I Am TNA

Vicki Barnette, BSN, RN

Let me introduce myself. My name is Vicki Barnette and I have been a nurse for thirty-five years. My life has centered around three things, family, farm life and nursing. All three have a common denominator for me-Christian beliefs. Throughout my life I have been blessed with so many wonderful things and people. I have a wonderful husband and friend, two fantastic children with awesome spouses and four grandchildren. They make me smile every day! On top of that I have been lucky enough to live on a farm in southern Giles County where we have had a multitude of animals over the years and the most beautiful rolling hills you would ever want to see. We built a log cabin from rescued logs dating back to the 1850's and seek respite there as often as possible where deer, turkey, fox and every imaginable form of wildlife roam.

Being from a very rural community, you might wonder what in the world would a nurse experience with the exception of mundane and common complaints. It’s amazing, but we see the same presentations that the largest metropolitan hospital will see except in smaller numbers. Rural nurses learn very quickly that they must become "jacks of all trades."

Living on a farm can be risky to say the least. One of my most vivid memories is being called to a neighbor’s farm where the owner had experienced an ATV accident in a wooded area with rocky terrain. Upon arriving it was evident that the ATV driver was walking wounded and I needed help. During the accident, the driver had been scalped from front to back with only a very small portion of his scalp attached. He was confused and definitely not interested in going to the hospital. Without the typical team to support me, it was a wrap and monitor till EMS arrived. The second most memorable event was another neighbor enjoying a Sunday afternoon on the I Am TNA continued on page 2

TNA’s Executive Director Announces Retirement

For the past eleven years, it has been my honor and privilege to serve as the Executive Director of the Tennessee Nurses Association. The nurses and students I have met across this state, the friendships I have made and the opportunity to advocate for nurses and those they serve has been life changing. It’s now time for me to make another change. As I become more “chronologically gifted,” I am turning my thoughts to the next chapter in my life, so I will be retiring at the end of September. I’m not going away, I will still remain an active TNA member and continue legislative advocacy work as a volunteer.

I look forward to seeing many of you over the coming months as we continue to work for our profession and our many communities. The TNA Board of Directors has begun the process to select a new executive director, and I have confidence that he/she will find this role as challenging and rewarding as I have. My best to you all.

TNA-TASN JOINT CONFERENCE

SEPTEMBER 15-17, 2017
EMBASSY SUITES BY HILTON MURFREESBORO, TN

EVERY NURSE A LEADER
“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.” — John Quincy Adams

Visit https://tna.societyconference.com for details

IMPORTANT

Tennessee Nurse Mailing Announcement

Don’t miss getting your copy of the Tennessee Nurse. Visit tnaonline.org today and click on FREE copy of the Tennessee Nurse–to update your mailing address. Thank you!
due to the quick response of many individuals involved. He had in his cooler. When the helicopter arrived he was sense to a student. Working with eager adults that have the passion and desire to become a nurse has been one for many years now and enjoy seeing that “aha” moment that everything suddenly falls into place and makes when everyday changes in the profession, as well as new and pending legislation, when you are a member of TNA. There are so for many years now and enjoy seeing that “aha” moment that everyday changes in the profession, as well as new and pending legislation, when you are a member of TNA. There are so for many years now and enjoy seeing that “aha” moment that everyday changes in the profession, as well as new and pending legislation, when you are a member of TNA. There are so for many years now and enjoy seeing that “aha” moment that everyday changes in the profession, as well as new and pending legislation, when you are a member of TNA. 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Since I was just a little girl, I have wanted to be a nurse. There was never a doubt in my mind that it was my calling. From orphaned squirrels to drowning frogs, from parakeets to puppy dogs, I cared for them all. My dolls (and my younger sister) were all the recipients of my careful tending. Cherry Ames was my role model (for those of you too young to know about her, she was the heroine in a series of books beginning with Cherry Ames Student Nurse and I dreamed of the time when, in my starched white uniform and perky white cap, I would “save the day” under the admiring eye of the tall, handsome young doctor. My path was set, my direction charted.

So, here I am, more chronologically gifted than I ever thought possible. I’ve lived these far away years...no white uniform, no cap, and no handsome young doctor...but still with the deep conviction that nursing is my calling and my passion. What an honor it is to be a nurse. No profession has the opportunity to touch people’s lives in such profound ways. We are present in moments of greatest joy at the birth of a long awaited child and we are present in moments of despair and loneliness when disease overtakes the body. We are present in the lives of our patients as we provide care for them, teach lifestyle changes to support their emotional and spiritual health and advocate for quality healthcare in the community and nation. Nursing is present, at some time, in the lives of all people.

Today, much has changed but much remains the same. “A careful look at the nursing profession shows that today’s nurses are facing many tough problems, and that there is a great deal to be done if nursing is to meet the nation’s and the nurses’ own expectations.” Was this a quote in yesterday’s newspaper? No, it is from a 1955 publication, What Good Nursing Means To You. What Golissa Nursing Means To You. Fifty years later we are still facing this fundamental reality...there are challenges and there is a great deal to do.

The challenges that face us are indeed opportunities to reinvent nursing practice and healthcare delivery. Collaboration with all healthcare providers and stakeholders, community engagement, political action and creative visioning will be essential in moving ahead. Issues include ensuring an appropriately educated and vibrant workforce, recruitment and retention of nursing faculty, patient safety and quality of care, access to care and utilization of resources, environmental threats to wellbeing in the workplace and the world, and finding space and quiet in an increasingly fast paced, stress laden life. And this is only the “short list.”

We have chosen nursing because we believe in justice and the worth of all individuals; because we want to care for and make a difference in people’s lives and the life of the planet. In the words of Henry David Thoreau, “Live your beliefs and you can turn the world around”. Together we can have a powerful voice to make positive changes in the health and wellbeing of our community, nation and world. Together we can work to assure that no one, adult or child, is denied needed care. Together we can strengthen and grow our vital profession. Together we can use our passion and commitment to “do the next right thing.” Yes, I believe that together we can “turn the world around.”

Sharon Adkins, MSN, RN

From the Executive Director

Dear Colleagues,

I hope all of you were able to take some time to enjoy Nurses Week in May. As the most trusted profession, our role as registered nurses is critical in promoting a health care system that results in a healthier nation. In order to do this effectively, we must take care of ourselves. The American Nurses Association has dedicated 2017 as the “Year of the Healthy Nurse.” The idea is that we should take care for our own health, as well as we care for our patients. This provides a positive role model for those we serve, and enhanced opportunity to thrive in our chosen profession. As a step in taking care of yourself, I ask that you consider involvement in your professional association. The relationships and friendships that are built are strong, sustaining, and enjoyable!

In April we had a joint TNA Board and District President meeting in Nashville that was productive and encouraging. I am confident that our leaders’ expertise and efforts are essential in moving TNA forward to better promote and protect the registered nurse. We cannot do this alone, so please consider lending a hand. In particular, I would like to thank those in key volunteer leadership positions for TNA. When you see the following colleagues, please thank them for their commitment and service.

TNA State Board Leadership: Haley Vance-President Elect, La-Kenya Kellum-Vice President, Mary Bess Griffith-Treasurer, Amy Hamlin-Secretary, Alysson Neal-Director of Membership, Amy Hamlin-Director of Operations, Jenny Webb-Director of Education, Chaundel Perley-Director of Practice, Sharon Davis-Director of Governmental Affairs, Deb Chyka-Presidential Council Chair, Billie Sills-Past President.

TNA District Leadership: Carla Kirkland: District 1, Deb Chyka: District 2, Chita Farrar: District 3, Martina Harris: District 4, Christine Reed: District 5, Raven Wentworth: District 6, Amy Holder: District 8, Angel Brewer: District 9, Melissa Swinea: District 10, Chyka: District 12, & Jessica Wilson: District 15

Sandy Murabito, Ed.D, MSN, RN

From the President

Sharon Adkins

TNA Board and District Leadership Meeting
April 21 – Belmont University

Tennessee Nurses Foundation Leadership: Sue MacArthur-President, Amy Hamlin-Vice President, Janice Harris-Treasurer, Dara Rogers-Secretary; Board Members: Ashley Berry, Sharon Chapman, Donna Copenhaver, Doris Davenport, Mary Bess Griffith, Bill Jolley, La-Kenya Kellum, Sandra Marklin, Tommie Norris, Karen Starr and Haley Vance.

I hope to see you all September 15-17 for our Annual Conference in Murfreesboro—a great time to see, connect with other colleagues and invest in “taking care of yourself!”

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TNA & TASN Joint Conference

Save the Date!
Conference Is Coming Early This Year!

The Tennessee Nurses Association and the Tennessee Association of Student Nurses presents the 2017 TNA & TASN Joint Conference, Every Nurse A Leader.

“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.” John Quincy Adams

What is “Every Nurse A Leader?”

• A philosophy, a mindset, a culture
• An infrastructure to cultivate emerging nurse leaders at the point of care
• Appreceptive inquiry as a framework to promote an environment of affirmation
• The art of giving people a platform for spreading ideas that work

Whether a nurse at the bedside, a manager on a unit, a public health nurse, a faculty member or a student – Every Nurse is a Leader! This year’s TNA/TASN Joint Conference will focus on those skills and opportunities – from the new developing leader to the experienced nurse.

Our keynote speaker, Miss Colorado and second runner up in the 2016 Miss America pageant, Kelley Johnson, RN will share her experience with you as she puts nursing front and center in the broadcast and social media arena.

We will get you moving with Zumba sessions on Saturday and Sunday mornings. Membership Assembly will offer you the opportunity to have your voice heard as we debate healthcare issues and make decisions for the direction of the association and nursing. The Legislative Policy Committee will give you the opportunity to discuss, with some of our best Tennessee Legislators, current and upcoming healthcare legislation. You will not want to miss the interactive poster session and, of course, there will be plenty of general sessions to help you improve and stay inspired as a leader!

On Friday night, during the welcome reception and exhibits, TNA and TASN registrants are encouraged to participate in Nurses On The RUNway. This is not your ordinary fashion show! We will test your quirky nurse creativity because your fashion designs will be restricted to materials and items found in your work or study environment. Designs must be named, described and modeled live on the RUNway for all to see. Complete details are at https://tna.societyconference.com. We will have prizes and games for all.

Saturday evening—relax—wear your scrubs and enjoy the time to fellowship, to honor our colleagues, to honor nurses and other individuals by acknowledging their extraordinary dedication, commitment and professionalism to the profession of nursing.

JONI C. CRUMPTON, TNA CEO/President

Hotel Information
TNA’s direct link to Embassy Suites: http://embassysuites.hilton.com/en/es/groups/personalized/MTMT8TE4E-SNA-20170915/index.jhtml?WT.mc_id=POG for online room reservations, you may also call 1-800-EMBASSY, or call the hotel directly at 615-890-4464. PLEASE NOTE: You must use the conference code of SNA to receive the special rate. The special room rate of $144 single or double or $154 triple or quad per night plus tax will be available until TNA’s group block is filled. Embassy Suites offers complimentary full breakfast and nightly evening reception, as well as complimentary guest parking. The cut-off date for the discounted rate is August 24, 2017. After this date, reservations are subject to availability. Check-in time is 3 p.m. and Check-out time is 12:00 p.m. (CST).

Call for Candidates
TNA Members – Help Shape TNA Policy
Nominations Accepted Now for Several Elected Positions
Sharon Adkins, MSN, RN, TNA Executive Director

ENTREPRENEURIAL OPPORTUNITIES TO LEAD as EVERY NURSE A LEADER
The Tennessee Nurses Association Nominating Committee is actively seeking nominations for several positions that will be open for election on the TNA ballot at Membership Assembly in September, 15th through 17th. A nomination to one of the Board of Directors’ positions allows you to run for your “passion” and it expands the opportunity for you to really make a difference in your state professional association. YOU are the Voice of TNA!

Positions Available:
• Secretary – 1 position to be elected
• Director, Operations – 1 position to be elected
• Director, Practice – 1 position to be elected
• Director, Government Affairs – 1 position to be elected
• Nominating Committee – 3 positions to be elected

I encourage all who are interested in serving on the Board of Directors to fill out the Call for Candidates form, available at https://tna.societyconference.com and submit by email to Diane Cunningham at diane.cunningham@tnaonline.org. The submission deadline is August 6, 2017. No handwritten, faxed or mailed Call for Candidates applications will be reviewed and selections made by the TNA Nominating Committee. Thank you in advance for your willingness to serve.
Call For Resolutions

The Tennessee Nurses Association is issuing a formal Call for Resolutions for the 2017 TNA Membership Assembly to be held during the TNA & TASN Joint Conference on September 15-17, 2017 at the Embassy Suites SE Murfreesboro, Tenn. Resolutions can be submitted by any TNA member. If you wish to submit a Resolution, please submit by email to Diane Cunningham at the TNA office, diane.cunningham@tnaonline.org, no later than July 17, 2017.

Call For Abstracts

We invite you to submit an abstract to be considered for oral or poster presentation at the 2017 TNA & TASN Joint Conference, Every Nurse A Leader in Murfreesboro, Tennessee. The focus/content of your abstract should relate to innovation/leadership in one of the following themes:

- Patient Care
- Technology
- Research
- Public health/community initiatives
- Advocacy/policy development
- Education modalities
- Healthy workplace/workforce
- Mentoring
- Emerging leaders
- Leading change
- Health & wellness
- Mental health
- End of life
- Aging

If you have an innovative project or topic that does not quite fit into any of these categories, please submit, as a few innovative presentations outside those boundaries will be considered.

Abstract submission must be received by 4:30 p.m. CST, on June 23, 2017.

Abstract classification

Abstracts may be submitted for oral presentation or poster presentation.

Abstract submission site

Complete your abstracts submission online at https://tna.societyconference.com. If you are a member of TNA, or have created a login at www.tnaonline.org, you will just need to login to the conference site to begin. Note to members of TNA, if you have not login to TNA’s new website (tnaonline.org) you will first need to reset your password, which will be sent to the email address that TNA has in your membership record. If you are not a member and would like to submit an abstract, please create a new user account for the site. Once you complete the login process, you can start your abstract submission, save it, and return to complete if needed. If you have questions, contact TNA at tna@tnaonline.org or call 615-254-0350.

TrustPoint is growing and we are looking to add a few exceptional nurses. TrustPoint Hospital is a state-of-the-art treatment center that provides an array of medical and psychiatric services on both an inpatient and outpatient basis.

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If you are interested in a career at TrustPoint Hospital, apply today at trustpointhospital.com.
Tennessee Nurses Association Members Only
Request for Absentee Ballot - 2017

Please send an absentee ballot for the 2017 Tennessee Nurses Association election. “Request for Absentee Ballot” must be received at TNA by August 15, 2017. 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 August 16, 2017.

I further understand that requesting an absentee ballot removes my name from the list of eligible voters at the TNA Annual Conference. No “group requests” will be honored. Fill in this Request for Absentee Ballot form and return it by:

- Email to Diane Cunningham at diane.cunningham@tnaonline.org
- Fax to (615) 254-0303
- Mail to TNA, 545 Mainstream Drive, Suite 405, Nashville, TN 37228-1296.

NOTE: Completed absentee ballots must be received at TNA headquarters by the close of business on September 8, 2017.

Name: ___________________________________
Address: ___________________________________
City/State/Zip: _______________________________
District Number: _____________________________
Member ID Number:__________________________
Electronic Signature: (Required to receive ballot)_________________________________________

2017 TNA & TASN Joint Conference Registration Fees

<table>
<thead>
<tr>
<th>Full Registration</th>
<th>Friday Only</th>
<th>Saturday Only</th>
<th>Sunday Only</th>
</tr>
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<tbody>
<tr>
<td>Early Bird Before July 26</td>
<td>Regular (postmarked between 7/22/17 until 9/7/17)</td>
<td>On-Site After Sept. 7</td>
<td>Early Bird Before July 26</td>
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<tr>
<td>$295</td>
<td>$320</td>
<td>$350</td>
<td>$210</td>
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<tr>
<td>Non-Member</td>
<td>$385</td>
<td>$425</td>
<td>$450</td>
</tr>
<tr>
<td>TNA Members that are Full-time Employees or Retired</td>
<td>$255</td>
<td>$270</td>
<td>$295</td>
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Guest Tickets (Additional Guests Only)

<table>
<thead>
<tr>
<th>Saturday: Exhibits and Schools of Nursing Luncheon</th>
<th>Guest Ticket Pricing</th>
<th>Quantity Ordered</th>
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<tbody>
<tr>
<td>$15 each</td>
<td>$</td>
<td>$</td>
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Total Amount Due — Registration & Guest Tickets $ 

PAYMENT METHOD

☐ Check ☐ Employer Sending Check

Credit Card: ☐ MasterCard ☐ Visa ☐ American Express ☐ Discover

Name of Card Holder: ____________________________________________
Address of Card Holder: _________________________________________
City: __________ State: ______ Zip: ______
Credit Card Number: ____________________________________________
Expiration Date: ____________________________
3-Digit Authorization Code [located on back of card]: ____________
Signature: ____________________________________________________

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

The State of Tennessee, Department of Health is now hiring for the position of Public Health Nurse Consultant 1 and 2.

The Public Health Nurse Consultant 1 position provides Certification and Licensure surveys of Health Care facilities to determine compliance with both Federal and Licensure Requirements. BSN required, 3 years of full-time increasingly responsible professional nursing work, TN license and valid vehicle license. Extensive travel with overnight stays required.

The Public Health Nurse Consultant 2 position is a preceptor/supervisor position. Experience required.

These positions offer competitive salaries, paid time off and comparable benefits.

For more information or to send a resume please email Mae.Copeland@tn.gov

The Public Health Nurse Consultant 1 position provides Certification and Licensure surveys of Health Care facilities to determine compliance with both Federal and Licensure Requirements. BSN required, 3 years of full-time increasingly responsible professional nursing work, TN license and valid vehicle license. Extensive travel with overnight stays required.

The Public Health Nurse Consultant 2 position is a preceptor/supervisor position. Experience required.

These positions offer competitive salaries, paid time off and comparable benefits.

For more information or to send a resume please email Mae.Copeland@tn.gov
Special Announcement!

All RNs are invited!

As a Tennessee licensed RN, you receive this publication FREE, however, it is not an acknowledgment of membership in your professional organization. We invite you to join! We invite you to become a part of an integral group of colleagues whose focus it is to promote and protect the registered nurse and advance the practice of nursing in order to safeguard a healthier Tennessee. This is your official invitation to join a network of nursing professionals, whom many will say they are where they are today because of the nurses they have met in TNA.

Here’s a sampling of what our members have to say:

I am forever grateful to those who have mentored me as a student, new nurse, or when I have entered a new career path. TNA has opened the door for me to collaborate with colleagues that I would have never encountered.

Raven Wentworth

I felt disconnected from my peers and knew I needed to seek out others who felt the same calling I did. So, I joined the American Nurses Association (ANA) and the Tennessee Nurses Association (TNA). My eyes were open to the world of my colleagues on the same quest to leaving the nursing profession better than we found it.

Rachel Tolliver

I deeply appreciate the opportunities TNA provides me. Similarly, I cannot count the number of times TNA has worked tirelessly to protect both my RN and NP practice in this state. I am eager to continue on our state leadership team to keep TNA relevant and proactive as we face and embrace this period of change in our health care system. I also share the truth that active membership (or the lack thereof) will directly impact and shape our future of nursing in this state.

Brad Harrell

Since joining TNA and ANA, I have a renewed sense of pride for the career I’ve always dreamed about. Networking with others in the same field, that will stand with you as an advocate when needed and also help to catapult you to the new dimension of nursing that you choose, is comforting and empowering at the same time. Nursing is a strong profession, that will have a voice in the way healthcare evolves now and in the future, affecting every person both old and young. Having professional organizations, like TNA and ANA, helps you to stay in the forefront of what is happening, giving the profession of nursing power that most of us don’t really comprehend.

Heather Beavers

As part of a whole, I am able to collectively make changes and address issues that are relevant to my profession. Memberships in the Tennessee Nurses Association (TNA) and the American Nurses Association (ANA) are what make us a whole; it is a collection of our voices.

Esther Sellars

Call TNA today if you have questions at 615-254-0350 or use the membership application on page 19 to begin your new journey with TNA.

We have been busy the last few months redesigning www.tnaonline.org and our database management system. We are happy to announce that the new website has launched as well as our new event site at https://tna.societyconference.com.

TNA Members Need to Reset Password at First Login
Please click “Reset Password” the first time you visit the new website. A system-generated password will be sent to the email address TNA has for you in our database. Copy and paste this password to login the first time. Once you login, you can click on “Update Profile,” in the welcome box, and update your password to something that is more familiar to you. We hope you will not have any issues with the login process, but if you do, please contact us at tna@tnaonline.org and we will help you get setup. Our office hours are Monday - Friday, 8:30 a.m. until 4:30 p.m. Central. Our phone number is 615-254-0350.

You may find some things not quite right on our new site. That’s okay...in the following weeks we will be working to get things finalized. We appreciate your patience as we work through this process.

We hope you enjoy our new sites as much as we do! Be sure to visit https://tna.societyconference.com for the 2017 TNA/TASN Joint Conference details. Look forward to seeing you there!
First Session of the 110th Tennessee General Assembly Adjourns

Wilhelmina Davis
Manager, Government Affairs and Lobbyist

The first session of the 110th Tennessee General Assembly finished its business for the year and adjourned on Wednesday, May 10, 2017, members will reconvene at noon on Tuesday, January 9, 2018, to conclude the work of the 110th General Assembly. A very special thank you to all TNA members who continue to advocate on behalf of the nursing profession and your continued support of TNA’s legislative agenda.

As reported throughout this legislative session, TNA along with the Tennessee Association of Nurse Anesthetists (TANA), Tennessee Medical Association (TMA), and the Tennessee Society of Anesthesiologists (TSA), worked collaboratively to amend existing supervision language in Tennessee Code to reflect more accurately current practice and relationship, changing where appropriate the wording “supervision” to “collaboration.” We again, extend a special thanks to Senator Becky Massey and House Representative JoAnne Favors for their work as sponsors.

Other bills of interest, considered and passed this legislative session include the following, although several still await the Governor’s signature and assignment of a Public Chapter Number:

SB532/HB756 – Establishes requirements for advanced practice registered nurses and physician assistants to prescribe under a collaborating physician or a physician assistant with an appropriate supervising physician to examine, diagnose, and treat minors with STDs without the knowledge or consent of the parents of the minors. Enacted as Public Chapter number 266

SB195/HB338 – Requiring health insurance entities to reimburse healthcare services provider for telehealth services to a patient at a school clinic or at a public elementary or secondary school in a manner that is consistent with reimbursement for in-person encounters and requires the public elementary or secondary school to be staffed by a healthcare services provider and equipped to engage in the telehealth. Enacted as Public Chapter number 130

SB1041/HB1207 – Requires a healthcare practitioner who refuses to dispense a controlled substance, a controlled substance analog, or a regulated stimulant to submit to a drug test or testing for an employer when the denial results in the loss of employment or employment status. Signed and waiting for Public Chapter number.

Three Nurse bills of interest were deferred to the summer study committee which will conduct hearings and report their findings by January 1, 2018:

SB534/HB503 – Increases the number of BEP funded full-time public school nurse positions from one for every 3,000 students to one for every 2,700 students. Increases the number of full-time public school nurses considered sufficient for the public school nurse program to adequately provide services from one nurse for every 3,000 students to one nurse for every 2,700 students.

Resolutions concurred in both House and Senate include:

SJR250 – Expresses the general assembly’s support of adult immunizations and applauds the efforts of providers and policy-makers to remove barriers to vaccination and to protect adults from vaccine-preventable diseases.

HJR 512 – A Resolution to celebrate the week of May 6-12, 2017, as “Tennessee Nurses Week.”

As I close, several things to keep in mind and make plans to:

1. Donate to TNPAC – YOUniversal’s political action committee desperately needs your support
2. Invite a fellow nurse to become a TNA member
3. Contact and visit your legislator while he or she is at home in the district
4. Register and attend your professional organization’s 2017 TNA/TASN Joint Annual Conference September 15-17, at the Embassy Suites, Murfreesboro, Tennessee. This year’s conference will be an exciting and empowered time for Nurses, students and other healthcare professionals to gather for networking, educational sessions and the making of memorable good times with your nursing colleagues.
Fifty plus years in nursing, twenty-two as an APRN, have afforded me many opportunities. These opportunities have been in various clinical, administrative, and education settings. By far, my present positions where I have worked for the past several years have been the most rewarding.

Faculty Role

My main role is as a member of the MSN FNP program faculty at the University of Memphis, Loewenberg College of Nursing (LCON). Here I work with a very talented, experienced, and professional team of FNPs providing high quality education for nurses who plan to work in primary care. Our faculty team and our FNP students embody LCON’s core values of caring, diversity, integrity, and leadership. LCON has included Adverse Childhood Experiences in our curriculums which includes the negative impact on future health and behaviors when child experience or witness neglect, abuse, or some adverse traumatic event at an early age. What an eye opener this has been for our students.

Our FNP students come not only from the Memphis area but from West Tennessee and surrounding states. My primary responsibility has been working with FNP students in their residency semester, the last semester prior to graduation. I make clinical site visits to assess the students as they work with FNP or MD preceptors. These clinics can be in urban- inner city areas, suburban areas, or rural areas. We provide our students the opportunity to develop and learn skills during Skills Weeks and Observed Structured Competency Exam (OSCE) weeks. Our online didactic courses, the on-campus skills weeks, and the clinical practicums prepare our students to care for individuals and families across the lifespan. This primary care program focuses on assessment and caring for acute and chronic illnesses.

Health promotion is a major theme. The primary care program focuses on assessment and caring for acute and chronic illnesses. This program is a major theme as a member of the MSN FNP program faculty at Memphis.

In addition to the course and clinical work, I engage my FNP students in lively discussions regarding potential ethical, moral, and legal dilemmas they may encounter in advanced practice. We discuss appropriate ways of relaying abnormal test results to patients and dealing with frustrated, angry, or demanding individuals. Always knowing that we are APRNs are the patient’s advocate. One of the things I enjoy the most is our discussion boards. Here we share “Interesting Things I learned in Clinical”, current health policy issues related to the APRN role and patients’ access to care, and preparing for job searches with interview advice. The faculty mentor students to prepare for the university’s comprehensive exit exam that is also a predictor of success on the national FNP certification exam. Our goal is knowledgeable and safe practitioners who will be caring for the residents of our great state or wherever the new graduate FNP practices.

Teaching APRNs clinical pathophysiology on the University of Memphis Lambuth campus is another of my faculty duties. This can be an intimidating course for the first semester newbies. But breaking it down into main concepts and common disease processes, using humor along with patient stories from my clinical experience seems to defuse their anxiety somewhat. I also need to say that I am fortunate to collaborate with a very supportive faculty on this campus, too.

FNP in Rural Health Care Role

In addition to my teaching role, I maintain a clinical practice one day a week as part of the clinical team at The Grove Primary Care Clinic in Henderson, Tennessee. This system of clinics in rural West Tennessee provides affordable health care where there has been lack of access to care. In fact, Chester County has never had a hospital and with the closing of McNairy County Hospital last year, the closest hospitals to Henderson are over 30 miles away in another neighboring county. This is of serious concern since it has been shown that rural areas have high levels of poverty, high levels of illiteracy, high levels of mental illness, high levels of substance abuse, high levels of broken families, and high levels of occupational hazards such as farm injuries. This clinic is truly primary care where we see multigenerational family members as well as different ethnicities. We care for preemies right out of Neonatal ICU up to seniors in the local nursing homes. We provide home visits for home bound patients. A typical day in this clinic will include well and sick pediatric visits, urgent care visits that may include injuries, well woman visits for pap smears and contraception, mental health and behavioral issues, follow up on multiple chronic illnesses that include heart disease, hypertension, chronic lung disease, diabetes, vascular disease, muscular, neurological, and immunological disorders. Since traveling to other towns to see specialists is a hardship for our patient population, referrals are made only if their health problem is totally out of our scope of practice. Remote Area Medical Clinic brought their free dental and vision services to Chester County where I serve as a volunteer. Oral and eye health care are much needed in this rural area.

The nurse practitioners at The Grove are extremely supportive of one another and frequently collaborate on patients’ needs. FNP students’ complete practicums here and even some of my own students choose to come work with me a day or two throughout the semester. Knowing that our patients need help for more than just their physical ailments, The Grove team includes Licensed Clinical Social Workers, ordained ministers, and substance abuse professionals to help meet the emotional, mental, and spiritual needs of our patients. We have a Spanish interpreter on staff as well. Working in this collegial and professional environment we are truly able to make a difference in the lives of our patients.

Spotlight on Practice

Dial Roles for this APRN

Diane Butler, DNP, MSN, APRN, FNP/GNP-BC

Associate Clinical Professor, University of Memphis, Loewenberg College of Nursing, Nurse Practitioner; The Grove Primary Care Clinic, Henderson, TN

I’ve always known from a young age that whatever career path I chose, it would involve caring for others in some way. As many others have done before me, I tried several careers before I found my way into nursing in my early 30’s. I was a surgical first assistant, a medical sales representative, and I held several jobs in and around the Memphis Fire Department (MFD). I was on the MFD that I decided to take the next step and enter the field of nursing.

I attended the University of Tennessee College of Nursing in Memphis and obtained my BSN, but after a year I was restless and wanted to find another mountain to climb. I was not ready to really stop moving forward. So with a wife and two small children in tow, I sold my house, moved the family to Chattanooga where I obtained my CRNA degree from Erlanger School of Nurse Anesthesia. I remained in Chattanooga for 8 years after graduation, as an employee of ACE anesthesia. During that period, I added to my skill set and began to look for the next mountain to climb.

In 2000, I was offered a position with a rural, all CRNA group based in Jackson, TN. West Tennessee Anesthesia (WTA) has been my home ever since. Along with my partners and our CRNA employees, I practice independently of Anesthesiologist supervision in 11 locations in the West Tennessee region. This is where I belong. This is where I’m rewarded with gratitude and the satisfaction of having someone stop me in the store and introduce me to their family as the guy who “put me to sleep”. It gives me an opportunity to introduce my CRNA credentials to them and explain just who I am. Sometimes they hear me, and sometimes they don’t. But I always make the attempt to educate.

Even with a successful practice, I wanted more. So I found another mountain to climb. In 2013, I was asked to serve our profession as a member of the Tennessee Board of Nursing. Once again, I saw a way to make a difference and represent my profession in a positive manner. In 2014, I was elected Chairman of the Board, a position I’ve held since that time. In this capacity, I truly feel I’ve been able to have a positive influence on the practice of nursing in Tennessee, while at the same time learning yet another side of just what makes up our practice – politics. I’m not saying every nursing professional, educator, or attorney that has stood before my board has been happy with the decisions we have made, but I can promise that just as in disciplining or telling a child “no”, it’s hard for us as peers to stand before us to render decisions that those professionals don’t want to hear. But we serve the citizens of Tennessee, not the nursing professionals. Our decisions are based on the rules that govern and what best insures the highest quality of care from nurses practicing in Tennessee. The profession of nursing consistently ranks high on the list of most trusted professions, and it’s the duty of the Board of Nursing to nurture that trust.

Then, nine years from retirement, as crazy as it sounds, I found yet another mountain to climb. At the age of 56, I entered the DNP program at Union University here in Jackson. Do I expect to recover the monetary investment I’m making to achieve this degree? No. But it will allow me to “give back” even more to those that follow me in the practice of nurse anesthesia. I’ve got a lot to share, and I plan to spend my retirement years trying to convey the skillset and satisfaction I’ve received during my nursing career as an instructor in nurse anesthesia.

The profession of nursing is unique in that you never have to stop. You never have to remain in a position that doesn’t leave you satisfied at the end of your day. Never spend a day in a position that doesn’t give you a sense of satisfaction. Find another mountain to climb. It’s never too late.

Another Mountain to Climb

Brent Earwood, BSN APRN CRNA

I’ve always known from a young age that whatever career path I chose, it would involve caring for others in some way. As many others have done before me, I tried several careers before I found my way into nursing in my early 30’s. I was a surgical first assistant, a medical sales representative, and I held several jobs in and around the Memphis Fire Department (MFD). I was on the MFD that I decided to take the next step and enter the field of nursing.

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Brent Earwood
Have you ever wondered how your Tennessee RN license is regulated? Have you ever wondered who makes the rules that govern your practice? Are you familiar with the legislative process?

The Tennessee Nurses Association held its annual Legislative Summit on April 5 at the War Memorial Auditorium in Nashville. More than 1,100 enthusiastic nursing students, registered nurses, and nursing faculty attended the event to experience firsthand the legislative process, how a bill becomes law and saw firsthand how knowledgeable health care providers (nurses) influence legislation and that Legislators, sometimes without healthcare backgrounds, do govern the practice of nursing and healthcare in the state of Tennessee.

Summit attendees were greeted by TNA’s President, Sandy Murabito, Ed.D, MSN, RN and the Tennessee Association of Student Nurses, Legislative Director, McKinsey Patterson. (see McKinsey on page 11)

TNA would like to express its’ appreciation to Rosalind Kurita, RN, BA, former Speaker Pro Tem of the Senate, former State Senator and former Montgomery County Commissioner, as our keynote speaker. A special thanks also goes out to Speaker of the Senate, Sen. Randy McNally who gave attendees an update on the current happenings at the Legislature.

TNA’s President Elect, Haley Vance spoke to attendees about TNA’s upcoming Project Serve events, (turn to page 2)

TNA’s Manager of Government Affairs and Lobbyist, Wilhelmina Davis, informs attendees on the legislative process and speaks of current legislation TNA is watching and working on.

Attendees at TNA’s 2017 Legislative Summit were inspired, not only by the keynote speaker, nurse Rosalind Kurita, but also by a group of four nurse panelists. All of these woman are so attuned to the importance of nurses involvement in the legislative process and how nurses can and do affect change as it relates to patients as well as to the practice of nursing. Each shared their experiences, had lively conversations and attendees were very receptive as many questions were asked and answers were given. A big thanks to our panelists!

Information is power! Membership in the Tennessee Nurses Association and the American Nurses Association will keep you up-to-date on Legislation affecting the nursing practice. Join Today!

Your voice matters and together we can ensure the future of nursing.

Founded in 1905, TNA is the only full-service professional organization for the state’s 110,000 registered nurses. The mission of TNA is to promote and protect the registered nurse and advance the practice of nursing in order to assure a healthier Tennessee.
McKinsey Patterson

My name is McKinsey Patterson, and I have the awesome privilege to serve as the Legislative Director of the Tennessee Association of Student Nurses. In this role and as a nursing student, I have the opportunity to participate in a lot of special things, but one of the most meaningful has been the Tennessee Nurses Association’s Legislative Day on the Hill. At this annual event, nursing students have the opportunity to come together and learn about legislation that is current to our state’s legislative agenda, but more importantly, relevant to our profession as future nurses.

The truth is, most nursing students didn’t think much about legislation before the Day on the Hill, and they may not spend much time thinking about legislation after it. That is okay, not every nurse pursues an in-depth understanding of the political arena, and neither should every nursing student. So why is it significant that hundreds of nursing students encountered the information about the bills presented at TNA’s Legislative Day?

Well, one day, every one of us in that room is going to find ourselves passionate about a topic or patient population affected by the language in a piece of legislation, or see a need that only a piece of legislation can address. These topics are undoubtedly intertwined into our lives and directly related to the professional goals we wish to make in advocating for our profession and our patients.

Define Your Moral Compass in Nursing Practice

Kate Payne, JD, RN, NC-BC

Summer is here and so are new graduate nurses. All nurses have a role in the ongoing education and formation of new nursing providers. It’s our job as nurses to give the new nurses one of my tools is what I call my moral compass. It’s a way for us to check in with ourselves and our colleagues to ensure we are on target with our goals. I regularly revisit it to see if I am headed in the right direction. It is also good to assess if your personal compass is in sync with your work compass. The compass itself is in my head, but it is also nice to draw it out on paper for yourself or as a group with colleagues. It would be a good exercise to do with new nurses as well.

To draw your compass, start by dividing a piece of paper into four quadrants. Draw an even sided cross through the middle of the page. Leave room at the ends or points of the cross or points of your compass, to add labels, and write some additional notes. Label the top end of the vertical line as Vision and the other end of that line as Values. Label the left side of the horizontal line as Ethics and the right side as Mission. These are the four points of the moral compass. Vision is North, Mission is East, Values is South, and Ethics is West. Notice that this is common language you will find in almost any business: vision, mission, values and ethics. Such statements are meant to communicate what the business stands for, what is important to them in how they work or the products they create, how they treat their employees and the people they serve. All of the elements of the compass are interrelated and build on each other. Businesses that stay true to their vision, mission, values and ethics often fare better in times of crisis as well.

Moving around the compass to the right, the next point is Mission at the East. Mission is how you are going to achieve your vision. It is the path to take. Mission is also described as purpose, in business what is the purpose of the company, in nursing what is your purpose in being a nurse? The vision and the mission are related and are dependent on each other. If vision is the goal, then mission is the path to get there, it grounds and guides you.

At the bottom of the compass is the South point is Values. Values describe what is most important along the path. Often described as core values, they are tightly held beliefs or ideas about what is important. Most of us have a personal set we get from family, religion, and all experiences. As nurses, we also have a professional set and later work in organizations that have one as well. The best jobs are where value sets all line up with each other. People often come to nursing because of their core values. Some come because they are driven by the value of justice—to improve the lives of others. Many nurses also have the core value of technical competency—to do well in their practicing role. Large health care organizations seek out nurses that exemplify such values and others.

Moving to the left to the last compass point at the West is Ethics. If vision is the goal and mission is the path to the goal, with values as what is most important along the path, then ethics is the external reflection of that work. Ethics helps us to know we are on the path, if we are true to our values. If respect is one of your core values, I experience it in the way you treat me. You are kind and you listen, you respect me. If your goal is to be a certain kind of nurse in your vision, I will see that in the way you practice as well as your values.

Why have a moral compass? Because nursing is very much reflective practice. Having a strong moral compass helps one have a sense of integrity which helps support a strong sense of self and self-confidence one gets from internal guidance and is not dependent on the outside world. Research also indicates that people with a healthy and functioning moral compass are more grounded, focused, productive and content. They are more nurturing with positive relationships to others and their environment. As nurses we constantly look at what we do, test ideas and theories. We take that theory and research and see if it is true at the bedside and in the clinic, to see if it is in sync with our moral compass. The most important thing about a moral compass is using it and refining it by checking in with others. Add one to your nursing tool box and help a new nurse develop one themselves. It is never too soon to support and nurture nursing integrity.

References


Electronic Nicotine Delivery Systems Primer

Virginia G. Massey-Holt DNP, APRN, NP-C, TTS

I practice as a Family Nurse Practitioner, am a tobacco treatment specialist (TTS), and work in nursing education. I lecture on lung cancer and tobacco cessation, and like many children of the 1980’s and 1990’s, I grew up in an extended family of smokers. With a lived experience, I understand the literature about tobacco control and cessation. Except for my TTS training, however, I was not as familiar with the new electronic nicotine delivery systems (ENDS). When my home TNA district asked that I prepare something about ENDS, I had a great deal to learn. Now that project has extended to you, a larger audience.

The purpose of this article is to update Tennessee nurses on the use trends, recommendations, known harms, and social impact regarding ENDS. During my background literature review, I realized I didn’t understand the culture or techniques of vaping discussed in the articles, so I went to a local vape supplier. A kind twenty-something, who asked to remain anonymous in the articles, so I went to a local vape supplier. A kind twenty-something, who asked to remain anonymous (personal communication, April 20, 2017), gave me some insight to the topic of my research. He talked about how vaping helped him quit smoking, but then he developed “double pneumonia” from vaping. He was told by his healthcare provider that if he didn’t quit, the damage to his lungs would become permanent. I found it serendipitous that my decision to interview someone had led me to a single case study of one of the documented hazards of vaping.

Current ENDS Trends

The CDC (Singh, et al., 2016) offers these numbers about adult use of ENDS: 12.6% of adults have tried ENDS, and 3.7% of adults use ENDS regularly. Current users may not accurately capture concurrent use of both ENDS and combustible cigarettes (CC) (Wagner, et al., 2017). Youth use has seen the most dramatic rise, from 1.5% in 2011 to 11% in 2015, with 5.3% of middle school children reporting ENDS use (CDC, 2015). ENDS are the most commonly used nicotine source for middle and high school age youth (FDA, 2017a).

USPSTF and AAP Recommendations

Patnode, et al. (2015) completed an analysis of reviews, leading to the update of the USPSTF guidelines. USPSTF 2015 guidelines added an insufficient evidence rating for ENDS as a smoking cessation aid. Patnode continued that at the 6-month cessation point, ENDS offered no significant benefit as a cessation aid. Additionally, the safety of ingredients in ENDS solutions could not currently be established, as manufacturer solutions varied greatly. The Patnode review was published in 2015, and FDA oversight of ENDS began in 2016. The American Academy of Pediatrics (AAP, 2016) recommended to screen all patients not only for nicotine use, but also for ENDS use.

Known Harms of ENDS and FDA Regulation

Although there is little to no carbon monoxide (CO) in ENDS, harmful and potentially harmful components (HPHCs) of ENDS liquid vary widely. The American Lung Association reports known ingredients may include formaldehyde, benzene and acetaldehyde, which are all recognized carcinogens (American Lung, 2017). Batteries operate the heating element to release the vapor. The vapor have a history of exploding and causing serious burns (American Lung, 2017). Nicotine poisoning is a concern: in 2014 there were over 3700 reported cases, having doubled from 2013. One cartridge contains enough nicotine to be fatal to a toddler (American Lung, 2017).

Concerns only, nicotine poisoning is an downward trend, perhaps due to mandatory childproof packaging. Since 2016, Tennessee has required that packaging meet federal child-resistant rules (Public Health Law, 2017). Until 2016, the ENDS industry was not under FDA regulation for production or distribution; ENDS manufacturers and distributors now have a staggered timeline for disclosing ingredients (FDA, 2017b). Until there is a more established database of ingredients, it will be challenging to compare potentially harmful effects. For example, one known harmful ingredient, diacetyl, is a flavoring additive which can cause bronchiolitis obliterans (ALA, 2016). Of note, however, traditional cigarettes contain significantly larger amount of diacetyl. Allen and colleagues (2016) performed a toxicology study of a sampling of ENDS and found undetectable amounts of diacetyl to 239 mcg/cig vs. a benchmark traditional cigarette study, which found 301 to 432 mcg/cig (Fujisoka & Shimamoto, 2005). Although this one ingredient may be lower than combustible cigarettes, it will be difficult to project what its effect may be on patients based on the small vaporized particles delivered via ENDS may be able to penetrate intracellular spaces, when compared to delivery in traditional smoking.

Regarding FDA regulation of ENDS, manufacturers who mix tobacco, make or modify e-liquid, will have graduated timelines for registration, payment of regulatory fees and disclosure of ingredients for their products. Of interest to public health, manufacturer responsibilities will include disclosure of all ingredients with particular attention to HPHCs (FDA, 2017b). The industry will have a mandate to provide labeling stating that ENDS may be addictive and that the liquid is derived from tobacco (FDA, 2017a).

Social Impact of ENDS

Convincing advertising, flavored e-liquid, and “trick” or “cloud” smoking are all enticements to youth (Anonymous, 2017; AAP 2016) and can easily lead to nicotine dependence. Despite prohibited youth sales, the addicted adolescent can make ENDS accessible to those under the age of 18 (AAP, 2016). Tobacco control measures are in place in four states (Tax Foundation, 2017), but Tennessee still lacks special sale taxes for ENDS (Public Health Law, 2017). This snapshot of factors will make it difficult to slow the increase in ENDS use, especially for youth.

There is a decreased general public perceived risk for ENDS and a belief that ENDS are safer than CCs (Czoli, Fong, Mays & Hammond, 2017). All nicotine use has some risk, which varies based on ingredients and method of delivery. A prevalent theory concerning tobacco control states that nicotine is addictive and keeps the addicted smoker in tobacco product; the harmful substances in combustible and smokeless tobacco lead to deaths by contributing to heart and lung disease and cancer; it is reasonable that offering a cleaner source of nicotine may reduce risk. Regional population-level risk (Glazn, S. A., 2014). For many years, nicotine patches, gums and lozenges have been FDA-approved tobacco cessation methods, offering a clean source of nicotine for a cessation attempt. Currently, there is a lack of evidence indicating if ENDS could also fill that gap. The FDA and many of the scientists cited in this writing suggest that much more research is still needed to determine what the long-term risks or possible benefits of ENDS may be.

References Available Upon Request
Congratulations! You have passed the boards and you are officially an RN; what you have been studying for has finally come to fruition. Some of you may be starting to look for your first job, while others may have your first nursing job already lined up and orientation day is right around the corner. Either way, once the dust settles on graduation and passing the boards, one question may linger deep down inside...now what? Here are a few tips that we nurses of 30 plus years can pass on to you to help you make the transition from “Student” Nurse to practicing RN, a much smoother and enjoyable beginning.

**Be Patient with yourself.** The knowledge is there and you do know some good basics, but now is when the real learning begins. Even doing your hospital rotations, the whole atmosphere was catered to the student, so now that you are in the trenches, tell yourself it is ok if you are unsure and need to ask questions, no matter what you think it is something that you were already taught.

**Be open minded.** Take on the attitude of “now is where the real learning begins” and open your mind. There are never any “dumb” questions, so ask and be patient, the nurses that you are working with will have shoes in your shoes at one time too.

**Build good relationships.** Form a good relationship with the other nurses that you work with and the physicians that you come in contact with as well as any upper level administration. Introduce yourself and walk and speak with confidence. This will show that you are ready to be a part of the team and that you are strong and able to do the tasks that are set before you.

**Join Professional Organizations.** Professional Organizations can provide much more education in the specialty that you choose and can provide you with unlimited professional support as you begin your career. Through seminars and workshops, you will pick up new and exciting knowledge that will help you in the work place and will set you above the rest as a valuable contributor to the team.

**Keep your eyes open.** Watching how more experienced nurses, handle conflict resolution, speaking with physicians, or higher level administrators and dealing with difficult families is priceless knowledge. These one on one personal interactions are one of the main reasons why a nurse’s experience is not always replaceable by books or online modules. Watch what works and even what doesn’t will help you when you find yourself in a similar situation, and trust me, you will.

**Expect the unexpected.** Case studies in books are one thing, but a living breathing patient in a bed is another thing altogether. Remember to always stay focused on the patient and learn to trust your gut if you think something just isn’t right. Patients are not textbook and everyone of them is different from the other.

**Don’t give up too soon.** You’ve worked really hard to get here and everyday will not be a cake walk, but don’t give up on the whole profession. Nursing is one of the only professions that allows you so much flexibility from different specialties, to completely different venues in which to practice, so explore every option.

**Be Good to yourself.** Finally, the most important, be good and kind to yourself. Take time to decompress, destress and relax outside of work. Being a nurse not only calls on knowledge and skills, but also emotions, empathy, sympathy, quick thinking and can throw you from sadness to immense joy all in a 12 hour shift. So, when away in your home and with your family and friends, let someone take care of you and do activities that cater to your emotional and mental health, because without a full tank, there is nothing to give and this profession is all about the giving.

**What happened?** Now what??? Now go out and be the person that you showed them when you were an RN student of the original TNA. Do what you got, what you worked so hard for and take some of these tips to heart. We who have been in your shoes, are here for you and we will help you succeed. So, get out those scrub, polish that stethoscope, put on that badge and go get’em, you’ve got this!!

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Summer Admission Deadline: Aug. 15

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I. Please find below the statements from the scholarship recipients

The Tennessee Nurses Foundation

The Tennessee Nurses Foundation would like to congratulate the following fiscal year scholarship, grants and contest awardees!

For full details on everyone listed below, visit tnaonline.org, click on the Tennessee Nurses Foundation link and then click TNF FY 2016-2017 Scholarship and Contest Winners Announcements.

Maureen Nalle Memorial Graduate Nursing Scholarship

Carissa Nicole Myers, BSN, RN

I am extremely honored for being the recipient of the TNF Maureen Nalle Memorial Graduate Nursing Scholarship. Thank you for your generosity as this scholarship will assist with financial burdens. As I continue with my Doctoral education at East Tennessee State University, I will be granted more opportunities to advance my knowledge and accomplish my goals as a direct impact of receiving this scholarship. I plan to attend a professional conference and a review course to better prepare myself for graduation and practice as a future AGNP. Amount received: $2,000

TFN’s TNA District Educational Scholarship

TNA District 1, Stefan Kirkland

I would like to extend my gratitude for being awarded the Educational Scholarship for District 1 of the Tennessee Nurses Association. I will work diligently to ensure the scholarship is well used in my academic endeavors. As I strive to achieve my academic goals, I hope to learn and grow as a student nurse so that I may assist TNA in its efforts to promote and protect the registered nurse and advance the practice of nursing to assure a healthier Tennessee. Amount received: $1,000

TNA District 2

Hugh Friar, ASN, RN

I am beyond grateful for the support I have received, and continue to receive, from TNA. Through the generous support from TNA and TNF, I hope to become an active member who helps to advance our profession. Amount received: $500

McKinsey Patterson

As a nursing student, cash flow seems to slip away left and right whether it be for a med-surg text book, a pair of good compression hose, course fees, or even the NCLEX. To have some of that burden lifted by other nurses living and serving in my area is just about the biggest blessing I could ask for. TNA District 2, if you don’t already know the extent of your impact, please let me remind you how valued I feel to be awarded your scholarship, one made possible by nurses in my own community. Your generosity motivates me and I thank you wholeheartedly for this gift, which made my education easier to pursue. Amount received: $500

TNA District 3

TFN District 3 scholarship applications found two highly qualified candidates. District 3 matched TNF with a second scholarship for $1000.00 funded by District 3 thereby allowing both applicants to receive a $1000.00 scholarship. District 3 honored scholarship recipients,

Maureen Nalle Memorial Graduate Nursing Scholarship

Carissa Nicole Myers, BSN, RN

I am extremely honored for being the recipient of the TNF Maureen Nalle Memorial Graduate Nursing Scholarship. Thank you for your generosity as this scholarship will assist with financial burdens. As I continue with my Doctoral education at East Tennessee State University, I will be granted more opportunities to advance my knowledge and accomplish my goals as a direct impact of receiving this scholarship. I plan to attend a professional conference and a review course to better prepare myself for graduation and practice as a future AGNP. Amount received: $2,000

TFN’s TNA District Educational Scholarship

TNA District 1, Stefan Kirkland

I would like to extend my gratitude for being awarded the Educational Scholarship for District 1 of the Tennessee Nurses Association. I will work diligently to ensure the scholarship is well used in my academic endeavors. As I strive to achieve my academic goals, I hope to learn and grow as a student nurse so that I may assist TNA in its efforts to promote and protect the registered nurse and advance the practice of nursing to assure a healthier Tennessee. Amount received: $1,000

TNA District 2

Hugh Friar, ASN, RN

I am beyond grateful for the support I have received, and continue to receive, from TNA. Through the generous support from TNA and TNF, I hope to become an active member who helps to advance our profession. Amount received: $500

McKinsey Patterson

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The increase in nurse burnout and compassion fatigue has been the subject of numerous studies, books, and articles. Bedside nurses are leaving at alarming rates and some are leaving the profession all together. New nurses, very early in their career, are transitioning to non-caregiver roles. According to a study of newly licensed nurses, approximately one in five leave their job within a year and one in three leave within two years (Blair, 2014). How do we help nurses stay engaged and at the bedside? This is just one of the challenges facing the healthcare profession in the next decade.

The depersonalization of communication with the increase use of healthcare technology, telemedicine, and electronic documentation appears to be a contributing factor. Kathleen Carlson’s article, “Reclaiming Emergency Nursing” in the November 2016 edition of Journal of Emergency Nursing notes, “one reason emergency nurses are leaving our profession is because they feel they have little time to connect and interact with patients.” Carlson states, “this relationship is essential for nurse and patient interactions to be effective and is tied to positive patient outcomes which in turn, lead to improved mental well-being and professional satisfaction.”

Another factor that is impacting the nursing profession is healthcare leaders understanding data measures are evidence based and are here to stay. Is the focus on healthcare data driving nurses away? The challenge appears to be prevalent in emergency departments and hospitals across the country. Nurses are struggling to stay engaged and avoid compassion fatigue. Nurse staff feel the pressure to meet the metrics while providing exceptional care. Nurses often express their perception that hospital administration and leaders only care about the numbers. How can nurse leaders’ help nurses balance the challenge of providing safe, evidence based care, while documenting key elements to capture the metrics, reimbursement, and meet regulatory standards?

The challenge appears to be prevalent in emergency departments and hospitals across the country.

**Honor A Nurse**

The Tennessee Nurses Foundation (TNF) welcomes you to publicly recognize a nurse. With your $50 (tax-deductible) donation to TNF, your honoree’s nurse name will appear in the Tennessee Nurses Foundation (TNF) website (www.tnfnurse.org) as well as in this designated “Honor A Nurse” section of the Tennessee Nurses Foundation (TNF) website (www.tnfnurse.org). A photo and brief paragraph may also be submitted to further recognize your honored nurse.

Make a donation to honor a special nurse that:

- has a special family
- has a special occasion
- received a promotion
- received an award
- is a friend, or a colleague
- has a special event or occasion coming up

Patients and patients family members:

- Honor A Nurse that truly made a difference in their care, or the care of a family member.

Your $50 donation will toward continued support of the TNF and their work advocating for scholarships, and grants that support the needs of nurses in Tennessee. TNF is a nonprofit, 501(c)3 organization. Donations are tax-deductible to the fullest extent allowed by law and support the mission of TNF.

**Areas Covered Include:**

- Building Trust
- Establish a Plan
- Setting Goals
- Explore Job Satisfaction, Workplace Engagement and Empowerment
- Understanding Self and Others
- Effective Communication
- Problem Solving
- Time Management
- Leadership and Workplace Dynamics
- Career Development and Understanding the Meaning of Professionalism in Nursing
- Evaluation and Outcomes

Complete details available at www.tnfnurse.org. Click on the Tennessee Nurses Foundation link and then click Nurse Mentoring Toolkit. For questions, call 615-254-0350.

The Tennessee Nurses Foundation’s mission is to promote professional excellence in nursing.

**Nurse Mentoring Toolkit**

Now Available to Hospitals and Schools in the State of Tennessee

Provided by the Tennessee Nurses Foundation

The TNF Nurse Mentoring Toolkit is designed for hospital nurses and can be used for students enrolled in a nursing program. This toolkit includes resources that support mentor program coordinators, mentors and mentees. Best Practices, questions to jump start discussions, resources, checklists and activities are contained in this practical, how-to mentoring guide.

Developed by The Health Alliance of MidAmerica LLC, a limited liability company of the Kansas and Missouri hospital associations, in conjunction with the Colleague Nurse Educators of Greater Kansas City and the Kansas City Area Nurse Executives, this successful program provides encouragement and support to help nurses navigate the challenges of working in a hospital.

**Is the Focus on Healthcare Data Driving Nurses Away?**

Sharon Painter, MSN, RN

The increase in nurse burnout and compassion fatigue has been the subject of numerous studies, books, and articles. Bedside nurses are leaving at alarming rates and some are leaving the profession all together. New nurses, very early in their career, are transitioning to non-caregiver roles. According to a study of newly licensed Registered Nurses, approximately one in five leave their job within a year and one in three leave within two years (Blair, 2014). How do we help nurses stay engaged and at the bedside? This is just one of the challenges facing the healthcare profession in the next decade.

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District 1

President: Carla Kirkland

District 1 is so proud and excited for our President, Florence Jones, as she was recently named CEO of Memphis Methodist Hospital North. Florence is an excellent leader and role model for all nurses, and we are honored to have been able to work with her! Due to her new responsibilities in this role, she stepped down early from her role as District 1 President. Carla Kirkland (President-Elect) is now President of District 1 and Lisa Beasley (Vice-President) is now President-Elect. Mary Gaston was appointed to fill the empty Vice President position. Also new on our Board is Claudia Twardzik, who was appointed to fill the seat vacated by Kathy Putman, who moved out of state.

We continue to have our monthly educational dinner meetings, and have also started inviting an elected official to these meetings, to educate us on state and local concerns, and address questions our members have for them.

Representative Van Turner meets with nurses at the TNA District 1 meeting.

In February, several of our members served at the Mid-South Mission of Mercy Dental clinic, held at Bellevue Baptist Church. There were 1,856 registered volunteers, 2,145 patients were treated, and $1,166,091 worth of free dentistry was provided to our community!

April 4th we were pleased to host a Legislative Forum for the TN House District 95 special primary election. All 10 candidates accepted our invitation to appear. This free community event had approximately 150 people in attendance. We had coverage from two TV news stations and the local Commercial Appeal newspaper. We are excited for our community to see that our nurses are involved, and are leaders, in the District 1 area!

District 2

President: Deb Chyka

Celebrating Nursing in District 2

On April 13 District 2 celebrated the profession of nursing, outstanding nurses and students, and one another. Guest speaker, Karen Burchfield, MSN, RN, CPN led the attendees through a series of true stories that answered the question of her message “Nursing? Did I sign up for this?” Stories about a mother who recognized her in Walmart and reminded her she had saved her child from dying, to being the last best friend a teenage girl made before she died, Karen brought us all from the mountain peak, to the valley and back to the peak again with tears and laughter. Nurses across the room nodded their heads as they recalled their own stories that left them with extremes of emotion. Students soaked in every last word, wondering when they would have stories to tell of their own; non-nursing guests marveled at the strength and compassion these nurses and future nurses possessed.

Awards for District 2 nurses included the following:

Clinical Award - Dr. Sheila Taylor

Scholarship Award - Dr. Rebecca Koszalinski

Maureen Nalle Leadership Award - Dr. Sharon Davis

Service Award - Mary Jane Johnson

Friend of Nursing Award - Maxine Raines

Nursing students from local community colleges and universities were honored with a Student Excellence Award for their scholastic and clinical achievements. Recipients included:

Sydney Nelson, King University

Kymber Tillman, Lincoln Memorial University

Melissa Humfleet and Kymber Tillman

Angela Lunsford and Hugh Friar

Erica Hydro, Roane State Community College

Erica Hydro and Marcia Spurgeon

Shelley Roberts, South College

Billie Phillips and Shelley Roberts
District News

Brittany Grimes, Tennessee Wesleyan University

Gary Crotty and Brittany Grimes

Briana McIntyre, The University of Tennessee, Knoxville, College of Nursing

Deb Chyka and Briana McIntyre

Brittney Bailey, Walter State Community College

Brittany Bailey and Raycene Brewer

President: Chita Farrar

District 3

Next District 3 Meeting – June 15, 2017

Topic: Equity in Health Care

Speaker: Joe Burchfield, Sr. Vice President – Tennessee Hospital Association Government Affairs and Communication

Presentation for the evening will address the following:

- A baseline of understanding about the role of health equity in today’s healthcare environment.
- Provide practical examples and approaches for identifying and addressing health disparities in Tennessee’s communities.
- Identify resources for advancing health equity in the healthcare setting.

• Understand the impact of federal healthcare reform on health disparities.

Where: Maggiano’s Little Italy, 3106 West End Avenue, Nashville, TN

Time: Social – 6:00 p.m. – 6:30 p.m.; Speaker – 6:30 p.m.-7:30 p.m.

District 6

President: Raven Wentworth

On Tuesday, April 27th District 6 celebrated the 2017 class of registered nurses. We would like to welcome all new graduates to the profession. We hope to serve as a resource for you as you begin your journey.

District 12 Members and Guests

health care leaders in attendance. Tennova Healthcare of Dyersburg, TN sponsored the event.

Our next district membership meeting is scheduled for September 21, 2017. An exciting event is being planned! If you have questions about this district, please contact us at TNADistrict12@gmail.com or call us at 731.324.3155.

Shop special thanks to Tennova for sponsorship and UTM-Ripley for providing space and audiovisual support for this event.

District 12

President: Brad Harrell

TNA District 12 – including Dyer, Lauderdale, and Tipton counties – held their first membership meeting by reactivating their district activities. Members were invited to a dinner at University of Tennessee at Martin - Ripley Center. The group hosted Senator Ed Jackson and Representative/House Minority Leader Craig Fitzhugh. They shared legislative updates and initiatives. They also answered questions and addressed issues important to nurses in the district. TNA State President, Dr. Sandy Murabito, and State Lobbyist, Wilhelmina Davis shared state and legislative updates with the group via remote videoconference. We had over 20 students, nurses, and health care leaders in attendance. Tennova Healthcare of Dyersburg, TN sponsored the event.

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NMC is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, political affiliation, age, marital status, disability, sexual orientation, veteran status, or any other characteristic protected under federal, state, or local law. For more information visit www.tn.gov.

Tennessee Nurses Association will allow you to:

Manage Your Career:

- Search and apply to the best jobs in health care that value your profession
- Upload your resume/resume summary to our system to create an automated search of your qualifications
- Access a personal profile, 24/7 career center, and personal coaching

Employee Engagement: Join your colleagues in Tennessee as a nurse and a nurse leader. Participate in exclusive programs that make a difference.

Visit www.tnnaonline.org to get started!

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- Competitive Wages • Hiring Bonuses • Generous Benefits • Loan Repayment Eligibility

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Please contact Human Resources 432-20-1277 for further information on Bering Strait Region’s Exceptional People, Extraordinary Care.

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Exceptional people, extraordinary care

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Ginny Moore was recently named a finalist for the Capacity-Building Volunteer Award for Hands On Nashville’s 31st Mary Catherine Stroble Awards.

Carole R. Myers, PhD, RN
TNA District 2
Linda Norman, DSN, RN, FAAN
TNA District 3

District 01

District 02
Melanie Bankerd, Meredith Cathleen Buckner, Karen N Eldridge, Dylain Kevin Francisco, Sharon Franzczak, Lindsey Hale, Erica Monique Horace, Maria Christina Hurt, Kirsten Jackson, Angela Kelsoy, Rebecca Susan Koszalinski, Tara Elizabeth Lundy, Cassandra Vincent Malone, Mary Anne J. Modrinc, Marissa Dawn Monroe, Steven Morgan, Victoria Niederhauser; Ruth Palmer, Kelsey Pope, Lara Karlynn Reed, Sheila Lynn Taylor, Dalya S. Tobea, Melissa Wells, Catherine White, Kristy Williams

District 03

District 04
Tonya L. Ameredes, Sherry Lynn Baierl, Astrid C Banegas, Matthew Barry, Susanne Clark, Junazan JARDER

TNA District 2
National Nurses Week was earlier this month, but at East Tennessee Children’s Hospital, we decided to expand our appreciation to all clinical staff. On May 6 - 12, we celebrated Health Care Week to honor all nurses, RNs, LPNs, HUCs, PCAs, medical assistants, surgical techs and emergency techs who make an impact at Children’s Hospital.

The week was packed with fun activities like daily costume themes, a sushi party, a pizza party, and free coffee. Staff were encouraged to wear their Health Care Week t-shirts all week long.

Proceeds from the t-shirt sales went to the professional employee council and the employee benevolence fund. “The benevolence fund isn’t something you think of until you need it,” says Workforce Development and Engagement manager, JoAnn Johnson. “We’re very fortunate to be able to help our employees as much as we do.” Nurses and clinical staff were able to raise $5,500 for the benevolence fund.

“It’s just another reason our staff is the best,” says Karen Burchfield, Nursing Director at Children’s Hospital. Thank you nurses and clinical staff for all you do!

During Nurses Week, District 1 members participated in the March of Dimes March for Babies Walk at Shelby Farms Park. Carla Kirkland and Mary Gaston with Le Bonheur NICU nurses
Membership—Each of you has something to offer...a skill that would strengthen the profession in some way. Join TNA Today! Don’t wait! Update your MyANA profile today!

Thank you for being a member of the Tennessee Nurses Association and the American Nurses Association! We value you and want to continue creating opportunities that meet your needs. In order to do so, we need to understand your nursing role, interests, and experience.

Please update your member profile today! Log into your MyANA profile at nursingworld.org and select ‘Update Professional Info’ to complete each section.

As a thank you for your time, we have a gift for you: Stepping into Your Spotlight: Building Your Professional Brand. This webinar shows you how to advance your nursing career by creating, developing, and promoting your professional brand.

We hope you will take advantage of this opportunity so we can continue to deliver relevant and tailored experiences.

Clem, Danika Erin Dawson, Caitlin Grant, Charinette Dee Yeonorum Lumanian Guerrero, Bethany Alyce Guffey, Christal Hadorn, Elizabeth Ruth Ann Hampton, Ronda Huisman, Mary Elizabeth Hunsucker, Jennifer Ingram, Leslie Moro, Lisa Phillips, Naeli Ramirez, Taylor Keasler Reed, Cynthia Rhodes, Lois Andrea Shepherd, Tina L Smith, Angela C Stokes, Rebecca Lorraine Thomas, Robyn Tobias, Sherry Wallmarker

District 05
Charles David Bray, Traci Logan Childress, Mary Elizabeth Collier, Cindee Daugherty, Elizabeth H. Dobbins, Amy J Edmison, Meghan Nicole Gill, Shannon Marie Glover, Tonia W. Hale, Nicole  Harmon, William Guy Harper, Renee Hensley, Courtney Elizabeth Holloway, Kyle F Imes, Deborah Layer, Tracey Little, Jeanette Margaret Mullaney, Teresa Louise Musket, Kayla Owens, Loretta Sue Parton, Melissa Ann Powell, Andrea Smith, Melissa D. Smith, Peggy T. Staton, Lin Stevens, Cecily Strang, Randi Trent, Anna Christine Wheelock, Tracy White, Lindsey Debord Yoggerst, Tammy Young

District 06
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District 09
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District 15
Sangomi Key Labai Ajamu, Mickey Almon, Stephanie Bowen, Magen P Cantrell, Leda B Colwell, Leah Featherston, Heather Nicole Furno, Casea Lynn Hayes, Shari N Hollins, Karen L Killian, Rachael R Koch, Debra Faye Landwehr, Megan Nicole Morley, Caroline Scudder, Debbie Ann Thompson, Lita F Warise

Sustainability and Innovative Models for Nurse-led Care and Clinics
The University of Tennessee, Knoxville Center for Nursing Practice and the College of Nursing invite you to the second annual conference on nurse-led care and clinics.

July 27, 2017 – 9:00am to 4:00pm
University Club Nashville, 2402 Garland Ave., Nashville, TN 37212
$65.00 to attend, $35.00 for students—includes breaks and lunch

Call for Abstracts: Posters and Presentations
The conference focuses on the sustainability and innovative models of nurse-led care and clinics. We are accepting abstracts for posters and presentations [400-600 words] on research and topics related to the sustainability and innovative models of nurse-managed care and clinics. Abstracts are due to cnp@utk.edu by the end of the day on June 14, 2017. To submit an abstract, register for the conference, or for inquiries please contact Virginia Fowler at cnp@utk.edu or visit www.nursing.utk.edu.
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