



# Tennessee Nurse

*The voice for professional nursing in Tennessee since 1905*



The Official Publication of the Tennessee Nurses Foundation  
Quarterly publication distributed to approximately 112,000 Registered Nurses in Tennessee.



## I Am TNA

### The Nurses Lunch

*Frances M. Edwards, RN, MSN  
VUSN '53, '76*

When my husband and I moved to The Blakeford in 2013, I was pleasantly surprised to find there were several nurses here. As May came, I decided this would be a great time for all the nurses who lived here as well as the two on staff to get to know one another. I planned a luncheon around May 12, which is Florence Nightingale's Birthday, and that week is celebrated as "Nurses Week."



Frances M. Edwards

That first year I got a caramel birthday cake from Dessert Designs (and every year), and we would toast Flossie! Each year, there have been about 9 to 10 new nurses moving in, so we talk about our education and experiences. Some are exciting, but all are meaningful and interesting! We have lost our oldest nurse, who was 107 and graduated in 1935! But we continue to enjoy that lunch and make new friends. Nurses have a different way of looking at the world and solving problems, so it is always interesting and fun!

Our profession is one of the oldest, and there is so much history for us to celebrate. I have celebrated the 12th of May since I belonged to the Holistic Nurses Association, and they made me think about Florence Nightingale, all of her work, and the beginning of the profession. Nurses are remarkable people. We seem to be able to sort out the most important thing to do first and make sure all are on board to work through the problem. I think we all need to celebrate our beginnings with birthdays, and nursing's professional beginning was with Florence Nightingale. So, as long as I am here, we as nurses must celebrate her birthday with cake!

#### What aspect of my career am I most proud of?

It would be hard for me to say what part of my career I was the proudest of. I have learned from each of my endeavors and been energized by each area I would focus on. I learned all I could about each area and then got bored!

I realized as I got more into the study of Human Sexuality counseling, I would need a masters degree in something! I was 46 and had four children (three teenagers). I researched several programs and thought I could get "done" quickest in the Mental Health Masters in Nursing at Vanderbilt School of Nursing. I could not get off my world and go to school full time, so they allowed me to go two years (six semesters) to receive that degree. A funny thing happened on the way. First, I realized I knew more about sex than any of the professors, and if I continued to use examples from that, I might not graduate! By divine providence, I was led to Stress. I did my research and theses on Relieving Stress with Invasive Test. I became the first Master Nurse (1976) at St. Thomas Hospital. Of course, I was not employed by St Thomas but by a vascular surgeon (who incidentally was my husband). That was a 20-year career in providing patients education, information, and emotional support throughout their hospitalization. This was a new concept from which all the educational efforts for patients are now being offered. All this time, I was teaching Sexuality anywhere I was asked! After a few years, I did stop Sexual Counseling, there were more sex counselors by this time, so I was not leaving a void. At some point, Ginger Manley started a class in Human Sexuality elective at Vanderbilt School of Nursing. I was the other professor in that class.

I enjoyed being at the forefront of the study of Human Sexuality and giving my understanding and knowledge to students and clients. I also enjoyed getting involved

in politics by being an officer in the Tennessee Nurses Association. As I would learn and then teach other nurses to take opportunities to explain Nurse's Day to legislators, it was so rewarding. Most of the legislators have at least one relative who was a nurse. Most of the legislators had the image of nurses as handmaidens of doctors. They had a hard time imagining nurses being educated to do research, lead and design patient care, and being important entrepreneurs on their own.

#### What advice would I give to someone going into the nursing field?

I would say to all new graduates, like Dr. Suess's "Oh the Places You'll Go." Nursing opens up a whole new world. Sure, you have to work hard and use your brain ALL THE TIME! But it is rewarding and fun! And too, if you get bored, you can change your focus to another area without too much trouble. And Oh, the Places I've Been!

Great fun, and what a passion I have always had for nursing!

#### **Frances Edwards has served as:**

- Past President of TNA District 3—two terms in the '80s
- She was a two-Term Past President of TNA (1989-1993)
- In October 1996, Edwards was awarded the first Political Nurse of the Year Award
- She served as Chair of TNPAC for many years
- Frances also served as a member and later chair of the American Nurses Association Political Action Committee (ANA PAC), endorsing federal candidates for elective office. She was the chair of ANA PAC when the first \$1 million PAC was achieved.

# TENNESSEE NURSE is GOING GREEN

## SPECIAL ANNOUNCEMENT

We are going totally DIGITAL. This will be our last print copy of *Tennessee Nurse*. As with any changes, we may have some growing pains as we adjust to this new format but we are confident that this is the right direction for TNF to take.

Non-Profit Org.  
U.S. Postage Paid  
Princeton, MN  
Permit No. 14

current resident or

# Accelerate your career in Nursing

**TNA Career Center**  
<https://tnna.associationcareernetwork.com/>

The *Tennessee Nurse* is the official publication of the Tennessee Nurses Foundation, 545 Mainstream Drive, Suite 405, Nashville, TN 37228-1296  
Phone: 615/254-0350  
Email: [tnf@tnaonline.org](mailto:tnf@tnaonline.org)  
Published exclusively by the Tennessee Nurses Foundation and the Arthur L. Davis Publishing Agency, Inc.

**TNF 2022-2023 Board of Trust**  
Sharon Little, President  
Alicia Frasure, Vice President  
Brittany Haskell, Treasurer  
Patsy Cridfield, Secretary

Cindy Borum, Brad Creekmore, Ken Edmisson, Amy Hamlin, Julie Hamm, Karen Hande, Kenda Harrison, Angela Heatherly, Heather Jackson, Bill Jolley, Kelsey Kent, Carla Kirkland, Sue MacArthur, Jennifer Pearson, Dara Rogers, Nancy Stevens, Debra Sullivan, Raven Wentworth

**TNA 2022 Board of Directors**  
Julie Hamm, President  
Carla Kirkland, Past-President  
Heather Jackson, Vice President  
Nancy Stevens, Treasurer  
Angela Heatherly, Secretary  
Jennifer Hitt, Director – Membership  
Kerry Copeland, Director – Education  
Michele McCarthy, Director – Operations  
Marcia Barnes, Director – Government Affairs  
Monique Beale, Director – Practice

**TNA 2022 District Presidents**  
Lisa Beasley, District 1; Angela Heatherly District 2; Ginny Massey-Holt, District 3; Nancy Stevens, District 4; Christine Reed, District 5; Christie Manasco, District 6; Shannon Johnson, District 8; Chaundel Presley, District 9; Christy Blount, District 10; Vacant, District 12; Marcia Barnes, District 15

**Managing Editor**  
Kathryn A. Denton

**TNA Staff**  
Kirk W. Lawson, CAE, Executive Director  
Kathryn Denton, Director of Operations, Managing Editor – *Tennessee Nurse*, TNF Program Director  
Melanie Sain, TNA Accountant  
Laura Fuller, Association Director, Ngage Management  
Mariam Robinson, Membership Manager, Ngage Management  
Kim Moore, Event Manager, Ngage Management

The official publication of the Tennessee Nurses Foundation shall be the *Tennessee Nurse*. The purpose of the publication shall be to support the mission of the Tennessee Nurses Foundation and 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*.

**Article Submissions:** The Tennessee Nurses Foundation 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 [Kathryn.Denton@tnaonline.org](mailto:Kathryn.Denton@tnaonline.org) or mailed to Managing Editor, Tennessee Nurses Foundation, 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 750-1,000 words. Photos are welcomed as hard copies or digital files at a high resolution of 300 DPI. The Tennessee Nurses Foundation assumes no responsibility for lost or damaged articles or photos. TNF 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 Tennessee Nurses Foundation at [Kathryn.Denton@tnaonline.org](mailto:Kathryn.Denton@tnaonline.org).

For advertising rates and information, please contact Arthur L. Davis Publishing Agency, Inc., PO Box 216, Cedar Falls, Iowa 50613, (800) 626-4081, [sales@aldpub.com](mailto:sales@aldpub.com). TNF and the Arthur L. Davis Publishing Agency, Inc. reserve the right to reject any advertisement. Responsibility for errors in advertising is limited to corrections in the next issue or refund of price of advertisement.

Acceptance of advertising does not imply endorsement or approval by the Tennessee Nurses Foundation of products advertised, the advertiser, or the claims made. Rejection of an advertisement does not imply a product offered for advertising is without merit, or that the manufacturer lacks integrity, or that this Foundation disapproves of the product or its use. TNF and Arthur L. Davis Publishing Agency, Inc. shall not be held liable for any consequences resulting from purchase or use of an advertiser's product. Articles appearing in this publication express the opinion of the authors; they do not necessarily reflect views of the staff, Board or membership of TNA and TNF or those of the national or local associations.

Copyright©2022 by the Tennessee Nurses Foundation. The *Tennessee Nurse* is published quarterly in February, May, August and November. Published free for TNA members and emailed to registered nurses licensed in Tennessee. Others may request a subscription to the *Tennessee Nurse* for \$30 per year by contacting [Kathryn.Denton@tnaonline.org](mailto:Kathryn.Denton@tnaonline.org).

ELEVATE YOUR DEGREE. ELEVATE YOUR IMPACT.



FACULTY EXPERTS. ONLINE OPTIONS. COMPETITIVE ONLINE TUITION RATES.



nursing.utk.edu

**PLEASE SHARE WITH NEW GRADS!**

The Board of Nursing receives thousands of Initial Licensure by Exam applications each year. Incomplete applications can result in delays in applicants receiving eligibility for the NCLEX. Submit complete applications on time to secure the Authorization to Test (ATT).

FULL INSTRUCTIONS WITH LINKS TO REQUIRED DOCUMENTS AVAILABLE:

**TENNESSEE Breastfeeding Hotline**

855-423-6667  
**855-4BF-MOMS**  
24 hours a day / 7 days a week

# Human Milk?

Tailor Made for Tiny Humans!



# From the Executive Director

Kirk W. Lawson, CAE

I hope you, your family, and/or your significant other are having a great summer. For many, there is a temptation to coast through the summer months before picking up the intensity once again in the fall. However, this summer, I am sure that you, as well as TNA have been busy, and from where I sit, it is only going to be more hectic in the coming months.



Kirk W. Lawson

Based on the rapidly changing healthcare and legislative landscape, TNA needs your constant guidance, attention, and support as we cannot afford to fall asleep at the wheel as there is too much at risk for your patients and the profession.

Whether you view the current environment as grim or as one of abundance, the one constant is the need for bright, engaged members and leaders to be willing to engage in advocacy for yourself, your patients, your colleagues, and the profession.

One of our primary goals here at TNA is to provide our members with timely and relevant educational experiences to help prepare you for the challenges of today and tomorrow.

In June, we produced our first Critical Issue Forum, which dealt specifically with the issues surrounding the RaDonda Vaught trial and the criminalization of unintended medical errors.

In July, we reimagined the TNA Leadership Academy as we presented the TNA Leadership Bootcamp, which brought together aspiring nurse leaders and student nurse leaders to discuss the inner workings of TNA and the TSNA, respectively. We appreciate the time and dedication shown by all our moderators, speakers, and panelists who helped make the day a momentous success.

In the months ahead, we will continue to engage with our members and look forward to this year's TNA Annual Conference, which we will share with the TSNA. There will be plenty of networking opportunities, a wide variety of high-quality educational sessions, great keynote speakers as well as the TNA Membership Assembly, where we will elect members to the following offices: President-elect, Vice President, Treasurer, Director of Education, Director of Membership, and two new members to the Nominating Committee.

There will be time spent discussing a variety of issues that are affecting nursing and nurses every day and in the future.

To keep informed as to everything TNA is working on, keep an eye out for our e-mail alerts, the *Tennessee Nurse*, and our electronic newsletter. If you have any questions, refer to the TNA website, as there is always a wealth of information available.

As you know, the way to keep TNA relevant, vibrant, and growing in the future is to continue to recruit new members and develop new leaders. We have an excellent Board and great committee leadership today and want to continue to ensure that in the future. To that end, please consider volunteering for one of our TNA committees. There are plenty of opportunities for you to engage with TNA, and there is still time for you to get involved.

As nurses, you are privileged to have chosen a profession that allows you to make a difference in people's lives every single day. I see the light that shines within each of you and the passion that you bring as you care for us all. Thank you for being you!

# From the President

Julie Hamm, MSN, ACNP-BC

Fall is always an exciting time at TNA because it means one thing: Our Annual TNA Conference is near! This year our conference will be in Franklin, TN, at the Franklin Marriott Cool Springs. The dates I want you to mark on your calendar are October 6-9th. After being virtual for two years, we are undoubtedly excited about the chance to see everyone in person this year.



Julie Hamm

The theme of this year's conference is *Creating a Path Forward*. So, we are excited to offer you the chance to create your path forward with four days of breakout sessions, general sessions, and educational opportunities with CEU hours.

There is a path to better nursing care. It requires critical thinking and innovative ideas. Although our recent challenges have been substantial, they are not insurmountable. Let us create our paths by coming to a conference full of inclusive, engaging, and enjoyable learning experiences.

Please plan to attend our conference this year and create your path forward to excellent care for all people across the state of Tennessee!

I look forward to seeing each of your faces in October, and if you need me or have any questions feel free to email me at [President@tnaonline.org](mailto:President@tnaonline.org)

**TNA**  
TENNESSEE NURSES ASSOCIATION

**2022 Annual Conference**

**October 6-9, 2022**

**Franklin Marriott Cool Springs**  
700 Cool Springs Blvd. | Franklin, TN 37067

*See page 4 for 2022 conference information*

## Earn your DNP at UTC

Take the next step in your career.

UTC offers a variety of DNP degree programs:

- Acute Care Nurse Practitioner Adult Gerontology (hybrid)
- Family Nurse Practitioner (hybrid)
- Post-Master's Nursing (online only)
- Nursing Administration Systems (online only)
- Nurse Anesthesia (in-person only)

Check us out online and apply today!

[utc.edu/dnp](http://utc.edu/dnp)  
423-425-1741

THE UNIVERSITY OF TENNESSEE  
**CHATTANOOGA**  
School of Nursing

EARN A DEGREE

# BEYOND

yourself

Cumberland UNIVERSITY

[Cumberland.edu/nursing](http://Cumberland.edu/nursing) • 100% NCLEX Pass Rate in 2021

BSN • LPN to BSN • MSN Nurse Educator • MSN Executive Leadership and Administration



TENNESSEE NURSES ASSOCIATION PRESENTS THE 2022 ANNUAL CONFERENCE

# CREATING A PATH FORWARD

On March 11, 2020, the World Health Organization acknowledged that the Covid-19 pandemic was occurring. Since then, even the most skilled, experienced clinicians have been challenged, sometimes to the brink of mental and physical exhaustion. Nurses are referred to as the “front line” – a phrase commonly associated with soldiers in war. Because national Covid-19 numbers are declining in most areas of the country, many are looking at picking up the pieces and gathering thoughts on how to move onward.

Following any mental challenge, the debriefing phase is essential for mental health support. This stage is a time for reflection, acceptance, and recovery. This year, the Tennessee Nurses Association conference will examine the issues nurses have experienced, the effects of nursing-related outcomes and ways to best create and extend a path forward. In so doing, we will revisit our historical roots of conquering hardships and obstacles that have so often plagued our profession and reinforce our unifying voice to positively influence healthcare.

**October 6-9, 2022**

**Franklin Marriott Cool Springs  
700 Cool Springs Blvd. | Franklin, TN 37067**

### IMPORTANT DEADLINES

Registration Onsite After	September 20
Registration Cancellation/Refund Deadline	September 18
Hotel Reservation Deadline	September 15



## TNA & TSNA REGISTRATION INFORMATION

<b>Pre-Conference</b> <i>Thursday, October 6</i>	<i>Nurses Advocacy: Why, How, When</i> – Price will be included in the Full Conference Registration fee. However, Thursday only pricing is available if you do not plan to attend the conference. Check TNAonline.org and click on events for details as they become available.
<b>Full Registration</b>	Includes pre-conference on Thursday, breakfast and lunch on Friday, Friday’s Welcome Event featuring exhibits, food, music, silent auction opening, and networking opportunities; attendance to all educational activities; entrance to Saturday Awards Reception; Exhibit Hall; Saturday, breakfast and luncheon; all breaks and Membership Assembly
<b>TSNA Conference</b>	Includes breakfast and lunch on Friday, Friday’s Welcome Event featuring exhibits, food, music, silent auction opening, and networking opportunities; attendance to all TSNA educational activities; (NCLEX Review) TNA educational activities, entrance to Saturday TNA Achievement Awards Program; Exhibit Hall; Saturday breakfast and luncheon; all breaks and TSNA Membership Assembly.

## TNA & TSNA CONFERENCE REGISTRATION FEES

**NOTE:** Only paid registrants displaying an official TNA conference name badge will be allowed entrance to conference program events.

	Full TNA Conference Registration - Includes Thursday, Friday and Saturday			Thursday Only	TSNA Pre-Licensure Students
	Early Bird! Thru Aug 22	Regular 8/23 – 9/20	On-Site After 9/20		
TNA Member	\$320	\$370	\$400	\$120	–
Non-Member	\$420	\$470	\$500	\$120	–
TSNA Conference	N/A	N/A	N/A	N/A	\$95

TENNESSEE NURSES ASSOCIATION PRESENTS THE 2022  
**ANNUAL CONFERENCE**

**Conference Schedule**  
All times are central

Thursday, October 6	
Time	Activity/Event
	<b>ADD-ON PRECONFERENCE</b>
12:30pm - 4:30pm	Registration Open
2:00pm - 5:00pm	Nurses Advocacy: Why, How, When - Carole Myers
4:00pm	Evening On Own
7:00pm - 8:00pm	PAC Fundraiser ( <i>tentative</i> ) - Ticket Required
Friday, October 7	
Time	Activity/Event
7:30am - 4:30pm	Registration Open
7:30am - 9:00am	Breakfast
7:30am - 11:30am	TNF & PAC Silent Auctions Set Up
7:30am - 8:45am	Poster Set-Up
8:00am - 12:00pm	TSNA - NCLEX Review
9:00am - 11:30am	“Welcome & Opening Remarks Membership Assembly-Candidates Forum”
11:30am - 9:00pm	TNF & PAC Silent Auctions Open
11:30am - 11:45am	Transition to Lunch
11:45am - 12:30pm	Lunch
11:45am - 12:30pm	TN Nurse PAC Membership Lunch Meeting ( <i>tentative</i> )
12:30pm - 5:00pm	Exhibitor Set Up
12:30pm - 1:30pm	Opening Session: DRUMinSYNC - David Spak
1:30pm - 1:45pm	Break-Transition to Sessions
1:45pm - 2:45pm	General Session: Improving Access to Care for Sexual Assault Victims & Survivors in Tennessee
2:45pm - 3:00pm	Break & Posters
3:00pm - 4:00pm	General Session: Employee Engagement to Create a Sustainable, Healthy Work Environment-Lessons Learned
4:00pm - 5:00pm	Membership Assembly-Issues Forum for TNA
4:00pm - 5:00pm	Membership Assembly for TSNA
5:00pm - 6:00pm	Refresh for Reception
6:00pm - 9:00pm	Welcome Reception with Music & Exhibitors
Saturday, October 8	
Time	Activity/Event
7:30am - 4:30pm	Registration Open
8:00am - 4:30pm	TNF & PAC Silent Auction Open
8:00am - 9:00am	Breakfast, Exhibitors & Posters
9:00am - 10:00am	Membership Assembly TNA
9:00am - 10:00am	Membership Assembly TSNA
10:00am - 10:15am	Break, Exhibitors & Posters
10:15am - 11:15am	Concurrent Breakout Session A - Poster Presentatons
	Concurrent Breakout Session B - Prone: A Bottoms Up Approach
	Concurrent Breakout Session C - Swimming with the Sharks: Preparing Future Nurses to be Leaders and Innovators
	TSNA Session 1 - TBD
11:15am - 11:30am	Transition to Lunch
11:30am - 1:00pm	Exhibits & Networking Luncheon
1:00pm - 1:15pm	Transition to Session
1:15pm - 2:15pm	General Session: - Nurses’ Implicit Attitudes Regarding the LGBTQ Population - Carolyn Howard
2:15pm - 2:30pm	Break, Exhibitors & Posters
2:30pm - 3:30pm	Concurrent Breakout Session D - Advocacy Outside of the Legislature
	Concurrent Breakout Session E - Professional Transitions Preparation Workshop
	Concurrent Breakout Session F - Teaching Students How to Learn: An Intervention for Reducing Academic Distress and Burnout in Nursing Student
	TSNA Session 2 - TBD

3:30pm - 3:45pm	Transition to Membership Assembly - Posters Close & Disassemble
3:45pm - 4:30pm	Membership Assembly & TN Nurses PAC Live Auction
4:30pm	Silent Auctions Close & Winners Posted
4:30pm - 5:15pm	Refresh for Reception
5:30pm - 6:30pm	Reception
5:30pm - 6:30pm	“Keynote: Innovation Focus-Design & Build the Future of Healthcare Oriana Beaudet, ANA Vice President of Nursing Innovation”
6:30pm - 7:00pm	Achievement Awards
7:00pm - 7:45pm	TNF & PAC Silent Auction Payment & Pick Up
Sunday, October 9	
Time	Activity/Event
7:30am - 9:00am	Voting for TNA Elections
7:30am - 11:30am	Registration Open
9:00am - 10:00am	Breakfast Session/Closing Session: Restoring Our Passion, Ruth Kleinpell
10:00am - 10:15am	Break
10:15am - 11:30pm	Membership Assembly/Adjournment
11:30am	Conference Concludes

**UTHSC NURSING:**  
A LEGACY OF LEADERSHIP.  
A CAREER FOR LIFE.



**DNP PROGRAM RANKED 27th** in country by U.S. News & World Report

**ACCELERATED,** 12-month BSN program

**8 DNP** concentrations,  
**3 DUAL DNP** concentrations

**TRADITIONAL BSN** Offering 4-semester program

**ONLY** university-level Registered Nurse First Assistant program in Tennessee

**EXCELLENT PASS RATES** on NCLEX-RN

# TENNESSEE NURSES ASSOCIATION PRESENTS THE 2022 ANNUAL CONFERENCE

## Pre-Conference

Thursday, October 6

**Nurses Advocacy: Why, How, When**  
Carole Myers, PhD, RN, FAAN

Price will be included in the Full Conference Registration fee. However, Thursday only pricing is available if you do not plan to attend the conference. Check [TNAonline.org](https://TNAonline.org) and click on events for details as they become available.

## Membership Assembly

All TNA members who attend this Annual Conference will be eligible to vote on all issues, positions, resolutions, and policies brought before the assembly. Don't miss this chance to let **YOUR** voice be heard!



## Let's Vote!

TNA members will vote for Board officers and Directors on Sunday. Election results will be announced during the closing of the Membership Assembly. The slate of candidates is in this issue, with complete details at [TNAonline.org](https://TNAonline.org) under the Events menu. If you are unable to attend the conference, Absentee Ballots are available until September 9. Information on requesting an Absentee Ballot is available in this issue



## TNF Silent Auction

The Tennessee Nurses Foundation will hold its Annual **TNF Silent Auction** and will offer a unique assortment of items, with proceeds going to support nurses through TNF's programs, as well as opportunities to support fellow colleagues. The **TNF Silent Auction** — your shopping extravaganza— begins Friday and ends Saturday at 4:30 p.m.

Donations are being accepted through 11:00 a.m. on Saturday, October 8, the last day of the auction. An intent to donate form is available at this link <https://form.jotform.com/221034939173152>

## TN Nurses PAC Live and Silent Auctions

TN Nurses PAC will hold both a live and silent auction. If you are interested in donating items to either of the PAC auctions, please email Kirk.Lawson@TNAonline.org for more information and a donation sheet.

## Awards



**2022 TNA**  
Achievement Awards

The Tennessee Nurses Association Achievement Awards Program is designed to recognize nurse leaders and friends of nursing. It is TNA's opportunity to acknowledge exceptional dedication, commitment, and professionalism of the people who make TNA successful.

## Hotel Information



The cut-off date for TNA's discounted room rate is **Thursday, September 15, or until the group block is filled!** After this date, reservations will be accepted at the hotel's prevailing rate, based on room type availability.

TNA's special room rate: \$149 (single/double). The direct booking link is <https://www.marriott.com/event-reservations/reservation-link.mi?id=1647533934118&ey=GRP&app=resvlink>

Online reservations are preferred to ensure you receive TNA's group rate.

Join TNA in Franklin, TN, from October 6-9, 2022, to experience a conference jam-packed with opportunities to engage and network with colleagues and pursue professional development, all while earning contact hours. With four days of sessions and hundreds of nurses, you don't want to miss this event!

## TENNESSEE NURSES ASSOCIATION MEMBERS ONLY REQUEST FOR ABSENTEE BALLOT – 2022

**TNA Member Agreement:** I understand that by receiving an email from TNA, which includes a voting link for the TNA ballot, in the manner and form approved, discharges TNA's responsibility to me in the matter of absentee voting. I further understand that requesting voting by absentee ballot removes my name from the list of eligible voters at the TNA Annual Conference.

Absentee ballot requests must be submitted online through the TNA Request for Absentee Ballot form at [TNAonline.org](https://TNAonline.org), which is located under the Events menu. **The submission deadline is September 9, 2022.**

The voting by absentee ballot link will be emailed to you on or before September 14, 2022. **The deadline for completing your online ballot vote is the close of business day on September 30, 2022.** Absentee votes will not be counted after this time and date.

If you have questions, please contact Kathryn Denton at [Kathryn.Denton@TNAonline.org](mailto:Kathryn.Denton@TNAonline.org) or call 615-254-0350 ext. 3.



**2022 Annual Conference**



**EXHIBITOR & SPONSORSHIP OPPORTUNITIES**

**Maximize Your Organization's Exposure to Tennessee Nurses at TNA's Annual Conference**

<https://tna.nursingnetwork.com/page/94961-sponsor-and-exhibitor-opportunities-2022-tna-annual-conference>

TENNESSEE NURSES ASSOCIATION PRESENTS THE 2022 ANNUAL CONFERENCE

2022 ELECTIONS Slate of Candidates

Visit TNAonline.org and click on Events to view the TNA Slate of Candidate’s statements. Elections will take place on Sunday, October 9, during TNA’s Annual Conference. Election results will be announced during the closing of the Membership Assembly on Sunday. If you are unable to attend the conference, visit https://tinyurl.com/2p9hb3k5 to request an absentee ballot. The absentee ballot request deadline is September 9.

President-Elect Vote for one (1)



THOMAS COE, RN, PhD, MBA, MHA, RN-BC, NEA-BC, FACHE (R)

Treasurer Vote for one (1)



SHERRY RABER DNP, MMHC, MSN, RN

Director - Membership Vote for one (1)



JENNIFER HITT PhD, RN



ANGELA HEATHERLY DNP, MSN, RN

Director - Education Vote for one (1)



JAMES (WILLIAM) HALL MSN-Ed., RN, CDP, PLNC



VICTORIA JACKSON MHA, BSN, RN, NE-BC



REBECCA KOJAK DNP, RN, NE-BC, PHN



CHRISTIE MANASCO PhD, RN



TIFFANY WARD APRN, FNP-BC

Vice President Vote for one (1)



LORETTA BOND PhD, MSN, RN, CNE



TINA SINATRA-WILHELM RN, DNP



SUSIE LEMING-LEE DNP, MSN, RN, CPHQ



LARRY GOINS DNP, EdD, MSN, RN, NE-BC, AGCNS-BC, SANE



LIZA WALDROUPE PhD (c), MSN, RN



PAIGE MULLINS DNP



GLENNALASHLEY DNP, APRN, FNP-C



MARLAYNA WITHAM ASN, BSN, RN, CCRN-CSC-CMC



JANET FLYNN MULROY DNP, ACNP, CCNS, CCRN

Nominating Committee continued on page 8

# Appalachian Highlands Center for Nursing Advancement and the Tennessee Center for Nursing Advancement

Nominating Committee continued from page 7



**JENNIFER PEARSON**  
RN, BSN



**TINA SINATRA-WILHELM**  
RN, DNP



**JULIA STEED**  
PhD, APRN,  
FNP-BC

*Kathryn Wilhoit, RN, PhD, NEA-BC, FACHE, HSE*



**Kathryn Wilhoit**

Tennessee nurses and those in surrounding states can join in and celebrate an event that gives hope to those of us in the nursing profession. In October of 2021, Alan Levine, Chairman, and CEO for Ballad Health, and Dr. Brian Noland, President of East Tennessee State University (ETSU), announced an agreement to form the Appalachian Highlands Center for Nursing Advancement (AHCNA) developed to address the great need for nurses in the Appalachian Highlands region. The Appalachian Highlands region includes upper East Tennessee, Southwest Virginia and a few counties in Kentucky and North Carolina. The College of Nursing at ETSU administers the AHCNA.

Concurrent with the formation of the AHCNA, our Tennessee governor and area legislators set into motion legislation to form the Tennessee Center for Nursing Advancement (TCNA) [<https://wapp.capitol.tn.gov/apps/BillInfo/default.aspx?BillNumber=SB2401&GA=112>]. The TCNA is designed to focus on increasing the number of practicing nurses in Tennessee. The TCNA will be administered by the AHCNA at East Tennessee State University College of Nursing, and partners will share leadership and resources within this structure. To view the Final copy of TN Public Chapter 885 SB2401 TN Center for Nursing Advancement.pdf, go to <https://tinyurl.com/4avdrzrm>.

Major goals of the TCNA include increasing the number of graduates available through our schools and colleges in collaboration with our clinical partners. Priorities include strengthening support for students who will learn to provide care at multiple levels. A top priority is quality education for graduates at all nursing schools. Other priorities include strengthening educational preparation for LPNs, and RNs and increasing

nursing support that include training for CNAs. The creation of a nursing data center will allow for assessment and evaluation of supply and demand information about population-based nursing, development of positive workplace environments that greatly impact nurses' wellbeing, health, professional collaboration, and most importantly, patient outcomes. Supporting nurses to obtain the associate and ultimately a baccalaureate degree with more opportunities to obtain advanced degrees will drive innovation in clinical and academic settings related to education and patient care experiences.

Phase I of the Nursing Strategic plan will be reported to the Tennessee Legislature and the Governor's staff by July 1, 2023. There is sincere interest in learning how all parties at the high school, technical school, community college, university colleges of nursing and clinical settings can be a part of a coordinated effort to support and grow undergraduate nursing graduates and improve the pipeline through to graduation.

Listening to nurses from all settings, stakeholders, employers, CNAs, and LPNs, is a first step to ensuring that the plan for nursing that is developed reflects the voices, needs and wisdom of all regions of Tennessee. Therefore, Listening Sessions are scheduled throughout the month of September 2022. We encourage you to attend and be involved in one of the sessions. Listening sessions will be held at various sites throughout Tennessee. Please register and share this information with colleagues, co-workers, employers, and neighbors. The link for registration is available at [TNLovesNurses.org](http://TNLovesNurses.org). This event is FREE, and CEUs will be provided at no cost if you desire them. Many thanks are due to the Tennessee Action Coalition group who are serving as volunteers during the listening sessions.

More information will follow in subsequent issues about the Advisory Board for the TCNA and a program for sharing best practices as well as updates on information gathering. It is a pleasure to serve as the initiating director for the Appalachian Highlands Center for Nursing Advancement and the Tennessee Center for Nursing Advancement.

**INTELLIGENT, CARING, HARD-WORKING, DEVOTED.**

**OK. THAT'S ENOUGH ABOUT YOU.**

**LET US TELL YOU ABOUT CRMC.**

To find out more log on to [www.crmchealth.org](http://www.crmchealth.org).



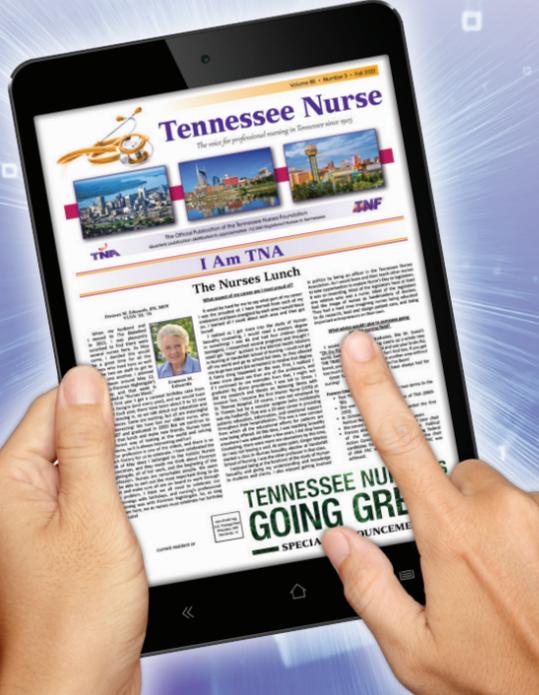
1 Medical Center Boulevard  
Cookeville, TN 38501

**COOKEVILLE REGIONAL MEDICAL CENTER**  
It's the way We CARE

E.O.E.



To access electronic copies of the Tennessee Nurse, please visit <http://www.NursingALD.com/publications>




**COLLEGE of NURSING**  
EAST TENNESSEE STATE UNIVERSITY

**A leader in nursing education at bachelor, masters and doctoral levels**

Nationally recognized for nurse-managed health centers, rural focus, interdisciplinary programs, and community partnerships

**Take Your Career to a Higher Degree.**

[etsu.edu/nursing](http://etsu.edu/nursing)



# Nurses Well-Being

## Burnout: Lessons from Mary Breckinridge

Most every nurse has experienced burnout in some form. Shah et al., (2021) reviewed 2018 nurse survey data (N=50273) and found that 31.5% of nurses who left their job did so because of burnout. Nurses in the Southeastern United States were almost twice as likely to report burnout. Working in the hospital and more than 20 hours per week were associated with more burnout (odds ratio, 3.28; 95% CI, 1.61-6.67). Staffing issues and taxing work atmospheres were major causes of burnout (Shah et al., 2021). There is no easy fix to eradicate burnout from healthcare, but each nurse can take self-care measures to alleviate exhaustion. For self-care inspiration, let us look to Mary Breckinridge and learn from her example.



Cassie Burks, DNP, MSN, FNP-BC, RN, CEN, A-EMT

Mary Breckinridge, born in Memphis, Tn, was an American Nurse Midwife pioneer and advocate for rural nursing (Breckinridge, 1952). She established Frontier Nursing Service in 1925 to provide familial care for the Appalachian people in Eastern Kentucky. She lived through World Wars, the influenza pandemic of 1918, and personal tragedies. Her children's deaths served as motivation to improve pediatric health. She quickly discovered that pediatric well-being was related to the care mothers and babies received during pregnancy and delivery. Having lived abroad, she was able to discern just how useful midwives, who were firstly nurses, were to their patients. Since the idea of nurse midwives was a novel concept in America, she decided to go to England for nurse midwifery training in 1923. The intense 4-month course consisted of lectures, hospital rounds, district rounds, and prenatal clinic time. Training prioritized continuity of care as the students were required to follow the same expectant mothers during prenatal visits, through delivery, and until the postpartum visit was complete. Student midwives were also called to any deliveries during their hospital rotations. Many students also worked nights caring for mothers and babies. There were no days off, not even half-days which contributed to exhaustion. Mary Breckinridge found herself run down with a respiratory illness during this time. She was allowed a week to recuperate and permitted to make up for the lost week after she first rested. During her time off, she slept 10-12 hours each night, went to the theater, and visited with friends. After a respite, she was able to finish her training, but before completing her board examinations, Mary asked for 3 weeks off. During this time, she visited friends, went to the seaside, basked in sunshine, and traveled to new places. She later wrote, "I gained new strength, as I always do, from hours lived in touch with the earth and in country air" (Breckinridge, 1952, p. 129). So, what can we learn from Mary Breckinridge?

1. Self-care is important
2. Request days off
3. Don't work on your days off
4. Sleep
5. Enjoy friend's company
6. Find time for the things you love
7. Explore nature
8. Travel to new places

### References

Breckinridge, M. (1952). *Wide neighborhoods: A story of the frontier nursing service*. University Press of Kentucky.  
 Shah, M. K., Gandrakota, N., Cimiotti, J. P., Ghose, N., Moore, M., & Ali, M. K. (2021). Prevalence of and factors associated with nurse burnout in the US. *JAMA network open*, 4(2), e2036469-e2036469.

# Spotlight on Practice

## I Am Still In Here

Chandler Anderson, MSN, APRN-BC, FNP

In May of 2021, I found myself entering my twenty-eighth year in the nursing profession. I started my career as a certified nursing assistant at fifteen years old. I was at a point where I was exhausted due to the ongoing SARS COVID 2 pandemic. As a Family Nurse Practitioner, I had grown frustrated with the short time I was able to spend with patients, as patients in the outpatient setting wanted to quickly be diagnosed, or their chronic illness managed, and be on their way. I was torn as to what my purpose was, both professionally and personally. I had lost my passion for nursing, as it seemed I had simply become a name on a prescription pad rather than an advocate for patients or even a caregiver who knew his patients inside and out. Unknowingly, I was about to enter a role which would reignite the passion I had lost and return my love of nursing.



Chandler Anderson

On May 7, 2021, I began as the medical hospitalist at an inpatient geriatric psychiatric facility. My role was to manage the patients' medical problems while the psychiatric team adjusted their psychiatric meds to stabilize them for a return to their home, whether that be with their family, an assisted living facility, or a skilled nursing facility. Admittedly, psychiatric medications were not my specialty. However, the psychiatric team assured me they would help me become comfortable with the potential effects of each medication relative to patient comorbidities like hypertension and diabetes. I have learned so much from the psychiatric team, particularly Ms. Elizabeth Vernon. She has spent endless hours teaching me the rationale for choosing one medication over another for various psychiatric illnesses. She is the absolute best provider and human whom I have ever known. However, my education regarding the human experience of geriatric patients with acute psychiatric illnesses far exceeds anything Ms. Vernon or any other provider could teach me.

Each day as I rounded seeing patients at the hospital, I would see them improve, sometimes dramatically, sometimes very incrementally. However, what I also saw was the toll dementia, the most common admission diagnosis, took on the patient and their family. I witnessed husbands who had gotten up daily for decades to work eight-to-ten-hour days to provide for his family, be unable to recall his wife's name. I witnessed wives who adored their doting husbands be unable to identify the faithful and loyal man on the other end of the phone line. I heard the sadness in the voice of daughters who would ask when their daddy would "get back to his normal," only to have to tell her his new normal was confusion. I watched as Ms. Vernon and the other members of the psychiatric team had to tell families their parent was no longer safe to live at home due to advancing dementia.

Within those moments, which were undoubtedly devastating on the surface, I was able to be a shoulder to cry on and an empathetic ear to whom these families could vent. It was in those moments the nursing flame was stoked and did not extinguish as I had feared was occurring.

As the months progressed, I found myself trying to make sure patients not only received impeccable management of their medical comorbidities; but also maintained dignity in the face of progressive, irreversible dementia. While they may not be able to remember the names of their children, they still had the capacity for laughter and love. Dementia may have stolen memories, but it did not steal their kindness and compassion toward others. I found myself watching as patients developed new friendships with others in group therapy. My heart smiled as I watched the activities director lead games of beach ball, which produced sounds of laughter from places sorrow had occupied. I sat in amazement as the nursing staff would lead trivia activities which stimulated the use of the patients' long-term memory. Tears welled up in my eyes as I watched former nurses, now unable to remember multistep processes, serve as helpers to the mental health techs who were passing out snacks to the group therapy participants. The resiliency of the human spirit was on full display every day in this facility.

The moment my passion for nursing burst into a full-on inferno occurred one Sunday morning. I was rounding early because my children and I had Titans tickets for a game that evening. I had reviewed meal percentages, fluid intake and outputs, vital signs, finger sticks and labs. I just needed to round and examine each patient. Little did I know that "just rounding" would be so much more. I leaned down and asked a frail, elderly gentleman how he was doing today. He spoke softly and slowly. I heard his response but wasn't certain I heard what I thought I did. I apologized for not hearing him well and asked him to repeat himself. He looked directly into my eyes and repeated, "I am still in here." He wasn't talking about still being in the hospital; he was talking about his still being in the body that had once been the breadwinner for his family. He was still in the body that many years ago, held his baby daughter for the first time. The body that had helped take care of his elderly parents before they passed, he was still there, and he wanted me to remember he in fact, was still there. After I gathered myself, I responded, "yes, you are."

As a tear rolled down my cheek, I realized the passion for nursing I thought I had lost, was indeed still there as well. At that moment, I was a bedside nurse again who had a soul-to-soul connection with a patient. I was not a prescriber evaluating a sore throat and writing a prescription whilst worrying about wait times. I was not a business owner worrying about a social media presence. I was a nurse who had validated a patient's feelings as they felt their independence slowly slip away. I had been what I set out to be at fifteen, someone who helps people in their greatest time of need.

### THINK OUTSIDE THE HOSPITAL.

Consider a career in correctional nursing with Centurion Health!

Opportunities available throughout Tennessee.

Ask about our sign-on bonus!

Contact Cathleen Garrison today!  
 cgarrison@teamcenturion.com  
 615.200.1066 x1062

www.CenturionJobs.com | EOE



APSU School of Nursing  
 RN to BSN  
 100% Online

APSU Program Advantages:

- 100% online coursework
- Five start dates each year
- Complete in as few as 12 months
- Accelerated, seven-week courses



FOR MORE INFORMATION:

Visit: [www.apsu.edu/nursing/bachelornursing/rn-to-bsn/](http://www.apsu.edu/nursing/bachelornursing/rn-to-bsn/)  
 Email: [RNtoBSN@apsu.edu](mailto:RNtoBSN@apsu.edu)

Austin Peay State University does not discriminate on the basis of race, color, religion, creed, national origin, sex, sexual orientation, gender identity/expression, disability, age, status as a protected veteran, genetic information, or any other legally protected class with respect to all employment, programs and activities sponsored by APSU. <https://www.apsu.edu/policy>, Policy 6.003 Pub# AP09/11-20/1

# TN Board of Nursing Update

## Nurse Practice Act/ Scope of Practice

Sherry Richardson, MSN, RN  
Executive Director, TN Board of Nursing

The Tennessee Nurse Practice Act consists of statutes (laws) enacted by legislators and rules promulgated by the Board of Nursing.

The nursing statutes are located in Title 63, Chapter 7, and may be found at: <https://www.tncourts.gov/Tennessee%20Code>.

The Rules and Regulations promulgated by the Tennessee Board of Nursing may be found at: <https://publications.tnsosfiles.com/rules/1000/1000.htm>.

RN Rule 1000-01-.04 (3) specifically speaks to individual responsibility):

(3) Responsibility.

(a) Responsibility. Each individual is responsible for personal acts of negligence under the law. Registered nurses are liable if they perform delegated functions they are not prepared to handle by education and experience and for which supervision is not provided. In any patient care situation, the registered nurse should perform only those acts for which each has been prepared and has demonstrated ability to perform, bearing in mind the individual's personal responsibility under the law.

(b) Registered nurses, duly licensed by the State of Tennessee who practice nursing in this state are not prohibited from expanding their roles by the Nursing Practice Act. However, R.N.'s functioning in an expanded role assume personal responsibility for all of their acts. R.N.'s who manage the medical aspects of a patient's care must have written medical protocols, jointly developed by the nurse and the sponsoring physician(s). The detail of medical protocols will vary in relation to the complexity of the situations covered and the preparation of the R.N. using them.

Board of Nursing Position Statements (policies) also provide guidance. Board of Nursing Position Statements may be found at: <https://www.tn.gov/content/dam/tn/health/healthprofboards/nursing/position-statements/Position%20Statements%202022.pdf>.

Board staff receive many questions regarding the Tennessee Nurse Practice Act and scope of practice. Board staff are not permitted to issue opinions or interpretations on legal questions but will share resources to assist nurses. Many resources are available on the Tennessee Board of Nursing website at: <https://www.tn.gov/health/health-program-areas/health-professional-boards/nursing-board.html>.



Sherry Richardson

# Government Affairs

## When Nurses Vote, Nurses, and Patients Win! You are a Registered Nurse so make sure you are also a Registered Voter!

Kathleen Murphy  
TNA Director of Government Affairs and Lobbyist

I wanted to let you know this will be my last *Tennessee Nurse* article. I will be leaving the TNA for another opportunity this summer. I am extremely honored to have represented your nursing profession for the last four and a half years. You have taught me so much, and together we have achieved legislative victories, fundraising successes, developed new programs and events, and most importantly, built upon the political capital that the Tennessee Nurses Association had to continue the momentum at the State Legislature. We passed legislation protecting the title of "nurse;" when nurses are assaulted on the job, their assailant will face stiffer penalties; APRNs and RNs have made gains toward being able to practice to the full extent of their education and experience, and we have impressed upon elected officials the importance of provider neutrality not only in the law but in their everyday vernacular as well. There are so many lessons and memories I will be taking with me when I depart TNA. I have one more advocacy request for you, though; make sure to vote in this year's November General Elections.

**When Nurses vote, Nurses and Patients win, so speak up and vote!** You must do your research on your elected officials and candidates running for office. Reach out to their campaigns. Talk to them about the issues your patients face, and you face in your practice. Do not assume they know what nurses are going through just because of increased media attention from the pandemic. As we have discussed many times that you are probably tired of me saying it but if nurses do not speak for the nursing profession and its patients' other groups, professions, and people will do it for you. Nurses must speak up for themselves and their patients and the best time to do this during an election year is at the ballot box.

**Make sure your voter registration is up to date.** It is important that you check the new voter registration card



Kathleen Murphy

you should have received from your local county election commission or this website <https://sos.tn.gov/govotetn> to verify which legislative districts you live in and that your voter registration is up to date. This isn't just for people who have moved or changed their names in some way. Double check that your registration is correct so your voice will be heard. Aren't registered? You can do so online at that website as well.

You may remember in my earlier article this year that during this legislative session, all legislative districts, from your local city board and school board to the congressional districts, were updated to reflect changes in population from the last 10 years. This is referred to as redistricting or reapportionment and is another reason to double check your voter registration.

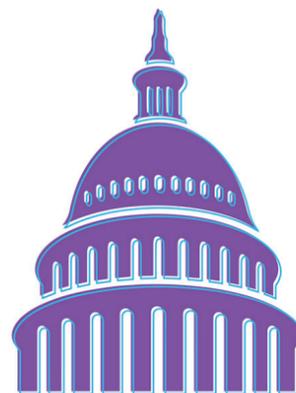
After you have checked your registration, checked which districts you live in, you've reached out to the candidates to make sure they know and understand the nurses' perspective, please make sure you have **marked your calendars** with the following dates:

Early voting for all candidates for Governor, U.S. House of Representatives, Tennessee Senate (odd-numbered districts), and Tennessee House of Representatives begin Wednesday, October 19, and ends on Thursday, November 3, 2022. **Election Day is Tuesday, November 8.**

I used to be one of those people who wanted to vote on the actual election day. Probably because my parents always took my brother and me to vote with them. One of my favorite family pictures is standing outside a polling location when my father was up for re-election. Make voting a family activity, or a social activity, or better yet, go vote with your fellow nurses. Proudly go to the polls in your scrubs! I would love to see social media flooded this election cycle with Nurses speaking up for the profession and patients at the polls. Tag the TNA in your post to encourage other nurses to do the same!

Voting is one of the most important ways to promote and protect the profession of nursing. Thank you for our time together and the fellowship we have shared. Thank you to the TNA Board of Directors, TNF Board of Trustees, the GOVA committee, the TN Nurse PAC board, TNA staff past and present for making this experience a great one. To all Tennessee nurses, thank you for selflessly serving the public as a nurse no matter what setting or environment you find yourself in.

# SAVE THE DATE



JOIN US IN ADVOCATING AT  
**NURSES DAY ON THE HILL**

MARCH 8, 2023

# TN Nurses PAC

## Does TNA Need a Political Action Committee (PAC)?

*Marcia Barnes, DNP, RN, APRN, ACNP-BC, CWS, CPSN  
TNA Board Director, Government Affairs  
TN Nurses PAC Board, Treasurer*



Marcia Barnes

The first Political Action Committee (PAC) was created in 1944 by Congress of Industrial Organizations who sought to raise funds to assist in the reelection of President Franklin Roosevelt. PACs had eventually become an ancillary part of political campaigns in the US until the Federal Election Campaign Act of 1971 was passed. The Federal Election Campaign Act replaced existing campaign finance laws and required campaigns to file quarterly disclosure reports of contributions and expenditures. The law also provided the basic legislative framework for separate segregated funds, more commonly known as PACs. This law was amended in 1974 and established rules and regulations that brought transparency to federal elections in America (Federal Election Commission, n.d.).

The Federal Election Campaign Act was established to reduce the influence of money in campaigns by setting strict limits on the amount a particular corporation, union, or private individual could give a candidate. Many times, a PAC will have to provide a donation just to get a meeting and have a conversation with a candidate, pay to play, so to speak. PACs found that they could get around these limits by soliciting much smaller contributions from a much larger number of individuals and are still able to provide substantial funds for candidates (Federal Election Commission, n.d.). The number of PACs grew from about 600 in the 1970s to more than 4,000 by 2010. PACs still possess the ability to become a powerful force for any election.

PACs, in US politics, are organizations whose main purpose is to raise and distribute campaign funds to candidates seeking political office, both

federal, state, and local. PACs are generally formed by corporations, labor unions, trade associations, or other organizations or individuals and channel voluntary contributions they raise to candidates for elected offices. A PAC is a private political organization used to raise and spend money to elect or defeat a particular candidate(s) by collecting and pooling contributions from individuals (Federal Election Commission, n.d.). In our situation, from TNA members. State PACs, as with TNA, are governed by state laws.

TN Nurses PAC is tied directly to lobbying efforts and helps represent the mission, vision, and interests of TNA and the nursing profession. PACs are lobbying avenues to attempt to influence the decisions of government that would benefit the profession of nursing the most (Federal Election Commission, n.d.). PACs help get officials elected who support specific causes. This takes money. It is not about the candidate but what the candidate stands for with issues relevant to nursing and healthcare.

The key to a successful PAC is raising sufficient funds that can further the well being of both nurses and healthcare. The PAC is not about voting Republican or Democrat but is about voting for nurses and the nursing profession. We need to support those candidates that support and work for nurses. The TN Nurses PAC is a voluntary, unincorporated political action committee for registered nurses and others interested in health issues. It is not affiliated with any political party or candidate. With over 110,000 nurses in Tennessee, if each donated \$100, that would be over 1.1 million dollars of potential good that could be done for our profession. The TN Nurses PAC could be a much more powerful PAC than it currently is! It is time for us all to support those candidates that support nurses. To accomplish this, yes TNA needs the power of a PAC.

Federal Election Commission. (n.d.). S. 3044 (93rd): Federal Election Campaign Act Amendments. <https://www.govtrack.us/congress/bills/93/s3044>

Federal Election Commission. (n.d.). Political action committees (PACs). <https://www.fec.gov/press/resources-journalists/political-action-committees-pacs/>

**TENNESSEE NURSES**



**A POWERFUL INFLUENCE**

★ Add strength to your contribution as a Nurse ★  
Contribute to TN NURSES PAC.

★ Ask others to contribute. ★

**TN NURSES PAC is founded on the knowledge that nurses have a stronger voice and representation in the political process by making contributions to candidates and elected officials who will advocate for patients and nurses.**

**TENNESSEE NURSES POLITICAL ACTION COMMITTEE**

**Make your contribution to TN NURSES PAC today at TNAonline.org**






THERE'S NO LIMIT TO HOW FAR YOU CAN GO WITH SOUTH COLLEGE'S

# SCHOOL OF NURSING

MODERN LABS & EQUIPMENT · LEARN FROM EXPERIENCED FACULTY  
HELP GAIN THE SKILLS YOU NEED

## GO FAR. GO SOUTH.

**SOUTH.EDU**

Updated narrative we have to use with CCNE accreditation logo:  
The Bachelor of Science in Nursing and the Master of Science in Nursing programs offered at South College are accredited by the Commission on Collegiate Nursing Education, 655 K Street NW, Suite 750, Washington, DC 20001, 202-887-6791 (<http://www.ccnaccreditation.org>). South College is pursuing initial accreditation by the Commission on Collegiate Nursing Education, 655 K Street NW, Suite 750, Washington, DC 20001, 202-887-6791 (<http://www.ccnaccreditation.org>) for the Doctor of Nursing Practice and Post-Graduate APRN Certificate Programs. Applying for accreditation does not guarantee that accreditation will be granted. The South College DNP Nurse Anesthesia Program was granted initial accreditation by the Council on Accreditation of Nurse Anesthesia Educational Programs (COA) effective October 13, 2021. The address for COA is: 222 S. Prospect Ave., Park Ridge, IL 60068. Phone number: 847-655-1160, website address: [www.coacna.org](http://www.coacna.org). Additionally, during the same October 2021 accreditation meeting, the COA granted the following two items for the South College DNP Nurse Anesthesia Program: (1) Approval of Distance Education Courses, and (2) Approval of Waiver of Graduate Degree Requirement.



# Hello, savings.

Arrive at your destination in style and comfort. Make the most of your next trip with great offers from Avis and Budget.

## AVIS®

Always receive **up to 30% off** with **AWD #A672041**.

Reserve today at **bit.ly/tna\_avis** or call **1-800-331-1212**.

**Terms and Conditions:** The savings of up to 30% applies to Avis PAY NOW rates and is applicable only to the time and mileage charges of the rental. Offer does not apply to car group X. All taxes, fees (including but not limited to Air Conditioning Excise Recovery Fee, Concession Recovery Fee, Vehicle License Recovery Fee, Energy Recovery Fee, Tire Management Fee, and Frequent Travel Program Fee) and surcharges (including but not limited to Customer Facility Charge and Environmental Fee Recovery Charge) are extra. Offer is available for U.S. and Canadian residents only for rentals at participating locations in the U.S. and Canada. Offer may not be used in conjunction with any other AWD number, promotion or offer. Weekly rates require a minimum five day rental period. Weekend rate available Thursday noon; car must be returned by Monday 11:59 p.m., or higher rate will apply. A Saturday night keep and an advance reservation may be required. Offer is subject to vehicle availability at the time of rental and may not be available on some rates at some times, including some online rates at Avis.com. Car rental return restrictions may apply. Offer subject to change without notice. Holiday and other blackout periods may apply. Renter must meet Avis age, driver and credit requirements. Minimum age may vary by location. An additional daily surcharge may apply for renters under 25 years old. ©2022 Avis Rent A Car System, LLC®



## Budget®

Use **offer code (BCD) B079547** to always **save up to 35% off base rates**.

Book today at **bit.ly/tna\_bgt** or call **1-800-527-0070**.

**Terms and Conditions:** The savings of up to 35% applies to Budget PAY NOW rates and is applicable only to the time and mileage charges of the rental. Offer does not apply to car group X. All taxes, fees (including but not limited to Air Conditioning Excise Recovery Fee, Concession Recovery Fee, Vehicle License Recovery Fee, Energy Recovery Fee, Tire Management Fee, and Frequent Travel Program Fee) and surcharges (including but not limited to Customer Facility Charge and Environmental Fee Recovery Charge) are extra. Offer is available for U.S. and Canadian residents only for rentals at participating locations in the U.S. and Canada. Offer may not be used in conjunction with any other BCD number, promotion or offer. Weekly rates require a minimum five day rental period. Weekend rate available Thursday noon; car must be returned by Monday 11:59 p.m., or higher rate will apply. A Saturday night keep and an advance reservation may be required. Offer is subject to vehicle availability at the time of rental and may not be available on some rates at some times, including some online rates at Budget.com. Car rental return restrictions may apply. Offer subject to change without notice. Holiday and other blackout periods may apply. Renter must meet Budget age, driver and credit requirements. Minimum age may vary by location. An additional daily surcharge may apply for renters under 25 years old. ©2022 Budget Rent A Car System, LLC®



# ANA Membership Assembly

## ANA Membership Assembly 2022: Back in Action



ANA Membership Assembly Visits U.S. Capitol on Hill Day

**Introduction:**

After nearly two years from the beginning of the COVID-19 pandemic, the 2022 meeting of the ANA Membership Assembly took place on June 10 and 11 at the Grand Hyatt in Washington, D.C. One of the primary objectives of the ANA Membership Assembly is to establish the organization's policies and positions. The ANA Membership Assembly meeting provides a forum for the debate of essential nursing practice and policy problems, as well as input from a broad cross-section of nursing leaders. The ANA Membership Assembly consists of ANA members who represent constituent/state member organizations (C/SNAs), the Individual Member Division (IMD), connected organizations, and the ANA Board of Directors. Together we've proved that we can create change and positively influence nursing practice, policy, and culture.



**Ashley Carter**  
BSN, RN  
TNA District 3  
President-Elect

**Hill Day:**

As many of you know, advocacy is essential to advancing the nursing profession and improving the quality of health for all citizens. Nurses, students, and other leaders convened in Washington, D.C., on June 9 for ANA Hill Day. During the hundreds of scheduled visits on Capitol Hill and electronically, nearly 300 individuals from across the country shared their thoughts and knowledge on pressing current issues. It has been demonstrated that nurses are effective advocates, as we recognize the value of cultivating relationships and raising our voices.

The three key issues that Hill Day attendees are called to attention are:

- Improving Seniors' Timely Access to Care Act ([3018/H.R. 3173](#))
- Full practice authority for Advanced Practice Registered Nurses (APRNs)
- Valuing the Nursing Workforce – Workplace Violence Prevention for Health Care and Social Service Workers Act ([4182/H.R. 1195](#))

This unique opportunity to meet with their members of Congress and to share their perspectives on the most pressing issues facing the nursing profession will hopefully reflect unity among the profession and adequately interpret how nurses have risen to the occasion without fail, especially during the pandemic.

**Racial Reckoning Statement:**

The American Nurses Association is actively overcoming racism in nursing through the work of the National Commission to Address Racism in Nursing and our own review of our history in tandem with a plan for moving forward as outlined in the racial reckoning statement. This inquiry has produced a reckoning statement that serves as an apology to nurses of color who have been affected by ANA actions and omissions that contributed to racism in the profession. ANA is initiating a sustained effort dedicated to continued reckoning and healing with this declaration. As part of a path toward racial reconciliation within nursing, the ANA acknowledged, apologized for, and requested forgiveness for behaviors that have negatively impacted nurses of color, caused harm, and perpetuated systemic racism. The voting representatives of the Assembly voted unanimously in favor of the association embarking on a journey of racial reckoning and accepted the ANA's Racial Reckoning Statement. The National Commission to Address Racism in Nursing is co-led by the National Black Nurses Association, the National Association of Hispanic Nurses, and the National Coalition of Ethnic-Minority Nurses. The Commission's members represent



ANA President Ernest J. Grant and Ashley Carter

a broad spectrum of nursing practice, ethnically diverse groups, and regions from around the nation. As an African American woman, I can respect ANA's courage and sense of duty in addressing systematic racism. Although we have a long way to go, we are taking the necessary efforts to remove barriers from the nursing profession.

**Nurse staffing**

The great resignation rattled the most trusted profession in the world. We are all aware of nurses who succumbed to the pressure of the pandemic that resulted in a mass exodus in the profession. Recognizing that the COVID-19 pandemic has exacerbated long-standing nurse staffing concerns, the ANA Assembly contemplated modifying the current guideline regarding nurse-to-patient ratios. Participants emphasized the necessity for enforceable staffing requirements and discussed the challenges and successes of implementing alternative methods. Representatives of the Assembly approved ANA's recommendation that supports safe patient standards, including ratios that are acuity- and setting-specific and enforceable based on nursing assessment, and that ANA will engage with constituent and state nurses associations (C/SNAs) to develop further details regarding standards, implementation, and enforcement.



LtoR: Carole Myers, Lisa Beasley, Ginna Betts (Past President of TNA and ANA), Carla Kirkland (Past President of TNA), Ashley Carter

# ANA Membership Assembly

ANA Membership Assembly continued from page 13

## Addressing verbal abuse and workplace violence

During Hill Day, when elected officials were informed about verbal abuse and workplace violence, they were shocked. It was crucial to explain specific situations in which verbal abuse and violence could be anticipated, such as in individuals coming off sedation, with dementia, and other mental health illnesses that can alter mental status. When reading the data involving verbal abuse and violence, multiple officials were very surprised. Many respondents viewed the results as lacking and inaccurate. Moreover, the data are likely erroneous due to a lack of incident reporting. Frequently, healthcare administrators approach workplace violence by focusing solely on trends in violence instead of prevention, reporting methods, and risk assessments. Verbal abuse, a risk factor for physical violence, is frequently overlooked in discussions. In addition, practice and policy suggestions designed for inpatient settings may not be applicable or beneficial in community settings, such as schools, community health centers, public health institutions, and other locations where workplace violence might occur with less than half the oversight. Representatives of the Assembly urged the American Nurses Association (ANA) to engage key stakeholders in identifying, developing, and advancing strategies resulting in a comprehensive culture of safety and a zero-tolerance approach to verbal abuse and violence in all care settings; advancing workplace violence prevention priorities in nursing practice and public policy, and advocating for better data collection to create policies.

## Impact of climate change on health

Climate changes have lasting impacts on health, such as air quality for asthmatics, limited outdoor exposure due to harmful UV rays, and sunblock for skin protection are some of the many ways we can see climate change affecting our daily lives. According to statements from the International Council of Nursing, the World Health Organization, and the American Academy of Nursing, along with editorials from several health care journals on the danger of climate change on global health, representatives suggested that as the leading nursing organization, ANA should take a strong position in addressing the impacts of climate change on human health as well as prepare nurses to engage patients in discussions about climate change and its health impacts, which disproportionately affect the most vulnerable populations. To confront the public health crisis caused by climate change, Assembly members voted to include climate crisis and its subsequent impact on human and population health as an integral component of their policy agenda. They also urged the ANA, C/SNAs, and IMD to help spread the word about the connection between climate change and the health of the human population and the population at large.

## New President:

During this year's Membership Assembly, elections were held for the new officers. In knowing this would be his last time addressing the Assembly, ANA President Ernest J. Grant, PhD, RN, FAAN, acknowledged the momentous challenges that nurses have faced since the last in-person event in 2019. After a heartfelt address, Dr. Grant thanked the audience for their courage in the face of uncertainty, along with elegance and poise going forward. Oregon Nurses Association President Jennifer Mensik Kennedy was elected by the ANA Membership Assembly to serve as the organization's next president. Over the course of her career, she has worked in rural critical access hospitals and home health care, as well as in administration positions at hospitals and as an educator. For a time, she was President of the Arizona Nurses Association, as well as a 2nd Vice President and Treasurer of the American Nurses Association. All newly elected officials, including Dr. Mensik, will take office on January 1, 2023.

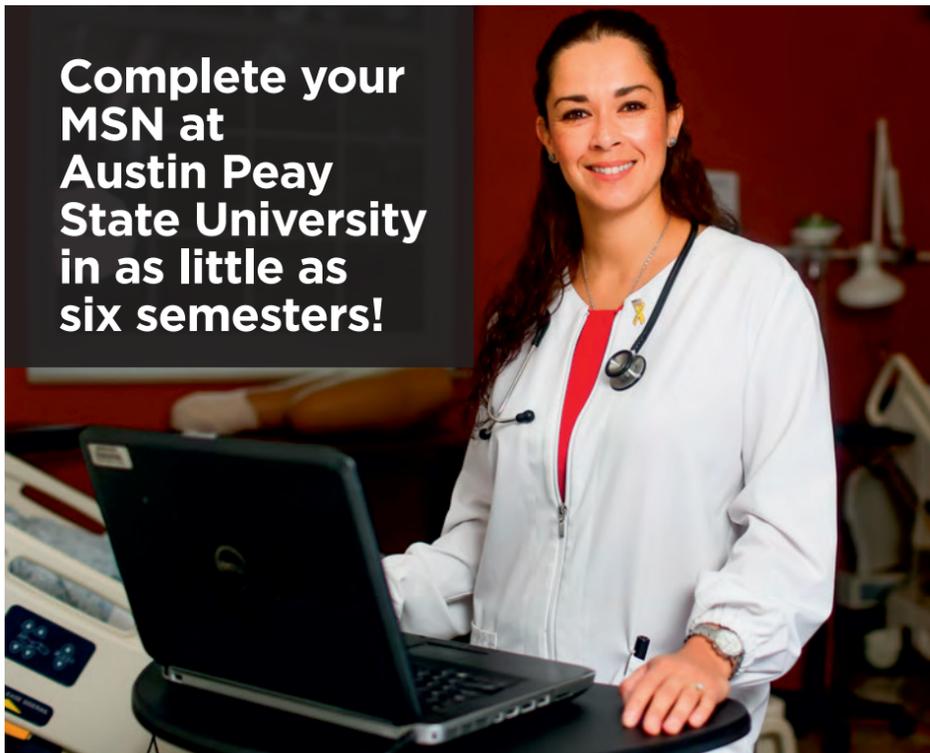
## Conclusion:

As a first-time attendee of ANA's Membership Assembly, it was quite a monumental experience. Theodore Roosevelt once said, "Courage is not having the strength to go on; it is going on when you have no strength," and nurses have done just that through every obstacle we have remained faithful leaders to those we serve. In closing, I feel renewed in optimism and direction and remain focused on our organizations' priorities and our Boards' strategic direction. I want to express my gratitude to all nurses for their ongoing efforts and perseverance. As a result of the dedication of our members, we have been able to carry on the advocacy work that has been so important to ANA's efforts to advance nursing's priority concerns.

## References:

- 2022 Ana Hill day. ANA. (2022, June 10). from <https://www.nursingworld.org/news/news-releases/2022-news-releases/2022-ana-hill-day/#:~:text=Jun%2010th%202022%20For%20the%20first%20time%20in,to%20the%20ANA%20Membership%20Assembly%20Meeting%20June%2010-11.>
- 2022 Membership Assembly Dialogue Forum topic # 2 Friday, June 10, 2022 ... (n.d.). from <https://www.nursingworld.org/~499214/globalassets/ana/leadership--governance/ma/2022/background-document-df2-wpv-and-verbal-abuse-2022-membership-assembly.pdf>
- 2022 Membership Assembly Dialogue Forum topic # 1 Friday, June 10, 2022 ... (n.d.). from <https://www.nursingworld.org/~499226/globalassets/ana/leadership--governance/ma/2022/background-document-df1impact-of-climate-change-on-health-2022-membership-assembly.pdf>
- 2022 Membership Assembly Dialogue Forum topic # 3 Friday, June 10, 2022 ... (n.d.). from <https://www.nursingworld.org/~49920f/globalassets/ana/leadership--governance/ma/2022/background-document-df3nurse-staffing-2022-membership-assembly.pdf>
- ANA elects Dr. Jennifer Mensik as New National president. ANA. (2022, June 11). from <https://www.nursingworld.org/news/news-releases/2022-news-releases/american-nurses-association-elects-jennifer-mensik-as-new-national-president/>
- ANA Membership Assembly 2022 Day 2. ANA. (2022, June 11). from <https://www.nursingworld.org/news/news-releases/2022-news-releases/ana-membership-assembly-2022-day-2/>

Complete your  
MSN at  
Austin Peay  
State University  
in as little as  
six semesters!



- ▶ Psychiatric Mental Health Nurse Practitioner,
- ▶ Family Nurse Practitioner &
- ▶ Nurse Educator

- High-value/low-cost tuition
- Nationally accredited
- Online classes
- Low Student-Faculty ratios
- Preceptor compensation: Promotes clinical placements
- Interactive, hands-on learning opportunities

[apsu.edu/nursing/msn](https://apsu.edu/nursing/msn)  
[graduatenuising@apsu.edu](mailto:graduatenuising@apsu.edu)  
931-221-7737

**AP Austin Peay**  
State University  
CLARKSVILLE TENNESSEE

[apsu.edu](https://apsu.edu)

Austin Peay State University does not discriminate on the basis of race, color, religion, creed, national origin, sex, sexual orientation, gender identity/expression, disability, age, status as a protected veteran, genetic information, or any other legally protected class with respect to all employment, programs and activities sponsored by APSU. Policy 6:001 AP49/8-22/1

Earn confidence, respect, and career opportunities with an advanced degree

## Master of Science in Nursing

- Acute Care – Adult/Gerontology Nurse Practitioner
- Primary Care – Adult/Gerontology Nurse Practitioner
- Primary Care – Family Nurse Practitioner
- Primary Care – Psychiatric Mental Health Nurse Practitioner (online)
- Nurse Educator (online)
- MSN/MBA (online)

**You choose.** Full- and part-time options allow for a customized study plan that works for you. We also offer accelerated RN-to-MSN programs, post-master's certificates, and a dual MSN/MBA degree.

Call or visit online today to get started.

 **SOUTHERN**  
ADVENTIST UNIVERSITY  
Graduate Studies

1.800.SOUTHERN • [southern.edu/graduatestudies](https://southern.edu/graduatestudies)

# District News

## District 1

President: Lisa Beasley



Lisa Beasley

May really got kicked off with the celebration of nurses month! On May 26, our district was sponsored by Equelle with featured speaker, TNA member, Dr. Diane Pace. Each nurse who attended received a rose and a bag that included several self-care goodies. We definitely appreciate our nurses! A very special "THANK YOU" to D1 members Melinda Evans, Charlotte Isabel, Hailin Swan and Candace McGowen who went above and beyond the call to arrange for the goodies that were in our gift bags.



D1 President, Lisa Beasley and TNA & D1 Immediate Past President, Carla Kirkland at the July member dinner.

The D1 board would like to remind members that we meet as a board the second Tuesday of every other month starting in January. Our next board meeting will be September 13th at 6 p.m. with the location to be announced. Please email [tna.tnadistrict1@gmail.com](mailto:tna.tnadistrict1@gmail.com) if you would like to attend and we will get the details to you.

## District 3

President: Ginny Massey-Holt



Ginny Massey-Holt

### July Membership Meeting

The District met at Maury Regional Hospital in Columbia, Tennessee on July 21, 2022, from 6:00 p.m. to 7:30 p.m. Kirk W. Lawson, CAE, TNA Executive Director presented an Update from the Tennessee Nurses Association. Our continuing education speakers, Tammy Stokes, MSN, CHPN, RN-BC, Director of Palliative Care at Maury Regional Medical Center and Dr. Chris Turner, MD, Hospital Medicine, presented an important reminder for healthcare workers about *Resiliency and Gratitude*. The District is thankful to those who shared their talents, and to our members who attended in person or via Zoom. Guests enjoyed Mo's Southwest taco and nacho bar. We had door prizes, including TNF-fundraising T-shirts, coffee mugs and canvas bags.

Congratulations to our newly elected officers, who will be installed in October:

- Ashley Carter, RN, BSN, Nurse Coach – President Elect
- Natasha Holt, RN, BSN, CCRN – Vice President
- Cathy Lovelace, CAPT, USN, DNP, RN – Secretary
- Stephanie Abbu, DNP, RN, CNML – Director
- James Hall, MSN-Ed., RN, CDP, PLNC – Director

We express our gratitude to Natasha Holt, RN, BSN for helping coordinate this event at Maury Regional, and to the Nursing Education Department for providing continuing education credit.

### August Trivia Fun Night (Zoom) Tuesday, August 30th 6:30 to 8:00 pm

Mark your calendars for a Disney Trivia Zoom Night! Family welcome. Please wear your favorite Disney outfits, pajamas or costume with some snacks for a fun night in. Prizes will be awarded for the top three Disney outfits.

Zoom Details: <https://us02web.zoom.us/j/87213527482>. Meeting ID: 872 1352 7482

The Zoom link will also be posted on the District web page: <https://tna.nursingnetwork.com/page/94132-district-3>

### Upcoming October Membership Meeting

Mark your calendars for the October District Membership Meeting on Thursday, October 20, 2022 from 6:00 p.m. to 7:30 p.m. We continue to move the meeting throughout the District, and in the fall, we will meet in Clarksville, TN at Austin Peay State University, in the University Center Ballroom B.

Looking for Speakers: Have you worked really hard on a presentation for school, work or a recent personal nursing accomplishment? Reach out to us to present at a District meeting in 2023! Our amazing secretary works with you to turn your presentation into a continuing education event that you can share with others after the District meeting. Contact Ginny at [vholt5@columbiastate.edu](mailto:vholt5@columbiastate.edu)

Ginny Massey-Holt  
TNA District 3 President

## District 5

President: Christine Reed



Christine Reed

District 5 has an eventful Fall lined up. First, we want to encourage everyone to attend the TNA Annual Conference on October 6-9. Due to the rise in COVID cases in East Tennessee, our Legislative Event had to be canceled. Our next General meeting will be held October 18th from 6pm till 7:30pm. This will be a virtual event, and our guest speaker will be Tammy Albright, CEO of Behavioral Health for Ballad Health. We will

learn more about care options and the continuum of care for behavioral health.

District 5 is always looking to invest in our local communities and give back. November is National Homeless Awareness Month. District 5 will be donating to Family Promise. Its mission is to help homeless and low-income families achieve sustainable independence. Family Promise provides a network of faith congregations and community agencies to promote a collaborative response for families with children experiencing homelessness. In particular, this response provides an opportunity for homeless families to remain together as a family while addressing the challenges that confront them in obtaining housing. These families receive counseling, access to a host of services (e.g. job skills training, etc.), and opportunities for growth with issues related to each family's specific needs. District 5 considers it a privilege to donate to our local communities to be a helping hand up as nurses in our region.

## District 6

President: Christie Manasco



Christie Manasco

Join us at Rock'n Dough in Jackson, TN, on Thursday, September 8, 2022, at 6:00 p.m. for *The Heart Failure Landscape*. This educational program, sponsored by ABIOMED, will feature "Patient Identification for High-Risk PCI," presented by Jeanie Tan, and Travis Geisel will present "Patient Identification of Cardiogenic Shock." Come to meet your new leadership team, as well as other nurses in your

district. We will have food and fun, along with the informative and interesting presentation from ABIOMED. Send your RSVP to Beth Stanfill at [bstanfill@abiomed.com](mailto:bstanfill@abiomed.com) or call Beth at 731-307-9232.

District News continued on page 16



Dr. Diane Pace, speaker for May 2022 dinner.



Dr. Diane Pace and TNA member discussing Equelle.

In July, our dinner was sponsored by Ultragenyx where our members learned about x-linked hypophosphatemia or XLH.



Members listening to XLH topic at the July member dinner.

UK HealthCare  
**NOW HIRING**  
**\$15,000**  
**RN SIGN-ON BONUS\***  
Apply today: [ukjobs.uky.edu](http://ukjobs.uky.edu).  
\*Paid in installments to RNs in select areas.

# District News

District News continued from page 15

## District 15

President: Marcia Barnes



Marcia Barnes

Greetings from District 15

Welcome to all our new District 15 members! Always good to see the quarterly list of new members. We appreciate each and every one of our members.

District 15 held a Meet and Greet social on May 9th at Cheddars in Murfreesboro in honor of Nurses Week. This was our first in-person event since the pandemic, and it sure was nice to see and get reacquainted with all those that attended.

We want to congratulate some of our District 15 members: Dr. Debra Rose Wilson has accepted the Lenora C. Ruether Chair of Excellence in the School of Nursing at Austin Peay State University. She has also published an article with APSU colleagues on supporting parents through a cleft palate in the *Journal of Pediatric Surgical Nursing* and also published a systematic review with colleagues on burnout in nursing in the *2022 Nursing Clinics of North America*.

Requita Sykes graduated from Walden University's MSN-FNP program on 05/15/2022 and is waiting to take her board certification exam. We wish her luck!

We want to celebrate with you, so please remember to share your news and accomplishments so it can be included in the next issue of the *Tennessee Nurse*.

We need to build up our Political Action Committee (PAC). PACs, in US politics, are organizations whose main purpose is to raise and distribute campaign funds to candidates seeking political office, both federal, state,

and local. PACs are generally formed by corporations, labor unions, trade associations, or other organizations or individuals and channel voluntary contributions they raise to candidates for elected offices. PACs help get officials elected who support specific causes. This takes money. It is not about the candidate but what the candidate stands for with issues relevant to nursing and healthcare. We need to influence nursing and healthcare issues. We are unable to have a successful PAC without your help. Every nurse and every donation matters. It may be time again for District 15 members to take the PAC challenge. This is where we collect donations during a

quarterly meeting, and District 15 will match the amount, dollar for dollar. We challenge other districts as well.

Save the Date and plan to attend! TNA Annual Conference is Creating a Path Forward. October 6-9, 2022, at Franklin Marriott Cool Springs, Franklin, TN.

Let us not forget to encourage and support each other and practice self-care. We must be strong advocates for our profession, let our voices be heard, and promote quality and safe care and access for the citizens of Tennessee. Every nurse counts! You matter.

Marcia Barnes, DNP, RN, APRN, ACNP-BC, CWS



**Nurse Mentoring Toolkit**

**Order Your Copy Today!**

Available to hospitals and schools in the state of Tennessee. Restrictions apply.

Visit TNF at [TNAonline.org](http://TNAonline.org); email [tnf@tnaonline.org](mailto:tnf@tnaonline.org); or call 615-254-0350 ext. 3 for details.

Provided by the Tennessee Nurses Foundation. TNF's mission is to promote professional excellence in nursing



# I love my career as a nurse. IWU is how.

### SCHOOL OF NURSING

#### > RN to BSN

MSN Health Systems Leadership

MSN Nursing Education

Psychiatric Mental Health Nurse Practitioner

Family Nurse Practitioner

Doctor of Nursing Practice

...and more!



866.498.4968

[IWUnursing.com](http://IWUnursing.com)

HEALTHCARE DEGREES • ONLINE OR ON CAMPUS

INDIANA WESLEYAN UNIVERSITY • NATIONAL & GLOBAL  
FAITH-INTEGRATED • COMPETITIVE TUITION • FREE APPLICATION

SHANTEI • BSN, RN



# New and Returning Members

**District 1**

Traci Abram, Dwayne Accardo, Natasha Anderson, Lawanda Borders, Seantai Burwell, Bethany Carson, Kristen Chapman, Zina Clark, Samantha Clayborne, Stephanie Cowan, Ronitrice Dillard, Shannon Dunn, Zachary Edmiston, Karlene Ferraro, Rita Finnie, Sharon Gant, Priscilla Geronimo, Jay Gordon, Toniko Harris, Mona Hector, Warren Hilliard, Debra Holman, Joseph Hopper, Lakesha Hubbard, Pamela Humber, Tina Johnson, Robbie Jones, Jena Jordan, Kachina Knight, Lisa Mahoney, Beverly Massey, Sarah May, Terea McMahan, Lanita Merritt, Jennifer Miller, Nathan Miller, April Pounders, Sheila Purcell, Daphne Richardson, Andrea Sebastian, Corina Steele, Karen Tate, Sharon Thompson, Dana Viox, Kimberly Walker-Bean, Shakirah Wiggins, Kimberly Winters, Carrie Wolf, Amanda Woodall

**District 2**

Christopher Adcox, Betty Bennett, Tonya Buchanan, Taylor Buckner, Jackson Butler, Lancia Carter, Sandra Charnley, Savannah Coloutes, Angelica D'Ambrosio, Rachel Dehkordi, Brittany Fisher, Sherri Fleshner, Jessica Fox, Kelly Freiboth, Madison Gurley, Mayrie Hauki, Maria Haynes, Kurtys Kasten, Lisa Linder, Bailey Lohr, Verna Mason, Morgan May, Angela Meadors, Jade Potter, Barbara Reeder, Rhonda Reinalda, Ginger Rutherford, Nancy Scraggs, Leighann Switzer, Tamra Turberville, Mikayla Vican, Jessica Walker, Shannon Webb, Karen Whalen, Mary Zuber

**District 3**

Kirstin Agent, Renata Alexandre, Olivia Bahemuka, Julie Barnes, Hayley Berry, Kimberly Best, Sandra Bosmans, Caleb Briggs, Caroline Brothers, Janice Burney, Elizabeth Card, Cassandra Cassidy, Brittany Chambers, Charity Collier, Shawn Coomer, Mary Cooper, Cori Davis, Karissa Deaton, Kelsey Delaney, Shannon Derogatis, Lacorya Donley, Olaniyi Ekundayo, Kaitlyn Fay, Marguerite Fetner, Caroline Garvin, Austin George, Jordan Gilland, Richelle

Graham, Tiffany Green, Emily Gross, Dreama Hall, Karen Hande, Laura Bethany Hardcastle, Nichole Harrison, Ellen Hendrickson, Brenda Hiles, Rebecca Hill, Kayla Hindle, Annie Holmes, Anna Horton, Andrea Hughie, Donna Inman, Christopher Jackson, Victoria Jackson, Alina Jaffer, Cynthia James, Natalie Jernigan, Grace Johnson, Hillary Justmann, Heidi Kemp, Courtney Kessler, Lynne King, Selena King, Melissa Lafehr, Luisa Lestz, Jessica Levine, Carmen Lockard, Victoria Maclellan, Sean Maginnis, Justin Malais, Amber Malone, William Martin, Cindy McCoy, Melissa McCoy, Zachary Meuse, Janie Mitchell, Sophia Molavi, Kenneth Moniz, Regan Myers, Rheannin Jazmine Nelson, Karen Norfleet-Mcewan, Bryanna Novia, Ashley Patterson, Mary Pfeiffer, Janet Pivarunas, Jeanne Poindexter, Madeleine Potter, Andrea Poynter, Paul Pristas, Donna Pritchard, Vicky Ray, Katie Rhein, Jody Rochon, Joyce Safley, Hilary Schmidt, Melissa Schneider, Carlye Scott, Branham Skipper, Kathryn Stiles, Pamela Storey, Morganne Strahin, Clare Sullivan, Carolyn Tallent, Rhonda Taylor, Marsha Thomas, Gari Tilley, Alice Tucker, Kelli Tucker, Catherine Underwood, Faith Walton, Jennifer Wei, Madison White, Kamryn Wong, Hannah Yandell

**District 4**

Melody Baldwin, Sherri Beatty, Paige Bertholf, Stephanie Blair, Amy Blake, Denise Carlton, Wendy Carroll, Elizabeth Cyphers, Alexandra Ellison, Ashley Engen, Bonnie Freeland, Evan Gagnon, Kathryn Gilbert, Renee Hall, James Henry, Brittany Huffman, Brian Hustad, Pamela Jones-Singleton, Robert Kite, Heidi Knecht, Amber Labrie, Glenna Lashley, Lindsay McDonald, Jessica Moss, Latricia Stone, Melissa Stuntz, Renee Vandiver, Mindy Wenger, Kristine Westergard, Michelle White, Olivia Wilkinson

**District 5**

Cindy Anderson, Kaitlyn Blankenbeckler, MaKayla Blevins, Ashley Booher, Ashley Bowman, Charles Bray,

Patty Chrisawn, Calli Coffey, Melinda Collins, Audrey Cross, Andra Cureton-Hutchins, Naomi Delatte, Ashley Flanary, Karen Gooden, Chandra Grubb, Charity Henry, Lucinda Hicks, Bruce Jacobs, Ashley Johnson, Shenia Johnson, Ashley Leon, Mikella Maine, Paula Montes, Ashlyn Morehouse, Maxwell Murphree, Ann Nunn, Priscilla Pennings, Tabitha Quillen, Paul Rice, Halie Salyers, Bethany Seale, Regina Simpson, Christy Stacy, Laura Strader, Krissa Trombetta, Reghan Ward, John Youmans

**District 6**

Krista Cameron, Amanda Clifton, Johnson Delesa, Sheila Holland, Lenita Powers, Jennifer Sanderfer, Leslie West Sands

**District 8**

Ronald Edwards, Chasity Gipson, Katie Goodman Hill, Kathy Highland, Tiffany Lewis, Kenneth Ware

**District 9**

Ellen French, Anne Koci, Deborah Whistler

**District 10**

Caitlyn Brundige, BarBra Glisson, James Jones

**District 12**

Elizabeth Bryant, Karin Featherston, Sharon Huerta, Shannon Wrenn

**District 15**

Yvonne Adkison, Jennifer Anifant, Madison Bryant, Holly Burlingame, Stasha Christian, Terria Crawford, Lisa Hawkins-Gass, Mary Hensley, Kimberly Keller, Nancy Lambert, Laquisha McFerrin, Brian Miller II, Courtney Nyange, Trey Parsley, Brian Peterson, Megan Simmons, Marzena Smith, Nicole Stroop, Requita Sykes

# Member News

*Kody Schutter, recently published a book titled, "I AM NOT THE HERO-Stories from COVID Nurses."*

Ruth Kleinpell, PhD, RN, FAAN, FAANP, FCCM, (TNA District 3) was recently awarded the American Association of Nurse Practitioners (AANP) 2022 FAANP Legacy Award. This award recognizes and memorializes a member of FAANP whose lifelong career has had a profound and enduring impact on the profession and the NP role, articulating a dream that others share and follow. The vision, innovation, courage, persistence and inspiration of the honoree are essential components of the legacy. Congratulations, Dr. Kleinpell.

TNA congratulates three TNA members who were recently recognized with awards at the Sixth Annual NightinGala, an event coordinated by the University of Tennessee Health Science Center's College of Nursing. The event was held during National Nurses Week at the Hilton-Memphis. Belinda Mandrell, PhD, RN, PNP, (TNA District 1) received the Nurse Leader Hero award. This award honors a nurse who empowers registered nurses in a healthcare setting and helps to implement organizational goals and strategies.

The John W. Runyan Jr. Community Nursing Award recognized the efforts of two faculty members from the Vanderbilt University School of Nursing (VUSN). Associate Professor Christian Ketel, DNP, RN, FNAP, (TNA District 15) and Associate Professor Carrie Plummer, PhD, ANP-BC, (TNA District 3) were honored for their efforts in collaborating to establish and co-lead the Vanderbilt COVID-19 Mobile Vaccine Program.

TNA congratulates the following TNA members who were recently honored as outstanding alumni at Belmont University's 50th anniversary dinner and awards program.

- Audrey Arroyo, MSN, PMHN, CPT - US Army Nurse Corps – TNA District 3
- Beth Bass, MSN, APRN, FNP-BC - Monroe Carell Junior Children's Hospital at Vanderbilt – TNA District 3
- Cassandra Bruns, DNP, APRN, FNP-BC - Adult Kidney & Transplant Program at Vanderbilt University Medical Center. – TNA District 3
- Gina Bullington, DNP, MSN, RN, NEA-BC - Chief Nursing Officer, TriStar Horizon Medical Center, Dickson, TN – TNA District 3
- Jeremy Crawford, MMHC, BBA, BSN, RN, NE-BC - Senior Nursing Project Manager, Monroe Carell Junior Children's Hospital at Vanderbilt– TNA District 3
- Kathryn Dambrino, DNP, APRN, FNP-BC - Assistant Professor of Nursing, Belmont University School of Nursing – TNA District 3
- Jeannie Giese, DNP, FNP-BC, PPCNP-BC - Associate Professor of Nursing, Belmont University – TNA District 15
- Amy Guidera, DNP, APRN, FNP-BC - Post-Doctoral Fellow Department of Veterans Affairs Nashville, TN – TNA District 3

- Beth Fentress Hallmark, PhD, RN, CHSE-A, ANEF - Associate Professor of Nursing and Director of Simulation for the Gordon E Inman College of Health Sciences and Nursing at Belmont – TNA District 3
- Alisa Haushalter, DNP, RN, PHNA-BC - Associate Professor of Nursing at University of TN Health Science Center, Memphis TN – TNA District 1
- Erick Hernandez-Campos, FNP-BC - Ascension St Thomas Medical Partners – TNA District 3
- Jennifer Hicks, DNP, APRN, FNP-BC, PMHNP - Behavioral Health Group and Samaritan Recovery Community, Nashville TN – TNA District 3
- Chelsey Medley, FNP-BC - Sterling Primary Care, Brentwood, TN – TNA District 9
- Lauren Moss, DNP, MPH, APRN, WHNP-BC - Assistant Professor of Nursing, Belmont University – TNA District 3
- Jenn Scanlon, DNP, FNP-BC - Greater Lawrence Family Health Center in Boston MA – TNA District 3
- Filipina Schnabel, MD, DNP, MPH, APRN, FNP-BC - Pediatric Otolaryngology Head and Neck Surgery at Vanderbilt– TNA District 8
- Carleigh Smith, DNP, APRN, FNP-BC - Vanderbilt Comprehensive Care Clinic, Division of Infectious Disease – TNA District 3
- Jess Walker, DNP, APRN, PMHNP-BC - Assistant Professor of Nursing at Vanderbilt University School of Nursing – TNA District 3

The American Academy of Nursing selected the following TNA members for the 2022 Class of Academy Fellows. Congratulations!

- Kelly Aldrich, DNP, MS, RN-BC, FHIMSS– Vanderbilt University – TNA District 3
- Elizabeth Card, MSN, APRN, FNP-BC, CPAN, CCRP, FASPAN – Vanderbilt University Medical Center – TNA District 3
- Laurie Connors, PhD(c), DNP, FNP-BC, AGN-BC, AOCNP, FAANP – Vanderbilt University – TNA District 3
- Marilyn Dubree, MSN, RN, NE-BC – Vanderbilt University Medical Center – TNA District 3
- Sadie Hutson, PhD, RN, WHNP-BC, FAANP – University of Tennessee, Knoxville – TNA District 5
- Brenda Kulhanek, PhD, DNP, RN-BC, NPD-BC – Vanderbilt University – TNA District 3



**EARN YOUR  
DOCTOR OF  
NURSING PRACTICE**

AT THE

**LIBERTY UNIVERSITY** | SCHOOL of NURSING

**CCNE ACCREDITED**

The Doctor of Nursing Practice program at Liberty University is accredited by the Commission on Collegiate Nursing Education. [CCNEAccreditation.org](http://CCNEAccreditation.org)

LEARN MORE AT [Liberty.edu/Nursing](http://Liberty.edu/Nursing)

# Tennessee Nurses Foundation

## Honor A Nurse

### Tennessee Nurses Foundation Board of Trust elects new President and Treasurer.

Congratulations to TNF's new President, **Sharon Little, DNP, FNP-BC** and **Brittany Haskell, DNP, PMHNP-BC, CNE**, TNF's new Treasurer.

For a complete list of the TNF Board of Trustees, visit [TNAonline.org](http://TNAonline.org) and click on TNF Board of Trust under the TNF-Scholarships & Grants menu.



The Tennessee Nurses Foundation provides an opportunity for you to honor a colleague, friend, or family member.

### HONOR A NURSE

Visit <https://tinyurl.com/5yazdt77> for an Honor A Nurse contribution form.



### The Tennessee Nurses Foundation has Merchandise!



Several products, styles, and colors to choose from. Your purchase will help support nurse educational scholarships in one easy click.

Visit the TNF Merch shop today at <https://www.bonfire.com/store/tennessee-nurses-foundation/>



"Nurses Change Lives" Drive with Pride!

Support Nurses-Purchase the "Nurses Change Lives" TNF Specialty License Plate

Available at your local County Clerk's Office



Tennessee Wesleyan UNIVERSITY FT. SANDERS NURSING DEPARTMENT

BSN · RN to BSN · MSN [tnwesleyan.edu/nursing](http://tnwesleyan.edu/nursing)

Your purpose. Your journey. Your reward.



# READY TO QUIT SMOKING?



Call 1-800-QUIT-NOW or Text "QUIT" to 615-795-0600

# May 13, 2022 – Key Takeaways

Carla Kirkland, MSN, APRN, ACNP-BC, FNP-BC, ENP-BC

Tennessee Nurses Association (TNA) and nurses across Tennessee and the nation have watched with fear and a feeling of dread the criminal case brought against RaDonda Vaught, a Tennessee Registered Nurse who was charged with criminally negligent homicide and abuse of an impaired adult in February 2019. Ms. Vaught committed an unintentional medication error in December 2017, which resulted in the death of a patient, Charlene Murphey. This year on March 25, she was found guilty of those charges in a jury trial.



Carla Kirkland

Many nurses immediately felt empathy toward RaDonda. Social media posts of “I Am RaDonda” showed nurses’ personal understanding of, and experience with, unintentional errors during their workday. The horrors that nurses experienced during the height of the COVID-19 pandemic, with daily struggles in meeting the needs of patients and their families, along with the traumatic stresses that nurses themselves experienced over an extended period, were all too fresh. Staffing shortages existed before the COVID crisis and continue today. Other health care providers, including physicians and respiratory therapists, expressed their outrage at the verdict, realizing they are not immune to human errors during their provision of care as well.

Soon after RaDonda was found guilty, TNA and the American Nurses Association (ANA) issued a press release:

*“We are deeply distressed by this verdict and the harmful ramifications of criminalizing the honest reporting of mistakes.*

*Health care delivery is highly complex. It is inevitable that mistakes will happen, and systems will fail. It is completely unrealistic to think otherwise. The criminalization of medical errors is unnerving, and this verdict sets into motion a dangerous precedent. There are more effective and just mechanisms to examine errors, establish system improvements and take corrective action. Individual nurses like RaDonda Vaught should not be criminalized to ensure patient safety.*

*The nursing profession is already extremely short-staffed, strained and facing immense pressure – a trend long in place that was further exacerbated by the effects of the pandemic. This ruling will have a long-lasting negative impact on the profession. Like many nurses who have been monitoring this case closely, we were hopeful for a different outcome. It is a sad day for all of those who are involved, and the families impacted by this tragedy.”*

RaDonda’s sentencing hearing was scheduled for May 13, 2022. Leading up to the sentencing date, a peaceful rally was planned at Nashville Public Square Park for the same day, with participants from across the country traveling in to support RaDonda. TNA appreciated the invitation by rally organizers to speak in support of our nurses and in opposition to the criminalization of unintentional errors. The hearing began at 9:00 a.m., and a public address system at the rally allowed participants to listen in real-time to testimony. All were relieved when the judge demonstrated leniency, sentencing RaDonda to three years of probation with no jail time. ANA had been in contact with RaDonda and her attorney prior to the hearing, deciding among all that the best way ANA could support her was to submit a letter to the judge giving professional and legal reasons to support their request for leniency.

Of course, nurses in Tennessee and across the country remained concerned that they could also be charged if they made an error which caused harm to a patient while at work. In response to this, TNA sponsored a live webinar on June 24 entitled *TNA Critical Issues Forum--“Now What?”* Speakers included Elizabeth Rudolph, JD, MSN, RN, PLNC, founder of JurexNurse.com; Jennifer Flynn, CPHRM, Risk Manager, Nurses Service Organization and Lynn Pierce, BSN, RN, CPHRM, Risk Control Director, CNA Healthcare; and Liz Stokes, PhD, JD, RN, Director, Nursing Programs Center for Ethics and Human Rights, American Nurses Association. All speakers also answered questions submitted by participants, either when they registered for the webinar or using the chat feature in real-time during the event.

Key takeaways from speakers:

- Vaught’s criminal charges are extremely rare for nurses. Civil lawsuits, employer discipline, and Board of Nursing licensing proceedings are much more common.
- Be up to date on the policies and procedures of your institution. Be familiar with your state’s Nurse Practice Act. Understand “Standard of Care.” Stay up to date on medications, their side effects, and adverse reactions.
- If certified, know your certification guidelines.
- Curriculum changes at schools of nursing were advised to increase education for students on legal issues in nursing.
- New graduate nurses need formal and informal mentors.
- Excellent documentation habits best set you up for success. Hone your verbal and written skills.
- Employers need to understand and implement a “Just Culture” to encourage reporting of human errors. Root causes of an error need to be investigated and understood to seek future prevention of errors and improvement in quality outcomes.
- Little research has been done regarding the frequency and causes of medical errors that were criminalized. A recommendation was made for researchers to pursue this.
- Nurses have an ethical obligation to professional growth and commitment to lifelong learning, which can include continuing education, self-study, networking with other professionals and colleagues, reading, achieving certification, and seeking advanced degrees. Nurses must continue to learn about new concepts and issues, concerns, and controversies related to health care, ethics, and related current scope of nursing practice.
- Join others to unify the voices of nurses to facilitate changes. It is important to leverage your power. You can be the change. Do not be complacent. The impact of nurses worldwide on our society is tremendous!
- Engage in respectful and professional dialogue. Learn facts, not hearsay. Identify reputable sources.
- Join professional organizations to work together to increase your legislative impact.

Since the sentencing, TNA has had conversations with RaDonda, gleaned her perspective and desire to prevent what happened to her from happening to other nurses. TNA is in contact with nurses and other nursing organizations regarding research into legislation for the next Tennessee legislative session, which begins January 2023. Thank you to Tennessee nurses who are TNA members. If you are not a TNA member, you are encouraged to join to help unite the voices of all 110,000 nurses in our state. TNA is the voice of nursing for ALL nurses in Tennessee.

## Rising

*Reprinted with permission from Arizona Nurse April 2021 issue*

Bleak and dark, torn apart, from nowhere lives were shattered  
 Suddenly the need to look at everything that mattered  
 Freedoms that we never knew were even “being free”  
 Such simple things like family we suddenly can’t see  
 We thought we were prepared, as planned as we knew how  
 Just what was coming, we were helpless, when we look back now  
 We rose as one, standing tall, faced forward from the crowd  
 Bracing on each other’s strength our purpose we avowed  
 No one here would stand alone, together - not apart  
 In unity we stood our ground, our passion from the heart  
 It is alright to grieve and mourn, to say goodbye, our minds forlorn  
 Families lost so very much, so grateful for our human touch  
 We walked with them their final mile, a soft hand and gentle smile  
 We ask permission in our head to empty hearts and mourn our dead  
 Brave and stoic at a glance we’ll share our stories given chance  
 Thankful now the time is passing, the pause, reflection, now amassing  
 Raw emotion hard to feel, overwhelming, hurt, we keel  
 Each memory personal, experience too, but we knew we’d make it through  
 The strength and courage never faltered although our lives forever altered  
 Miracles too we saw and cheered, lifting spirits, hope appeared  
 So many families reunited, fear dispersed and future sighted  
 Celebrate the gift of kindness – of lessons learned always remind us.

Stephanie I M Strickland MS BSN



# Scholarship Winners Announcement FY 2021-2022

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](http://TNAonline.org), highlight the TNF link and then click Scholarship and Grant Awardees and Contest Winners.

## Maureen Nalle Memorial Graduate Nursing Scholarship

The Tennessee Nurses Foundation supports the education of nurses who are members of the Tennessee Nurses Association by providing scholarships for those nurses seeking higher education.

### Ashley Carter, BSN, RN



I am grateful to the Tennessee Nurses Foundation Board of Trustees for choosing me as a Maureen Nalle Memorial Graduate Nurse scholarship recipient. I hope to continue her legacy as an outstanding educator, advocate, and life-long volunteer. As I pursue my Master of Science in Nursing Education at Chamberlain University, this scholarship will assist me in

meeting my financial obligations and enable me to concentrate solely on my studies. I am currently employed as a clinical and laboratory instructor, academic advisor, and float pool RN while in pursuit of my degree. Thank you so much to the TNA District 3 Board of Directors for your continued support, advice, encouragement, and role model behavior. I appreciate you more than I can express. I am grateful beyond words to be part of an organization that supports and encourages nurses to achieve their goals.

Amount: \$5,000

## TNF's LPN to RN Scholarship

The Tennessee Nurses Foundation supports the education of Licensed Practical Nurses by providing scholarships for those nurses seeking higher education through an accredited LPN to RN nursing program

### Nickole Beaman, LPN



I would like to thank the TNF Board of Trustees for their generosity in awarding me a scholarship. I am deeply appreciative of the \$5,000 award, as it helped relieve financial strain for myself and my family. Throughout my experiences working as a CNA and LPN, my passion for healthcare and nursing only grew. I knew that I wanted to

become a BSN and am proud to have reached that goal. Your support has helped make my dream possible!

Amount: \$5,000

### Monete' Gardner, LPN



I want to thank the TNF Board of Trustees for selecting me as a candidate for this scholarship! I am crying real tears of joy. I feel truly honored to be a recipient of this reward. This scholarship will reduce the cost of tuition, books, and supplies for my final semester of the BSN program. Thankful for the generosity! It has truly given me a boost in

waiting, to be a Registered Nurse.

Amount: \$5,000

## TNF's Regional Educational Scholarship

Scholarship awarded to each of three regions in Tennessee (west, middle, east) in the amount of \$5,000.

Applicant must be enrolled in an entry-level nursing program in an accredited institution of higher education.

### David (Seth) Hair



I am honored to receive the TNF Regional Scholarship and will use this generous award to aide with the costs of tuition and books in pursuit of my nursing degree at Belmont University. During the COVID pandemic, I began working as a CNA in assisted living. I witnessed a variety of obstacles and adversities facing members of the healthcare professions during those

unprecedented times, and was intrigued and encouraged by the many ways nurses addressed the multitude of challenges. That opportunity strengthened my desire to make a difference, and with the support of this scholarship, I am eager to expand my academic knowledge and strive to become an advocate for others in the field of nursing.

Amount received: \$5,000.

### Alyssa Leming



I am so honored to be selected for the TNF scholarship. This will really help me reach my goals of becoming a registered nurse. This scholarship will also help with my student debt as I will likely not have to take out loans for the rest of my time at Tennessee Tech. I can't wait to see what my future holds in this amazing career. I am beyond grateful for this

scholarship; it will really ease the burden of student loans! I look forward to joining the Tennessee Nurses Association in the near future.

Thank you so much!

Amount received: \$5,000.

### Airiana Paris



I would like to thank the Tennessee Nurses Foundation Board of Trustees for awarding me with this year's TNF Regional Education Scholarship. Nursing has been the career of my dreams since I was a young girl, and it seems surreal that it will all become a reality for me very soon. My journey as a nursing student

has been challenging in many ways, including financially, so this scholarship will allow me to focus on finishing my education strong without the stress of a financial burden. After graduating, I plan to move to Nashville and begin working at Vanderbilt University Medical Center for a few years so I can gain the experience I need to further my education. My ultimate goal is to obtain a doctorate degree as a family nurse practitioner and start my very own practice. This scholarship is not only an award but also serves as an investment in my career; it is a stepping stone that will help me achieve my professional goals as a future nurse. With the proper guidance and support, I will be a nurse making a difference in this country one patient at a time.

Amount received: \$5,000.

## 2022 Scholarly Writing Contest

The Tennessee Nurses Foundation sponsors a scholarly writing contest for all Registered Nurses (within all specialties of nursing), in the State of Tennessee as part of the celebration of Nurses Week each year.

### Afrodita Aguilar, BSN, RN



Thank you to the Tennessee Nurses Foundation for selecting my essay for the 2022 Scholarly Writing Contest! The Tennessee Nurses Foundation has been a great source of information and support for nurses navigating the professional realm of nursing. As a young nurse aspiring to be a leader at Parkridge Valley Hospital

in Chattanooga, TN, I look up to many nurse leaders to guide my growth in this beautiful field. Thank you so much to the TNF for allowing me to attend the Annual Conference, where I will meet many great nurse leaders and advocates for a greater future.

Ms. Aguilar's article, *Leadership in Nursing* was announced in the summer issue of the *Tennessee Nurse* and can be found under the Tennessee Nurses Foundation (TNF) link at [TNAonline.org](http://TNAonline.org).

Amount received: \$1,000, plus a free registration to TNA's Annual Conference. October 6-9, 2022, at Franklin Marriott Cool Springs, Franklin, TN



## TNF Scholarships

# \$5,000 Scholarships Available to Help Support Your Nursing Education!

The Tennessee Nurses Foundation (TNF) is a not for profit corporation formed by the Tennessee Nurses Association (TNA) in 1982. TNF was founded to provide a mechanism for supporting programs that meet the special needs of TNA members and other nurses in Tennessee. The mission of TNF is promoting professional excellence in nursing.

- LPN to RN Scholarship Program
- Maureen Nalle Memorial Graduate Nursing Scholarship

**TNF Educational Scholarships-March 1 Deadline**

- RN to BSN Scholarship Program
- Regional Educational Scholarship

For scholarship criteria, applications, and other TNF initiatives, visit [TNAonline.org](http://TNAonline.org), and click on the TNF menu. Questions? Email [TNF@tnaonline.org](mailto:TNF@tnaonline.org)



# Op-Ed

## “Let’s not put it in our pipe and smoke it...”

Dana Smith RN-BSN, FNP student

I have been a Registered Nurse for eight years. The majority of my experience has been in the Emergency Department. I am an Advanced Cardiac Life Support Instructor (ACLS), Pediatric Advanced Life-support (PALS) instructor, a certified Trauma Nurse Core Course (TNCC) RN, a mentor, and trainer to many new graduate nurses, and have been recognized for career growth by completing our Clinical Ladder Program as a Clinical Ladder Level IV RN. Most recently I have been working in Endoscopy – Gastroenterology Prep and Holding. This change in environment allows me to care for patients who are seeking the “next step” of their care. For example, in the ER you rule out life-threatening events and hopefully get a reasonable diagnosis and symptomatic treatment. Then the patient is encouraged to make the next step in their healthcare journey. If a patient has intractable nausea and vomiting, bloody stool, recurrent worsening abdominal pain just to name a few options, then those patients are instructed to follow up with Gastroenterology. The GI doctor typically wants to perform an Esophagogastroduodenoscopy (EGD) or a colonoscopy so they can visualize the tissues and collect biopsies for further diagnostic needs. This is the “next step” of care!

Caring for patients who are seeking the “next step” in their healthcare journey allows me to talk with my patients and help educate them in a much calmer environment than the ER. Most patients are nervous or anxious to some degree, but overall, they are



Dana Smith

receptive to learning and talking one-on-one. Part of my responsibilities as a Prep and Holding GI nurse is to take medical and social histories from my patients. A frequent problem that has come to my attention is the use of cannabis in the form of “dabbing” or vaping.

Over the past couple of years cannabis has been legalized in many different states. Legalization of cannabis for medicinal and recreational use has allowed for more experimentation and increased interest and unfortunately has led to dangerous consequences (Al Zouabi & Stogner, 2018). There is now marijuana concentrate on the horizon. This concentrate is highly potent Tetrahydrocannabinol (THC) that is found in the extracts or concentrate. The terminology used for such substances is BHO, dabs, and oil. It is in the consistency of honey, butter, or wax. (“The facts about marijuana concentrates,” n.d.). The production of this Cannabis concentrate is dangerous for many reasons, but ultimately because of the Cannabis concentrate has an average THC concentration of 54-69% and can even be found to have up to 80% of THC. To put this into perspective, the concentration of THC in conventional cannabis is only 10-15% (Mullins, 2021). The high concentration of THC makes dabbing more dangerous than traditional use of cannabis.

According to Mullins (2021), “THC is the ingredient responsible for the “high” associated with marijuana use—feelings of euphoria, increased insightfulness, heightened sociability, sexual pleasure, and relaxation that many users say that they experience and enjoy.” But when the ingested levels of THC surpass the “typical joint dose” the once pleasurable experience can turn into a health crisis. A single inhalation of dabbing increases the risk (because with a single hit of dabbing, the total amount of THC is transferred to the user) of physical dependence and addiction (Mullins, 2021). The exposure to high concentrations of THC is

more likely to produce anxiety, agitation, paranoia, and psychosis (NIDA, 2020). As if our society needs more of these negative emotions! There is already a mental health crisis in the United States, and now a drug that was once used to calm nerves and relax people can, in one dabbing hit, cause attention deficits, memory impairment, mood alterations, anxiety, paranoia and psychosis (Mullins, 2020)!

Dabbing or Vaping marijuana allows the user to inhale from the concentrate and have an immediate high. The “dab” of concentrate is smokeless, odorless, easy to hide (“The facts about marijuana concentrates,” n.d.). Although a user may see these as benefits to dabbing, the risk for addiction and dependence is greater and more dangerous. The “so-called” benefits make dabbing more appealing to youth because they do not feel they will get caught for just trying it, but in reality, they just took a step towards addiction. On the opposite side of the age spectrum, older adults and elderly people may use this high concentration of THC because of the availability of it and have medication interactions, cause renal or liver damage, cardiac arrhythmias, respiratory depression along with psychosis (Al Zouabi & Stogner, 2018).

Ethical dilemmas related to cannabis use already exist in today’s society, but when state lawmakers voted on making cannabis legal did they turn their face to the possibility of the production (both professional and amateur) of cannabis concentrate reaching our children, damaging our youth, worsening addictions, and causing permanent psychosis? Now healthcare providers are the ones left to help fix these issues that could have been prevented. We are the ones called to educate, provide care, and raise awareness of the harm that dabbing can cause.

As a nurse it is our duty to educate and care for our patients, so one policy solution for this Cannabis crisis is educating our nurses on what dabbing is and the dangers related to it. Nurses need to be aware of the side effects, they need to know how to ask correct questions about usage and potency (Mullins, 2020). But nurses and healthcare providers cannot do it alone! We need legislation to take responsibility and action. According to Freeman & Lorenzetti (2020) there is no current consensus on “how units should be measured or standardized among different cannabis products or methods of administration.” If Cannabis and the concentrate are going to be manufactured and sold there is a need for a measuring system for the strength of THC and what can be “safely” produced, used, and sold. There also needs to be a system in place for “disciplinary action” when professional or amateur concentrate is found, and it is over the “legal” limit.

What can you do to help? You can educate! You do not have to have your scrubs on to make this happen! You can share this information with a friend who is a mother of teens, share it with other nurses or healthcare providers, help at a health fair at a local school, and educate any patients that express interest or use of the Cannabis concentrate. From my experience, the users of dabbing do not even know the consequences of the drug in comparison to its old partner the joint. If we do not educate and help push for legislation to act, then dabbing will continue to grow in popularity and lead to more addictions and continue to increase the numbers of the mental health crisis.

### References

- Al Zouabi, I., & Stogner, J. M. (2018). Butane hash oil and dabbing: insights into use, amateur production techniques, and potential harm mitigation. *Substance Abuse and Rehabilitation*, 9, 91. <https://doi.org/10.2147/SAR.S135252>
- Freeman, T. P., & Lorenzetti, V. (2020). “Standard THC units”: a proposal to standardize dose across all cannabis products and methods of administration. *Addiction*, 115(7), 1207–1216. <https://doi.org/10.1111/add.14842>
- Han, Samuel MD, MS; Editor-in-Chief, ACG Case Reports Journal Achieving Competence in Endoscopy, ACG Case Reports Journal: August 2019 - Volume 6 - Issue 8 - p e00155doi:10.14309/crj.0000000000000155
- Mullins, M. (2021). Cannabis dabbing. *Nursing*, 51 (5), 46-50. doi:10.1097/01.NURSE.0000743108.72528.d8.
- NIDA. 2020, June 25. Cannabis (Marijuana) Concentrates DrugFacts. Retrieved from <https://nida.nih.gov/publications/drugfacts/cannabis-marijuana-concentrates> on 2022, June 13
- The facts about marijuana concentrates. The Facts About Marijuana Concentrates | Just Think Twice. (n.d.). Retrieved June 12, 2022, from <https://www.justthinktwice.gov/facts-about-marijuana-concentrates>

## The Best Care - The Best Careers

**Department of  
Veterans Affairs**

Veterans Health  
Administration  
An Equal Opportunity Employer

**VA** U.S. Department  
of Veterans Affairs

Memphis VA Medical Center

VA MidSouth Healthcare Network

**We invite you to join our team, where every day  
We Proudly Serve Our Nation’s Heroes!**

Memphis VA Medical Center has  
exciting career opportunities available for

## REGISTERED NURSES – ACUTE CARE

**RN Benefit Package includes:**

- Competitive Salaries • 26 Days Paid Vacation (carry over up to 685 hrs)
- 13 Days Sick Leave • 11 Paid Holidays • Federal Retirement Pension •
- Thrift Savings Plan (401k) • Group Life Insurance Program •
- Excellent Selection of Health Benefits Plans • Dental/Vision Plans
- Flexible Spending Account • Educational Loan Assistance • Employee Assistance Program

**All Nurses interested in Acute Care can send resumes’ to  
memphishrjobfair@va.gov or apply online through the usajobs.gov website.**

**Call us at 901-523-8990 ext. 5928.**

**1030 Jefferson Ave., Memphis, TN 38104 E.O.E**

## Match your Leadership to your Team

*Jennifer Hitt, PhD, RN, CNE  
TNA Board, Director - Membership*

Several years ago, I participated in a leadership training program. The first step was to assess our leadership style. As someone moving into my second decade as a nurse, I was eager to see where I fell on the leadership style spectrum. I was not surprised by my results, but I was surprised by what the program trainer told me. There are no wrong leadership styles, only leadership styles applied at the wrong time.



Jennifer Hitt

Often nursing leaders are transactional in our leadership style. How many nurse managers have offered something to their staff nurses in exchange for something else? This is very common in nursing because our profession is set up to respond in this

way. How many nurses can say their manager is autocratic in nature, often demanding nurses do something with nothing in exchange? How could this even be an appropriate leadership style?

What I learned was that it is okay to be autocratic or transactional at times. During an emergency situation, we need one person to take the wheel and direct us without the need for something in return. When we are short staffed, we need to be transactional with those around us to see the best result. However, these styles don't translate to every moment.

Ultimately, we should strive for more positive leadership styles, such as servant leader, visionary, or transformational leader. With the ongoing nursing shortage and nurses leaving the bedside in numbers, we really should strive for a coaching leadership style. Our novice nurses would benefit greatly from seeing a coach rather than a manager.

Leadership styles are going to sway from situation to situation. You are not bound by one style. In fact, I encourage you to identify the styles you most embrace and match them with the right situations.

Often it is not even about style, but temperament and respect that matter in the moment. Even during emergency situations, when an autocratic leadership style may come out, one can still be respectful to those around us.

When you are in a leadership position, you should take the time to understand those working with you and identify how they best respond. Some nurses may want a laissez-faire leader, who lets the department work with little interference. This option is great when a unit or department is running well and needs little change. However, seek out those that need coaching or more direction. Every nurse is different, and their needs will change over time.

We will all be called to be a nursing leader at some point, whether in a formal setting or an informal setting. Leadership comes with the role of a nurse. Take the time to identify your strengths, identify the needs of others, and to apply the right type of leadership at the right time. You will see better results when you match your style to your team.

## Trends in Telehealth in Rural Appalachia

*Andrea Janoyan, MSN, FNP-C, ACHPN  
University of Tennessee Chattanooga*

Telehealth has become an essential tool for enhancing healthcare service delivery, reducing costs, and increasing access to quality care (Wade, Karnon, Elshaug, & Hiller, 2010). According to Lum and colleagues (2020), benefits of telehealth include improved access to health care, timelier diagnoses and improved management of complex medical issues, reductions in drive and wait times, and reduced transportation costs. In the context of Lum and colleague's 2020 study focusing on senior Veterans, the authors found that VHA investments in telehealth infrastructure, training, shared policies, and focus on building clinical relationships to establish new teams were important for the integration of geriatric telehealth services into existing clinical workflows. Due to an aging population and increased medically complex cases, access to appropriate and coordinated care, especially in rural areas, is essential to addressing health disparities. Efficient telehealth services that facilitate the delivery of limited health-care services to those at greatest need will help to address this gap.



Andrea Janoyan

Telehealth in rural America is affected by national policy, barriers including coverage and reimbursement, adequate broadband coverage, and cross-state licensure. According to Alonso et al. (2019), current policy concerns include credentialing and privileging, prescribing, informed consent, privacy and security, and malpractice liability. It is necessary to further explore current policy concerns so that we may work toward a solution in increased telehealth access for rural America, including the Appalachian region.

Access to high-speed internet and broadband-enabled devices is key to improving access to telehealth. Increased broadband access is paramount to the success of telehealth initiatives. All telehealth communication must comply with requirements under the federal Health Insurance Portability and Accountability Act of 1996 (HIPAA), according to CCHPCA (2022).

According to McGarvey et al. (2011), personal income, real wages, salaries per job, and market income are lower in Appalachia, and this increases financial barriers to health insurance and access to care (McGarvey et al., 2011). Due to the high degree of poverty affecting rural Appalachians, many do not have access to either broadband internet or the means to purchase devices that can connect to the internet. Efforts must be directed to not only increasing physical high-speed internet access to rural and underserved regions, but also methods to improve the affordability of such access and devices (i.e., tablets, phones, or computers).

Policy changes should be focused on several areas. First, licensing for telehealth has state-by-state inconsistencies that have restricted the application of telehealth. Second, standardized legal and/or regulatory frameworks are necessary to simplify the criteria and reimbursement purposes across state lines. Clear framework is required to solve licensing and reimbursement dilemmas. Finally, broadband internet access is essential in the delivery of telehealth. Access to internet and broadband enabled devices is key to improving access to telehealth.

There are a few recent examples of linking evidence to action. First, Smyth County, Virginia, began offering Broadband internet access via hotspots that can be checked out at the library in February 2022. Tablets and other devices can be checked out as well. Residents can currently borrow one of 50 Wi-Fi hot spots and 25 tablets with the Wi-Fi embedded in them. These devices were purchased through a federal grant from

the Emergency Connectivity Fund for almost \$24,000 (WCYB, 2022). Second, President Biden recently approved measures to increase internet access for an estimated 48 million Americans. The Affordable Connectivity Program, which was announced on Monday, May 9, 2022, will provide plans of at least 100 Megabits per second of speed for no greater cost than \$30. The partnership will involve twenty internet providers, including AT&T, Comcast, and Verizon, as well as regional companies like Hawaiian Telecom and Jackson Energy Authority in Tennessee (NPR, 2022).

Increased access to internet services and telehealth will strengthen health systems on a local, state, and federal level. With increased access to telehealth comes improvement in access to care and reducing gaps and disparities in care for rural Appalachia. Collaboration between local, state, and federal agencies is essential in providing access to telehealth and proper reimbursement for providers.



### Find Your Dream Nursing Job Now!



© theCureNet

# The Value of Nurses During the Opioid Crisis



Brittany Haskell



Julie Perry

*Brittany Haskell, DNP, MA, PMHNP-BC, CNE and Julie Perry, PhD, MSN, RN*

The opioid crisis has been a growing concern in the United States since the 1990s, with Tennessee being no exception. While initially fueled by the overprescribing and consumption of prescription opioids, the opioid epidemic has shifted towards an increase in usage of more lethal substances such as illicitly manufactured heroin and synthetic opioids, like fentanyl. Use of these substances has also rapidly increased in Tennessee, with an escalation from 106 cases of fentanyl overdoses in 2015 to 3,404 cases in 2020. The potency of fentanyl makes it a low-cost and imperceptible additive to other substances, such as heroin, cocaine, and methamphetamine, which can lead to an unintentional overdose. The Tennessee Department of Health, Tennessee Department of Mental Health and Substance Abuse Services, Tennessee Department of Safety & Homeland Security, and Tennessee Bureau of Investigation have urged Tennesseans to have heightened awareness about misuse of fentanyl and risk of overdose death associated with improper use of substances.

Nurses play a key role in decreasing the number of opioid related deaths as educators, advocates, and healthcare providers. Substance misuse effects all areas of healthcare, so regardless of practice setting, nurses must know opioid abuse preventative strategies, recognize signs of opioid abuse, and understand what to do during an overdose, while still providing evidence-based pain care.

## The Importance of Pain Management

A portion of people who develop an opioid related substance use disorder (SUD) begin by receiving medications for pain from their healthcare provider. Nurses are often the ones distributing these medications and providing education. Therefore, nurses are in a key position to provide a person-centered and interdisciplinary approach to preventative pain strategies and pain self-management strategies for patients. Advanced practice nurses must collaborate with patients to reduce inappropriate prescribing, enhance medication monitoring, and utilize best practices in caring for patients with pain. Despite best practices, some patients will still develop a SUD, so nurses must be prepared ahead of time to care for these patients.

## Signs and Symptoms of Opioid Misuse

While nurses interact with patients for a finite period, they still can observe signs of undiagnosed opioid related SUD. Common signs of opioid misuse that nurses might notice in the healthcare setting include increased dosages of opioids to decrease pain symptoms, uncontrollable cravings, drowsiness, isolation from support system, stealing, or changes in weight, sleep, libido, and hygiene. While some symptoms can be deduced by observations, others can be understood by asking directly during examinations.

Nurses must also be aware of overdose signs and symptoms. Signs of an opioid overdose include pale or clammy skin, limp body, fingernails or lips with a purple or blue color, vomiting or gurgling noises, difficult or absent breathing, or inability to arouse. Many resources are available to help nurses navigate encounters with patients with a SUD or opioid overdose, but education must be provided proactively.

## Nurses Can Make a Difference

While talking to patients about potential substance misuse is hard, this conversation can be lifesaving. Nurses should feel equipped to handle these difficult conversations before they happen, and healthcare systems should consider formal training on interventions. Screening, Brief Intervention, and Referral to Treatment (SBIRT) is a comprehensive and integrated approach to identify and help those at risk for an SUD or with SUD. Like the name infers, nurses screen patients for an SUD, explore the patient's readiness to change, and refer the patient for treatment. Nurses must have knowledge of accessible local treatment options to direct appropriate treatment to patients, such as inpatient detoxification hospitals or clinics, medication-assist treatment (MAT) programs, and counseling services. An SBIRT assessment should be documented by the nurse and can be reimbursed by insurance.

Nurses also need to be prepared if they encounter someone who has potentially overdosed on opioids. Regional Overdose Prevention Specialists (ROPS) are located across Tennessee as a primary point of contact for training and education on opioid overdose. Nurses, along with the public, can receive education and training through this program on what to do if someone is suspected of overdosing on opioids. A portion of the training is dedicated to education on naloxone, also known as Narcan, which is a medication



## Make a Difference for Someone in Your Care

### Now Hiring RNs & LPNs at:

- Hardeman County Correctional Facility ▪ Whiteville Correctional Facility ▪ South Central Correctional Center
- Trousdale Turner Correctional Center

### Clinically-Focused, Patient-Centered, Evidence-Based

When you join our health services team as a provider, nurse, or mental health professional, you are able to focus on what led you into health care to begin with – providing quality, patient centered care while building a successful career.

### What We Offer:

- Competitive Pay
- Comprehensive Benefits Package
- Paid Training, Holidays, and Time Off
- 401(k) Retirement Savings Plan



[jobs.corecivic.com](https://jobs.corecivic.com)

CoreCivic is a Drug-Free Workplace and EOE – including Disability/Veteran.

Scan Here  
to Apply!



that reverses an opioid overdose by binding to opioid receptors in the body. Naloxone comes in several forms, including nasal sprays and injectable liquids. You can request naloxone from the pharmacy without a prescription, and many insurances, including TennCare, cover naloxone at a minimal cost. To further expand access, Tennessee House Bill 2465 became law on April 4th, 2022, which allows cities, hospitals, community groups, including ROPS, to distribute naloxone to the public.

If a person is not responding and you suspect a drug overdose, you should give naloxone if available and contact emergency services. If the person does not arouse after one dose of naloxone, you can give a second dose if available. Although it does not treat overdoses from other substances, naloxone is not harmful to give. After giving the person naloxone, roll them on their side, and communicate to emergency services that you have given naloxone when they arrive.

**Nurses with SUD**

Nurses are not immune from misusing substances and struggle with SUD at the same rate as the public. However, they are much less likely to receive treatment. A nurse with a SUD has far reaching negative effects, such as decreased ability to care for patients. Signs that a nurse might be misusing a substance include deterioration in appearance, significant weight gain or loss, mood or personality changes, frequent and unexplained tardiness, and refusal to take a drug test. If you or a colleague is struggling with a SUD, help is available. The Tennessee Professional Assistance Program (TNPAP) assists with evaluation and treatment for those experiencing addiction. In 2017, almost 300 nurses were enrolled in the TNPAP program, which will work with nurses and other professionals to help them maintain their license while going through monitoring and treatment.

**Conclusion**

The opioid crisis does not need to continue. Nurses play a vital role in curbing the escalating number of opioid related deaths. However, nurses must be prepared by educating themselves to care for those with a potential or current SUD. Together, we can make a difference.

**References**

Babor, T. F., McRee, B. G., Kassebaum, P. A., Grimaldi, P. L. Ahmed, K., & Bray, J. (2007). Screening, Brief Intervention, and Referral to Treatment (SBIRT). *Substance Abuse*, 28(3), 7-30. doi: 10.1300/J465v28n03.03

Center for Disease Control and Prevention. (2021) Understanding the epidemic. <https://www.cdc.gov/drugoverdose/epidemic/index.html>

Dydyk, A. M. Jain, N. K., & Gupta, M. (2022). Opioid use disorder. *StatePearls*, 2022. <https://www.ncbi.nlm.nih.gov/books/NBK553166>

Dydyk, A. M., Sizemore, D. C., Trachsel, L. A., Dulebohn, S. C. , Porter, B. R. (2022). Tennessee controlled substance prescribing for acute and chronic pain. In: StatPearls [Internet]. Treasure Island (FL): StatPearls Publishing; 2022 Jan-. PMID: 33620833.

Monroe, T. B., Kenaga, H., Dietrich, M. S., Carter, M. A., & Cowan, R. L. (2013). The prevalence of employed nurses identified or enrolled in substance use monitoring programs. *Nursing Research*, 62(1), 10-5. doi: 10.1097/NNR.0b013e31826ba3ca

Tennessee Bureau of Investigation. (2022). Opioids. <https://www.tn.gov/tbi/crime-issues/crime-issues/opioids.html> Retrieved May 15th, 2022.

Tennessee Bureau of Investigation. (2017). Public health and safety advisory on fentanyl. [https://www.tn.gov/content/dam/tn/health/healthprofboards/health-advisory/Fentanyl\\_Public\\_Health\\_Advisory.pdf](https://www.tn.gov/content/dam/tn/health/healthprofboards/health-advisory/Fentanyl_Public_Health_Advisory.pdf) Retrieved May 15th, 2022

Tennessee Department of Mental Health and Substance Abuse Services. (2022). Regional overdose prevention specialists. <https://www.tn.gov/behavioral-health/substance-abuse-services/prevention/rops.html>, Retrieved May 15th, 2022

Tennessee Professional Assistance Program. (2022). <https://tnpap.org> Retrieved May 15th, 2022

Tierney, M, Finnell, D.S., Naegle, M, Mitchell, A.M., Pace, E.M. (2020)The future of nursing: Accelerating gains made to address the continuum of substance use." *Archives Psychiatric Nursing* ;34(5):297-303. doi: 10.1016/j.apnu.2020.07.010.

# TNPAP Advocacy is Available for Tennessee Nurses



When it's "laundry day" most days, that's our sign we need to re-evaluate what's in our closet. I recently saw again the Gilmore Girls episode where the character Lorelai wears jean shorts, a tie-dye t-shirt, and cowgirl boots to meet her daughter's headmaster on the first day of her new private school. Her excuse for being underdressed was that it was laundry day, and she was running late. Life can get busy, and we run out of planning time, settling for just "getting through." Nurses, particularly those on the final day of several twelve-hour shifts in a row that are taking care of everyone besides themselves, are simply able to make sure no one dies on their watch and are not likely able to provide the best and safest care to details. We all know that nurses are rock stars at helping others and are very attuned to those in need. Nurses can be very altruistic, practicing without sleep, eating meals, or taking bathroom breaks while on duty. However, this slippery slope of not having empathy for your own needs, goals, and desires can set you up for failure both professionally and personally. Which nurses are at risk? All of them. Every nurse is at risk of being consumed with caring for others to the point of neglecting their own selves. This neglect often leads to ineffective coping measures such as turning to mood-altering substances, exhibiting unprofessional behaviors, or even developing mental health issues such as depression, anxiety, or suicidal ideation.

Tennessee Professional Assistance Program (TNPAP) is a monitoring program that is here for nurses to help them facilitate a safe return to practice even with identified substance use issues, mental or physical health issues, or related incidents. TNPAP will advocate to the nursing board or employers for compliant participants. Monitoring with TNPAP does not begin until an evaluation shows it is needed after a professional formally requests TNPAP services by submitting a "Request for Services" form and completing steps for enrollment on the [tnpap.org](https://tnpap.org) website. (Please check this site for more information – [tnpap.org](https://tnpap.org)).

TNPAP does not know if you are letting your laundry really get down to just your "rodeo outfits," but we do want to encourage you to do for yourself what you do daily for others. We are here and ready to support you should you want that advocacy.

## Management of Aggressive Patient Situations (MAPS)



### UTHSC College of Nursing Faculty Offer Free MAPS Training to TN Health Care Providers

- 1 in 4 health care workers reports physical assault by a patient or patient's family member.
- UTHSC's 2-day train-the-trainer certification program is tailored to health care providers and patients.
- The Joint Commission requires hospitals to provide training for de-escalation of workplace violence.
- Certified trainers receive resources to teach the course in their institutions.

Learn more by emailing [maps@uthsc.edu](mailto:maps@uthsc.edu).

The University of Tennessee is an EEO/AA/Title VI/Title IX/Section 504/ADA/ADEA institution in the provision of its education and employment programs and services.



COLLEGE OF NURSING

**Now is YOUR time.**

**LPNS WHO ENROLL IN THE ADN PROGRAM CAN RECEIVE CREDIT FOR PREVIOUS GEN ED COURSE WORK**

*Flexible Class Schedules  
Financial Aid Available for those who Qualify*

**855.445.3276**  
**www.fortis.edu**  
Cookeville • Nashville

**FORTIS INSTITUTE**

*Authorized for operation as a postsecondary educational institution by the Tennessee Higher Education Commission.*

**Also offering 100% online programs for MSN and RN to BSN at Denver College of Nursing**  
FOR CONSUMER INFORMATION VISIT [WWW.FORTIS.EDU](http://WWW.FORTIS.EDU)

# Tennessee Nurses Association Leadership Bootcamp Highlights

Carla Kirkland, TNA Immediate Past President

Saturday, July 16, the Tennessee Nurses Association (TNA) was able to return to an in-person Leadership Bootcamp! The event was held in Nashville at the Vanderbilt School of Nursing Annex. New this year was the addition of a separate Leadership Bootcamp for Tennessee Student Nurse Association (TSNA) students and faculty to learn either how to help their current student nurse associations be more effective or how to develop a new student association at their school of nursing. Fifty-five total registered, which includes nurses, students, and speakers.

The goal of the TNA Leadership Bootcamp is to engage and educate TNA members (and non-members) about the association's programs, services, and partnerships to groom future nurse leaders and to empower them to feel more confident. Often nurses express they do not know enough to seek leadership positions at the TNA district or state levels. Attendees were given information by TNA staff and board leaders on the History of TNA; ANA/TNA/District Relationships; TNA Governance, including Board and staff composition and responsibilities; Governmental Affairs; Leading Productive Meetings; Being a Membership Ambassador; and the purpose, roles, and programs of the Tennessee Nurses Foundation.

Students received information from TSNA Faculty Advisors Katie Thomas and Jay Dotson regarding the history of TSNA, its structure, and starting or revitalizing a TSNA chapter. Information on other leadership topics was shared by TNA staff and leaders on the importance of advocacy, the importance of professional organizations, and leading productive meetings.



**TNA**  
TENNESSEE NURSES  
ASSOCIATION

## Discover TNA!

# TNA Leadership Boot Camp

## July 16, 2022

**Goals: Engage & educate TNA members about the association's programs, services, and partnerships to groom future nurse leaders**

TSNA students joined TNA attendees for afternoon sessions led by Sherry Richardson, Executive Director, Tennessee Board of Nursing, and Karen Hernan representing the Tennessee Action Coalition.

One of the important aspects of this event is always the great networking that takes place, with opportunities for attendees to meet others who are members within their home TNA districts and

the sharing of wonderful ideas. It was so nice to meet nurses in person who we have only been able to interact with virtually over the past two years!

A key priority in the current TNA Strategic Plan is leadership development. Watch for more educational leadership opportunities soon, including at the TNA Annual Conference, October 6-9, 2022, at the Franklin Marriott Cool Springs, Franklin, TN. See you there!



**V** **VANDERBILT**  
School of Nursing

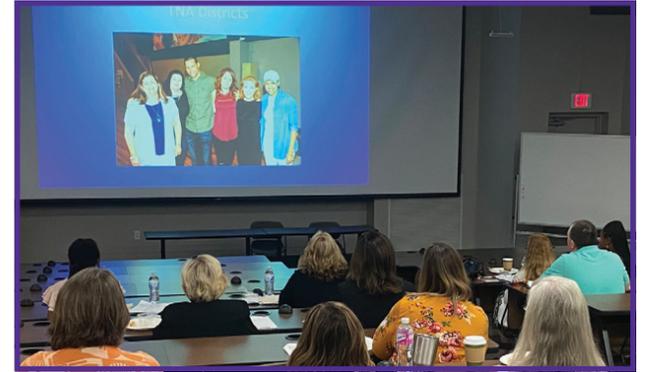
# HANDS ON. ONLINE. ON TARGET.

**MSN - DNP - POST-MASTER'S - PhD**

- ▶ Top-ranked nursing programs
- ▶ 14 specialties, 11 Post-Master's programs, 2 DNP tracks & personalized PhD program
- ▶ Distance and hybrid learning
- ▶ Supportive, diverse and inclusive culture

**NURSING.VANDERBILT.EDU**  
Vanderbilt is an equal opportunity affirmative action university.

# Photos from TNA Leadership Bootcamp



# St. Jude Children's Research Hospital is a proud supporter of the Tennessee Nurses Association.

Setting the standard for nursing excellence through compassionate, patient-centered care.



We're always looking for bright new faces to join our team. Find your next opportunity at: [stjude.org/nursing-jobs](https://stjude.org/nursing-jobs)