

eCONNECTIONS

SEPTEMBER 2017



REFRAMING “NURSING TURNOVER”

By Gail Stuart, PhD, RN, FAAN

In nursing we are all too familiar with hearing reports, and most often laments, about the high rates of nursing turnover particularly in clinical settings. It is one of the most commonly cited metrics for all kinds of things – quality of the care provided, nursing satisfaction, effectiveness of nursing leadership, etc.

But wait – these nurses who are “turning over” are not leaving nursing. Indeed, they stay in the workforce but in different roles and settings and often with different credentials. In other professions this would be seen as career progression or professional development but for some reason in nursing it has taken on a negative connotation.

So let’s think about this. A nurse is hired who is bright, energetic and views her profession as an unfolding career. Thus he or she would commit to their work but also continue to evaluate – where is my next opportunity for growth and development in my chosen profession? This seems to me like a great nurse to have working with you.

But then this career-minded nurse sees another opportunity to further progress and decides to accept a new and better

position or wants to work in a different clinical setting or perhaps return to school. Actually, to me that is one of the true benefits of nursing as a career – there are almost endless opportunities for where nurses can work, the roles they can assume and the positions they can hold. Yeah nursing as a career choice! But instead of celebrating this success as career progression, we see this as the negatively tinged term of “turnover.”

We must reframe this. Mobility within our profession is an asset not a liability. Nurses who want to build their career are our strength not our vulnerability. And they are saying to us loud and clear – if we want to retain these nurses in our specific work setting then we need to make some changes and create opportunities for them to grow where they are planted by expanding their responsibilities, creating new ways in which they can contribute, and assuring new compensation for their growing expertise and perhaps education. That is how we can reframe “nursing turnover” into “nursing career success.” — Gail

“

*Hate. It has caused a lot of problems in this world
but it has not solved one yet.*

– Maya Angelou

”



TWO HONORED AT FACULTY CONVOCATION

MUSC honored 15 faculty members at its annual Faculty Convocation Aug. 22. The awards were presented following the inaugural James W. Colbert Provost Lectureship delivered by B.J. Miller, MD, assistant clinical professor of medicine at the University of California San Francisco, a leading authority in the field of hospice care and palliative medicine.

Among the honorees were two CON faculty members. **Teresa Kelechi, PhD, RN, FAAN**, the David and Margaret Claire endowed chair, received the Peggy Schachte Research Mentor award for being instrumental in mentoring researchers in the college, where its NIH research funding ranking has climbed from 60th in 2008 to a 17th place ranking today.

The Population Health award went to **Ken Ruggiero, PhD**, professor of nursing and psychiatry, co-director of the Technology Applications Center for Healthful Lifestyles and director of the Telehealth Resilience and Recovery Program, for his advancements in screening trauma patients suffering from post-traumatic stress disorder and depression.

HOLOCAUST EXHIBITION SHOWS THE RESILIENCE OF SURVIVORS

Teresa Stephens, PhD, MSN, RN, associate professor, is hosting a museum exhibit in Johnson City, TN at the Reece Museum at East Tennessee State University (ETSU) related to her work with Holocaust survivors. "Deadly Medicine," a traveling exhibit produced by the United States Holocaust Memorial Museum, will be at ETSU through Sep. 28.

Stephens' ongoing research on resilience led to the exhibit coming to ETSU. Stephens, who recently joined the College in Nursing and is a former ETSU faculty member, studies individuals and pop-

ulations who have experienced extreme forms of trauma and survived. The aim of her research is to help health care students and professionals, as well as patients and others, learn ways they can be more resilient and better cope with stressful or traumatic situations.

To read more about her exhibition visit [Johnson City Press](#) or [ETSU](#).



DIVERSITY & INCLUSION NEWS

To highlight National Hispanic Heritage month, which kicks off Sep. 15, MUSC Alliance for Hispanic Health will host the Hispanic Heritage Month Speaker Series each Wednesday beginning Sep. 15 until Oct. 15. The hour long sessions will begin at noon in the Bioengineering Building in room 112.

What began as week long celebration in 1968 under President Lyndon Johnson to celebrate the history, cultures and achievements of Latinos in America and of American citizens whose ancestors came from Spain, Mexico, the Caribbean and Central and South America has grown into a 30-day observance known today as National Hispanic Heritage Month that begins each Sep. 15.

The day of September 15 is significant because it commemorates the anniversary of independence for Latin American countries Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. In addition, Mexico and Chile celebrate their independence days on Sep. 16 and Sep. 18, respectively. Also, Columbus Day or Día de la Raza, which is Oct. 12, falls within this 30-day period.

In addition to events hosted by MUSC Alliance for Hispanic Health, community events also will be taking place throughout the Charleston area, including the [Latin American Festival](#) at North Charleston Wannamaker County Park on Oct. 15 from noon until 6 p.m.

South Carolina has one of the fastest growing rates of Latinos in the country and we are excited to celebrate the contributions and culture of our community. MUSC Alliance for Hispanic Health will also be hosting MUSC's Fiesta Latina in the Horseshoe and Portico from 11:30 a.m. until 1:30 p.m. on Oct. 12.

SEPTEMBER

- 01 Schwartz Center Rounds / Noon / Gazes Auditorium
- 04 Labor Day / State Holiday / CON closed
- 06 MUSC FRD Lunch & Learn (see p. 8) / Noon / BEB 112
- 11-15 Healthcare Simulation Week / 10 am - 3 pm / Sim Lab
- 13 DOTS / Noon / CON 202
- 18 Faculty Assembly / 1 pm / CON 202
- 20 SCTR Lunch & Learn (see p. 9) / Noon / BEB 112
- 25 Research for Lunch / Noon / CON 413
Shannon Phillips: *A Self-Management Program for Youth Living with Sickle Cell Disease (SMYLS)*
- 30 Lowcountry Heart Walk / 9 am / Riverfront Park (N. Chas)

SCHWARTZ CENTER ROUNDS

“When Healing Means No Food”
September 1 / 12 - 1 p.m. / Gazes Auditorium
Lunch provided

Employees, faculty, students & staff are welcome to attend. Schwartz Center Rounds is a multidisciplinary forum where caregivers discuss difficult social and emotional issues that arise while caring for patients.

MUSC SEEKS CIO APPLICANTS

MUSC Health is seeking applicants or nominations for the position of Chief Innovation Officer (CIO). The CIO will report jointly to MUSC's Vice President of Academic Affairs and to MUSC Health's Chief Executive Officer, with responsibility for promoting and building capacity for innovation among all MUSC initiatives within the enterprise. Additionally, the successful candidate will oversee the development and fostering of long-term public-private partnerships through sponsored research, corporate alliances, and other collaborative opportunities on behalf of MUSC.

This is an exceptional opportunity to recruit an industry leader that has demonstrated experience at building collaborative innovative infrastructures at large public or private organizations.

Should you wish to be considered, desire more information, or know of a qualified candidate, please review the [CIO job opportunity online](#) or contact Dennis Burns, employment manager at burnsde@musc.edu for assistance.

OCTOBER

- 11 DOTS / Noon / CON 202
- 12-13 Board of Trustees Meeting / Colcock Hall
- 16 Faculty Assembly / 1 pm / CON 202
- 18 Staff Meeting / 9 am / CON 202
- 20 SC NAPNAP conference / 8 am - 3:30 pm / CON 202

LOOKING AHEAD

NOVEMBER

Thanksgiving Break / Nov. 23-24 / CON closed

DECEMBER

Holiday Break / Dec. 22 - Jan. 1 / CON closed

SAVE THE DATE

135th
ANNIVERSARY
Gala

College of Nursing

FRIDAY, FEBRUARY 23, 2018
SOUTH CAROLINA AQUARIUM
CHARLESTON, SC

MUSC
Medical University
of South Carolina

STUDENTS AWARDED SCHOLARSHIPS

2017 MUSC Health Scholarship recipients

Three outstanding patient care technicians were selected as recipients of the 2017 MUSC Health Accelerated BSN Scholarship. **Erica McCaslin** earned a bachelors degree in communications from the College of Charleston and holds a graduate degree in social work from the University of South Carolina. She works as a patient care technician on both 5 West ART and Meduflex. **William Ryan** holds both undergraduate and graduate degrees in marketing from Clemson University. He works on 3 West Cardiology. And **Downing Herlocker** graduated with a bachelors degree in psychology from Clemson University. She works as a nurse aide volunteer at The Village at Summerville and a patient care technician on 7 East, pediatric medical/surgical unit. Congratulations!



L to R: Erica McCaslin, William Ryan and Downing Herlocker

Nursing students receive SCNF scholarships

The South Carolina Nurses Foundation (SCNF) announced the 2017 recipients of the Nurses Care Scholarship (a specialty license plate initiative) and the Julia Whitten Undergraduate and Graduate Scholarships. **Wendy Hatchell**, **Amanda McAllister**, and **Ashleigh Zimmerman**, all graduate students, each received a Nurses Care scholarship. While **Jennifer Jeffcoat**, graduate student, and **William Ryan**, undergraduate student, both received the Julia Whitten Scholarship.

As a reminder, the Nurses Care specialty license plate initiative was created in 2002 to provide an opportunity for nurses and the supporters of nursing to make a contribution to the profession and to increase the public's awareness of the contribution of nurses. "Nurses Care" specialty license plates are available from the Department of Motor Vehicles.

Gathers presented with Alumni Scholarship

The College of Nursing Alumni Association presented ABSN student, **Shaniece Gathers**, class of December 2018, with the Fall 2017 BSN Alumni Scholarship at the Stethoscope Ceremony held August 24. As a Charleston native, Gathers embodies all the best qualities of resilience, empathy, and maturity we look for in nursing. As a community outreach coordinator, she worked to recruit foster parents. She has volunteered with Big Brothers Big Sisters and the Lowcountry Pregnancy Center. She is a member of the Phi Theta Kappa International Honor Society and the Alpha Mu Gamma Foreign Language Honors Society. Her professors describe her as a passionate, down to earth, young lady, who exceeds what it means to be a leader. Gathers is a born, intelligent leader who seeks solutions, is a team player and thinks outside of the box.



Shaniece Gathers receives her award from Susan Stabene, MSN, APRN, president of the CON Alumni Association



2017 Stethoscope Ceremony

Lyndsey Anne DeStefano (left) and Ally Prather, both fourth semester BSN students, with Dean Stuart after the Stethoscope and White Coat Ceremony on Aug. 24 welcoming the class of December 2018.

CEREMONY CELEBRATES RN-BSN GRADS

Forty-seven RN to BSN students graduated on Aug. 15 at the 2017 Pinning Ceremony. In one year, these graduates earned a degree that will allow them to potentially broaden their career opportunities. More than half of the class are nurses at MUSC Health.

Jaclyn Arold (pictured right), who graduated with honors, was selected to address her graduating class. A graduate of Trident Technical College where she earned an associates degree in nursing, Arold's journey included many roles and experiences from unit secretary to student nurse to what she hopes to be charge nurse one day. Arold is a member of the American Nursing Association, and has served as vice president of the Alpha Delta Nu Nursing Honor Society at Trident Tech. In addition, **Steven Bruening**, First Honor Graduate, and **Charles Garred**, Second Honor Graduate, were recognized for their outstanding academic performance.



FUNDED GRANTS

PI: Michelle Nichols, PhD

SPONSOR: PCORI

PROJECT PERIOD: August 1, 2017 – July 31, 2018

AMOUNT: \$50,000

TITLE: Survive to Thrive: Living Well with Stroke

SUMMARY: Building on prior work from Tiers I & II, in Tier III, Nichols will continue to strengthen and expand partnerships while refining the comparative effectiveness research questions and developing a research plan for subsequent grant funding with the goal of developing a letter of intent and full proposal for submission to a PCORI Broad-based Pragmatic Clinical Study announcement.

PI: Melanie L. Cason, PhD, RN, CNE

SPONSOR: MUSC SCTR Pilot Grant

PROJECT PERIOD: October 2, 2017 – September 30, 2018

AMOUNT: \$15,000

TITLE: Components of Team Science Implementation-What Contributes to Success?

SUMMARY: This project will generate pilot data through a qualitative inquiry with front line caregivers and administrators to contribute to the knowledge base of team science in order to close the gap of the lack of rich information and perspectives from essential stakeholders in team training. The study team will interview participants including all types of caregivers and relevant administrators with open ended questions regarding past/current experiences with team training to determine multidisciplinary perspectives. By analyzing the data qualitatively using an implementation science framework, themes will be identified that can impact team science knowledge relating to team training that may contribute to practical clinical outcomes.

PI: Michelle Nichols, PhD

SPONSOR: MUSC Center for Global Health

PROJECT PERIOD: December 1, 2017 – November 30, 2018

AMOUNT: \$20,000

TITLE: Nurse-led Education and Engagement for Diabetes Care in Sub-Saharan Africa (NEEDS)

SUMMARY: This project seeks to characterize the burden of type 2 diabetes patients in sub-Saharan Africa (SSA), and explore and prioritize preferences of patients with type 2 diabetes, caregivers, and health providers in the development of a theoretical, multi-level, culturally tailored nurse-led diabetes management intervention that incorporates mobile health technology to increase adherence, improve outcomes, and reduce the burden of diabetes in SSA.

PI: Sarah Miller, PhD, RN

SPONSOR: South Carolina Telehealth Alliance (SCTA)/MUSC Center for Telehealth

PROJECT PERIOD: August 1, 2017 – July 31, 2018

AMOUNT: \$20,000

TITLE: Accessible Care: Utilizing Telehealth to Manage Chronic Respiratory Disease in an Underserved, Rural Setting

SUMMARY: Mobility limitations, enhanced by perceived symptom burden, and lack of transportation create barriers for those with chronic respiratory disease, making it difficult to attend medical appointments, rehabilitation, and seek preventative health care. Consequences of disease are most often felt by higher risk populations, such as families of lower socioeconomic backgrounds and minority race and ethnicity. This study aims to address these barriers by evaluating technology-enabled symptom tracking and telehealth-delivered care to patients with chronic respiratory disease in an underserved, rural setting.

RECENT WORK

PUBLICATIONS

- Sarfo, F.S., Jenkins, C., Mensah, N.A., Saulson, R., Sarfo-Kantanka, O., Singh, A., Nichols, M., Qanungo, S., Ovbiagele. (2017). Prevalence and predictors of sleep apnea risk among Ghanaian stroke survivors. *Journal of Stroke and Cerebrovascular Diseases*, 26(7), 1602–1608.
- Sieverdes, J.C., Price, M., Ruggiero, K.J., Baliga, P.K., Chavin, K.D., Brunner-Jackson, B., Patel, S., Treiber, F.A. (2017). Design and approach of the living organ video educated donors (LOVED) program to promote living kidney donation in African Americans. *Contemporary Clinical Trials*, 61 (October 2017), 55–62.
- George, T. P., DeCristofaro, C., Murphy, P. F., Sims, A. (2017) Student perceptions and acceptance of mobile technology in an undergraduate nursing program. *Healthcare*, 5(3), 35.
- Magwood, G.S., White, B.M., Ellis, C. (2017). Stroke-related disease comorbidity and secondary stroke prevention practices among young stroke survivors. *Journal of Neuroscience Nursing*. DOI: [10.1097/JNN.0000000000000313](https://doi.org/10.1097/JNN.0000000000000313).
- Halbert, C.H., McDonald, J.A., Magwood, G.S., Jefferson, M. (2017). Beliefs about genetically targeted care in African Americans. *Journal of the National Medical Association*, 109(2), 98–106.

PRESENTATION

- George, T.P., DeCristofaro, C., Murphy, P., Sims, A. (July 2017) Use of mobile technology in a BSN health assessment course. SC Conference on Innovations in Teaching & Learning, Charleston, SC.

POSTER PRESENTATION

- Gainey, S. S., Muzzy, W., Dooley, M., Pelic, C., Watson, K.H., Lauerer, J., Rheingold, A., Smith, G. (July 2017) The impact of motivational interviewing (MI) for medical students completing screening, brief intervention and referral to treatment (SBIRT) curriculum at an academic hospital. International Conference of Motivational Interviewing Conference, Philadelphia, PA.

HHI NEWS

The Hispanic Health Initiative Scholars in CON's population health course received an orientation last month to the PASOs program and the work of the promotoras (community health workers). The promotoras described their program and identified barriers to health services experienced by many Latinos in the Tri-County area. After the meeting, the students were sent on a scavenger hunt to find foods and cultural items at the Ladson Flea Market as a way to introduce the students to a few Latino customs that may be unfamiliar.

In addition to the PASOs program, the students were introduced to two other health programs in SC that are serving the Latino community. Boosting Our Barrio, led by Amy Williams, DNP, APRN, assistant professor, is a program that focuses on early childhood development. The other program is the Choose Well initiative which aims to increase access to long acting reversible contraception among women in SC.



Leigh Rothgeb, Carlie Mzik, Nicolette Jacinto, Ryan Taylor, Page Wise, and Deborah Williamson, associate professor, listen to Mayra Lobov, promotora, describe her work with Choose Well.



Leigh Rothgeb, Carlie Mzik and Julia Holmes search for food items on the scavenger list.



Carlie Mzik, Caroline Wright, Ryan Taylor, Nicolette Jacinto, Julia Holmes, Leigh Rothgeb, Park Ashley and Page Wise sample the fresh produce.

CONGRESSIONAL ACTION NEEDED TO REAUTHORIZE THE CHILDREN'S HEALTH INSURANCE PROGRAM

The Children's Health Insurance Program (CHIP) is set to expire on September 30, 2017. Without Congressional action, federal funding for nearly nine million low and middle-income children will expire. This deadline has been largely overshadowed by the Affordable Care Act (ACA) repeal and replacement efforts. Congress left DC for Summer recess without addressing the future of CHIP funding. As this uncertainty continues, individual states have said that it is more likely that they will have to slow down enrollment or cancel policies in their states.

CHIP has a twenty-year history of bipartisan support. The program began in 1997 as a concession during the Clinton administration for not getting a universal healthcare system. CHIP is not an entitlement program. Rather, this program aims to cover children from "working poor" families who may not be eligible for Medicaid but cannot afford monthly private insurance premiums. It can be run as a stand-alone program or in conjunction with a state's Medicaid program. President Trump's budget recommended a two-year renewal for CHIP while incorporating subsequent funding cuts that would increase budget pressures for states that would nearly guarantee cuts to CHIP. Conversely, the Medicaid and CHIP Payment and Access Commission (MACPAC), a non-partisan advisory body to Congress and the bipartisan National Governors Association recommended CHIP receive a five-year funding extension.

Although there is thought to be widespread bipartisan support for CHIP reauthorization this year, there are issues that need to be resolved prior to reauthorization, including the length of reauthorization, any other measures that will be attached to the legislation and if the enhanced federal match that were first included in the ACA will be continued. There is growing concern that some members of Congress will try to attach less popular measures to the renewal bill, making it difficult to pass. On top of this, lawmakers have a short legislative calendar that requires attention on two other major issues, raising the debt ceiling and funding of the government. There is widespread concern among children's healthcare advocates that these will overshadow CHIP.

If the September 30th deadline is missed, states would not immediately run out of money. Thirty-one states would run out of funding by March 2018, but three states and District of Columbia could use all of their federal CHIP money by December, according to MACPAC. Adding to this dilemma, states have already planned their budgets for the next fiscal year and most assumed that they'd receive full federal CHIP funding, including a 23 percent increase in matching federal funding. States do not routinely, have contingency funds if the federal funding goes away this fiscal year.

At present time, lawmakers have only had one hearing about CHIP and there is no public legislation available for review. The Senate Finance Committee will conduct a hearing on CHIP in the first week of September. Advocacy groups are lobbying for reauthorization.

COLLEGE OF NURSING

I NEED A HERO: Nominate a nurse you admire or any MUSC Health care team member as a Health Care Hero. The *Charleston Regional Business Journal* hosts this annual event that honors individuals and organizations that have a passion for health care and patients. There are nine nomination categories, including first responder, nurse, physician, and health care researcher. [Nominations](#) are open now through September 8 at 5 p.m.

ON THE RADIO: An interview on ETV public radio with Bobbi Conner, titled Training Nursing & Medical Students to Screen for Alcohol Use, featured **Gigi Smith, PhD, RN**, associate dean for academics, discussing the Screening, Brief Intervention and Referral to Treatment (SBIRT) curriculum. [SBIRT](#) is a comprehensive, integrated, public health approach to the delivery of early intervention and treatment services for risky drug and alcohol use. The interview is available 24/7 as a podcast on the [SC Public Radio website](#).

FANCY MEETING YOU HERE: **Joy Lauerer, DNP, RN**, attended a PCORI stakeholders meeting in Washington, DC on July 26 to discuss the state of evidence and the most pressing research needs for treatment of anxiety in children, adolescents, and young adults. PCORI will use feedback from this workshop to better understand these research needs, and how comparative effectiveness research could address these needs, as we explore a possible funding announcement in this area.

HEART WALK: The College of Nursing is once again participating in the 2017 American Heart Association's Lowcountry Heart Walk that will take place on Sat., Sep. 30 at 9:00 a.m. at the Riverfront Park (1001 Everglades Ave.) in N. Charleston. The event includes a non-competitive three mile walk (with a one mile route option available), children's activities, sponsor booths and more. Visit the [College of Nursing page](#) to donate or sign up to walk.

CALL ME ANYTIME: The Board of Directors of the American Conference for the Treatment of HIV (ACTHIV) has asked **Julie Barroso, PhD, RN, FAAN**, professor, to participate in the planning of its 12th annual meeting that will be held in Chicago, IL in April 2018. As a member of the program planning committee for this prestigious conference, Barroso will be providing guidance, assistance, and support for the program throughout the duration of the planning process.

UNIVERSITY WIDE

PROMOTION AND TENURE WORKSHOP: The MUSC Faculty Senate is hosting a Promotion and Tenure Workshop Sep. 14, from noon to 1:00 p.m. The workshop will begin in BSB room 349, with breakout sessions specific to each college. For details, please see the agenda.

MAIL STOP CODES NOW REQUIRED: Alert! As of Sep. 1, your Mail Stop Code (MSC) will be required for all MUSC mail. Bulk mail - including magazines or marketing mail - without an MUSC MSC will not be delivered after Sep. 1. If you have ongoing subscriptions, you're encouraged to make sure the sender has your MSC as part of your address.

R-E-S-P-E-C-T: The Family Faculty Program, an innovative new program at MUSC, is rooted in the value of the storytelling and experiences of our patients and families. In this month's Imagine Minute, Caroline DeLongchamps, Manager, Patient-and Family-Centered Care, and Angela Egner, Chief Learning Officer, explain how the collaborative Family Faculty Program is not only perfectly aligned with our Imagine MUSC 2020 goals of Patients and Families First and Innovative Learning, it is the perfect example for what respect in our organization looks like. In order to truly listen and hear others, we must first respect them. That means hearing and respecting opinions when they differ from our own or represent a perspective that might make us uncomfortable. When respect is one of our basic operating principles, we are then in a place from which we can grow, learn and expand the way we look at the world. We become a diverse group of problem solvers and not boundary builders. [Take a look.](#)

MUSC Foundation for Research Development (MUSC FRD) Lunch and Learn

SCRA - South Carolina Research Authority

Wednesday, September 6, 2017

MUSC Bioengineering Building
(BEB) Room 112

12:00pm to 1:00pm

SCRA fosters the growth of South Carolina's Innovation Economy by supporting entrepreneurs, enabling academic research and commercialization, and connecting industry to innovators. Join us to learn more about the services and funding opportunities available through SCRA for academic researchers and entrepreneurs.



MUSC
Foundation for Research Development



South Carolina
Clinical & Translational
Research Institute

No Hablo Inglés: Strategies for Greater Inclusion of Hispanic Research Participants

SCTR Special Populations Lunch and Learn

Wednesday, September 20, 2017

MUSC Bioengineering Building
(BEB) Room 112

In celebration of National Hispanic Heritage Month, the SCTR Special Populations Program is bringing the research community together (e.g., researchers, study staff, SCTR, IRB, translators, community partners) to share strategies to improve the inclusion of Hispanic and non-English speakers in research.

Call Ford Simmons at 843-792-2994 for more information or email simmonwi@musc.edu.

Brought To You By A Partnership Between:



South Carolina
Clinical & Translational
Research Institute

Keynote Speakers



John Luque, PhD



Caroline Davila, MHA



Virginia Vedilago, MA



Lisa Coles



Jennifer Dahne, PhD





SCNA Convention General Session Speakers

November 3, 2017

8:15 & 9:45



Ernest J. Grant, PhD, RN, FAAN
ANA Vice President

“Nursing’s Voice in Health Care Reform”

and

Lynn Bailey, MA

“Health Care - Where Are We?”



As always SCNA welcomes students to attend the General Sessions (8:15 & 9:45) and the Annual Membership Meeting (11:10) at no cost.

We have a special 20% off daily rate for faculty that bring 10 or more students to the SCNA State Convention.

November 3rd 8:15 – Noon

STUDENTS MUST REGISTER IN ADVANCE

<http://www.scnurses.org/event/2017StudentRegistration>

FACULTY/STAFF REGISTRATION -- MUST REGISTER IN ADVANCE

<http://www.scnurses.org/event/2017SCNAConvention>