I am TNA
by Kathleen McCoy, DNsC, RN, APRN-BC, CS

As a fledgling RN, my employer offered a discount by paying a percentage of my state nurses organization’s annual fee through direct payroll incentive. This caught my attention, as it was substantial; and I have been known to like a bargain. I joined and continued my state nurses association membership through my career: through three different states of ANA affiliates.

Between my employer and the encouragement of my nursing professors, I was groomed and encouraged to become active. I became more involved in an increasing number of ANA nurses organization’s annual fee through direct payroll incentive. This caught my attention, as it was substantial; and I have been known to like a bargain. I joined and continued my state nurses association membership through my career: through three different states of ANA affiliates.

between my employer and the encouragement of my nursing professors, I was groomed and encouraged to become active. I became more involved in an increasing number of ANA

Ethics column
Working Through an Ethical Dilemma
by Kate Payne, JD, RN
Director of Ethics, Saint Thomas Hospital, Nashville

Ethical dilemmas can be very emotional situations because they often cause us to question deeply held values that are part of our personal and professional lives. Legal dilemmas often seem easier to resolve as they present a clearer right or wrong issue. Ethical issues are often conflicts between two rights or goods.

Consider a fairly common situation around decision making for others. Mrs. B is 88 with a long history of cardiac disease including a recent MI in the last three months. Her rehabilitation has been complicated by a massive left-sided stroke which left her completely paralyzed on the right with profound expressive

Ethical dilemmas can be very emotional situations because they often cause us to question deeply held values that are part of our personal and professional lives. Legal dilemmas often seem easier to resolve as they present a clearer right or wrong issue. Ethical issues are often conflicts between two rights or goods.

Consider a fairly common situation around decision making for others. Mrs. B is 88 with a long history of cardiac disease including a recent MI in the last three months. Her rehabilitation has been complicated by a massive left-sided stroke which left her completely paralyzed on the right with profound expressive

2009: The Year of Nurse Wellness
by Fern Richie, DSN, APRN-BC

"Hobby, you ask? What nurse has time for a hobby?"

Truth is, whether it’s a hobby, regularly built-in time for playing, or some other self-care activity, we nurses can’t afford not to take care of ourselves. We typically give, give–to our clients, our families, our neighbors, our faith communities, our nursing organizations, and on and on. You know. You’ve likely told yourself, “I’m exhausted.” Or, “I don’t know how much more I can give.” Or, your body has sent a signal that “the tank is empty,” including lethargy, headaches, and compulsive eating. Perhaps it is a behavioral cue–you get short with your children or colleagues.

Any of these signs point to our being less well than we need and deserve to be. We certainly want our clients to achieve wellness. What about ourselves? In this issue of the Tennessee Nurse, we begin a series of articles and resources focusing on nurse wellness. It is our hope that this will be an interactive endeavor. We want to hear from you! What are you doing—either individually or collectively with nurse colleagues—to maintain your own wellness? What has worked or not worked for you? What efforts are being taken by your employer to support your wellness? What ideas do you have on how TNA can support nurse wellness across our state? As an incentive to get everyone involved in sharing and supporting each other, anyone who responds to this column will be entered in a drawing to receive a $50 gift card from TNA!

It seems that often we forget that we have needs just like everyone else. Margie Gale, MSN, RN, Nurse Wellness Specialist at Vanderbilt University, uses the analogy of a vending machine. There really are no secrets when it comes to self-care. Individually, we need to:

• Operate from a sense of personal power and control.

We can’t control what is said and done to us, but we can choose how to respond to what life and others deal us.

• Practice seeing the beauty and wonder in life.

Canadian essayist Robertson Davies once wrote, “Life will bring you pain and joy. You will not be able to escape the pain completely, but unfortunately it lies within your power to reject the joy utterly.” Look for joy and embrace it!

Ethical dilemmas can be very emotional situations because they often cause us to question deeply held values that are part of our personal and professional lives. Legal dilemmas often seem easier to resolve as they present a clearer right or wrong issue. Ethical issues are often conflicts between two rights or goods.

Consider a fairly common situation around decision making for others. Mrs. B is 88 with a long history of cardiac disease including a recent MI in the last three months. Her rehabilitation has been complicated by a massive left-sided stroke which left her completely paralyzed on the right with profound expressive...
I Am TNA
(Continued from page 1)
ears. By the time I specialized, I knew one thing; my state nurses association was the link between me, my practice and the state legislature. To have a voice in our state nurses association is a wonderful thing. I am glad mine is TNA.

When I relocated briefly for an out-of-state position, I joined the local state student nurses association. They were so supportive of me. I joined TNA as soon as I got a call. The call came from Cheri Glass of the TNA office in Nashville. Cheri inquired if all was well and what could be done for me to renew my membership. I was so touched; the office of TNA let me know that I, one nurse, had value. That was a WOW! moment. I told Cheri I'd have to relocate back and she said she hoped I would. My TNA afghan and Cheri's call were some of the gentle encouraging messages—I am a Tennessee nurse through and through.

A short time later, I received some wonderful offers in two different states; it was a no brainer. Tennessee won hands down, in part to what I know first-hand about the momentum of professional nursing in this state where nurses are both inspiring and a vital force. I have been part of it, and I have returned to continue our collective journey of health promotion and disease prevention through our nursing careers and through the support of TNA. I currently serve as TNA District 9 President.

We have come so far in just a few years…

The Tennessee Nurses Association has introduced legislation to allow for the production of a specialty nurse license plate. TNA and TNF are trying to collect more than 2,000 signatures from people who would be interested in purchasing a specialty nurse license plate if the bill passes. Three different designs will be available for you to cast your vote for in determining the plate’s final design, which will honor all nurses.

One-half of the proceeds from the sale of the specialty plate will go to support the programs of the Tennessee Nurses Foundation. For more information on TNF Programs, visit www.tnaonline.org.

If individuals are interested, they may visit the TNA homepage at www.tnaonline.org and click on the license plate link to sign the online form. By signing the form, you are not formally committed to purchasing a license plate, you are only expressing a potential interest in purchasing one.

The Tennessee Nurses Association is currently serving as TNA District 9 President. Kathleen Jones; Betsy Kennedy; Leo Lindsay; Kathy Martin; Tommie Norris; Robert Stewart; La-Kenya Kellum; Sharon Bailey, Treasurer

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 2008-2009 Board of Directors Officers

TNA 2008-2009 District Presidents

TNA 2008-2009 District Presidents

Diane Bippel, District 1; Mary Gunther, District 2; Sharon Craig, District 3, Lena Patterson, District 4; Jennie Wells, District 5; Vacant, District 6; Charlotte Stewart, District 7; Kathleen McCoy, District 9; Ruby Black, District 10; Doris Glossom, District 12; Janice Harris, District 15

EDITORIAL TEAM

Editorial Board: Beth Elliott, Chair; Karen Anderson; Michele Craig, Linda Finch, Martha Hall; Amy Humlin, Kathleen Jones, Betty Kennedy, Leo Lindsay, Kathy Martin, Tommie Norris, Robert Stewart; La-Kenya Kellum; Sharon Bailey, Treasurer

TNA Staff

Sharon A. Adkins, MSN, RN, Executive Director Kathy A. Denton, Member Services & IT Administrator Cheri M. Glass, Communications & Marketing Administrator Karen Langeland, Executive Assistant

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. The Tennessee Nurses Association encourages submissions of articles and photos for publication in the Tennessee Nurse. Any topic related to nursing will be considered for publication. Although authors are not required to be members of the Tennessee Nurses Association, when space is limited, preference will be given to TNA members. Articles and photos should be submitted by email to cglass@tnaonline.org or mailed to Managing Editor, Tennessee Nurses Association, 545 Mainstream Drive, Suite 405, Nashville, TN 37228-1296. All articles should be typed in Word. Please include two to three sentences of information about the author at the end of the article and list all references. Preferred article length is 750–2000 words. Photos are welcomed as hard copies or digital files at a high resolution of 300 DPI. The Tennessee Nurses Association assumes no responsibility for lost or damaged articles or photos. TNA is not responsible for unsolicited freelance manuscripts or photographs. Contact the managing editor for additional contribution information.

Reprints: Tennessee Nurse allows reprinting of material. Permission requests should be directed to the Tennessee Nurses Association to cglass@tnaonline.org.

Advertising: For classified or display advertising rates and insertion orders, please contact the Arthur L. Davis Publishing Agency, Inc., 517 Washington Street, PO Box 216, Cedar Falls, IA 50614, at 800-426-4081, sales@adpub.com. The Tennessee Nurses Association and the Arthur L. Davis Publishing Agency, Inc. reserve the right to reject advertising. Responsibility for errors in advertising is limited to corrections in the next issue or refund in the price of advertisement. The print of advertisements does not imply endorsement or approval by TNA of the products, advertised, the advertisers, or the claims made. Likewise, the appearance of advertisers, or Tennessee Nurses Association members, does not constitute an endorsement of the products or services featured in this, past or subsequent issues of the publication. TNA and the Arthur L. Davis Publishing Agency, Inc. shall not be held liable for any consequences resulting from purchase or use of an advertiser’s product.

Copyright ©2009 by the Tennessee Nurses Association. The Tennessee Nurse is published quarterly in March, June, September and December. Published free for TNA members and nurses licensed in Tennessee. Others may subscribe annually by contacting cglass@tnaonline.org. Articles appearing in The Tennessee Nurse express the opinion of the authors; they do not necessarily reflect the views of the staff, Board, or membership of TNA or those of the District and National associations.

The Tennessee Nurse is the official publication of the Tennessee Nurses Association, 545 Mainstream Drive, Suite 405, Nashville, TN 37228-1296. Phone: 615/254-0350 • Fax: 615/254-0303 Email: tna@tnaonline.org Published exclusively by the Tennessee Nurses Association and the Arthur L. Davis Publishing Agency, Inc.
Lessons Learned in Diligence from H1N1

by Laura Beth Brown, MSN, RN TNA President

I would say that anyone who is reading this column has been in some way been touched by the recent outbreak of Influenza A (H1N1). The H1N1 virus has allowed that most of you know more about this subject than I do. However, according to the Centers for Disease Control and Prevention (CDC), there have been 7,927 confirmed cases of H1N1 associated with the virus in the United States since the outbreak began in April. The H1N1 virus has been confirmed to be present in 44 states. Twenty-five people have been confirmed cases in Tennessee. The data speaks for itself on how we have been affected, and it is also telling on solutions. I have made several observations before, during and after the out break, and I thought I would share them with you. As many nurses nationwide were preparing to celebrate National Nurses Week, some individuals were busy solving a different issue. One such nurse was Mary Pappas, a New York City Catholic school nurse, who on April 23 alerted public health officials to what would be identified as the first case of influenza A H1N1 in New York. It became our duty to acknowledge the work that Pappas and the 45,000 school health nurses are doing. In Tennessee, our school nurse ratio is 1 nurse per 2,000 students; the American Nurses Association standard ratio is 1:750. If we had more school nurses on our campuses, perhaps they could have played an even greater role in early detection and prevention efforts. Pappas has been hailed as a hero for her work, but I believe that it was a good nurse using learned skills and instinct to solve problems. The second observation was the focus on handwashing. There is a practice in our profession that we learn as professionals and are even taught by parents and our school teachers growing up. It is such a basic practice, yet we are so challenged by this task in every setting. According to the U.S. Centers for Disease Control, 1 million Americans acquire an infection while they are in the hospital, and the single hardest accomplishment in controlling and coping with the contagions that are encountered is getting individuals to do one thing consistently, and that is wash their hands. One of my favorite authors is Atul Gawande. Gawande is a surgeon at the Brigham and Women’s Hospital in Boston, a staff writer for The New Yorker, and professor at Harvard Medical School and the Harvard School of Public Policy. In his book, Better: A Surgeon’s Notes on Performance, Gawande talks about the fact that this is embarrassing nothing new. “In 1847, at the age of 28, the Viennese obstetrician Ignac Semmelweis famously deduced that by not washing hands, doctors were themselves to blame for childbed fever, also known as puerperal fever. Stopping the problem was not a problem of ignorance, it was and is today a problem of compliance.”

We always hope and look for the easy fixes and often react as if this has never happened before in history. We searched for the appropriate ways to isolate the contagion during the recent outbreak of H1N1, but truth is, we already knew the solutions.

Gawande asserts that “people underestimate the importance of diligence as a virtue.” Both of these examples, the diligence of a school health nurse who saw several cases in the same day and similar symptoms and was determined to raise the level of awareness, and the doctor in 1847 who knew that diligence in handwashing made a difference, remind us today of the importance of diligently doing what is right.

2009: The Year of Nurse Wellness

(Continued from page 1)

• Take care of the basics—sleep, nutrition, exercise. Discover what makes your body sing! Is it walking, yoga, meditation? Practice and enjoy!

• A word about wellness—what are you doing becomes “routine, boring, and sheermaintenance,” the emotional payoff begins to diminish. It is important to keep exercising, but you may need to engage in a second activity that is more joyful and recreational.

• Use the magic of humor to lighten the day.

• Learn to recognize your body’s signals of stress. Do you need a break? Do you need “me” time?

• Set and maintain personal boundaries that respect your needs.

Nurse leaders also have a responsibility to make a difference. Leaders need to focus on developing and maintaining supportive work environments by:

• Using praise and dropping the blame culture.

• Implementing programs to address the health and wellness needs of nurses.

• Treating nurses as people with lives and responsibilities outside of nursing.

“Inspiration does not do beget action. Action begets inspiration” Chinese Proverb

Most of us know what we need to do to take care of ourselves. It’s the “doing” that is the problem. Being intentional and prioritizing our own wellness is essential to the “doing”. It is not just a matter of thought about doing something. The thought alone will not result in the “doing.” Being intentional is a mental process, not just a practice.

Nurse leaders also have a responsibility to make a difference. Leaders need to focus on developing and maintaining supportive work environments by:

• Using praise and dropping the blame culture.

• Implementing programs to address the health and wellness needs of nurses.

• Treating nurses as people with lives and responsibilities outside of nursing.

From the President

Laura Beth Brown

Hobby Readiness Scale*

<table>
<thead>
<tr>
<th>Hobby Readiness Scale</th>
<th>True</th>
<th>False</th>
</tr>
</thead>
<tbody>
<tr>
<td>I currently have a hobby.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I enjoy my hobby.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My hobby is a stress reliever.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I took close of time when I do my hobby activity.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My hobby is different from my regular job.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My hobby complements (does not interrupt) my family life.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My hobby is free or very affordable to do it.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My hobby has few or no health risks.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My hobby is fun and not purpose driven.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My hobby is readily available/accessible to me.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Developed by Margie Gale, MSN, RN, Nurse Wellness Specialist, Vanderbilt University

About the Author

Fern Richie, DSN, APRN-BC, a member of TNA District 3, is a Clinical Nurse Specialist in Psychiatric-Mental Health Nursing. A member of the Tennessee Nurse Editorial Board, she is also a therapist and consultant, and has adjunct faculty appointments at Vanderbilt University and Lipscomb University.
Make Plans Now to Attend!  
**2009 TNA Annual Convention**

October 16-18, 2009
Chattanooga Marriott & Chattanooga Convention Center
Chattanooga, Tennessee

Make plans now to attend the 2009 TNA Annual Convention! This year’s event offers an exciting agenda packed with interesting educational sessions and enjoyable activities for all nurses who attend.

Educational sessions will focus on a variety of informative, innovative topics related to your practice. In addition, plenty of networking opportunities will be available for you and your colleagues, including an expanded Poster Presentation session.

The Tennessee Nurses Foundation Silent Auction will again offer a unique assortment of items for sale with proceeds going to support TNF programs.

Saturday evening’s Tennessee Aquarium Fun Night and Exhibitor & Supplier Reception are sure to provide a pleasurable experience for attendees while relaxing along the waterfront.

**Exhibits Open**

**Exhibits & Schools of Nursing Luncheon**

Luncheon Emcee Jed Mescon

Jed Mescon, co-anchor of Channel 3 Eyewitness News TODAY for WRCB-TV in Chattanooga, will serve as emcee of the TNA Achievement Awards Luncheon. Mescon was born in Atlanta in May 1960. As a teenager, he had the chance to host a children’s television show which really sparked his interest in television. After graduating from Arizona State University, his television news career took him to Savannah, Charleston and Chattanooga. Mescon also reports on news that gives viewers a real slice of the Tennessee Valley.

**Hotel Information—Chattanooga Marriott**

Parking is available in the Chattanooga Marriott parking garage for a charge of $10 per day (subject to change).

**Overnight Accommodations**

To make a room reservation at the Chattanooga Marriott, you must call 1-800-841-6747 and mention you are with the Tennessee Nurses Association to receive the group rate of $139 (plus tax) per night. You may also go to www.marriott.com/ and type in “ttna” in the group code field. The group block and rates are available until Wednesday, September 23, 2009 or until the block has been filled. Check-in time is 3:00 p.m. and check-out time is 12:00 p.m. (EST).
Tennessee Nurses Association
Members Only
Request for Absentee Ballot

Please send an absentee ballot for the 2009 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 17, 2009.

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 16, 2009. Completed absentee ballots must be received at TNA headquarters by the close of business on October 1, 2009. No “group requests” will be honored. Mail this “Request for Absentee Ballot” to: TNA, 545 Mainstream Drive, Suite 405, Nashville, TN 37228-1296, fax it to 615/254-0303, or visit www.tnaonline.org to print out the form.

Tennessee Nurses Association
Meetings Only
Request for Absentee Ballot

Please print
Name ___________________________________________
Address _________________________________________
City/State/Zip ____________________________________
District Number: _______________________________
Member ID Number: _____________________________
Signature: (Required to receive ballot) ________________

REGISTRATION FORM

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.

Friday, October 16

<table>
<thead>
<tr>
<th>Activity</th>
<th>Check Mark</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lite Continental Breakfast</td>
<td></td>
</tr>
<tr>
<td>Morning Break</td>
<td></td>
</tr>
<tr>
<td>Awards Luncheon</td>
<td></td>
</tr>
</tbody>
</table>

Saturday, October 17

<table>
<thead>
<tr>
<th>Activity</th>
<th>Check Mark</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lite Continental Breakfast</td>
<td></td>
</tr>
<tr>
<td>Morning Break</td>
<td></td>
</tr>
<tr>
<td>Luncheon with Exhibitors</td>
<td></td>
</tr>
<tr>
<td>Afternoon Break</td>
<td></td>
</tr>
<tr>
<td>Tennessee Aquarium Fun Night</td>
<td></td>
</tr>
</tbody>
</table>

Need More Information? Contact TNA by phone 615-254-0350, 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.
EARLY CALL FOR RESOLUTIONS

The Tennessee Nurses Association is issuing a formal Call for Resolutions for the 2009 TNA House of Delegates to be held during the TNA Annual Convention on October 16-18, 2009 at the Chattanooga Marriott, Chattanooga, 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 1, 2009.

If you should need assistance, please contact Karen at the TNA office at klangeland@tnaonline.org.

2009 TNA Achievement Awards Celebration

Don’t miss the chance to nominate that special someone into TNA’s distinguished group of nursing professionals.

The Tennessee Nurses Association is extremely proud to present the 2009 TNA Achievement Awards during the TNA Annual Convention, October 16-18, 2009 at the Chattanooga Marriott and Convention Center in Chattanooga, Tenn. This year’s emcee for the Awards luncheon is Jed Mescon from WRCB-TV in Chattanooga. Mescon co-anchors Channel 3 Eyewitness News TODAY.

Nominations from members are now being accepted for the following awards:

- Deans and Directors Award
- Outstanding Member Award
- Professional Promise Award
- TNA Award for Nursing Excellence
- Alma E. Gault Leadership Award
- District Newsletter and/or Website Award
- Media Award
- Outstanding Employer Award

Please visit www.tnaonline.org and click on 2009 TNA Achievement Awards for complete information on all the awards and a nomination form.

The deadline for receipt of TNA Award nominations in the TNA office is no later than August 31, 2009. Nominations must be submitted on the appropriate forms along with the required documentation.

If you have any questions, please contact Kathy Denton, TNA Membership Services/IT Administrator at kdenton@tnaonline.org or call 1-800-467-1350.
The Tennessee Nurses Foundation strives to support and encourage leadership and scholarships in nursing. At a previous annual convention, we were privileged to hear from a Leadership Nursing Grant recipient regarding the effects of domestic violence. Lois Holden, PhD, PMHCNS-BC, last year’s winner of the TNF Scholarly Writing Contest taught us the andragogical approaches to teaching and mentoring students. It is so important that those of us who are seasoned professionals mentor those that are just beginning their journey in the nursing profession.

The Tennessee Nurses Foundation has awarded several research grants this year and for the first time sponsored the Nurses Walk for Health event that took place May 2 all across the state of Tennessee to kick off National Nurses Week. If more nurses were able to receive funding provided by TNF, it would make such a huge difference in the growth of Tennessee nurses as leaders within our profession. We hope you will help us achieve our goals!

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 2009 TNA Annual Convention on October 16-18 at the Chattanooga Marriott and Convention Center in Chattanooga. 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, horseback ride, jewelry, apparel, paintings, gift baskets, etc. Antique nursing books and prints have been very popular. You can also share some of those lovely items that you would rather stop dusting. If you are downsizing, we would love your gently used treasures. Please let us know what you would like to donate by filling out the TNF Silent Auction Donation Form and mailing it to TNA by September 1, 2009. You may also fax the completed form to 615-254-0303.

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 ensures that nothing gets missed, damaged or misplaced.

The TNF 2009 Silent Auction donors will be listed in the Winter issue of the Tennessee Nurse publication (circulation over 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 Chattanooga in October!
The Tennessee Nurses Foundation spearheaded plans for state-wide participation in Nurses Walk for Health events sponsored by TNA District Associations across the state on May 2, 2009. The walks were held for nurses in our state to set an example and challenge themselves, their patients and their families to strive for healthier lifestyles. They were also held in celebration of National Nurses Week and anyone was invited to participate. Several Districts had walk events planned, but they were cancelled due to rain and flooding. Visit www.tnaonline.org to view all of the Nurses Walk photos.

District 1 Nurses Walk
April showers brought out the most dedicated group of walkers for the May 2 Nurses Walk for Health. We laughed and celebrated in the rain. The nurses walk ad hoc committee was led by Diana Baker. Committee members and special supporters included: Joyce Moores, Beverly Miller, Tommie Norris, Faye Grimes, Jane Owen, Duane Ruppel, Brad Herrell, La-Kenya Kellum, Sury Scott and Madge Saba. First and second adult walk winners, Hallie Bessinger and Marvia Balfour, received gift cards and the child prize went to Wilson Grimes.

District 3 Nurses Walks
The District 3 events included a Nurses 5K Walk held at Prairie Life Fitness in Franklin, Tenn., and a walk at Gateway Medical Center in Clarksville, Tenn.

District 5 Nurses Walks
The District 5 events included a Nurses Walk for Health in Greene County at Tusculum City Park, a Johnson City Nurses Walk for Health at Johnson City Mall, and a Kingsport Nurses Walk for Health at Fort Henry Mall on May 2.

The Greeneville walk included student nurses from Walters State Community College. The students met at 9 a.m. at Tusculum City Park and walked the walking trail for an hour. Then the rain joined the walkers. Students brought family and friends to join the fun. Two members of the community joined us, Bill Chandler, RN, a WSCC alumnus, and Janine Smith, RN, of Signature Health Care in Greeneville. They read the announcement in the Greeneville Sun and decided to participate.

Student nurses Brandy Widener and Amanda Hensley then went to the Morristown Campus and walked the perimeter with the rest of the SNA officers at 12:00 p.m. Some WSCC students live in the Tri-Cities area and joined the TNA District 5 walks at the Kingsport and Johnson City malls.

All students participating in the walk events are from Walters State Community College. Raycene Brewer, MSN, RN, Liaison for TNA and the Tennessee Association of Student Nurses, WSCC faculty member, came up with the idea to include the student walks. Kathleen Jones, MSN, RN, CNS, TNA District 5 First Vice President, carried Brewer’s idea to the Greeneville Campus. Actual implementation on the Greeneville site was coordinated by Brandy Widener and Amanda Hensley. Widener designed the walk event flyer.

District 8 Nurses Walk
The rain cleared just in time for a small but dedicated group of nurses to take a one-mile Nurses Walk for Health at Motlow State Community College on May 2, 2009. The walk around the tree-lined campus perimeter provided shade and opportunities to see squirrels and birds at play after the rain. District 8 President Charlene Stewart’s dog Mojo joined the walkers. He enjoyed the exercise and all the dog-loving nurses that gave him attention. The walk was fun, we socialized, and truly enjoyed the beautiful spring morning!

The TNA District 8 nurses want to thank contributors to the Nurses Walk in our area including Snap Fitness for providing a door prize of a one-month membership, a T-Shirt and sports bottle; Tennessee Water for donating drinking water for the walkers; and Harton Regional Medical Center for providing snacks.

(continued on page 9)
Salute to Nurses Awards—National Nurses Week

The Tennessee Nurses Association provides three judges each year for the Tennessean’s Salute to Nurses Awards in celebration of National Nurses Week. This year’s judges include, from left, Laura Beth Brown, MSN, RN, TNA President; Frances Edwards, MSN, RN; and Clare Thomson-Smith, MSN, JD, RN.

At right is TNA member Robbie Webb, MSN, RN, FNP, the 2009 recipient of the Tennessean’s Community Outreach Award, being congratulated after being recognized during the Salute to Nurses Awards Luncheon held annually in celebration of National Nurses Week. Webb is a nurse practitioner at the Primary Care & Hope Clinic in Murfreesboro.

At left is TNA member Kate Payne, BSN, JD, RN, the 2009 winner of the Tennessean’s Nurse of the Year Award, being congratulated by TNA member Cathy Taylor, MSN, DrPH, RN, Assistant Commissioner of the Tennessee Department of Health’s Bureau of Health Services Administration, and keynote speaker at the Salute to Nurses awards luncheon. Payne is Director of Ethics at Saint Thomas Hospital in Nashville.

Walking through the Healing Village

I recently read an African proverb that was designated as a quote for hope—“Disease and disaster come and go like rain but, health is like the sun that illuminates the entire village.” Almost eight years ago, I started to gain back 100 plus pounds I had worked so hard to lose. Over the last several years, I have experienced several foot surgeries, significant personal losses and a continued thyroid challenge.

In the months and weeks leading up to our Nurses Walk for Health, I seriously wondered if I would even be able to get around the path. Here I was, a nurse, an educator and a leader! On May 2, I definitely began to believe that my health sun was behind the rain clouds. As I finished the walk with my colleagues, Beverly Miller and Faye Grimes with her grandson, Wilson, I felt more hope than I have for a very long time. Wilson skipped along in the rain, picking up the marker signs and balloons. He would frequently call out that we were having a party.

Yes, let’s celebrate this band of determined, committed people, who stepped out on a soggy Saturday morning. They offered support and encouragement with a spirit of fun and acceptance. I experienced a healing village that I cannot forget.

In the months and weeks leading up to our Nurses Walk for Health, I regularly walked with my colleagues, Beverly Miller and Faye Grimes with her grandson, Wilson. I felt more hope than I have for a very long time. Wilson skipped along in the rain, picking up the marker signs and balloons. He would frequently call out that we were having a party.

Yes, let’s celebrate this band of determined, committed people, who stepped out on a soggy Saturday morning. They offered support and encouragement with a spirit of fun and acceptance. I experienced a healing village that I cannot forget.

Outsmarting the rain, here are the smiling faces of nurses and students participating in the District 9 walk. From left, Miah Kirby; Allison Stewart; Misha Tubbs; Kathleen Cookeville.

District 9 Nurses Walk

TNA District 9 held a successful Nurses Walk for Health May 2 at Hooper-Eblen at Tennessee Technological University in Cookeville.

Participants carried umbrellas and enjoyed the scenery during the District 8 walk at Motlow State Community College in Lynchburg, Tenn. 

District 8 Nurses Walk

Participants in the District 8 walk included, from left, Reba Walters, Susan Sanders, Charlene Stewart, District 8 President and walk organizer, Mojo Stewart (dog), Patti Jordan, Patti Kamykowski, and Sarah Jordan, Snap Fitness Representative.

Preparing to hang the special Nurses Walk for Health Banner at the District 10 Henry County walk are Neena Patterson, left, and Suzette Renfrow, walk organizer for the Weakley County walk that was cancelled.

District 10 Nurses Walk

District 10 coordinated walks in three counties, Henry, Obion and Weakley. Thirty participants gathered at the University of Tennessee at Martin football field and walked to Weldon Park where refreshments were provided. Suzette Renfrow, MSN, RN, C, APN, was the walk coordinator for Weakley County. Walks in Henry and Obion Counties were cancelled due to flooding. Peggy Davis, MSN, RN, CNS, organized the walk for Henry County; and Billie Kennett, MSN, RN, APRN, BC, organized the Obion County walk.

2009 Tennessean’s Award

At right is TNA member Robbie Webb, MSN, RN, FNP, the 2009 recipient of the Tennessean’s Community Outreach Award, being congratulated after being recognized during the Salute to Nurses Awards Luncheon held annually in celebration of National Nurses Week. Webb is a nurse practitioner at the Primary Care & Hope Clinic in Murfreesboro.

At left is TNA member Kate Payne, BSN, JD, RN, the 2009 winner of the Tennessean’s Nurse of the Year Award, being congratulated by TNA member Cathy Taylor, MSN, DrPH, RN, Assistant Commissioner of the Tennessee Department of Health’s Bureau of Health Services Administration, and keynote speaker at the Salute to Nurses awards luncheon. Payne is Director of Ethics at Saint Thomas Hospital in Nashville.

The Tennessee Nurse Page 9

The Tennessee Nurses Association provides three judges each year for the Tennessean’s Salute to Nurses Awards in celebration of National Nurses Week. This year’s judges include, from left, Laura Beth Brown, MSN, RN, TNA President; Frances Edwards, MSN, RN; and Clare Thomson-Smith, MSN, JD, RN.

The walkers who participated in the District 8 walk included, from left, Reba Walters, Susan Sanders, Charlene Stewart, District 8 President and walk organizer, Mojo Stewart (dog), Patti Jordan, Patti Kamykowski, and Sarah Jordan, Snap Fitness Representative.
Ethical dilemmas always come just when you think everything is in place, where it seems clear what to do. It helps to have a plan or process to work through an ethical dilemma like this. Ethics is like anything else—you have to carry out the patient’s wishes. The sister feels the POA should have signed documents if people are under duress. We need to identify the possible choices and weigh the benefits and burdens of each choice. Every choice has a consequence. As with other things there is a physical, psycho-emotional, social and spiritual dimension to an ethical dilemma. Creativity, as will be found, there are usually more than two options. In our case, the two most obvious choices would be to agree to the sister’s wishes, or allow the cousin to carry out the patient’s wishes. Each leaves someone harmed. A question to ask here is if there is a third choice that could lead to more satisfaction amongst stakeholders.

Step 6: What resources might be helpful?
Resources include people, policies, rules, and ethical norms. Also consider similar cases. It may not be the same exact case but it may be a good place to start. An ethics consult, legal or risk management consults are needed around issues related to the validity of the directive and to examine consequences of different choices. A chaplain or counselor may help provide support to the family as well as the care team. Other resources to look for would be people with mediation or good conflict resolution skills. Depending on the level of conflict, the nurse manager or other leader should be made aware of the situation. Discuss the options with as many persons as have a stake in it. Gather opinions, and ask for the reasons behind those opinions. Remember that your ability to discuss with others may be limited by confidentiality.

Step 7: Are there legal or other rules at stake?
It is always ethically important to pay attention to laws and regulations. Also consider the values at stake. What may not be the same exact case but it may be a good place to start. An ethics consult, legal or risk management consults are needed around issues related to the validity of the directive and to examine consequences of different choices. A chaplain or counselor may help provide support to the family as well as the care team. Other resources to look for would be people with mediation or good conflict resolution skills. Depending on the level of conflict, the nurse manager or other leader should be made aware of the situation. Discuss the options with as many persons as have a stake in it. Gather opinions, and ask for the reasons behind those opinions. Remember that your ability to discuss with others may be limited by confidentiality.

Step 8: Am I comfortable with this decision?
This is a gut level assessment and may tell you if you’ve missed something. Ask “If I carry out this decision, would I trust it? Would it be to agree to the sister’s wishes, or allow the cousin to carry out the patient’s wishes? Each leaves someone harmed. A question to ask here is if there is a third choice that could lead to more satisfaction amongst stakeholders.

Step 9: Make a decision and evaluate its results.
This is a difficult step as well, especially in a charged situation, it can be exhausting. Often it simply takes moral courage to act. When things have died down it would be important to go back over the process and look for lessons. It helps to build your ethics skill set.

References available upon request to cglass@tnaonline.org.
The Tennessee Nurses Association held its annual Legislative Summit on April 7 at the War Memorial Auditorium. More than 900 enthusiastic nursing students and registered nurses attended the event to learn more about becoming politically active and hear from key state and national leaders working to develop health policy.

The TNA Legislative Summit is a unique opportunity to get involved and see students in action. Students from 18 different schools of nursing from across the state attended the event. The day-long event included presentations by Susan Cooper, MSN, RN, Commissioner, Tennessee Department of Health, who gave an Update on Tennessee’s Healthcare Issues; Rose Gonzales, Legislative Director, American Nurses Association, who discussed ANA & You: Advancing the Nursing Profession; and Virginia Trotter Betts, MSN, JD, Chair, TN Government Affairs and Health Policy Committee, talks with Susan Cooper, MSN, RN, Commissioner of the Tennessee Department of Health, also a TNA member.

Working at the Tennessee Nurses Association display in Legislative Plaza during the TNA Legislative Summit, at left, Clare Thomson-Smith, MSN, RN, JD, Chair, TNA Government Affairs and Health Policy Committee, talks with Susan Cooper, MSN, RN, Commissioner of the Tennessee Department of Health, also a TNA member.

Navigating the New Tennessee General Assembly

The Tennessee Nurses Association has been navigating the new General Assembly to advance the profession of nursing and improve health care for patients. The General Assembly has considered a myriad of nursing issues, from increased school nurses to advanced practice nurse responsibilities to the creation of a certified medication aide in nursing homes and assisted care facilities. In all cases, the Tennessee Nurses Association was front and center advocating for patients and the nursing profession.

In the fall, a Department of Health joint task force between the Board of Medical Examiners and the Board of Nursing unanimously approved proposals that would allow advanced practice nurses to perform three responsibilities currently prohibited by law: perform peace officer physicals for police officers, sign for disability placards, and sign for death certificates. The Chair of the Board of Medical Examiners called all three a “no-brainer” for advanced practice nurses to perform. Thus, Representatives Gary Odom and Senator Bob Watson did an excellent job maneuvering these bills through the process. The disability placard and peace officer bill passed without any major issues or opposition. However, the death certificate bill received very strong opposition from the Tennessee Medical Association.

The House Professional Occupations Sub-Committee of Health spent three full weeks on testimony just about this bill. Testimony in support of the need for the bill included the Department of Health, funeral directors, a judge, a funeral director who is also an advanced practice nurse, the Tennessee Board of Nursing, and other nurses. Despite all the testimony of support and the research provided to demonstrate the need, the subcommittee did not vote the bill out, failing by only one vote. The main argument by TMA was that APNs did not have the education and training to make the determination of death. Despite our providing numerous witnesses testifying that they are already doing this, the bill did not make it out of subcommittee. Legislators also cited hearing from more TMA members against the issue than TNA members for the issue as a major reason for their vote. This is a great example as to how you have the power to make the most change; legislators want to hear from their constituents about how to vote on key issues.

Additionally, TNA filed a bill to create a specialty Nurse License Plate to support the Tennessee Nurses Foundation. Funds would be used to support additional research on nursing issues, fund scholarships for nurses, and other needs. In order to be successful, 1,000 individuals must register for the plate and are encouraged to do so. For more information about this, please visit the homepage of the TNA website at www.tnurses.org.
We are at crossroads related to health care in Tennessee and across the nation. We have the most promising prospects for systematic health care reform at the national level in decades. The impetus for reform is related to a perfect storm of untenable increases in costs, declining access to health care coverage and evidence that our health care system is failing in achieving outcomes comparable even to less prosperous and advanced countries. In the most recent rankings of the world’s health care systems, the United States ranks 37th.

The need for reform is indisputable. The United States spends significantly more on health care than any other country, yet nearly 50 million Americans lacked health care coverage at some point in the past year. In Tennessee, 34% of every state tax dollar goes for health and social services, making this the second largest allocation behind education. Unsustainable cost increases and declining revenues caused the necessity for Gov. Phil Bredesen to cut nearly 200,000 adults from the TennCare rolls beginning in 2005.

According to a recent report, 34.2% of Tennesseans under the age of 65 years were without health insurance for some part of the two-year period in 2007-2008. In the past five years, the rate of uninsured individuals increased by 33% in Tennessee. The 17 million Tennesseans without health care coverage are primarily from working families. The needs of large population segments are largely ignored by our current health care system. Even those who have health care coverage often do not have access to acceptable providers when needed. The state of Tennessee’s overall rank in America’s Health Rankings in 2008 was 47th, down one from the prior year. The claim for health care reform continues to build. Prominent U.S. Senators have said the issue of reform will be discussed in their chamber beginning this summer. There is little debate any longer about the need for reform and even basic goals. How these goals will be reached and when is where the debate is centered. Currently issues related to financing any reform; the role of mandates, employer-sponsored plans and the federal government; oversight; and the intersect between the public and private sectors divide stakeholders. At the same time, there is growing recognition of basic principles to how health care is delivered. The value of primary care is being emphasized and the concept of a medical home and its value in improving patient outcomes, increasing satisfaction and coordinating care is gaining momentum, as is the idea that information technology can be a tool to increase quality, improve outcomes and reduce costs.

Our current health care workforce, nationwide and in Tennessee, is too small and/or unprepared to meet the needs of an aging population, our increasingly diverse population, and those afflicted with chronic diseases which are increasing in prevalence and decreasing age of onset. Human resources are the single most important component of any health care delivery system and nurses are the largest group of health professionals. Yet, as a nation and a state, we do not have adequate resources to meet primary care needs now, or certainly in a reformed system that places primary care in the most prominent position. Projections from the Tennessee Center for Nursing show that the demand for registered nurses will exceed the supply by 5.65% in 2012 and 18.64% in 2020. In an historical first, the U.S. Department of Labor recently identified registered nursing as a top growth occupation through 2012.

So how does this all relate to nursing? Health care reform relates to the future of our profession and the well-being of the health of individuals, groups and communities which are the concern of nursing. It is imperative that nurses be involved in debates and that we advocate for the patients we care for, our important mission, and our profession.

Unfortunately, too many nurses shy away from their advocacy role, particularly when it involves interfacing with politics and government processes. The nuances of policymaking are too often a deep, dark mystery for nurses who are otherwise highly educated and resourceful. This is one reason the Tennessee Nurses Association has a commitment to offering nurses the resources and information they need to become more active in influencing health policy, a high priority.

Policy touches everything we do. It is essential that nurses be part of all the discussions related to health care. We need to advocate for all the thousands of uninsured (and those that are also under-insured), leaders in the debates about the delivery and quality of health care services, and continually looking for ways to assure that nurses are positioned to exert maximal impact on the health of people we serve. This can involve protection, and extension, of our practice. Never in recent history has this been more important than now when we are having a significant national debate about health care reform.

While the debate is indeed a national one, it is recognized that health care delivery is local and that each state has a unique complement of challenges and opportunities, as well as ways of addressing these. We can not afford to sit on the sidelines and allow others to determine what health care and our profession will look like in a reformed health care system. We must speak up….speak up for those who do not have a strong voice and for the valuable and essential nature of our profession and the people we have the privilege to serve.

I encourage all nurses to utilize the resources and information that are available to them through TNA. The Government Affairs Committee, with the expert help of the organization’s Executive Director, Sharon Adkins, our lobbyist, and Cheri Glass of the TNA staff, provides us with helpful tools and information, such as the Weekly Legislative Update (when the Tennessee Legislature is in session) and timely Calls to Action. The organization’s Tennessee Nurses Political Action Committee, TN-PAC, also assisted by Adkins, the lobbyist, and TNA staff Karen Langeland, evaluates the records of candidates and officeholders and makes contributions for political campaigns to those who support our policy agenda. I also encourage (implore might be a better word) all nurses to get engaged in the debate about health care reform and get involved in forging strategies in Tennessee.
The Financial Challenges of Obtaining Quality Substance Abuse Treatment

by Mike Harkreader, MSN, RN, CARN
Executive Director, Tennessee Nurses Professional Assistance Program (TnPAP)

It’s no secret to anyone in this country that access to affordable health care is highly dependent on one’s insurance coverage and whatever benefits are available. For impaired nurses who decide to seek substance abuse treatment, there are multiple problems that may prevent treatment at the ideal level of care in an impaired professional program specifically designed to assist chemically addicted professionals. Afterward, the cost of participating in a monitoring program continues to be a challenge at a time when the nurse may have limited financial resources available.

Nurses who are addicted to drugs and/or alcohol frequently are evaluated in a comprehensive manner and recommendations are sometimes made for inpatient or residential care in an impaired professional’s treatment program. These programs can safely detoxify someone addicted in a medically monitored structure in the acute phase of treatment and begin the process of recovery in an intensive setting that encompasses basic 12 step recovery techniques, along with addressing unresolved family of origin issues, current life stressors, and unique needs such as pain management and mental health issues. Impaired professional programs are specifically designed to cater to professionals and the specific situations that may occur while practicing in the stressful healthcare settings of the 21st century.

However, these programs are costly, and if one does not have adequate insurance coverage for this level of care, then many individuals simply cannot afford the out-of-pocket expenses that will result after weeks of treatment with little or no income coming in due to the fact that they are unable to practice. This can be very stressful for someone in treatment and make it difficult to concentrate and focus on recovery issues while in treatment. Many nurses may have lost their job and are not able to afford the costly COBRA co-payments; hence, they may not have funds to pay out of pocket. Most of the treatment centers that work with impaired professionals will attempt to work out a financial plan that allows for an affordable down payment and then monthly payments over an extended time period. However, many nurses simply do not have the financial resources to make a minimal down payment.

The Tennessee Nurses Professional Assistance Program (TnPAP) will frequently refer individuals in these situations to treatment centers that receive Access to Recovery funding from the Federal government. Many of these programs that receive this block grant funding provide solid, quality care, and in many situations, TnPAP has had great success working with these programs. However, they usually do not offer services that are tailored specifically to the unique needs of impaired professionals.

Once successful treatment is completed and a nurse signs a TnPAP monitoring agreement, the financial challenges continue. Many nurses come to TnPAP having lost their jobs and find it difficult to find new employment right away while the nurse was in treatment. These programs are designed to concentrate and focus on recovery issues while in treatment, and nurses often do not offer services that are tailored specifically to the unique needs of impaired professionals.

For impaired nurses who have the ability to maintain their insurance and have the opportunity to become political activists in the coming healthcare reform debates. Specifically, nurses can contact their elected representatives, write letters to the editor to their local newspapers, and participate in town hall meetings in promoting health care reform and the accessibility to affordable health care.
District News

TNA District 1 News

District 1 Board of Director and Continuing Nursing Education dinner/speaker meetings continue to be held on alternate months. The April CNE topic addressed new nursing programs in our District. A panel presentation included speakers from the Loewenberg School of Nursing at the University of Memphis, the Nursing College at the University of Tennessee Health Sciences Center, and the Union University School of Nursing. The June 17 CNE program is entitled Horizontal Hostility in the Workplace: Stop the Madness.

Charlene Stewart, BSN, RN District 1 President

TNA District 8 News

Students from UT Martin Department of Nursing attended the April meeting where current legislative issues and events were discussed. Students were encouraged to voice their concerns to their elected representatives. Plans for the Nurses Walk for Health and National Nurses Week celebration were discussed. The board and banquet committee also met in April to review the nominations for the awards and finalize plans for the walk and banquet.


TNA District 10 News

Jewel M. Birdwell, Jamie Chiles Cordes, Amanda G. DeVries, Cindy Lou Farriss, Michael Hogue, Thomas E. Jackson, Linda Kelley, Norma J. Owens, Brenda G. Smith, Mary J. Walker, Mary Anne Webster, Laura Sue Wheeler, Weston Allen Winn, Cynthia Zachary

District 2

Michelle Arnold, Letizia Baxter, Janice M. Bottoms, Jannah R. Branch-Smith, Lauren S. Cassidy, Pamela L. Coleman, Kara Shelby Firth, Mary K. Fuller-Foergerousse, Brittany Bilalock Hammermeier, Tammy Hakim, Deborah Scott Hardin, Laura Hendershot, Felicia Michelle Hibling, Lana Christian Hirsch, Laura Anne Hitchcock, Lori Kelly, Deborah R. Kirkland, Patricia Kyrtzakis, Karen Reinke Manns, Victor Martin, Mary A. McCusland, Julia A. Moffett, Marian S. Morgan, Melissa Ott, Anna Elizabeth Moffitt, Mary H. Rhehmecker, Angela Rushing, Marie Rathbantz, Lauren Amber Tate, Emily J. Tidwell, Vicky L. Walls, Allison Wells, Erin L. White, Debra Elaine Windsor, Hilary Rae Younker, Katie Zahour

New/Reinstated Members

District 1


TNA District 2 News

Attending the annual TNA Legislative Summit in Nashville at the War Memorial Auditorium and Capitol Hill with the entire Senior Nursing Class at Dyersburg Community College was impressive in terms of program presentations and the enthusiasm that student nurses from all areas of Tennessee bring to the meeting. Students identified key issues of concern while learning more about current legislation that could impact their nursing practice. All members should try to attend these annual meetings at the Legislative Plaza. Visibility with the Legislators is important, believe it or not!

The District 12 officers, Faye Sigman, MSN, RN, District 12 Vice President and Dean of DSCC; Belinda Douglas, BSN, RN, C, District 12 Treasurer and Director of the Four Rivers LPN Programs; and I were guests on the local television show The Doctor is In, hosted by Loren Crown, MD, in April. We talked about Nursing Educational opportunities for students to move from one level to another within our District as well as plans for our Nurses Week celebration held on May 2.

Doris Glosson, RSN District 12 President

Colleen Conway Welch, PhD, RN, Dean for the Vanderbilt University School of Nursing, was recently named to Modern Healthcare’s list of the Top 25 Women in Healthcare for 2009. She was recognized for her leadership in the areas of nursing education, emergency preparedness, HIV/AIDS awareness, global health and the education of health care professionals in the U.S. Military.

Melvin Viney, MSN, RN, CEN, has a research study accepted for presentation at the 12th Congress of Chest Pain Centers and his abstract will be published in Critical Pathways in Cardiology in September 2009. The same research study received the Outstanding Research Abstract at the Sigma Theta Tau Research Day and Maryland Boynton Lecture Series: Dimensions of Evidence Based Nursing Practice Conference.
American Nurses Association/Tennessee Nurses Association Membership—It’s Your Privilege!

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.

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

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 #: __________________________ Date of Birth: __________________________

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 $68.50 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/or working in Tennessee $14.34 per month or $172.08 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 I 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: __________________________ The Center Membership: Yes ☐ No ☐

Fields: 1. New ☐ 1. Full (100%) ☐ 1. A ☐ Amount Enclosed: __________________________

☐ 2. Renew ☐ 2. Reduced (50%) ☐ 2. EFT ☐ Amount Discounted: __________________________

☐ 3. Reinstate ☐ 3. Special (25%) ☐ 3. CCM ☐ Approved By: __________________________

☐ Summer 09 ☐ 4. TNA Individual ☐ 4. PD ☐ Today’s Date: __________________________

Dues Payment Options (please choose one)

☐ 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.

*SEE AT RIGHT

☐ Automatic Monthly Payment Authorization

☐ CHECKING ACCOUNT: Please enclose a check for the first month’s payment, which will be drafted on 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 or charged on the first of each month (VISA and MasterCard Only).

☐ Authorization to Bill My Employer

Company: __________________________

Contact Person: __________________________

Street or PO Box: __________________________

City: __________________________ State: __________________________ Zip: __________________________

☐ More employees pay professional dues. TNA’s educational programs alone justify it. Ask your employer.

☐ 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

Bordertown Hospital - Nashville

Nashville General Hospital

Signature for Payroll Deduction: __________________________