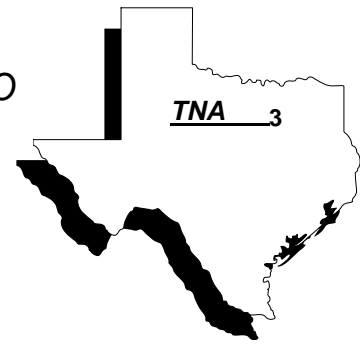


ERATH \* HOOD \* JOHNSON \* PALO PINTO

# DISTRICT 3 NEWS

PARKER \* SOMERVELL \* TARRANT



PUBLISHED BY DISTRICT 3 TEXAS NURSES ASSOCIATION \* P.O. BOX 16958  
Fort Worth, TX 76162 \* 817-249-5071 \* [tna3@usapathway.com](mailto:tna3@usapathway.com)  
District Website: <http://www.tna3.org> \* State Website: <http://www.texasnurses.org>

March / April 2008

## President's Message

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

I truly believe that all nurses are leaders in some capacity. As nurses we lead evidence based research, drive patient care, and tirelessly advocate for our patients. As a community we are involved in electing the candidates of our choice for the upcoming Primary elections, and we are afforded the same responsibility in the upcoming TNA-3 2008/2009 Board of Directors (BOD) election which takes place in March. It is of vital importance to our district that you take a few moments of your time to study the candidates, mark your ballots, and return them for tallying. My challenge to each of you is this: I would like to see 50% of the membership (of which we have nearly 400 members) cast votes for the candidate of their choice. Please help TNA-3 meet this challenge!

Once again, TNA-3 will be participating in the TNA North Region Golf Tournament for Fun(D) in Canton, Texas. This is a wonderful fundraiser which supports the Texas Nurses Foundation for the Ready Texas Nurses Program and each of the districts that make up the north region of TNA. Please lend your support financially and/or as a participant in the tournament on April 4, 2008. More details follow in the newsletter.

Please join us for our next Membership Meeting on Thursday, April 17, 2008 at 6:30 pm at Harris Methodist Fort Worth. The title of our presentation is "Electronic Nursing Assignment" and our presenter is Deborah Behan, RN, PhD(c). I know you will find the topic informative and extremely interesting. For those of you who are interested in the legislative process at the TNA State level, please join us in Austin on April 19, 2008 for the Annual House of Delegates. Although you cannot participate in the voting process if you are not a delegate, you are invited to attend the "House" and observe the proceedings.

Please join us on May 15, 2008 at the TCU Kelly Alumni Center for our Annual Dinner which celebrates our membership and our nurse leaders. The cost is \$30.00 per person and includes a fabulous dinner and a program which recognizes the 2008 Great 100 Nurses from TNA-3, the district three Annual Award's recipients, and the newly elected TNA-3 Board of Directors for 2008/2009.

Due to the success of the Community Service Project in December 2007, the TNA-3 BOD created a new Community Service Committee. We are delighted that Amanda Robbins has enthusiastically agreed to Chair this committee, and is already collecting toiletries for next year's project. The goal of our service project is which is to make at least 300 gift bags for the residents of Westchester Plaza Assisted Living in Fort Worth. Please collect and save sample sized toiletries for Amanda and TNA-3 so that there will be plenty of "goodies" for all the residents to have a nice Christmas.

*Now is the time that is. Make your now wow, your minutes miracles, and your days pay. Your life will have been magnificently lived and invested, and when you die you will have made a difference.*  
~Mark Victor Hansen

Best Regards,  
Sandi McDermott, RN, MSN, CNAA-BC

### District Three Board Members 2007-2008

#### President

**Sandi McDermott**

[tna3@usapathway.com](mailto:tna3@usapathway.com)

[sandi.mcdermott@hcahealthcare.com](mailto:sandi.mcdermott@hcahealthcare.com)

#### Past President

**Sharon Ransom**

#### Vice President thru 2008

**Lygia Dunsworth**

#### Secretary thru 2008

**Suzy Lockwood-Rayermann**

#### Treasurer thru 2009

**Stephanie Eckstein**

#### Directors thru May 2008

**Kerry Baucom**

**Shelly Olive**

**Kiran Sharma**

#### Directors thru May 2009

**Dennis Cheek**

**Sharon Ikeler**

#### Executive Secretary

**Renee James**

Office: 817-249-5071

[tna3@usapathway.com](mailto:tna3@usapathway.com)

# Cultural Sensitivity in Nursing Practice

There are many complexities that nursing faces while caring for people of diverse backgrounds. Not only has nursing become more culturally diverse in America, but so has the patient. We have entered an era of "cultural sensitivity" in health care delivery and this issue has come to the forefront in nursing care today. I am sure when you were hired as an RN at any area hospital; you were in-serviced on cultural sensitivity. Most in-services on "cultural sensitivity" usually expand only the cultural knowledge and awareness of those receiving the training. Few of these types of in-services really teach the nurse to perform true culturally sensitive in health care delivery. In order to be culturally sensitive, one must not only have the knowledge and awareness of different cultures, but also recognize cultural similarities without assigning values to those cultural differences. Nursing must become culturally competent, setting aligned behaviors, attitudes, and policies into practice during care delivery. This is necessary to work effectively in cross-cultural situations. Health care providers must understand that there are many challenges that face the patient living among two diverse cultures and identify with two countries. Most of these patients or families have dealt with some type of prejudice while living in the United States. As a healthcare provider, it is important to have an understanding of a patient's culture, and become culturally competent, in order to provide the best care possible without discriminating.

I began nursing in India in late 1960's. Limited resources of the society and the hospitals made me very conscious of waste in nursing practice. There were many social differences in India that nurses faced every day. Lack of sanitation and over crowding increased the potential for infection. Nursing care in India was based on the values of Florence Nightingale. Her focus and prioritization of care was traditionally directed to the underserved in the 19<sup>th</sup> century England. As an Indian nurse our care delivery process was the same. During the early years my nursing career, I realized that in the Indian society the nurse was simply viewed as the physician's handmaiden. The majority of patients, who came to the hospital, were of the Hindu religion. Hindus believe in reincarnation of the soul, and that one's soul moves on to higher realms of happiness and salvation on earth based on their actions and deeds in their lives. This belief transcends into my nursing practice here in the United States. When we keep caring for our patients as the focus of our practice, the only thing that will happen for those patients is good. In Hindi, these acts of caring with kindness are known as good karma. Now times have changed with nursing in India but this was a culture that affected me and my way of providing patient care.

In early 1970's, I moved to England. I was exposed to an entirely new culture in health care delivery. At that time English nurse were very proud of their past leaders, recognizing Florence Nightingale in high regard. But they did not give much credit to the leaders in nursing from other countries who lead the nursing profession. English nurses were not very open to the change and new or different ideas from other cultures. They were very protective of their traditional ways. So I had to adjust to their way of patient care delivery. At that time no one wanted to listen to new ideas. This was a great experience to watch a system that would not adapt to any other cultural changes.

Cultural diversity in the nursing profession assists in bridging cultural sensitivity to the patient through education of our peers. The health care provider has to consider their own culture, hospital culture, and the patient's culture while providing care to the patient. Competent care can only be performed when the healthcare provider can grasp an understanding of the cultural dynamics in which they function. Until healthcare delivery is performed in a way that the nurse or care provider can adjust their delivery methods and frame of reference from one culture to another, evaluating every situation from multiple frames of reference, can the care provided be truly culturally sensitive. In order to do this one must have a firm grasp of their own culture, the culture of the hospital or organization in which they work, and then the complexities of the individual patient's culture.

Kiran Sharma,

## District 3 Welcomes our New Members



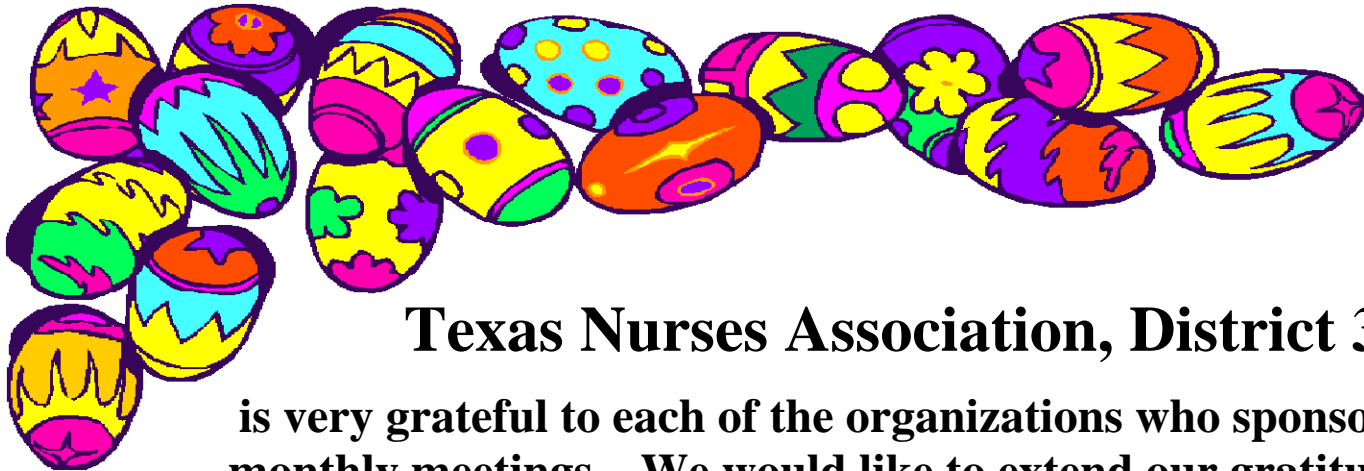
Rumulo Banaag  
Jennifer Brown  
Lindy Cabrera  
Mary Alice Clark  
Alice Dees

Melissa Green  
Bobby Harbin  
Bethany Hooper  
Dennell Lozos  
Patricia Murphy

Sandra Patterson  
Julius Quinn  
Susan Reinarz  
Susan Trumps  
Grace White

*We're glad you're here.*

Please let us know if we can do anything to help you meet your fellow members and get involved.



## **Texas Nurses Association, District 3**

is very grateful to each of the organizations who sponsor our monthly meetings. We would like to extend our gratitude to:

**Harris Methodist Fort Worth**

**Harris Methodist Walls Regional Hospital**

**Harris Methodist HEB**

for hosting our membership meetings.

**Harris Methodist Fort Worth**

for providing the Continuing Education Credits.

And each of our  
Continuing Education Program Sponsors

**Baylor All Saints Medical Centers**

**Cook Children's Medical Center**

**Harris Methodist Southwest**

**Harris Methodist Walls Regional Hospital**

**Huguley Memorial Medical Center**

**Medical Center of Arlington**



## Serving Our Community...

Hello District 3!

My name is Amanda Robbins. As a TNA district 3 member, I have always wanted to become more involved in the association and contribute to our presence in the community. In an effort to accomplish both goals, I am excited to lead the Community Service Committee for our district.

I began my professional nursing career as a graduate BSN from the University of Texas at Austin, in 2002. Following graduation, I worked as an RN at UCSF Medical Center in San Francisco, California, on a variety of medical-surgical floors. While in California, I also attended the University of California, San Francisco, School of Nursing. In 2006, I graduated as Masters of Science with a Clinical Nurse Specialist of Gerontology, and nursing education focus.

After the birth of my first child, and subsequently graduating from the masters program, my husband and I were ready to head home to the great State of Texas. Soon after arriving to the Fort Worth area, I became employed at North Hills Hospital in North Richland Hills as a medical surgical nurse. Today, I remain at North Hills Hospital as a nurse educator in geriatric program development and enterostomal therapist.

My vision for the Community Service Committee includes a prominent focus on the populations at need in our district, and involvement of our local TSNA members. All members interested in planning and the development of this committee are encouraged to contact me, Amanda Robbins, through TNA district 3.

In preparation for our largest anticipated project of the year, I strongly encourage all members to attend the upcoming meetings this year with a small donation of a gender neutral toiletry (ex. toothbrush, toothpaste, shampoo/conditioner, fragrance-free deodorant or lotion). Look for further updates in the upcoming newsletters and at this year's member meetings.

## TNA-3 Election

It is time, once again, to elect new TNA-3 leadership. A ballot and biographical information for each candidate has been included with this newsletter. Please take a moment to look over this information and vote for the candidate(s) that you feel will best serve TNA-3. Ballots must be returned to the nominating committee on or before April 15, 2008.

Marinda Allender

## TNA North Region TEES UP 5th Annual Golf Tournament for FUN(D)

The Texas Nurses Association North Region is having their 5th Annual Golf Tournament for FUN(D) at Twin Lakes Golf Course in Canton on Friday, April 4, 2008. TNA District 3 would like to cordially invite all members of the district and their friends to participate. This event serves to support the North Region Districts of TNA, and the Texas Nurses Foundation.

The golf tournament features straight Florida scrambles of four players per team, shotgun start, 4-person scramble. The cost per registrant is \$65 which includes greens fees, golf cart, dinner and one ticket for the door prizes to be awarded at the dinner. Winners must be present to win. Sign-in registration is from 11:00-12:15 p.m. Tee times begin promptly at 12:30 p.m.

Not a golfer? You can participate by sponsoring a hole which begins at \$250. For sponsoring a hole at the \$500 level, entry fees for 2 players is included. At the \$1000 level, the entry fee for 4 players is included. The sponsors will also have their name displayed on the hole and at the dinner. The hole sponsorship is contributed to the Texas Nurses Foundation, the research and public service arm of TNA.

Non-golfers and guests of golfers may attend the dinner following the tournament for a fee of \$15 and will receive one ticket towards a possible door prize. The Bar-B-Q gala dinner will be from 5:30-7:30 p.m.

For further information, contact Pat Pollock at 214-282-7832 or [D4tna@flash.net](mailto:D4tna@flash.net) or Ellen L. Palmer at 972-562-7141 or [ellenpalmer@tx.rr.com](mailto:ellenpalmer@tx.rr.com).

## Information Update

Have you moved? Changed your name? Changed your e-mail address?

Please contact the District 3 office, and let us know about your changes. We would like to update your information to ensure that you receive your newsletter and the latest information about TNA-3.

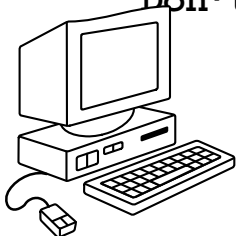
Texas Nurses Association, District 3  
P.O. Box 16958  
Fort Worth, TX 76162

Phone: 817-249-5071

Fax: 817-249-5071

Email: [tna3@usapathway.com](mailto:tna3@usapathway.com)

**Don't forget to check the website, for the latest TNA-3 information.**



The following items can now be found on the website:

- \* Calendar of Events
- \* TNA Membership Application
- \* Golf Tournament Brochure
- \* Order Texas RN Pin's online
- \* Meeting Flyers
- \* Scholarship Application

[www.tna3.org](http://www.tna3.org)



# In the Spotlight....



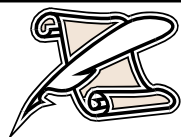
Why choose nursing as a career? Fran Martin feels that “Nursing” really chose her. She had always been fascinated with medical science, and she had always enjoyed working with people. Nursing seemed to be the natural choice. Fran’s career has taken her down the path of various clinical areas. She has worked with adults experiencing cardiac, pulmonary, renal, endocrine, and dependency problems. Her practice has been in acute care facilities, clinics, community, and schools of nursing. Currently, Fran teaches healthcare policy at the University of Texas at Arlington School of Nursing, and works for Texas Nurses Association as the Grassroots Legislative Liaison.

Anyone who knows Fran also knows that she is a strong advocate for the nursing profession through her involvement in TNA, and the Governmental Affairs Committee. What motivated her to become active in TNA? Fran explained, “I never considered not being a member.” In nursing school, she was continually reminded that the direction of the profession was up to every nurse, and being a member of a nursing association

empowers nurses to protect and nurture their profession. This is a feeling that Fran strongly believes in and strives to impart to her students at UTA. With her varied experiences as a nurse, Fran was drawn to TNA’s Governmental Affairs Committee. She felt that her background made it possible to move into nursing and healthcare policy with the knowledge and resources that she could fall back on. “Being active in politics is one way to improve situations in any community. This holds true for the community of nursing”, said Fran.

Nursing has influenced many aspects of Fran’s life, not only on a professional level, but also on a personal level. She is married and has two children. She participated in various activities as her children were growing up. She was a Cub Scout leader, a church youth sponsor and, she always went on the school field trips as the “resident nurse”. Fran believes that aspects of nursing have entered into how she meets and deals with the people and situations that she comes in contact with. She said, “The critical thinking, which is such a crucial part of our practice, has us assessing every situation to find ways to improve on it.”

Fran has experienced many changes throughout her nursing career. She has seen the dress code change from caps, white uniforms and hose, to scrubs. She has seen the method of medication distribution go from medicine cards to pyxis. She once taught home health diabetic patients to sharpen and sterilize needles and syringes, and now we use disposable safety needles. A Myocardial Infarction patient used to stay in the hospital for a couple of weeks. Today, that patient is at home within a matter of days. Fran noted that of all the changes that have taken place in nursing over the years, one thing remains constant: a nurse’s desire to improve the quality of a patient’s life. Fran believes that nurses will never give that up. She says, “one of the most exciting things in nursing is the ability to empower people with the knowledge to move on from wherever they are--be it a patient achieving their highest level of wellness, a student thirsting to learn more, or a legislator wanting to pass legislation which can improve their constituents’ lives.” For Fran Martin, nursing seemed to be the natural career choice, and she says that it was one of the best and most rewarding decisions that she has ever made.



## Update from TNA’s Governmental Affairs Committee

The Texas Primary is around the corner (March 4<sup>th</sup>) and the national election will be here before we know it. Now is the time to really think about which candidate best represents your values and also how their leadership will affect healthcare.

In the past due to the timing of the primaries, the Texas Primary seemed to have little impact- This primary election will not be the case. This Texas Primary is very crucial in selection of the candidate due to the closeness of the races. The TNA encourages all nurses to get out there and vote. Whether you decide to choose a candidate based on the person or the party- is your decision, what matters is that you exercise your constitutional right.

Rebecca M. Patton, MSN, RN President of the American Nurses Association has officially endorsed Senator Hillary Clinton. Patton has joined Clinton on the campaign trail and has this to say: “We at the American Nurses Association believe that Hillary Clinton has shown a commitment to implementing real change in our health care system to ensure high quality, affordable and accessible care for all Americans.” Patton told a Tacoma, Washington crowd. “Hillary has recognized the importance of educating, recruiting, and retaining RNs, and she has shown her commitment to nurses by supporting increased funding which helps address the critical nurse shortage.”

Voting is a personal choice and to base a decision on just one topic is not prudent, however Healthcare is a large platform with many facets that affect nursing, so please take a moment and not only look at the big picture for each candidate but all the subtleties underneath. The main thing though is let your voice be heard and vote.

Kerry Baucom  
Director

TNA District 3 does not endorse any particular political candidate...  
but does endorse the right and the privilege to vote in the upcoming elections.



# Electronic Nursing Assignment

Presented by:

Deborah Buckley Behan, PhD(c), RN- BC

Research study conducted by:

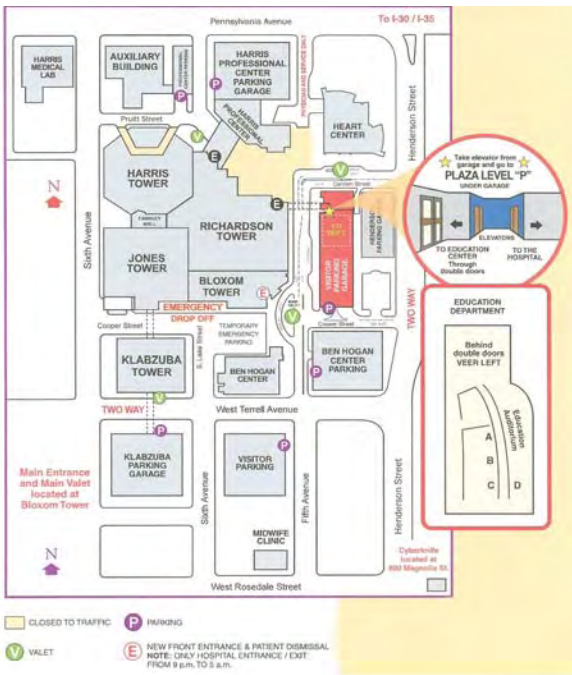
Deborah Buckley Behan, PhD(c), RN- BC

Jay M. Rosenberger, PhD

Shawn Tindell, RN, BSN

## Goals/Objectives

1. Discuss the beginnings of a staffing prototype and how it helps decrease the nursing shortage
2. Give overview of creation of the prototype
3. Discuss the research process involved using nursing students to improve the prototype
4. Present Prototype



**Date:** Thursday, April 17, 2008

**Time:** 6:00 PM – Sign In & Networking  
6:30 PM – Meeting begins

**Place:** Harris Methodist Fort Worth  
Education Center Auditorium  
1301 Pennsylvania Ave.  
Fort Worth, TX 76104

The Education Center Auditorium is located on the Plaza level below the Visitor Parking Garage off of 5<sup>th</sup> & Cooper, on the east side of the Harris Campus. Enter the garage elevator and go straight down to the “P” level. **Parking will be validated.** Please contact TNA-3 office (817-249-5071) or [tna3@usapathway.com](mailto:tna3@usapathway.com) for more information or directions.

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TNA Members.....No Fee for CE’s      Non-members.....\$5.00 for CE’s

.....

This event will also be available via Video-Conference at  
Harris Methodist Walls Regional Hospital & Harris Methodist HEB

**Type 1 Contact Hours Pending:** Harris Methodist Fort Worth Education Center is an approved provider of continuing nursing education by the Texas Nurses Association, an accredited approver by the American Nurses Credentialing Center’s Commission on Accreditation.  
This activity meets Type 1 criteria for mandatory continuing education requirements toward relicensure as established by the Board of Nurse Examiners for the State of Texas.



Texas Nurses Association  
District Three  
2008 Annual Awards Dinner

**Honoring:**  
Scholarship Recipients  
TNA-3 Award Recipients  
Board of Directors  
Great 100 Nurses from District Three

Please join us at the Kelly Alumni Center on the campus of Texas Christian University as we celebrate the nurses of District Three.

Date: Thursday, May 15, 2008  
Time: 6:00 PM  
Place: TCU Kelly Alumni Center  
2820 Stadium Drive  
Fort Worth, TX

Reservations are required by May 7, 2008. Please call the TNA-3 office at 817-249-5071 for more information.

Please return this reservation form with your payment to TNA-3, PO Box 16958, Fort Worth, TX 76162

Enclosed is \$\_\_\_\_\_ for \_\_\_\_\_ dinners @ \$30.00 each for the 2008 Annual TNA-3 Awards Dinner.  
(Please make checks payable to TNA-3)

Name: \_\_\_\_\_ Address: \_\_\_\_\_

City: \_\_\_\_\_, TX Zip: \_\_\_\_\_ Daytime Phone: \_\_\_\_\_

Email Address: \_\_\_\_\_

**District Three's Annual Awards  
To Be Presented at the Annual Awards Dinner May 15, 2008**

YOU have the opportunity to nominate three of District Three's many outstanding nurses for one of three awards this year.

It is time to nominate nurses from District Three for the 2008 Membership Awards. These awards include **2008 Nurses of the Year, Active Member of TNA, and Rookie Award.**

Criteria for these awards have been set by the Membership Committee:

**2008 Nurse of the Year**

- Active Member of District Three for 5 years or more.
- Influenced nursing through clinical practice, teaching, and/or administration.
- Actively participates in continuing education.
- Has made a contribution to the profession of nursing at the local, state or national level within the past three years.
- Has established good relations with co-workers and associates.
- Actively involved in community organizations and activities.

**Active Member Award**

- Active member of District Three for 5 years or less.
- Member of a committee and actively participates
- Good attendance at monthly meetings and shows strong support of the organization.

**Rookie Award**

- First year member who has shown involvement in District Three.
- Member of a committee.
- Good attendance at monthly meetings and shows strong support of the organization.

**Please use the following nomination form: (\*) apply to New Member and Rookie Awards. All nomination forms must be postmarked NO LATER than Friday, April 25, 2008**

---

Nomination for \_\_\_\_\_ Award (Choose one of the above)

Nominee: \_\_\_\_\_ Title: \_\_\_\_\_

Address: \_\_\_\_\_ City/Zip: \_\_\_\_\_

Place of Employment: \_\_\_\_\_

Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_

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Political, civic, community involvement

---

Professional Memberships

---

Current Position in Nursing

(over)



2008 Nominee's Name: \_\_\_\_\_

(pg. 2 of 2)

Answer each question for Nurse of the Year – **only (\*)** marked questions for the New Member and Rookie Awards.

\*

1. ANA/TNA District Organization Activities

2. How has the nominee influenced the quality of nursing care?

3. Describe the nominee's involvement in nursing for the last five years.

4. Give evidence of the nominee's involvement in continuing education during the past three years.

5. Give one specific example of this nominee's practice that shows exceptional achievement.

\*

6. Other Comments

You may have letters of support attached or have them mailed directly to the TNA-3 Office for attachment prior to the committee's review.

(Information below will be covered during consideration by the Membership Committee)

Nomination submitted by:

Name: \_\_\_\_\_

Address: \_\_\_\_\_ City/Zip: \_\_\_\_\_

Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_

**Mail to :**  
**TNA-3 Nurse Awards**  
**TNA District Three**  
**P.O. Box 16958**  
**Fort Worth, TX 76162**

**Deadline: Postmarked by April 25, 2008**

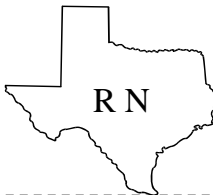
# Texas R.N. Pins

On Sale Now –Now Available on the TNA-3 Website

TNA-3 is now selling a Texas Registered Nurse pin designed by the Ways & Means Committee. **Every RN** can wear this pin with pride. These pins will be available at all TNA-3 events, available for purchase on our website, and they may be purchased by mail, using the order form below.

**Size:** 7/8" Texas Shaped Pin

**Color:** Two tone gold.



**Description:** RN & outside edge raised & polished with sandblasted background.

**Cost:** \$8.00 each

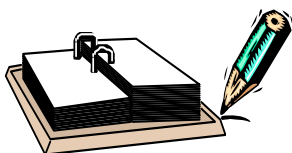
**Please return this order form with your payment to:  
TNA-3, PO Box 16958, Fort Worth, TX 76162**

Enclosed is \$ \_\_\_\_\_ for \_\_\_\_\_ Texas RN Pin(s).

Name: \_\_\_\_\_ Daytime Phone: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_



## Mark Your Calendar!

**March 1, 2008--Board of Directors Meeting**

9:00 – 11:00am  
Harris Methodist Fort Worth  
Education Center Meeting Room

**April 4, 2008—**

**TNA North Region Golf Tournament for Fun(D)**

11:00—Sign-in  
12:00PM—Tee times begin  
Canton, Texas

**April 17, 2008--Membership Meeting**

“Electronic Nursing Assignment”  
6:00PM—Sign-in  
6:30-8:00PM—Meeting  
Harris Methodist Fort Worth  
Education Center Auditorium

TNA Members.....No Fee for CE's  
Non-members.....\$5.00 for CE's

Video-conference Meeting at Harris Methodist  
Walls Regional Hospital & Harris Methodist HEB

**April 19, 2008--House of Delegates**

Omni Southpark Hotel, Austin, TX

**May 3, 2008--Board of Directors Meeting**

9:00 – 11:00am  
Harris Methodist Fort Worth  
Education Center Meeting Room

**May 12, 2008--Great 100 Nurse Celebration**

Dallas, TX

**May 15, 2008--Annual Dinner**

6:00PM  
Kelly Alumni Center  
2820 Stadium Drive  
Fort Worth, TX

**June 7, 2008-- Board of Directors “Wrap-up” Meeting**

9:00 – 11:00am  
Harris Methodist Fort Worth  
Education Center Meeting Room

## Texas Peer Assistance Program for Nurses

TPAPN volunteers act as an advocate providing peer support for their nurse colleagues. If you would like to volunteer or refer someone call 1/800-288-5528 (24-hour helpline) or 1/512-467-7027, fax 512/467-2620, or email [www.tpapn.org](http://www.tpapn.org). Additional information and forms can be downloaded at the following website: <http://www.texasnurses.org/tpapn/index.htm>.

**Disclaimer of Endorsement:** Reference herein to any specific company, organization, commercial products, process, or service by trade name, trademark, manufacturer, or otherwise, does not necessarily constitute or imply its endorsement, recommendation, or favoring by Texas Nurses Association, District Three. The views and opinions of authors / presenters expressed herein do not necessarily state or reflect those of the Texas Nurses Association, District Three, and shall not be used for advertising or product endorsement purposes. Texas Nurses Association, District Three, and its Board of Directors reserve the right to refuse any article submission or advertisement for any reason.