specialty curriculum, an expedited track toward becoming a nurse practitioner or advanced practice nurse. She has provided medical-legal evaluations for children and adolescents who may have experienced sexual abuse/rape. She helped develop and currently coordinates the Vanderbilt School of Nursing’s Forensic Nursing Program, which is part of the Adult Nurse Practitioners Program.

Cathy Taylor, MSN, DrPH, RN

Taylor was recognized as being appointed as Assistant Commissioner for the Tennessee Department of Health’s Bureau of Health Services Administration (BHSA) in May 2007. The BHSA is responsible for the administration of the Operations of Research and Co-Director of the PhD program at the Vanderbilt School of Nursing.

Carolyn Whitaker, MSN, RN, APRN, BC

Whitaker was recognized for her leadership and clinical roles at Vanderbilt University School of Nursing. As past 18 years, She played pivotal roles in both the development of a national and an international health care leader and advocate for the Tennessee Nurses Association (TNA) and the establishment of the Eye Nose and Throat Nursing Foundation.

The Tennessee Nurse Page 17
**Tennessee Nurses Association Membership Application**

545 Mainstream Drive, Suite 405 • Nashville, TN 37228-1296 • Phone: 615-254-0350 • Fax: 615-254-0303

Please type or print clearly. Please mail your completed application with payment to TNA, 545 Mainstream Drive, Suite 405, Nashville, TN 37228-1296

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**Membership Categories (please choose one category)**

- **ANA/TNA Full Membership Dues**
  - Employed full or part-time $23.34 per month or $274.00 annually. Includes membership in and benefits of the American Nurses Association, Tennessee Nurses Association and the TNA District Association.

- **ANA/TNA 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.

- **ANA/TNA 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.

American Nurses Association Direct Membership is also available. For more information, visit www.nursingworld.org

**The Center for American Nurses (The Center) Membership**

The Center is an 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**

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**Automatic Monthly Payment Options**

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.

**Automatic Annual Credit/Debit Card Payment**

This is to authorize annual credit card payments to American Nurses Association, Inc. (ANA). By signing below I authorize TNA/ANA to charge the credit card listed below for the annual dues on the 1st day of the month when the annual renewal is due.

**Annual Payment**

Make check payable to TNA or fill out credit card information below.

**SIGNATURE REQUIRED BELOW**

**Automatic Monthly Payment Authorization Signature**

Automatic Monthly Payment Authorization Signature

**SIGNATURE REQUIRED BELOW**

**Automatic Annual Credit/Debit Card Payment**

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)

**Authorization to Bill My Employer**

Company: __________________________
Contact Person: ____________________
Street or PO Box: ____________________
City: __________________________ State: ______ Zip: ______

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**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 __________________________ Date __________