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KNA HOSTS ANNUAL SUMMIT AND OFFERS THANKS TO ALL
PAGES 6-7



KNA INVITES NURSES TO BECOME MENTORS FOR MINORITY STUDENTS AND NURSES
PAGE 11



JOIN US FOR NURSES DAY AT THE CAPITOL
PAGE 12

KENTUCKY NURSE IS GOING GREEN

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Kentucky Nurse will “go green” starting with our next issue

If you love receiving the paper edition of Kentucky Nurse, join KNA today

We are excited to let you know that starting with our next issue, *Kentucky Nurse* is going “green!” Beginning in April, we will distribute the printed version as a members-only benefit for those nurses who belong to the Kentucky Nurses Association (KNA). We will make *Kentucky Nurse* available to non-members as an electronic publication and will post that link on our website later this year.

The KNA consistently employs practices that lessen the carbon footprint such as promoting our events online and distributing our monthly newsletter, *E-News*, by email and hosting many of our meetings via video conference, among other environmentally friendly activities.

For questions or comments about *Kentucky Nurse*, contact the KNA at admin@kentucky-nurses.org or call us at 502-245-2843.

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KNA Chapter Leadership 2020-2021

RIVER CITY CHAPTER

PRESIDENT:
Dolores White, DNP, RN, CNE P: 502-992-1771
110 Double Court
Vine Grove, KY 40175

PAST PRESIDENT:

Audria Denker, DNP, RN P: 502-544-6601
2707 Grinstead Dr.
Louisville, KY 40206
E-Mail: adenker@galencollege.edu

VICE PRESIDENT:

Brittney Welch, DNP, MSN, RN P: 502-718-5550
11408 Catalpa Ct
Louisville, KY 40299
E-Mail: Brittney.welch66@aol.com

TREASURER:

Joann Mattingly, MSN, MBA, NE-BC P: 502-303-6225
7002 Colton Rd
Crestwood, KY 40014

SECRETARY:

Gabrielle Jagers, MSN, RN P: 502-468-7488
17025 Green Crest Ln.
Louisville, KY 40245
E-Mail: gabygrl@aol.com

BLUEGRASS CHAPTER

PRESIDENT:
Kim Wilder, MSN, RN P: 859-260-5256
217 Hawthorne Dr.
Nicholasville, KY 40356
E-Mail: k.wilder@baptisthealthsurgery.com

SECOND VICE-PRESIDENT:

Ella Hunter, PhD, RN, ONC P: 859-223-8729
94 Summertree Dr.
Nicholasville, KY 40356
E-Mail: ellafayehunter@yahoo.com

TREASURER:

Diana "dee" Beckman, DNP, MBA, MSN, RN, NE-BC
E-Mail: dee.beckman@bhsi.com P: 859-260-6352

SECRETARY

Jill Cornelison, DNP, RN P: 859-623-5928
605 Covenant Dr.
Richmond, KY 40474
E-Mail: jill.cornelison@eku.edu

NORTHERN KENTUCKY CHAPTER

PRESIDENT:
Teresa Williams, MSN, RN, NE-BC H: 859-384-7170
10019 Golden Pond Dr.
Union, KY 41091
E-Mail: twilliamsrn01@yahoo.com

TREASURER:

OPEN

SECRETARY:

Monica Meier, MSN, RN, AHN-BC P: 859-620-4464
625 Brandtly Ridge Dr.
Covington, KY 41015-4227
E-Mail: meier625@yahoo.com

HEARTLAND CHAPTER

PRESIDENT:
Sonia Miller, BSN, RN P: 270-853-2684
E-Mail: Soniamiller4171@gmail.com

TREASURER:

Kim Ray, BSN, RN
E-mail: kim.lenore@live.com

SECRETARY :

Mary Bauer, RN P: 270-547-0711
283 Sunnyview Rd
Brandenburg, KY 40108-7049

WEST KENTUCKY CHAPTER

PRESIDENT:
Michael Gordon, MSN, APRN, RN, CNS P: 270-703-7320
373 Breezeel School Road
Benton, KY 42025
E-Mail: kentuckynurseconsulting@gmail.com

SECRETARY:

Nancy Armstrong, MSN, RN H: 270-435-4466
1881 Furches Trail W: 270-809-4576
Murray, KY 42071
E-Mail: Narmstrong1@murraystate.edu

TREASURER:

Katy Garth, PhD, RN H: 270-435-4544
358 Butterworth Road
Murray, KY 42071
E-Mail: kgarth@murraystate.edu

KENTUCKY NURSES REACH – RESEARCH, EDUCATE, ADVOCATE, CARE, HELP

PRESIDENT:
Kim Bourne, PhD(c), MSN, C: 270-404-6189
RN, SANE, CNE O: 270-745-3052
147 Bulldog Road
Glasgow, KY 42141-8845
E-Mail: kimberly.bourne@wku.edu

TREASURER:

April Riney, BSN, RN P: 270-776-0635
E-Mail: Riney_april@yahoo.com

SECRETARY :

Myria Harris, MSN, RN, CNE P: 270-901-1206
E-Mail: myriataylor@gmail.com

GREEN RIVER CHAPTER

PRESIDENT:
Lori Donahoo, DNP, RN, CNE H: 270-993-9807
4390 State Route 764
Whitesville, KY 42378
E-Mail: lori.donahoo@kctcs.edu

TREASURER:

Amy Wimsatt, MSN, RN H: 270-316-4262
6789 Kingston Dr.
Owensboro, KY 42303
E-Mail: amy.wimsatt@louisville.edu

NIGHTINGALE CHAPTER

PRESIDENT:
Patricia Calico, PhD, RN P: 606-669-3638
85 Henry Clay Rd
Stanford, KY 40484
E-Mail: patricia.calico@gmail.com

TREASURER:

Gwyneth Pyle, BSN, RN P: 606-669-1167
108 Vista Court
Stanford, KY 40484
Email: nursewyneth@gmail.com

SECRETARY :

Denise Alvey, MSN, RN-BC P: 502-353-4223
1009 Bunker Hill Dr.
Lawrenceburg, KY 40342
E-Mail: alveylex2@aol.com

NORTHEASTERN CHAPTER

PRESIDENT:
Christa Thompson MSN, RN-BC W:606-783-5370
Morehead State University
Department of Nursing
CHER 201 HH
316 W 2nd Street
Morehead, KY 40351
E-Mail: cj.thompson@moreheadstate.edu

TREASURER:

Theresa Jackson, PhD, RN P: 606-923-4718
10518 Laurel Ridge Rd.
Ashland, KY 41102
E-Mail: t.jackson@moreheadstate.edu

SECRETARY:

Michelle Brown, MSN, RN-BC
E-mail: michelle.brown@st-claire.org

SCHOOL NURSES IN EVERY KENTUCKY SCHOOL CHAPTER

CO-CHAIRS:
Kathy Hager, DPN, APRN, FNP-BC, CDE P: 502-682-0651
1508 Main St.
Shelbyville, KY 40065
E-mail: khager@bellarmine.edu

Patricia Burkhart, FAAN, PhD, RN P: 859-219-1749
2273 Chamblee Ln.
Lexington, KY 40513

SECRETARY & TREASURER:
Lois Davis, MSN, MA, RN P: 859-296-0252
3140 Blenheim Way
Lexington, KY 40503
E-Mail: loisd723@gmail.com

EX OFFICIO MEMBER FOR ALL KNA CHAPTERS

Ruth Carrico, PhD, DNP, APRN, CIC, FSHEA
(2018-2020) W: 502-852-6485
E-Mail: ruth.carrico@louisville.edu C: 502-640-8026

"The purpose of the *Kentucky Nurse* shall be to convey information relevant to KNA members and the profession of nursing and practice of nursing in Kentucky."

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Chapter Liaison: Dolores White, DNP, RN, CNE (2019-2020)

KNA STAFF

Chief Executive Officer: Delanor Manson, MA, BSN, RN
Membership and Communication Director:
Stephanie Smith, MA, BA

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Administrative Coordinator: Gwen Bradley, MEd, BS



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President's Pen



Ruth Carrico

This summer was a busy one for the Kentucky Nurses Association (KNA). I want to take this opportunity to share information regarding the KNA elections, our education initiatives, KNA's continued growth, and a new opportunity to highlight the work, capabilities, and impact of nurses across Kentucky.

First, I want to welcome our President-elect Donna Meador. Donna has a history of support for nurses in her role with the Kentucky Hospital Association and her work in nursing leadership. I look forward to working with her as she prepares to take on the role of President in 2020. A complete list of the new KNA leadership team is included in this issue of *Kentucky Nurse* on page 9. Please take a moment to review this information as this team is leading KNA efforts to promote your activities as one of the many nurses providing care for Kentuckians.

The Summit, hosted by KNA at St. Elizabeth Training & Education Center (SECTEC) in October, highlighted workplace safety and the many successful interventions that have been developed and implemented in hospitals and healthcare organizations across the Commonwealth. A complete article about the Summit, including a list of our supporting partners, is also available in this issue of *Kentucky Nurse* on page 6. I hope it provides the motivation for more nurses to

participate in the many KNA activities and for you to add your voice to our growing numbers. The Summit took place in Erlanger in the beautiful SECTEC. Those who attended experienced this amazing facility while gaining new knowledge and competencies to address the challenges that are present in our current workplaces and work environments. We are so grateful to St. Elizabeth for their hospitality and partnership.

During the Education Summit, we reviewed and approved new KNA bylaws. Several important items were included in these new bylaws including approval of a new KNA organization, the Kentucky Nurses Action Coalition (KNAC). Formerly the Kentucky Center for Nurses, KNAC will lead the KNA activities that address workforce development. Under the leadership of Dr. Janie Heath, dean of the University of Kentucky College of Nursing, KNAC is already positioning itself as the hub of research and policy development focusing on the recognized nursing shortage. KNA is also working with student nurses across the state to determine ideal ways to engage them in KNA and support the Kentucky Association of Nursing Students (KANS). This critical issue impacts care at all levels as well as academic preparation and ongoing education of the nursing workforce. Those with an interest in

this area of nursing are encouraged to contact our KNA Chief Executive Officer Delanor Manson.

Lastly, one of the most exciting initiatives that KNA has undertaken this year involves development of a Nurse Resource Book. Please look at the template example included in this issue of *Kentucky Nurse* on page 14. The goal of this resource is to show to the public, academic, industry, government, and the healthcare community the vast levels of experiences and impact that are present within Kentucky's nurse workforce. We expect this Resource Book to become a valuable collection of information and marketing material that can be broadly used to promote and highlight our profession. I invite and strongly encourage every nurse in Kentucky to participate in this opportunity. To stress the importance of this initiative and my firm conviction in its importance, I will pay the fee for participation in this resource for the first 10 nurses who become new KNA members and enroll in this Resource Book during the month of December or January! I look forward to supporting what I am convinced will be one of the most important new KNA activities. Please join me.

Chapter Updates

KNA Bluegrass Chapter

Chapter members, guests and students attended the recent KNA Bluegrass Chapter Meeting and CE program, "Vaccines and Their Role in Preventing Outbreaks" presented by Jill Keys, clinical services officer, Lexington-Fayette County Health Department. The KNA Bluegrass Chapter announces this new slate of officers:

- Kim Wilder, President
- Melanie Adams-Johnson, Immediate Past President
- Nancy Barnum, President Elect
- Mimi Roser, First Vice President
- Ella Hunter, Second Vice President

KNA Green River Chapter

The Green River Chapter meets every other month on Thursday evenings at locations between Owensboro and Henderson; 2020 meetings TBD.

The chapter will host its upcoming annual **NCLEX Challenge, 5 – 8:30 p.m. (CST) on Thursday, March 26** at the **Preston Arts Center**, Henderson Community College, 2660 South Green St. The Chapter announces this new slate of officers:

- Lori Donahoo, President
- Debra Dronet, President Elect
- Amy Wimsatt, Treasurer
- Marlena Buchanan, Membership & Nightingale Committee Chair

KNA Heartland Chapter

The KNA Heartland Chapter recently hosted its December meeting and will meet quarterly in 2020, dates TBD. For more information, contact Sonia Miller at soniamiller4171@gmail.com. Heartland Chapter Officers include Sonia Miller, president and Mary Bauer, secretary.

KNA Nightingale Chapter

At its October meeting, the Nightingale Chapter welcomed Cathrine Weaver, MSN, RN, HN-BC, INFF who presented, "Nursing Interventions: You Want to Do What." In addition, 19 Eastern Kentucky pre-nursing students attended the meeting and chapter members brought donations for a local food pantry.

Chapter member, Carolyn Land facilitated the Nightingale Tribute in memory and in honor of Lois Carrier in Lancaster on October 24. The chapter provided scholarships for Gwyneth Pyle, Hannah James, Jeanette Rogers and Denise Alvey to attend the KNA Summit.

Nightingale Chapter officers include:

- Pat Calico, Chair
- Denise Alvey, Secretary
- Gwyneth Pyle, Treasurer



Cathrine Weaver, Nightingale Chapter speaker, took time out from her "official" duties to greet these pre-nursing Eastern Kentucky University students: Heather Lyon, Jaclyn Rose, Rachel Hale, Hannah Briscoe, Abbie Barks and Abigail Ehrlich.

KNA Northeast Chapter

The KNA Northeast Chapter, in collaboration with St. Claire HealthCare, recently hosted its annual holiday "Coats for Kids" and collected gently used coats, gloves, scarves, snow boots and hats for children in the region. Northeast Chapter officers include:

- Christa Thompson, President
- Shelly Brown, Vice President
- Michelle Brown, Secretary
- Theresa Jackson, Treasurer

KNA Northern Chapter

The KNA Northern Chapter recently hosted its final 2019 meeting featuring Kristy A. Meineke Brandabur, PhD, who facilitated, "Hearing the Calling: Becoming an End-of-Life Doula for Healthcare Professionals."

Upcoming 2020 Northern Chapter meetings will take place from 5 – 7 p.m. at St. Elizabeth Training & Education Center, 3861 Olympic Blvd., Erlanger, March 4; June 10; September 16 and December 9. Northern Chapter officers include Teresa Williams, president and Monica Meier, secretary.

KNA REACH Chapter

The KNA REACH Chapter recently met at Greenview Hospital in Bowling Green in collaboration with the Emergency Nurses Association (ENA) Three Rivers Chapter to collect "Toys for Tots." All are invited to attend the next REACH Chapter meeting, 5:30 – 6:30 (CST) program to follow, Tuesday February 11 at

Southcentral Community & Technical College, 1845 Loop St., Bowling Green.

Chapter Secretary Myria Harris recently was elected to serve on the KNA Education & Research Cabinet as a staff nurse representative. REACH Chapter officers include:

- Chair – Kim Bourne
- Vice Chair – Matt Garvey
- Secretary – Myria Harris
- Treasurer – Brenda Doughty
- Membership – Jennifer Shoemake

KNA River City Chapter

The KNA River City Chapter, in collaboration with Galen College of Nursing, recently hosted its Second Annual Educational Symposium, "Improving the Relationship Between Healthcare Professionals and People Who Use Drugs (PWUD). The Chapter donated a portion of registration fees to the Kentucky Nurses Foundation and announces its new slate of officers:

- Dolores White, President
- Audria Denker, Immediate Past President
- Brittney Welch, Vice President
- Becky Gesler, Membership Committee

KNA West Chapter

No report submitted

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With the new officially branded KNA credit card, you will have the opportunity to receive rewards and the KNA will benefit as well – how great is that? Sign up for your card today!

Briefly Speaking

KNA/KNF News & Notes

As we enter a new year, we wanted to offer you this brief summary of KNA/KNF/KNAC activities and invite you to join your professional nursing organization:

- Nurses all over Kentucky and a bevy of sponsors and exhibitors are still talking about the recent KNA Summit, "Creating a Safe and Caring Workplace." Check out event highlights on page 6.
- We just wrapped up our Second Annual Deans Membership Challenge and are proud to report

that nurse educators stepped up to add 92 new members to our organization. No one has to check homework here; we give this effort high marks all around.

- Speaking of membership, we have increased our membership base by 15 percent and increased our retention rate to 77 percent versus 41 percent last year at this time.
- We're happy to let you know that we recently welcomed the Kentucky Nurses Action Coalition (KNAC) to our organization. Read more about the excellent work of KNAC on page 11.
- Along with funding nursing scholarships and education, Kentucky Nurses Foundation (KNF) funds support the Nightingale Tribute Program. This special program includes a brief ceremony to honor any deceased Registered Nurse (RN) or Licensed Practical Nurse (LPN) for their commitment and dedication to nursing.
- The team at the KNA office is available as a resource to you if you have questions about your membership, need help addressing clinical or educational issues or want to make your voice known within Kentucky's nursing community. Stop by our office. Call us. Visit us on social media or complete a "Contact Us" form on our website. We want to hear from you.



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KNA launches affiliates program

If you are part of a group or organization that wants to join Kentucky nurses in the quest for a healthier Commonwealth, your organization will want to become a KNA affiliate. Increase your visibility and voice within the nursing profession. For more information, call the KNA office at 502-245-2843 or send us an email at admin@kentucky-nurses.org.

Information for Authors

- *Kentucky Nurse* Editorial Board welcomes submission articles to be reviewed and considered for publication in *Kentucky Nurse*.
- Articles may be submitted in one of the following categories:
 - A. Personal opinion/experience, anecdotal (Editorial Review)
 - B. Research/scholarship/clinical/professional issue (Classic Peer Review)
 - C. Accent on Research (Editorial Review)
 - D. Cultural Diversity (Editorial Review)
 - E. Health Matters (Editorial Review)
 - F. Student Spotlight (Editorial Review)
- Information about IRB or Ethical Board approval is a requirement for Quality Improvement projects, evidence practice based projects, and research studies.
- All articles, except research abstracts, must be accompanied by a signed *Kentucky Nurse* transfer of copyright form (available from KNA office or on website www.Kentucky-Nurses.org) when submitted for review.
- Articles will be reviewed only if accompanied by the signed transfer of copyright form and will be considered for publication on condition that they are submitted solely to the *Kentucky Nurse*.
- Articles should be typewritten with double spacing on one side of 8 1/2 x 11 inch white paper and submitted in triplicate. Maximum length is five (5) typewritten pages.
- Articles should also be submitted electronically
- Articles should include a cover page with the author's name(s), title(s), affiliation(s), and complete address.
- Style must conform to the Publication Manual of the APA, 6th edition.
- Monetary payment is not provided for articles.
- Receipt of articles will be acknowledged by email to the author(s). Following review, the author(s) will be notified of acceptance or rejection.
- The *Kentucky Nurse* editors reserve the right to make final editorial changes to meet publication deadlines.
- Please complete a manuscript checklist to ensure all requirements are met. You must provide a completed checklist when a manuscript is submitted. The Manuscript Checklist can be found at www.kentucky-nurses.org.
- Articles should be emailed to:
Editor, *Kentucky Nurse*, Kentucky Nurses Association, at admin@kentucky-nurses.org



KBN seeks nominations of KNA members for its board

The Kentucky Board of Nursing (KBN) is seeking nurses to serve on its board – RN Practice, Education and APRN. To apply, visit www.kentucky-nurses.org. Nurses must be members of the Kentucky Nurses Association (KNA) to be eligible for nominations by KNA. KNA members may self-nominate.



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Calendar of Events

January, February, March 2020

All meetings are (EST) unless otherwise indicated.

KNA Board of Directors Meeting:
First Friday of the Month, 10 AM – Noon

KNA Governmental Affairs Cabinet Meetings:
First Monday of every Month, 3:30 – 4:30 PM, conference call

KNA Chapter Leadership Video Conference Meetings:
Third Monday of every month, 1 – 2 PM

Kentucky Nurses Foundation Board of Trustee Meetings:
Fourth Tuesday of every other month at the KNA office, Noon – 4 PM, KNA Office

KNA Membership Recruitment & Retention Committee Meetings:
Second Monday of every Month, Noon – 1 PM, video conference

KNA Professional Nursing Practice & Advocacy Cabinet Meetings:
First Wednesday of every month, 5 PM, video conference

KNA Event Planning Committee Meetings:
Second Friday of every other month, 12:30 – 2:30 PM

KNA Nurse in Every School
First and third Monday of every month, Noon – 1 PM
***All nurses are welcome to attend any nursing event.
These are open to KNA members***

2020 Year of the Nurse – Lead, Innovate, Excel

January 2020

- 17 KBN Practice Committee Meeting, 9 AM
- 31 KBN Board Applications due to KNA Office
- 31 Call for Speakers – 2020 KNA Conference, “Age Well. Live Well, Be Well”

February 2020

- 3 Materials due to KNA Office for the April 2020 issue of Kentucky Nurse
- 4 KNA Nurses Day at the Capitol. 9 AM – 4 PM
- 6 Kentucky Nurse Editorial Board Meeting, 3 – 4 PM
- 11 KNA REACH Chapter Meeting, 5:30 – 6:30 PM (CST) dinner, Southcentral KY Community & Technical College, 1845 Loop St., Bowling Green

March 2020

- 20 KBN Practice Committee Meeting, 9 AM
- 26 KNA Green River Chapter Fourth Annual NCLEX Challenge, 5 – 8:30 PM, (CST), Henderson Fine Arts Center, 2660 South Green St.

April 2020

- 19-21 Optimal Aging Conference, Brown Hotel, 335 W. Broadway, Louisville, KY
- 30 Deadline KNA Nightingale Chapter Scholarship Application. For information, contact Denise Alvey at alveylex2@aol.com
- 30 KNA Call for Nominations, applications due

May 2020

- 4 Materials due to KNA Office for the July 2020 issue of Kentucky Nurse
- 6-12 National Nurses Week
- 14-15 Kentucky League for Nursing Annual Conference, “Next Generation Learning & Assessment,” Holiday Inn Louisville East, 1325 S. Hurstbourne Pkwy
- 22 KBN Practice Committee Meeting, 9 AM

June 2020

- 19 – 20 ANA Membership Assembly

July 2020

- 1 KNA Yearbook for 2020 Conference Materials due

August 2020

- KNA Election
- 3 Materials due to KNA Office for the October 2020 issue of Kentucky Nurse

September 2020

- 18 KBN Practice Committee Meeting, 9 AM
- 27 Government Affairs Retreat, more details TBD

October 2020

- 7-9 2020 ANCC National Magnet Conference, Atlanta, GA
- 29 American Academy of Nursing 2020 Conference, “Transforming Health, Driving Policy,” Washington, DC

November 2020

- 2 Materials due to KNA Office for the October 2020 issue of Kentucky Nurse
- 5 KNA/UofL School of Nursing Nightingale Awards Gala – honoring nurses across the state
- 5-6 KNA Annual Conference, “Age Well. Live Well. Be Well,” Holiday Inn Louisville East
- 20 KBN Practice Committee Meeting, 9 AM

December 2020

- 10-11 KNA Leadership Retreat

November 2021

- 5 KNA Summit



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KNA Hosts Annual Summit and Offers Thanks to All

Nearly 200 nurses and nursing students turned out for the recent KNA Summit, "Creating a Safe and Caring Workplace." With 31 sponsors, 34 exhibitors, a great annual awards program and a cadre of excellent speakers, our event is receiving high marks across the state. Thanks to all who helped make this Summit a huge success:

2019 Events Committee

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the "best of the best" among Kentucky nurses and nursing students. Read more about this year's winners:

Nurse of the Year - Eva Stone, manager of district health at Jefferson County Public Schools. Stone, co-chair of the KNA's "Nurse in Every School" Chapter, worked toward filing a bill that will expand funding for schools to allow nurses to practice to the full scope of their licensure in every Kentucky school. Most recently, the Center for Medicare/Medicaid (CMS) changed its regulations that will expand services for children in schools. Read more about that on page 14.

Nurse Researcher of the Year - Lovoria Williams, associate professor, University of Kentucky College of Nursing, is employing participatory research methods to deliver behavioral interventions to increase smoking cessation and lung cancer prevention in Western Kentucky.

Volunteer of the Year - Sandy Collins, retired nurse, has provided more than 400 hours to provide essential office and event support for the KNA.

Student Nurse of the Year - Kimberly Rogers, student at the University of Louisville School of Nursing, serves as president of the Kentucky Association of Nursing Students and the U of L School of Nursing Council.

Citizens of the Year - Ben Chandler, chief executive officer and **Bonnie Hackbarth**, vice president of external affairs, Foundation for a Healthy Kentucky, have effected change in many areas, including awareness of youth smoking and decrease of its use by this audience and increased cigarette taxes.

KNA Honor Nursing's Best at Awards Luncheon

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Attendees enjoyed visiting with event vendors and becoming eligible to win some great door prizes.



Bonnie Hackbarth



Eva Stone and Kim Bourne

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Carol Murch and her colleagues enjoyed the Poster Session

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Growing our KNA Chapter with Collaborative Learning

Carol Murch, DNP, APRN, ACNS-BC, CHPN, CNE
Kentucky Nurses Association:
Green River Chapter
Assistant Professor, Murray State University

Objectives

1. Describe the purpose of the NCLEX event.
2. Describe the significance of the event.
3. Identify key findings and implications.

Abstract

I developed this poster to describe a collaborative learning opportunity that our

Kentucky Nurses Association (KNA) Chapter offers to nursing students each spring as they are preparing to take the National Council Licensure Examination for Registered Nurses (NCLEX-RN). The inaugural NCLEX Challenge Event took place on February 22, 2017 at Owensboro Health located in Davies County, Kentucky. Our KNA Chapter has successfully offered our community nursing students an NCLEX Challenge Event for three consecutive years and there has been an increase in our membership during this time.

Purpose

The purpose for the event was to create a collaborative learning opportunity which would bring KNA nurse educators and students from our local associate nursing programs together to give additional assistance as they were preparing for NCLEX-RN. Funds raised would be used to award a nursing scholarship in the fall. Our goal was to increase our chapter membership.

Project Development Methods

Each September, members of the Events Planning Committee will start tasks such as writing test questions, requesting KNA starter funds (approximately \$500), confirming venue/date of event, finding a food catering service, and getting price estimates for supplies/servers. By January, all event details are completed.

By writing and presenting NCLEX-style questions along with the rationales, the students are given a unique opportunity to apply their knowledge as they answer each question. We surround the NCLEX Challenge event around a celebration theme and included food, music, a friendly competition, and tons of fun! There was a small registration fee, which included a meal (BBQ sandwich/chips/cookie/drink): competition team of six (6) students = \$25, student audience = \$5, and RN audience - \$10.

The completion had two rounds, each lasting 45 minutes with 24 questions and one team member was responsible for providing the answer on behalf of his or her team. One KNA Green River Chapter member was designated as the score keeper for each college team and maintained confidentiality at each team table during the competition rounds.

Findings

By giving college nursing students the opportunity to participate in the NCLEX Challenge Event, they were able to practice their ability to answer NCLEX style questions. Students were encouraged to develop a personal NCLEX study plan based upon how they answered each question. There was a total of six (6) competing teams from Henderson Community College (CC), Hopkinsville CC, Madisonville CC, Owensboro CC, University of Louisville-Owensboro, and University of Southern Indiana in 2018 and 2019.

Conclusion

The student team from Hopkinsville Community College won the competition in 2017 and the student team University of Southern Indiana won the competition in 2018 and 2019. We request our attending students, KNA members and nurses to complete an evaluation at the conclusion of each NCLEX Challenge Event and the results were 100% positive.

The KNA Green River Chapter has awarded a local nursing student with a \$500 scholarship award in the fall since 2017. Our KNA Chapter will host the Fourth Annual NCLEX Challenge Event on March 26, 2020 in Henderson, KY and we hope to continue this collaborative learning event, grow our KNA organization and our chapter's mission to foster and support future nurses. As a result of offering this event for three years, our KNA Chapter has increased in by six (6) members.

-KNA Summit, "Creating a Safe and Caring Workplace," October 24, 2019




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Building a Collaborative: Creation of a Multidisciplinary Safety Team

Lisa Lockhart, MSN, MHA, RN, NE-BC
Director of Nursing Services
Saint Joseph East - Lexington

ABSTRACT

Workplace violence is the most prevalent cause of injury in the health care setting. Workplace violence is defined as any physical assault, threatening behavior or verbal abuse occurring in the work setting. A workplace may be any location, either permanent or temporary, where an employee performs any work-related duty. This includes the buildings and surrounding perimeters, parking lots, field locations, and clients' homes as well as traveling to and from work assignments. This means it has no boundaries – hospital settings, hospices, outpatient centers, home health environments and clinics: all are at risk. It crosses all services lines and affects everyone. The violators can be peers, patients, visitors, or domestic violence situations that spill over into the workplace. The victims, potential victims and the rippling effects of exposure to violence affect a culture to its core. Exposure to workplace violence decreases customer satisfaction, increases turnover, increases workplace injuries, absenteeism, decreased engagement, and increase in work related errors thereby affecting patient safety from both primary exposure to the incident or by secondary (inattention) because of the incident.

According to the American Nurses Association (ANA), in the health care and social assistance sectors, 13 percent of days away from work were the result of violence in 2013, and this rate has increased in recent years, according to the U.S. Department of Labor Bureau of Labor Statistics. In addition, three in 10 nurses reported physical abuse and the rates of workplace violence injuries for nurses and nursing assistants rose steadily over the two-year period, according to the Robert Wood Johnson Foundation.

It is estimated that at least 25 percent of workplace violence goes unreported and at least 62 percent of nurses have experienced some form of workplace violence. Organizations across the country are developing multidisciplinary teams to combat workplace violence in all forms by working with all service lines to

develop collaboratively improved education, policy, and support for the employees, customers and communities they serve. The program development must include awareness, responsiveness, incident management and recovery.

-KNA Summit, "Creating a Safe and Caring Workplace" Poster Session, October 24, 2019

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The Importance of Resilience in Helping Leaders Cope with Psychological Violence/Workplace Bullying

Debra Hampton
PhD, MSN, RN, NEA-BC, CENP, FACHE

Aims: Explaining why psychological violence may be a disruptive force for nurse leaders and highlighting the importance of resilience in helping nurses cope when experiencing bullying are the two primary purposes of this presentation. Strategies leaders can use when being bullied also are outlined.

Background: Bullying is deliberate behavior that negatively impacts the victim. Exposure to bullying may cause health and job-related disruptions, to include mental and physical health issues, burnout, turnover, reduced job satisfaction and decreased organizational commitment (Fink-Samnick, 2015). Resilience is the process of adapting when experiencing adversity, threats, or significant sources of stress and bouncing back after these challenging experiences. Resilience can be a protection factor against distress and the negative effects of bullying

in that resilience encompasses factors that promote personal strengths.

Methods: This study employed a descriptive, cross-sectional design through the use of an anonymous online survey. Participants included nurse managers, directors, and executives from a United States national nursing leadership organization. Bullying behaviors were measured by the Revised 22 item Negative Acts Questionnaire (NAQ-R) (Einarsen, Hoel, & Notelaers, 2009). Resilience was measured by the Brief Coping Scale (BCS), a four-item scale that reflects adaptability and creative responses to stress; this scale reflects tenacity, optimism, creativity, problem solving and a commitment to make the best of difficult situations (Sinclair & Wallston, 2004). Both the NAQ-R and BCS have demonstrated reliability and validity from other studies.

Results: Participants for this study included 175 nurses (95% female and 5% male) that were in either CEO/CAO (n=5, 3%), CNO (n=58, 33%), Director (n=65, 38%), or Nurse Manager (n=45; 26%) roles (Hampton, Tharp-Barrie, & Rayens,

2018). Mean NAQ-R was 39.3 (range 22-110). Approximately 60% of participants experienced behaviors than can be categorized as bullying behaviors and 26% experienced severe workplace bullying. Mean resilience was 17 (possible range 5-20). Resilience as measured by the BCS was not significantly associated with bullying as measured by the NAQ-R.

Conclusion: Bullying is a significant workplace stressor for leaders and does cause individuals to leave their positions. Resilience was not significantly related to bullying and intent to leave in this study, which could indicate that bullying led to a reduction in the development of leader resiliency. However, dealing with negative experiences also may build tenacity and resilience. Nursing leaders need to identify and assertively address personal bullying and focus on activities to build personal resilience.

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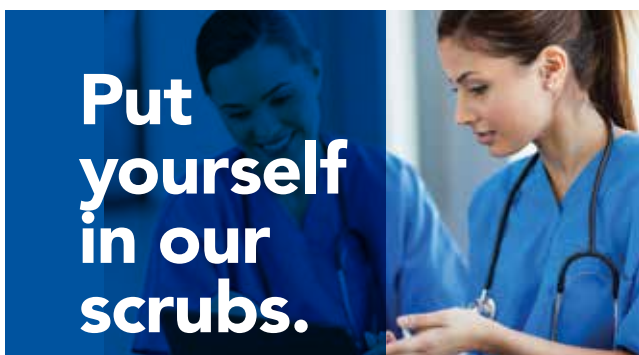
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-KNA Summit 2019 Poster Session, "Creating a Safe and Caring Workplace," October 25, 2019



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The Kentucky Nurse Editorial Board says “thank you” to Readership Survey Respondents

Look for results in our April issue

Thanks to the 106 nurses who completed our recent *Kentucky Nurse* Readership Survey. We value your input and will use the results to shape future issues of this award-winning publication. Look for a snapshot of survey results in the next issue of *Kentucky Nurse*.

KNA invites nurses to become mentors for minority students and nurses



Program includes mentoring tool kit developed by Robert Woods Johnson Foundation

Underrepresented minority nursing students represent 6.9 percent of the Kentucky nurse workforce. Become a mentor through the “Ment to be...Mentoring Program” and help our state address minorities’ low nursing retention and graduation rates. Mentors will have access to the Mentoring Toolkit designed by Robert Woods Johnson Foundation (RWJF). This program is a collaborative effort among the Kentucky Nurses Action Coalition, RWJF, the Kentucky Nurses Association and the AARP Foundation. For information, contact Corinna Hughes at [KynursMentor@gmail.com](mailto:kynursmentor@gmail.com).

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This event provides a great opportunity for you to see the Kentucky House of Representatives and the Senate in action. There you will be able to share your concerns and ask questions of those who lead our state.

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2020 marks 100th Anniversary of the 19th Amendment allowing women the right to vote

This year 2020 marks the 100th Anniversary of the passage of the 19th amendment guaranteeing and protecting women's constitutional right to vote. This history centennial offers an unparalleled opportunity to commemorate a milestone of democracy and to explore its relevance to the issues of legal rights today. – *2020 Women's Vote Centennial Initiative, 2020centennial.org*.

The Kentucky Nurses Association welcomes KNAC



The Kentucky Nurses Association (KNA) recently welcomed the Kentucky Nurses Action Coalition (KNAC) into its organization. KNAC is a statewide initiative formed to advocate and act with one voice to advance nursing and to meet the healthcare needs of the Commonwealth. KNAC is part of the Future of Nursing: *Campaign for Action*, a joint initiative of AARP and the Robert Wood Johnson Foundation. The Campaign is working to transform healthcare through nursing.

To learn more about KNAC and how you can get involved, visit kentuckycenterfornursing.com.

In addition to KNAC, the Kentucky Nurses Foundation (KNF) also falls under the KNA umbrella and serves as its philanthropic arm. The KNF, a 501(c)(3) organization, provides funding for nursing education, scholarships and research.

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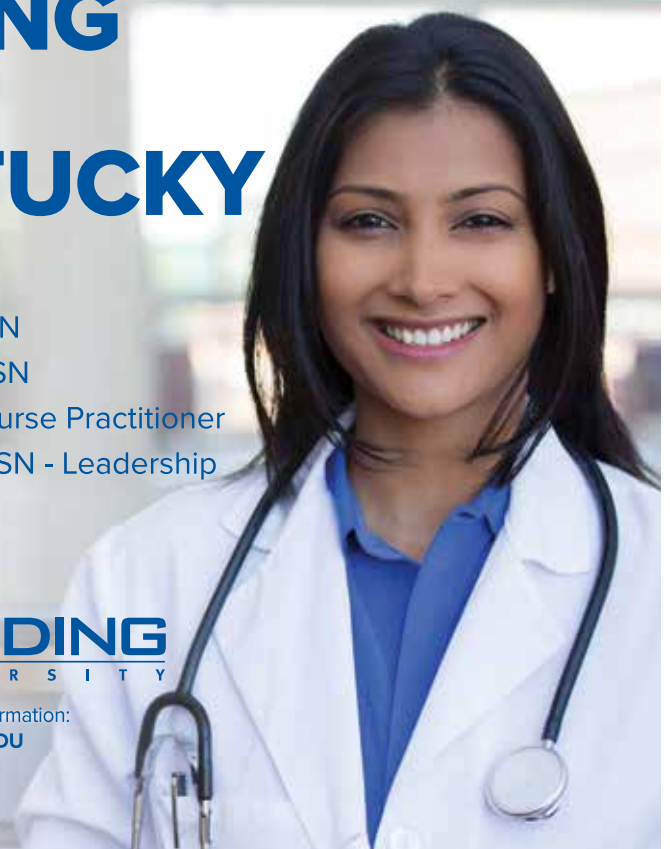
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The Kentucky Nurses Association (KNA) will soon publish the first ever Annual Kentucky Book of Nurse Resources. We want our community to have access to the depth of knowledge nurses across the Commonwealth can provide. You'll want to get in on this great opportunity to get referrals, recruit staff and faculty and educate fellow nurses about your field of expertise. Here's how it will work:

Visit Kentucky-nurses.org and

- Complete the form that will include your credentials, photo and contact information;
- The cost for KNA members to participate is \$50; non-member fee is \$374 (which includes a one-year KNA membership) and
- KNA will accept nurse profiles through Friday, January 31.

This online resource book will be available by Friday, February 28. The fee for a one-time download is \$400 but is free to all nurses included in the book.

We are very excited to bring this great resource to you!



Kentucky Nurse Resource Book – Sample Listing

Name: Ruth Carrico
Licensure: RN, APRN
Education: MSN, PhD, DNP
Certifications: Family Nurse Practitioner (FNP-C); Infection Prevention and Control; Travel Health
Prescribing Authority: Yes
Fellowships: Fellow, Society for Healthcare Epidemiology of America (FSHEA)
Employer: University of Louisville, School of Medicine, Division of Infectious Diseases
Job Title: Professor
Primary Practice Site: University of Louisville International Travel Clinic; 501 E. Broadway, suite 110; Louisville KY 40202
Practice Specialty: Infection Prevention and Control; Infectious Diseases; Immunization; Travel Medicine
Additional Areas of Expertise and Interest: Occupational Exposure; Clinical Research; Global Health; Refugee Health; Tele-Health
Current Service on Boards and Commissions: National Foundation for Infectious Diseases (NFID); Vascular Access Certification Corporation (VACC); Kentucky Institute for Patient Safety and Quality (KIPSQ)
Current Service on Advisory Committees: Centers for Disease Control and Prevention (CDC) Healthcare Infection Control Practices Advisory Committee Workgroup; Pfizer Inc.; Sanofi Pasteur
Willingness to Serve as a Preceptor: Yes (limited), DNP or PhD students
Practice Site for Preceptorship: International Travel Clinic
Willingness to Serve as a Mentor: Yes (limited)
Current Speakers Bureaus: Pfizer Inc.; Sanofi Pasteur; Nanosonics Ltd
Elected Office: President, Kentucky Nurses Association
Website: UofLSOMInfectiousDiseases
Twitter: [Ruthcarrico2](https://twitter.com/Ruthcarrico2)
Facebook: Ruth Carrico
LinkedIn: www.linkedin.com/in/drruthcarrico
Contact information:
 501 E. Broadway, Suite 110
 Office telephone: 502-852-6485
 Email: ruth.carrico@louisville.edu



The Kentucky Resource Book of Nurses Listing Registration

NAME:*	FIRST:	LAST:
LICENSURE: <input type="checkbox"/> RN <input type="checkbox"/> APRN <input type="checkbox"/> SANE <input type="checkbox"/> LPN <input type="checkbox"/> OTHER _____		
CERTIFICATION: <input type="checkbox"/> ANCC <input type="checkbox"/> BSC-RN <input type="checkbox"/> CCRN <input type="checkbox"/> CNS <input type="checkbox"/> CPHQ <input type="checkbox"/> OCN <input type="checkbox"/> OTHER _____		
EDUCATION: <input type="checkbox"/> ADN <input type="checkbox"/> BSN <input type="checkbox"/> BS <input type="checkbox"/> BA <input type="checkbox"/> MA <input type="checkbox"/> MSN <input type="checkbox"/> JD <input type="checkbox"/> PhD <input type="checkbox"/> DNP <input type="checkbox"/> EDD <input type="checkbox"/> OTHER _____		
FELLOW STATUS: <input type="checkbox"/> FAAN <input type="checkbox"/> FANP <input type="checkbox"/> OTHER _____		
AREAS OF EXPERTISE:*		
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Would you like to serve on a board or commission?* <input type="checkbox"/> Yes <input type="checkbox"/> No	
Are you a legislator?* <input type="checkbox"/> Yes <input type="checkbox"/> No	If yes, you are a legislator, please indicate: <input type="checkbox"/> Locally <input type="checkbox"/> Statewide <input type="checkbox"/> Nationally <input type="checkbox"/> Does not apply to me
If yes, you are a legislator, please indicate:	
Please list any special committees on which you serve:	
Would you like to be a mentor or preceptor for nurses?* <input type="checkbox"/> Yes <input type="checkbox"/> No	
The following information is only for demographic analytics and will not be published. They will be denoted with a black asterisk (*).	
Date of Birth:* mm-dd-yyyy ____ / ____ / ____	Gender:* <input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Other _____
Current Employment Status (eg. full-time nurse, part-time quality manager, etc.):*	
Current Position Title:*	
Employer:*	
Type of Work Setting (eg. Hospital, Clinic, Office, University):*	
Is this care under the license of:* <input type="checkbox"/> Nurse <input type="checkbox"/> Nurse Practitioner <input type="checkbox"/> Clinical Nurse Specialist <input type="checkbox"/> Other _____	
How many hours of your time is spent in direct patient care a week, if the setting is one where direct patient care is given? *	
End of demographic analysis section.	
Are you currently a KNA member? * <input type="checkbox"/> Yes <input type="checkbox"/> No	License Number (This field is required if you attempt to use the KNA Member Fee.)
<input type="checkbox"/> KNA Member Fee (\$50) <input type="checkbox"/> KNA Non-Member Fee (Includes \$174 ANA/KNA Membership) \$374	
Credit Card	
FIRST NAME:	LAST NAME:
CREDIT CARD NUMBER:	CVV:
EXPIRATION DATE:	POSTAL CODE:

Workplace Violence: How Can We Feel Safe at Work

Jessica Vos, BSN

Reprinted with permission from North Dakota Nurse, October 2019

No one should have to go to work with fear of physical violence, verbal threats, or threatening behavior. Unfortunately, many nurses do. According to the American Nurses Association, one in four nurses are assaulted. Of those one in four, only 20-60% of those incidents are reported. Nurse abuse, also known as workplace violence, attributes to 13% of missed worked days (American Nurses Association, n.d.)

In order to address work place violence, we need to first be able to identify what it is. According to Joint Commission's Sentinel Event from April 2018, workplace violence can be described as intimidating, harassing behavior, physical assaults or threats of assaults and verbal, written, or physical aggression intended to control or cause death, serious bodily injury or damage to property (Joint Commission, 2018.) According to the American Nurses Association (ANA), the violence includes incidences by patients, patients' family members and external individuals and includes physical, sexual and psychological assaults (ANA, 2019). Workplace violence can be further dissected into sub groups of bullying and incivility by co-workers, but for the sake of this article, we will be discussing workplace violence and nurse abuse from other sources other than co-workers.

Some of us may never personally experience workplace violence and that is a good thing, but "workers in health care settings are four times more likely to be victimized than workers in private industry" (Joint Commission, 2018.) The Joint Commission also has 68 reported sentinel event incidences of homicide, rape, or assault of hospital staff members over an eight-year period, (Joint Commission, 2018.) There is no better time than now to raise awareness and support for safe work environments, especially for the most trusted profession taking care of the most vulnerable populations.

It is the nurses' caring nature to feel empathy for their patients. With this empathy comes a downside as nurses tend to underreport workplace violence "because they often believe that their assailants are not responsible for their actions due to conditions affecting their mental state. The most common characteristic exhibited by perpetrator of workplace violence is altered mental status associated with dementia, delirium, substance intoxication, or decompensated mental illness," (Joint Commission, 2018.) The empathy nurses feel for their patients can overwhelm their rational senses and may brush off the violent act as "the patient didn't know what they were doing" as justification for the abuse. According to ANA's 2019 issue brief on reporting incidents of workplace violence other barriers to reporting include:

- A health care culture that considers workplace violence as part of the job
- A perception that violent incidents are routine
- A lack of agreement on definitions of violence; e.g. does it include verbal harassment?
- Fear of being accused of inadequate performance or of being blamed for the incident
- Lack of awareness of the reporting system

- A belief that reporting will not change the current systems or decrease the potential for future incidents of violence
- A belief that the incident was not serious enough to report
- A practice of not reporting unintentional violence; e.g., incidents involving Alzheimer's patients
- Lack of manager and employer support
- Lack of training related to reporting and managing workplace violence
- A fear of reporting supervisory workplace violence

With this list of barriers to reporting workplace violence, it can almost be guaranteed that incidents happen at a substantially higher number than we anticipated. It is especially difficult if nurses don't know when or even how to report these incidents.

No matter who inflicts the act of violence, it is the nurses duty to report any and all acts of workplace violence. It is the organizations duty to train nurses to identify workplace violence and have an effective reporting system that is continually addressed. No one benefits from workplace violence as it "results in low staff morale, lawsuits, and high worker turnover," (Joint Commission, 2018.) This is no good for the nurses, the organization, or the patients. Organizations should also be responsible to provide training to employees in preparation for disruptive behaviors, self-defense/self-protection, and de-escalation of these incidents. Being proactive and having staff be able to identify escalation of events that could lead to violence, could greatly help in de-escalation before the violent acts can occur. Organizations should also debrief with employees after these disruptive events occur to better determine what went well, what didn't go well, and how things could be handled more effectively in the future.

Everyone needs to feel safe at work and we need to be able to report acts of violence no matter how small; if the incident causes physical or mental distress, or makes the nurse feel unsafe in any way, the incident should be reported and followed up with by management or the security team. Nurses should not feel shame for reporting workplace violence, the concerns should not be minimized by management. Workplace safety is everyone's job and collaboration between management, security and staff is a must if we are to provide sustainable culture of safety.

References

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YEAR OF THE NURSE 2020

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ANA Enterprise Gears Up for Global 'Year of The Nurse' In 2020

Silver Spring, MD – The ANA Enterprise announced its intent to elevate and celebrate the essential, robust contributions of nurses as the world recognizes 2020 as the “Year of the Nurse.”

The ANA Enterprise is the family of organizations that is composed of the American Nurses Association (ANA), the American Nurses Credentialing Center (ANCC), and the American Nurses Foundation. ANA Enterprise will celebrate Year of the Nurse by engaging with nurses, thought leaders and consumers in a variety of ways that promote nursing excellence, infuse leadership and foster innovation.

“As the largest group of health care professionals in the U.S. and the most trusted profession, nurses are with patients 24/7 and from the beginning of life to the end. Nurses practice in all healthcare settings and are filling new roles to meet the ever-growing demand for health and health care services,” said ANA President Ernest J. Grant, PhD, RN, FAAN. “Despite the major role nurses play in health care delivery and community outreach, there are opportunities to increase understanding of the value of nursing in order to expand investment in education, practice and research, as well as increase the numbers of nurses who serve in leadership positions.”

“We look forward to working with partner organizations to communicate a contemporary and accurate view of nurses and the critical work they do, as well as challenge boards and other influencers to commit to nursing and nursing leaders in order to improve the nation’s health,” said Grant.

Given the wide range of nursing roles in the U.S., ANA Enterprise will promote inclusivity and wide engagement of all nurses throughout Year of the Nurse. As an example, during 2020, ANA Enterprise will expand National Nurses Week, traditionally celebrated from May 6 to May 12 each year to a month-long celebration in May to expand opportunities to elevate and celebrate nursing.

The World Health Assembly, the governing body of the World Health Organization, declared 2020 the International Year of the Nurse and Midwife, in honor of the 200th anniversary of Florence Nightingale’s birth. The celebration offers a platform to recognize past and present nurse leaders globally, raise the visibility of the nursing profession in policy dialogue and invest in the development and increased capacity of the nursing workforce. This declaration is an extension of work initiated by the Nursing Now campaign to elevate the profession and ensure nurses are leading efforts to improve health and health care. ANA Enterprise is leading Nursing Now USA along with the Chief Nurse, U.S. Public Health Service; the University of North Carolina Chapel Hill; and the University of Washington, School of Nursing.

Nurses are encouraged to use #yearofthenurse and follow us on social media as we celebrate nurses in 2020.

The ANA Enterprise is the organizing platform of the American Nurses Association (ANA), the American Nurses Credentialing Center (ANCC), and the American Nurses Foundation. The ANA Enterprise leverages the combined strength of each to drive excellence in practice and ensure nurses’ voice and vision are recognized by policy leaders, industry influencers and employers. From professional development and advocacy, credentialing and grants, and products and services, the ANA Enterprise is the leading resource for nurses to arm themselves with the tools, information, and network they need to excel in their individual practices. In helping individual nurses succeed—across all practices and specialties, and at each stage of their careers—the ANA Enterprise is lighting the way for the entire profession to succeed.

The Kentucky Nurses Foundation Highlights Activities and Accomplishments

We are happy to report that, thanks to your donations, we recently granted three nursing education scholarships to these Kentucky students: Haley Jo Keller, Spalding University and Taylor Coffman, Galen College of Nursing, who both received the Kentucky Nurses Foundation (KNF) Nursing Excellence scholarships and Allison DeSpain, Spalding University, received the Mildred Metz Scholarship. Helping students further their education speaks to the core of KNF’s mission to fund education and research for students and nurses statewide.

So far, this fiscal year (July 1, 2019 – June 30, 2020), we have honored 21 Kentucky nurses with Nightingale Tributes. We are proud to report that funeral homes and families are now calling us directly to request Tributes and that often several nurses attend these services to show their support. Thanks to nurses who volunteer their time to honor their colleagues in this special way. To learn more about the Tribute, a ceremony to remember any deceased Registered Nurse (RN) or Licensed Practical (LPN) in Kentucky, visit our website and watch our training video about this service. If you would like to remember a nurse, please contact us. Thanks to generous donors like you, we will continue to honor nurses in this way and spread the word about the program.

Remember, we’ve made online giving and recurring donations easy. Visit our website to find out more. If you like to give a little as you go, how about donating a dollar a month for a year. Just imagine what your \$12 a year can do when combined with the same amount from every Kentucky nurse – there are more than 80,000 of us in the state. This is a check or cash only campaign.

As always, we encourage you to give in honor or memory of a nurse who is special to you via our “Honor a Nurse – Remember a Nurse” campaign. Since its inception in 2017, this initiative has garnered \$5,685.

On behalf of the nurses who have become your colleagues and friends and those who care for you and your family, please give generously.

Sincerely,

Jo Singleton, DNP, RN-BC

President, Kentucky Nurses Foundation Board of Trustees

“I have found that among its other benefits, giving liberates the soul of the giver.” – Maya Angelou

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Kentucky to provide increased access to Medicaid health services for students

Hats off to Eva Stone, KNA School Nurse Chapter, for advocating for this cause

Thanks to a recent amendment to the Centers for Medicare/Medicaid Services (CMS) regulations, Kentucky will expand services provided by nurses and mental health professionals. According to a news release from the Cabinet for Health & Human Services (CHFS), Kentucky's Medicaid state plan will allow for expanded health services in schools during the current school year and approval for direct services reimbursement to school districts is retroactive to August 1, 2019.

Children with Medicaid coverage often do not receive healthcare services because of social determinants such as lack of transportation, parent work schedules or finding a provider that accepts Medicaid.

The CHFS news release also states that Senate Bill 1, passed by the 2019 General Assembly, mandated increased mental health access and services inside schools but the law was not attached to additional funding to implement the mandates. Examples of services that could now be covered include physical and behavioral health screenings, immunizations, dental care, speech therapy supports and mental health counseling.

The Kentucky Nurses Association thanks Eva Stone, manager of district health services, Jefferson County Public Schools

and immediate past co-chair of the KNA School Nurse Chapter, for leading the charge toward this legislative milestone that will support additional funding for nurses in schools and allow nurses to practice to the full scope of their licensure. We also extend our thanks to the School Nurse Chapter for keeping Kentucky children at the forefront of discussions across the Commonwealth.

Eva, who has worked diligently on this initiative, says, "We are 80,000+ nurses strong and, by working together, we can reduce the barriers to care that children experience. School nurses play a vital role in bridging the gap between students who need care and those who receive it and can provide care coordination between parents and healthcare providers.

She adds, "While some states are taking more progressive steps in this area than others, Kentucky traditionally has not regarded school nurses as Specialized Instructional Support Personnel (SISP). Research indicates that school nurses and the services they provide can have a direct impact on academic outcomes."

Eva concludes, "As the daughter of a grade school principal and nurse, I am proud to provide nursing care in this type of non-traditional setting."



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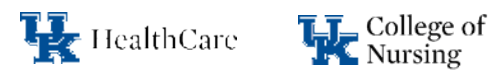


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