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failed because it proved far too costly.
Unfortunately, a similar program under Obama Care
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should accept this responsibility on their own...
with federal assistance in some circumstances.
Concurrently, they accept that a profitable health-care
system is equivalent to an effective system.
wp/2014/04/04/paul-ryan-popular-parts-of-obamacare-too-costly-
to-reinstate-after-repeal/
despite-giffords-chamoucare-profit-windfall-to-insurers-well-
derailed/

Mission Statement
Serve and support all Registered Nurses through professional development, advocacy
and the promotion of excellence at every level of professional nursing practice.

President’s Message

Edward Briggs,
PhD, ARNP

Have you ever been denied health insurance?
I have! I had an accident that required neck surgery. A consequence
of this was that the next time I applied for health insurance I was denied by each insurer I applied to.
This process of refusing to provide health insurance, or manipulating rates based on pre-existing conditions,
is called “Underwriting.” Under the Affordable Care
Act, insurance companies can no longer consider pre-
exiting conditions in issuing policies.
In a recent interview, Congressional House
Budget chair, Paul Ryan, stated that to ensure the
profitability of health insurance companies the
system of underwriting must be reinstated: Ryan did
propose the establishment of federally subsidized
high risk insurance pools that would allow those who
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Unfortunately, a similar program under Obama Care
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populations have a “right” to healthcare (seniors,
certain low income families), but believe that others
should accept this responsibility on their own...
with federal assistance in some circumstances.
Concurrently, they accept that a profitable health-care
system is equivalent to an effective system.
Is there any wonder why our healthcare delivery
system is as dysfunctional and inefficient as it is? Even
the much vilified Obama Care legislation, dedicated to
giving all our citizens access to healthcare, accepts that
10’s of millions of Americans will remain uninsured
while ensuring large windfalls to health insurers.
The plans of the GOP leadership to “Repeal and
Replace” the Affordable Care Act should cause every
citizen concern. Returning to our prior system where
insurers selectively insure those they can profit from
led to death, disability, and bankruptcy for many
Americans. But it should also prompt us to ask a simple
question: Is healthcare a right, or a privilege?
If our nation has determined that healthcare
is a privilege, a decision contrary to every other
industrialized nation in the world, then our prior
system of insurer controlled healthcare access is
perfectly acceptable. Access to healthcare would be
determined by the individual’s ability to purchase
the required treatment. The death, disability, and
financial ruin of 10’s of millions of Americans would
be acceptable as it is the individual responsibility
to meet their own healthcare needs. The actions of
our politicians to prioritize industrial profits over
the health of our nation’s citizens would be morally
congruent.
If our nation has decided that healthcare
is a fundamental right then the challenge becomes far
greater! Our leaders would be faced with ensuring all
of our citizens have access to healthcare! This would
require significant restructuring of our healthcare
delivery system as insurance does not equate to access.
Governmental agencies would be required to ensure
citizens without access to care have infrastructure
developed to ensure their care.
The decision would also have to be made what
care is an entitlement and what care is not? A shifting
to evidenced based healthcare delivery would be
necessary to make such a healthcare delivery system
sustainable. Far fewer profitable, but often unnecessary,
treatments would result in profit losses for large
components of the healthcare delivery system. Many
individuals accustomed to having lifestyle medications
and devices being paid for by insurers would lose
such benefits to extend healthcare to other citizens.
Such sacrifices by individuals and corporations make
significant change more problematic.
Our nation has a history of skirting this fundamental question. We have undertaken
incremental steps in the direction of healthcare as a
right in regards to certain populations. We continue to
accept others being denied access and debate ourselves
in believing that emergency room access equates to
healthcare.
The 2014 national election may determine the
course of healthcare for our nation. The repeal of
the Affordable Care Act will likely result in the
reinstatement of healthcare being afforded to the
privileged. If the Affordable Care Act is sustained, it
still falls short of ensuring every one of our citizens has
access to healthcare.
It is time that our nation ceases avoiding this issue
and finally determines if healthcare is a right or a
privilege. Once decided, then policy and legislation
should be consistent with such a decision. If healthcare
is a right, then the administration of a healthcare
system should fall to those providing care. The priority
should be placed upon care and outcomes. And the
needs of our citizens must supersede those of corporate
entities.

Current Resident or
my “glass half-full” philosophy of life. I endured the harassment for several months until one day I had had enough and addressed the behavior with the bully. During my career, I have met many nurses who have either left the hospital or left nursing entirely due to their treatment by colleagues. Where is the empathy and compassion in nurses who participate in this destructive behavior? When exploring the nursing literature on horizontal violence there are many definitions of horizontal violence, being an oppressed group. In simplified terms, nurses are subject to many “masters” and are often powerless to speak up to management, patients, families, physicians and others. Therefore, they lash out at a “safe” target.

It is apparent that this behavior is detrimental to individuals, but what effect does it have on the work environment and the safety and quality of patient care? I remember often being distracted by my anticipation of the arrival of my bully. One day, I was focused so intently on making sure that there were no nearly-empty IVs, I hung an IV on a patient who was gorging so loud you could probably hear her in the next room. My nurse manager called it to my attention and in hind sight, I had heard it in my subconscious mind. But I had to hang that IV! How many situations like that happen every day because someone is preoccupied by the anticipation of probable unpleasant interactions with a colleague? There is some research that suggests that this is a serious issue. One study on perinatal nurses suggested that there is a relationship between horizontal violence, poor patient outcomes and near misses.

Some hospitals have adopted policies to address the issue and some nurses are reporting that their managers have taken a “zero tolerance” approach to these occurrences. However, this behavior is often difficult to pinpoint and true bullies can go underground and still perpetuate this torment in insidious ways. I saw a quote on Facebook recently that stated, “Hurt people hurt people.” I think it is important to reflect on that in the case of horizontal violence between nurses, this behavior can affect the care and extend the consequences to the patients for whom we are responsible. My message to colleagues is that we should neither perpetrate nor tolerate such behavior. If I knew then what I know now, I would have behaved differently, for my patients’ sake.

Resources


Hello Florida Nurses,

The FNSA Board of Directors made it a goal this year to engage nursing students from around the state. I’d have to say, the board has done an amazing job making this possible. The board traveled from Jacksonville to Ft. Myers to have our board meetings at various nursing schools that host our meetings. Our board meetings have now attracted students from the host school as well as others from within the region.

Lobby Days in Tallahassee, FL was a huge success. Legislators definitely felt the passion of Florida nurses who want to improve healthcare while also furthering the nursing profession. The turnout from students at the event really inspired me because advocacy and public policy are essential for protecting our patients and our profession.

At the beginning of April, over 100 Florida nursing students traveled to Nashville, TN to attend the National Student Nurses Association (NSNA) annual convention. Florida nursing students made a huge impact by passing three resolutions, presenting research posters, receiving numerous awards, winning stellar chapter and by voting Kelly Hunt from UNF as the 2014-2015 NSNA President.

It has been an incredible honor leading FNSA. The FNSA is a thriving organization because of the support from FNA, the FNSA consultants, the FNSA Board of Directors, our Executive Director Wills Fuller, and our amazing members. I am looking forward to what the next few months will bring.

Upcoming Events:

- Summer Leadership Retreat - June 7th
- FNSA Pre-Convention - September 13th
- FNSA 60th Annual Convention - October 23-26th

Blake Lynch is a nursing student in the Seminole State and UCF Concurrent program. Throughout the program, he has been involved in the state and national nursing student associations. He lobbied alongside nursing professionals during Lobby Days 2013 & 2014, served as a delegate during the FNSA annual convention, and presented a resolution at the national convention, which passed with 91% of students in favor. Lynch is also the founder of the Banned4Life Project. After completion of his BSN degree, he plans to apply for a dual master’s degree in nursing and public health.

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2014 FNA Professional Development Conference and Membership Assembly

***Call for Abstracts***

Electronic Posters

An electronic poster (e-poster) is a poster, presented as a power point slide presentation.

- An e-poster is an electronic version of the traditional poster
- All e-Posters will be shown electronically at the meeting via a screen or computer monitor (to be determined).

Submit abstracts for an e-Poster as follows:

Please select one category*:

- Evidence-Based Practice
- Legislative, Policy, Regulatory
- Scope of Practice
- Workforce Research
- Membership Development
- Nursing Innovations and Creativity (Practice, Research, or Special Projects)
- Other:

The submission deadline is August 1, 2014.

If you receive notice that your abstract has been accepted for e-poster presentation, please submit your e-poster presentation using the guidelines given on this page.

e-Poster guideline:

1. e-Poster presentations are similar to regular Power Point presentations, only they have limited number of slides. e-Poster presentations can include up to (15) slides (landscape orientation) and should contain these parts:
   - Background and purpose
   - Methods
   - Results
   - Conclusions
   - Discussion (according to the decision of the author)
   - Disclosure (only if present)

2. The first slide of presentation should include e-Poster title, list of authors, and list of affiliations. Please include this information in each slide of presentation in the “footer” section. Do not forget to add slide numbers.

3. Please pay attention to the notes if you have received by e-mail together with notification letter.

4. e-Posts must be submitted and presented in English.

5. The Power Point format and PDF format of e-Poster are acceptable. You are welcome to add images and tables to improve documentation of your e-Poster. It is possible for videos to be inserted or embedded in the presentation file.

PLEASE NOTE: e-Posters will be activated only if the presenting author is registered and the registration fee has been paid. Should you have any questions, please contact Laurie Echols at info@floridanurse.org. e-Posters can be emailed to info@floridanurse.org after receiving the acceptance letter.

RETURN TO FNA BY AUGUST 1, 2014:
P.O. BOX 536985, ORLANDO, FL 32853 | F: 407.896.9042
info@FLORIDANURSE.ORG

2014 FNA Professional Development Conference and Membership Assembly

***Call for Abstracts***

Traditional Posters

The FNA Board of Directors is committed to supporting and showcasing colleagues conducting nursing research. These FNA members are invited to submit abstracts for a poster presentation at the FNA Membership Assembly to be held on September 12 and 13, 2014, at the Florida Hotel in Orlando.

Posters will be peer reviewed by members of The Research Special Interest Group

Submissions are due by August 1, 2014.

Guidelines for submission Traditional Posters:

Abstracts should be 2-3 double spaced pages in length. Abstracts can describe completed research, research in progress, or of a research design. Abstracts for qualitative and quantitative studies and special projects are welcome!

Please select one category*:

- Evidence-Based Practice
- Legislative, Policy, Regulatory
- Scope of Practice
- Workforce Research
- Membership Development
- Nursing Innovations and Creativity (Practice, Research, or Special Projects)
- Other:

Research abstracts should address:

- Clearly defined problem statement;
- Significance to Nursing;
- Description of methodology;
- Research design;
- Sample size;
- Sampling method;
- Description of setting;
- Identification of instruments used;
- Data collection procedures;
- Results (data analysis) for completed research or proposed data analysis if research is in progress;
- Assurance of protection of human subjects’ rights;
- Interpretation of findings;
- Implications/recommendations or future research if appropriate; and
- Abstracts focusing on research implementation programs should include a description of the purpose of the project, its implementation, and other suggestions for its implementation in other settings.

RETURN TO FNA BY AUGUST 1, 2014:
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Reference Committee Seeks Your Input

As an integral component of each Membership Assembly, the Reference Committee considers proposals brought forth by the membership. These proposals address issues of importance in nursing and healthcare and usually have the goal of making improvements in the field of nursing or the more global areas of healthcare. These proposals drive the work of the Board of Directors and the staff and often become the focus of our legislative work for upcoming years.

Don’t let this opportunity pass you by. Are their burning issues in your workplace or in your area of practice? Are you aware of deficits in healthcare in your area that need to be addressed? Are you impeded from giving your best care due to forces that are outside of your control? A proposal may be a way to get your issues into the work plan of the Association.

The manual for the proper preparation of a proposal is available at www.floridanurse.org/resources. You can request this from info@floridanurse.org and we will forward your request to the chair of the Reference Committee, Anne Peach. Deadline for Submission is Aug 1.

Make your voice heard!

Your Reference Committee

Anne Peach, Chair
Meghan Hanson
Justin Wilkerson
Laura Brennan
This year’s Membership Assembly is taking on a new face for 2014. The Board of Directors embraced the theme, Innovation and Creativity: Blueprint for the Future. This concept is meant to inspire, stimulate thought and promote action among nurses and nursing organizations. With a core idea of energizing nursing and transforming healthcare, this conference will offer nationally known speakers, interactive sessions and local talent as well. We will be adding the option of presenting electronic posters to the traditional poster session. Instead of the usual Student Day on one day of the Conference, we will be providing slots for students to attend both days of the conference to provide the opportunity for networking and mentoring.

Keynote Address

Dr. Daniel Pesut is the Director of the Katharine J. Densford International Center for Nursing Leadership at the University of Minnesota School of Nursing, and Professor of Nursing, Population Health and Systems Cooperative Unit. He holds the Katherine R. and C. Walton Lillehei Nursing Leadership Chair. Dr. Pesut served on the board of Directors of the Honor Society of Nursing, Sigma Theta Tau International for eight years and as President of the Honor Society of Nursing (2003-2005). He is a Fellow in the American Academy of Nursing, and a board certified clinical nurse specialist in adult psychiatric mental health nursing.

Endnote Address

Teddie Potter, PhD, RN, is a Clinical Associate Professor and the Coordinator of Doctor of Nursing Practice in Health Innovation and Leadership at University of Minnesota, School of Nursing. Dr. Potter was one of the first scholars to apply Riane Eisler’s work to the nursing profession. Dr. Potter is the author of the book Transforming Interprofessional Partnerships: A New Framework for Nursing and Partnership-based Healthcare published in January of 2014.

Luncheon Speaker

Barbara Blakeney, Innovation Specialist in Care Delivery at Massachusetts General Hospital and former ANA President who will be sharing on staffing innovations and other related topics. Ms. Blakeney had published on the topic of innovation in the Online Journal of Nursing.

Friday, September 12, 2014

Additional scheduled presenters (Tentative):

- Barbara Russell – Infection Control Update
- Dr. Dan Berman – How to Become a Thought Leader in Nursing
- Ann-Lynn Denker – Nurse Leadership to Influence Nursing and Health Policy
- George Peraza Smith – Florida Coalition of Advanced Practice Nursing: Improving Access to Healthcare/One Voice Political Strategy
- Suzie Farthing – Maximizing social networking influence for nurse advocacy and the Florida Nurses Association: Going where no organization has gone before
- Alisa Lapoll – Grassroots Advocacy and the Media: Communicating Nursing’s Message
- Mary Lou Brunell – Florida’s Nursing Workforce
- The FNA Ethics Special Interest Group – Better than Bullying: Strategies to Improve your Work Environment
- Laws and Rules of Nursing Practice (Required CE) 2 contact hours

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Diabetic Wound Program

This online course takes you through the science of the disease process and covers the unique needs of a diabetic patient.

Additional scheduled presenters (Tentative):

- The FNA Ethics Special Interest Group – Better than Bullying: Strategies to Improve your Work Environment
- Laws and Rules of Nursing Practice (Required CE) 2 contact hours
## Friday, Sept 12, Tentative Agenda

### 7:00 am - 8:00 am
Visit Exhibits

### 8:00 am - 9:30 am
**Creating and Responding to the Future**
Katherine Densford, International Center for Nursing Leadership, University of Minnesota

### 9:30 am - 10:00 am
**Posters Sessions/Visit Exhibits**

### 10:00 am - 11:00 am
**Clinical Track/Research Track**
Health Policy/Legal Track
Education Track (1 CH)

### 12:00 pm - 1:30 pm
**Lunch on own/Visit Exhibits**

### 12:15 pm - 1:30 pm
**Foundation Luncheon**
Speaker - Past Research Grant Recipient (1 CH)

### 1:35 pm - 2:35 pm
**Breakout Sessions**
TBD (1 CH)

### 2:45 pm - 3:45 pm
**General Session**
Speaker - Bob Kodzis “Impossible Leadership” (1 CH)

### 3:45 pm - 4:15 pm
**Break/Poster Sessions**
Visit Exhibits

### 4:15 pm - 5:00 pm
**Special Interest Group Meetings**

## Saturday, Sept 13, Tentative Agenda

### 7:30 am - 8:45 am
**Advocacy Breakfast**
Nurses Under Attack: Workplace Violence
Jeanie Demshar and Marsha Martin

### 9:00 am - 10:30 am
**Region Meetings**

### 10:30 am - 11:00 am
Networking Break

### 11:00 am - 12:15 pm
**FNA NEXT - Innovation Lab for FNA**
Let’s create the future together!

### 12:15 pm - 1:30 pm
**Foundation Luncheon**
Speaker TBA (1 CH)

### 1:30 pm - 5:00 pm
**Business Meeting**
Time scheduled if needed - can adjourn early.

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**2014 FNA Professional Development Membership Assembly**

### Registration Form

Attend the FNA Membership Assembly to add your voice to the business meeting network with nurses and nursing students from around the state. Earn contact hours and engage in the decision making process during this fun and exciting event. Nursing can take the lead in transforming healthcare! Come to Membership Assembly and join the conversation and let’s make things happen!

Name_________________________ Credentials_________________________ Email_________________________

Address_________________________ City_________________________ State_______ Zip_________________________

Full Two-day Conference Registration

**Friday, September 12 - Saturday September 13**

Includes all materials, contact hours (9 CH planned), two luncheons, Awards Dinner and Advocacy Breakfast.

**Before August 15** | **After August 15**
---|---
FNA Member | $250 | $275
Non-Member | $310 | $335
Generic Student/Faculty (with students only) | $250 | $275
Student (RN-BSN/Graduate Student) | $225 | $250
Retired Member | $225 | $250

**Friday Only (Professional Development Conference)**

| 7.5 contact hours Before August 15 | After August 15 |
---|---
FNA Member | $150 | $175
Non-Member | $250 | $300
Student (Generic) | $100 | $125
Student (RN-BSN/Graduate Student) | $130 | $175
Retired Member | $125 | $150

**Saturday Only (Membership Assembly and Business Meeting)**

| FNA Member (meals only) | $ 80
Non-Member | $120
Student (Generic) | $ 80
Student (RN-BSN/Graduate Student) | $ 80
Retired Member | $125
| **Grand Total** $__________ |

| No refund after Aug. 22, 2014 | Subject to a $25 processing fee.

| FNA Member (Advocacy Breakfast Only) | $ 40
FNA Member (Foundation Luncheon Only) | $ 40
Guest meals | $ 40
Awards Dinner | $ 45
FNA Member - Business Meeting Only | No fee
Student Observer (Group registration) | Complimentary (Space Available Basis-No meals)

See Agenda and Special Hotel Pricing

Please indicate any special needs, physical, dietary, etc._

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The CE activities will be submitted to the Ohio Nurses Association (OBN-001-91) for approval to award contact hours. The Ohio Nurses Association is accredited as an approver of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.

Complete and mail to: Florida Nurses Association, P.O. Box 536985, Orlando, FL 32853 or register online at http://www.florianurse.org/conferences, Questions? Email: conferences@florianurse.org or 407-896-3261.

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**Call to Membership Assembly 2014**

### Nursing Innovation and Creativity: A Blueprint for Change

This constitutes the official notice of the 2014 Membership Assembly of the Florida Nurses Association, September 12 & 13, 2014, at the Florida Hotel and Conference Center in Orlando, FL for the purpose of transacting the official business of the Association.
Florida Nurses Association Proposed By-Laws Changes 2014

1. Motion to amend Article IV, Officers and Directors

2. Motion to amend Article IV, Officers and Directors by adding a new Section 7, Removal of an Elected Official.

3. Motion to amend Article XIII, Labor and Employment Relations Committee by striking “Committee” and inserting “Council” (“APU” for the title of Article XIII).

4. Motion to amend Article XIII, Labor and Employment Relations Committee by adding a new Section 6, National Labor Convention (NLC) Deliberations.

5. Motion to amend by striking out Article XIII, Workforce Advisory Program in its entirety.

6. Motion to amend by striking out Article XVI, Relationship of FNAA to ANA, Section 2, ANA Constituent Assembly.

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The Senate, under the leadership of Senate President Don Gaetz (R-Crestview), dismantled HB 7113 during the last week of the legislative session. Sen. Rene Garcia (R-Hialeah) filed an amendment that eliminated the nurse-friendly telehealth language, while Sen. Alan Hays (R-Umatilla) sponsored the most damaging amendment that took out nurse practitioner prescribing and independent practice. The Senate passed the bill and sent it to the House, where leaders refused to take up the gutted bill.

Independent of HB 7113, Sen. Grimsley sponsored SB 1352, which gave nurse practitioners the ability to prescribe controlled substances based on a formlum, Son. Aaron Bean (R-Fernandina Beach) allowed an amendment on the Senate’s telehealth bill that expanded those services to physician assistants, pharmacists, and nurse practitioners. The medical community, however, took credit for defeating that bill, among others, because they disapproved of jamming many wide-ranging, monumental issues into a single bill. The bill passed the full House in a 74-42 bipartisan vote. Some lawmakers such as Rep. Gayle Harrell voted against the bill because they disagreed with lifting barriers that prevent nurse practitioners from practicing to the full extent of their education. Others voted against the bill because they disapproved of jamming many wide-ranging, monumental issues into a single bill.

HB 7113 was an omnibus health care bill dealing with many issues including telehealth. Reps. Travis Cummins (R-Orange Park) and Rep. Mia Jones (D-Jacksonville) sponsored the portion of the bill allowing nurses and other health care practitioners to treat patients via telehealth. The bill passed the full House in a 74-42 bipartisan vote. Some lawmakers such as Rep. Gayle Harrell voted against the bill because they disagreed with lifting barriers that prevent nurse practitioners from practicing to the full extent of their education. Others voted against the bill because they disapproved of jamming many wide-ranging, monumental issues into a single bill.

The Florida Nurses Association is already preparing for 2015. The FA’s Political Action Committee, FN-PAC, will meet and decide which candidates to endorse for the 2014 elections. The goal is to support those candidates who support nurses.

“The legislative session we saw a number of legislators in leadership stand up for nurses in a way in which very few legislators have ever stood up for us,” said veteran FNA Lobbyist Bob Levy.

House Speaker Will Weatherford (R-Temple Terrace) appointed a special committee to look into ways that nurses could meet the health care needs of our state and appointed Rep. Jose Oliva (R-Naples) to chair the committee. Reps. Oliva, Rich Corcoran (R-Lutz), and Matt Hudson (R-Naples) were among the House leadership team members who spoke and voted in favor of nurse-friendly legislation. Other champions were Reps. Cary Pignman and Sen. Denise Grimsley, both Republicans from Sebring.

Rep. Pignman, an emergency room physician and Navy reservist, filed and spearheaded legislation allowing nurse practitioners to prescribe medically necessary controlled substances based on a list developed by a Board of Nursing panel. The bill (HB 7113) would also allow those nurse practitioners who have earned 2,000 clinical hours, have taken additional continuing education courses, and have met other criteria to seek independent practice status.

A Note from FN-PAC

The FNA Political Action Committee is pleased to endorse nurse and FNA Member Ken Lark as a nurse attorney running for Judge in the 6th Judicial Circuit covering Pinellas and Pasco counties. Ken has a long and distinguished career in healthcare delivery. He worked as an EMT before attending the University of Vermont School of Nursing. He spent many years as an emergency room nurse and continues to be an advocate for nurses. Ken currently serves on the Institutional Review Board for Bayfront Medical Center in Saint Petersburg and volunteers as a nurse on medical missions around the world.

Ken graduated Magna Cum Laude from the Florida State University College of Law in 1996. He has practiced law in 17 years, specializing in civil, probate guardianship, health law, contracts and real estate. He also works as a Supreme Court approved mediator in Circuit Civil, Family Law, and Mortgage Foreclosure. He is also a hearings officer for the St. Petersburg Housing Authority.

He is still involved in the health care area working on the Institutional Review Board for Bayfront Medical Center. He has also been a volunteer with the Nokumaya mission that provides health care in remote villages around the world. Ken studied to become an RN at the University of Vermont. Currently he is also active in the American Association of Nurse Attorneys. Although judges are not usually involved in healthcare politics, the PAC has a history of supporting members who run for office. Not only is Ken Lark a nurse, he uses his skill to help many poor who would otherwise be without health care at his own expense.

Ken lives in Treasure Island in Pinellas County and is married to Lynn Lark. If you would like more information about his campaign or to donate directly, you can contact Ken Lark at www.kenlarkforjudge.com. Ken will be on the ballot on August 26, 2014.

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"Working at Baptist allows me to be more than just a nurse, I am able to be a positive influence on others whether it be my patients or the people I work with."
Telehealth

by Representative Travis Cummings

Florida is currently experiencing, and will continue to experience, a shortage in its health care workforce. Under Speaker Will Weatherford, the Florida House of Representatives established the Select Committee on Health Care Workforce Innovation, of which I am a member, to research ways to increase Florida’s health care workforce and make health care more efficient. One potential solution is to expand telehealth in Florida, which can potentially provide increased access to care for Floridians. Telehealth allows health care practitioners to remotely examine, diagnose, and treat patients through different technological modalities.

During this year’s legislative session, the Select Committee held a workshop on the current and future use of telehealth in Florida. Dr. Watson of Tallahassee Memorial Hospital gave a real-time demonstration of a medical examination using telehealth. Dr. Watson used a laptop to connect with his peers in Georgia, one of whom served as a volunteer patient and the other as a health care practitioner. Dr. Watson checked the “patient’s” heartbeat, lungs, ear, throat, and eyes with the assistance of a Bluetooth microphone and high-resolution video camera. The images produced with this technology were of higher quality than those a physician could see during a face-to-face examination.

Following Dr. Watson’s presentation, Paula Guy, CEO of the Georgia Partnership for Telehealth, discussed the numerous benefits Georgia has experienced using telehealth. She noted the use of telehealth has increased access to care for Georgia residents, and has especially benefited those who live in rural areas and no longer have to travel long distances to receive medical services. She emphasized the importance of educating Florida’s doctors about the advantages of using telehealth.

The workshop concluded with a panel discussion with representatives from Miami Children’s Hospital, the University of Miami, Florida Blue, and a behavioral health provider. The panel discussed how to make telehealth successful in our state, including the need to remove regulatory barriers, allowing use by non-physicians and practitioners outside Florida, and allowing telehealth to be used in any setting – including the patient’s home. The panel also discussed the importance of health plans recognizing the cost-savings associated with using telehealth and the benefits of covering services provided by health care practitioners who use telehealth.

As a result of this informative workshop, the Select Committee created a work product to address the issue of telehealth in Florida, which was initially released as a house bill that I sponsored. That house bill has now been included in the state legislature’s health care bill, which I am hopeful that Florida will embrace telehealth as a partial solution to our state’s health care workforce shortage.

Jeanie M. Demshar

Part 2 – Are you the victim of workplace bullying?

Emily is being stalked in the halls by her supervisor. Her every move is monitored, scrutinized, and judged. Every day she is berated with personal insults suggesting that she is just not good enough to work anywhere. She not only dreads going to work, the constant yelling, belittling, and unfair accusations have led to serious health issues. Emily is depressed, anxious, she’s losing weight, having panic attacks, getting migraines, and eventually had to take a leave of absence from work.

Matt is a new nurse who works with Natalie. She withholds knowledge of policies and procedures and other relevant information to get Matt in trouble. Not only does Natalie report Matt to the supervisor for a perceived lack of productivity, she also-gossips to other coworkers and spreads unfounded rumors about Matt. He now experiences the silent treatment from not only his supervisor and Natalie, but from other nurses in the unit. He feels isolated, excluded, and humiliated. Matt also dreads going to work.

Emily and Matt are the victims of workplace bullying. Bullying is a growing concern across the country; however, it is not yet illegal. Unfortunately and quite frequently, an individual who complains is told that he or she is not being bullied, that he or she is overly sensitive. Or worse, the incidents go unreported and unresolved. The first step in the fight against on-the-job bullying is recognizing when bullying exists.

The Workplace Bullying Institute defines workplace bullying as “repeated, health-harming mistreatment of one or more persons (the targets) by one or more perpetrators that takes one or more of the following forms:

- Verbal
- Offensive conduct/behaviors (including nonverbal) which are threatening, humiliating, or intimidating
- Work interference – which prevents work from getting done.

On-the-job bullying encompasses a broad array of conduct, including swearing, teasing, malicious gossip, unwarranted and invalidated criticism, exclusion and isolation, shouting, threats, name-calling, malicious gossip, rumors, lies, taking credit for another’s work, and sabotage. It may also come in the form of nonverbal insinuations, verbal affront, undermining activities, withholding information, inflicting, scaring, and backstabbing. Bullying can also occur in technology, such as Facebook or other social media. If you believe you have been a victim of bullying in the workplace and would like to share your experience and stories with me, I can be reached at 678-839-3261 or by email at jdemschar@floridanurse.org. In the next issue of The Florida Nurse, we will explore when bullying may be illegal and what you should do as a victim of workplace bullying.

LERC/Professional Practice Advocacy

TRAVIS CUMMINGS

June 2014
Regional News

East Central Region

It’s hard for me to believe summer is almost here! In the Ormond Beach/Daytona area of our region, we have survived race week, bike week, and now spring break! I hope to arrange a meeting in this area in the next few months. If anyone has suggestions, please let me know. Since the East Central Region consists of Volusia, Lake, Seminole, Orange, Osceola, Brevard, Flagler, and Sumter Counties, I continue to encourage members to host meetings in different areas to network with other nurses.

North Central Region

The North Central Region continues to move forward. I want to thank all of the members of the Region who participated in Lobby Days. We had a great representation and hopefully accomplished as much as we learned.

The North Central Region’s annual conference, 2014 Legal Policy for Nursing Conference, was a great success. I would like to thank Clayedell Horne for her wonderful leadership as chair as well as the other members of the Suwannee Valley Chapter of the North Central Region for hosting the conference as well as the get together the night before the conference.

2014 North Central Region Conference

Poster presentation by Dr. Saujoo Yoon

The speakers were wonderful. Rachel Cartwright-Vanzant, MS, RN, LHRM, LNCC, Medical Legal Concepts, LLC, presented, “Legal Implications of Nursing Documentation and the Electronic Medical Record.” This presentation was followed by an enlightening legislative update by Alisa LaPolt, FNA Lobbyist, Toprail Public Affairs. The conference ended with a great presentation by Joe Baker, Jr., Executive Director of the Florida Board of Nursing, on “The Laws and Rules of the Florida Board of Nursing.” During lunch we were able to participate in a poster session for CEOs. The posters and the poster presenters were very informative and engaging. Linda Amankwaa, Ph.D., RN, FAAN; Belinda Lauderdale, RN, BSN, RNC-NIC, CLC; Murielle Patiarte, BSN, RN-BC; Richkard Saint Louis, UFNS4; and Saujoo Yoon, Ph.D., RN, were the presenters.

The conference was held at the Advent Christian Village which was a beautiful setting to host the conference at. It was a great event and I would like to thank everyone who participated and attended the conference as well as all who worked so diligently to make it the success that it was.

Northwest Region

Greetings from the Northwest Region! Congratulations to all new members and recent RN graduates living in Escambia, Santa Rosa, Okaloosa, Walton, Holmes, Washington, Bay, Jackson, Calhoun, Gulf, Liberty, Franklin, Bay Counties.

North East Region

As the Regional Director for the Northeast Region, I would like to welcome you to the region. Our region is geographically spread out and that often creates challenges for programs and involvement from many of you who are looking for direction from the region. This is an exciting and challenging time in that nurses are trying to provide high quality focused care with diminished resources.

The leadership council is actively looking for assistance in the development of the region and recruiting members from all Northeast Region counties. If any of you would like to get involved and be on the leadership council, please contact me directly so that I can let you know how to get involved.

There will soon be a survey sent to all Northeast Region members asking for ideas for programs and meeting that you would like to see in the region. Please take the time to complete the survey so we are better able to identify the needs of this region. If you want to be on the leadership council or just want to chat please do not hesitate to call me or contact me. My contact information is: Dr. Dan Berman at 904-261-2258.
South Region News

Reported by Jill Tahmooressi
South Region Director, FNA:

On Saturday, April 26, 2014 from 8am - 2pm at the Signature Grand in Davie, Florida the South Region held their 4th Annual Florida Nurses Association South Region Symposium and Awards Ceremony. It was a spectacular event whereby 200+ nurses & students were in attendance to learn, network, and celebrate the profession of nursing. Present at the symposium and award ceremony was President, Florida Nurses Association (FNA), Ed Briggs, DNP, MS, ARNP, FNP. In addition, Jill Tahmooressi RN-BC, BSN, MBA, NCSN, South Region FNA Director, presided over the event with FNA President Elect, Leah Kinnaird EdD, RN, and FNA Vice President, Barbara Russell, BSHSA, MPH, RN, CIC, in attendance. Notable as well was the support of Denise McNulty, FNA’s Southwest Region Director.

There were many highlights during the day commencing with the Proclamation of the National Nurses Week 2014 by Mayor of Broward County Barbara Sharief. Next, The Nurses Charitable Trust sponsored the keynote address, a 2 hour C.E. by Barbara Sharief. Next, The Nurses Charitable Trust sponsored the keynote address, a 2 hour C.E. by Barbara Sharief. The event culminated with the 2014 South Region, FNA Nurse Excellence Awards: Excellence in Nursing Award
Recipient: Guillermo Valdes
Promoting Environment for Safe Care Award
Recipient: Jennifer Cordo
Registered Nurse Practice Award
Recipient: Sheree Mundy
Nurse Educator Award
Recipient: Guillermo Valdes
Advanced Practice Nursing Award
Recipient: Laureen Fleck
Registered Nurse Practice Award
Recipient: Sheree Mundy
Nursing Leader Administration/ Academia Award
Recipient: Amy Pettigrew
Nurse Researcher Award
Recipient: Jean Hannan
Promoting Environment for Excellence in Nursing Award
Recipient: Jennifer Cordo
2014 Nurse of Year Award
Recipient: Barbara Russell

The 4th Annual Florida Nurses Association South Region Symposium and Awards Ceremony could not have been made possible without the countless hours of effort on behalf of the voluntary leadership council of the South Region, Florida Nurses Association who beginning 12/2013 met countless numbers of times to coordinate all facets:

Alina Diaz-Cruz, MSN, RN; Jean Davis, EdD, LHRM, FNP-BC, PHCH, CNS-BC; Peggy Davis, DHSc, MSN, MEd, RN; Ann-Lynn Denker, PhD, ARNP; Marie Etienne, DNP, ARNP, PLNC; Sheree Mundy, MSN, BSc, ARNP; Steadley Foster, MSN/Ed., FNP; Debra Hain, PhD, ARNP, AGNP-BC; South Region FNA Legislative Liaison; Leah Kinnaird, EdD, RN, President Elect FNA; Lolita McCarthy, PhD, MBA-HCM, RN; Patricia R. Messmer, PhD, RN-BC; FAAN, Chair The Nurses Charitable Trust & Chair Florida Nurses Foundation; Beverlye Morgan, MSN, RN, Sheree Mundy, ARNP-BC, MSN; Elizabeth Olafson, MSN, MSED, RN-BC; Carol Petrozza, MSN, MSED, EdD, RN; Barbara Russell, BSHSA, MPH, RN, CIC; Vice President FNA; Karen Sinclair, MSN, MBA, RN, South Region FNA Activity Manager; Jill Tahmooressi, MBA, ISN, RN-BC, NCSN, South Region Director; Staff Proteges Maxine Jacobowitz, BSN, RN, CFN; & FNA voluntary leadership council retired honorary Gene Majka, MS, ARNP.

Next South Region Florida Nurses Event: Columbus Day Nursing Advocacy & Legislative Action Meeting. Time 6-8 pm Light dinner.
No charge.

Monday October 13, 2014
Miami Children’s Hospital Auditorium
3100 SW 62nd Avenue, Miami, FL 33155

2014 Calendar of Events

September 10-11
2014 Professional Development & FNA Membership Assembly
Florida Hotel & Conference Center, Orlando, FL

September 12-13 | 7:30 am - 5:00 pm
2014 Professional Development & FNA Membership Assembly
Florida Hotel & Conference Center, Orlando, FL

October 4-5 | 7:30 am - 5:00 pm
29th Annual National Nurses in Business Association
Embassy Suites, Kissimmee, FL

October 13 | 6:00 pm - 8:00 pm
Columbus Day Nursing Advocacy & Legislative Action Meeting
Miami Children’s Hospital Auditorium
3100 SW 62nd Avenue, Miami, FL 33155
Light dinner. No charge.

November 20 | 6:00 pm - 8:00 pm
East Central Region Meeting
FNA Office
1235 E. Concord Street, Orlando, FL
Topic and Speaker: TBD
Regional News

Regional News continued from page 11

SOUTHEAST

Deborah Hogan
Regional Director
capitallass@hotmail.com

Indian River, Okeechobee,
St. Lucie, Martin, Palm
Beach Counties

SOUTHWEST

Denise McNulty
Regional Director
dmcnultyn@cs.com

Hendry, Glades, Lee,
Collier, Charlotte Counties

Southeast Region

Our nurses in the Southeast Region have been very busy. After our meetings last December, we have a regularly scheduled monthly conference call on the first Tuesday of each month. We encourage any member who wants to participate to call in. Our next call will be Tuesday, July 1 at 8pm. This call is our way to participate in the plans for our Region, as well as to stay informed about other FNA activities. Please feel free to call in and join us, and be on the lookout for emails providing conference call dial in information.

On March 17, 2013, the Southeast Region sponsored a webinar in partnership with the League of Women Voters to give an overview of the Affordable Care Act. Jon Levinson was our speaker, and his presentation was well received and stimulated a good deal of discussion. We thank our partners at the League for working with us on this important program.

Nurses Week was May 5-9, 2014. Our Region planned a program on May 1st and was pleased to have our FNA President, Ed Briggs, attend, and present a program on Nursing Rules and Regulations. The theme was “Nurses Rule and Lead the Way.” We partnered with Nova University, where the meeting was held. FNA members, nursing students, and non-members were invited to participate. The event was free for FNA members and nursing students. Refreshments were served. We want to thank all who came out to celebrate Nurses Week with us. We look forward to seeing you again next year!

West Central Region Update

National Nurses Week was May 6-12, 2014 and the West Central Region once again participated in several events. A Wine and Cheese Party was held on Thursday, May 8th at Moscat’s Bella Cusina. Members were able to socialize and network not only with each other but also with FNA’s President, Edward Briggs.

The Tampa Bay Rays invited nurses in the West Central Region to celebrate at the Nurses & Healthcare Appreciation Night on May 10, 2014 during National Nurses Week. Family and friends enjoyed discounted tickets in the Press level and received their own Rays Scrub.

Be on the lookout for upcoming news on the West Central Annual Conference being held in August. If you would like to participate in the planning, please contact Sue Harratnft at sue.harratnft@gmail.com.

Legal Representation for Nurses

We are pleased to announce the association of Carole C. Schriefe, R.N., J.D.

Carole’s practice concentrates on litigation in state and federal court as well as administrative agencies. Her nursing background and legal experience encompass health law, nursing law, professional licensing and credentialing matters, Board of Nursing representation, administrative hearings, contracts, licensure issues, corporate matters, transactional matters, Medicare and Medicaid audits, products liability litigation and criminal defense litigation. She is currently representing plaintiffs in artificial hip product liability litigation against the manufacturers of the DePuy hip and Stryker hip.

Regional News update from page 11

That research paper isn’t going to write itself. Visit www.nursingALD.com to gain access to 600+ issues of official state nurses publications, all to make your research easier!
Nurses and Smokers always end up together.

So, why not connect before your patients have no choice?

Tobacco users who get advice from their healthcare professionals are twice as likely to quit. So team up with your patients and Tobacco Free Florida. Go to tobaccofreeflorida.com/healthcare for 3 Free & Easy Ways to help your patients quit.
This unique program presented by Linda Smith, Chief Executive Officer of the Intervention Project for Nurses, will provide nursing supervisors with the tools to ensure patient safety by recognizing when a nurse's fitness for duty may be in question. In addition, supervisors of licensees enrolled in licensee monitoring will learn how to support professionals through constructive performance improvement.

Learning modules are designed to help supervisors gain confidence in their ability to:

- Perform their role in performance improvement
- Supervise a licensee in a monitoring program
- Enforce their organization’s policies to protect patient safety
- Take appropriate action sooner to reduce risk

Skills and knowledge include:

- Documenting the facts
- Identifying risky behaviors that can lead to unsafe practice
- Identifying the best course of action based on the level of risk
- Correcting substandard performance issues early
- Redirecting sidetracking behaviors

The course will offer 4.0 contact hours of approved continuing education credit and meets the state training requirements for supervision of licensees enrolled in monitoring. Nurse supervisors, Employee Assistance Program Managers, and Risk Management Department Heads will benefit from this training.

This program has been evaluated with positive results published in the Advances in Nursing Science, Vol. 35, No. 2, pp. 135-144.

ABOUT THE SPEAKER:
Linda Smith, ARNP, MN, M.Div., CAP, CARN-AP has held the position of Chief Executive Officer of the Intervention Project for Nurses since 1988. During that time, IPN has grown to become a model alternative to discipline program for Nurses. A program often used as a model for others, Linda consults with states on the development, implementation, and evaluation of programs and speaks frequently to nursing groups around the country on issues related to impairment among nurses. Linda is also a published author of many peer-reviewed journal articles and two Recovery Maintenance Workbooks specifically focused on relapse prevention.

Workshop Details:
Date: July 15, 2014
Where: Jacksonville Marriott Hotel,
4670 Salisbury Road, Jacksonville 32256
Time: 8:30 a.m. – 1:00 p.m.
(Registration begins at 8:00)
Cost: $30.00 includes Continental breakfast and conference materials
Seating will be limited to 20 attendees; please register early to ensure your spot.
Registration deadline June 23, 2014
For more information contact: Pamela Livingston at 800-840-2720, ext. 123 or plivingston@ipnfl.org

The work of Florida SIP Grant, Promoting Nurses as Leaders in Florida to Advance Nursing and Health Policy moves forward in the second year of a two-year effort funded by the RWJF and Florida Blue.

Following a successful statewide survey of nurses throughout Florida, we are learning much about nursing leadership in Florida. Findings tell us that nursing leadership in Florida is in need of a greater representation of diversity. We need more nurse leaders who are representative of the state’s growing diverse population. Data analysis is bringing to light rich information regarding: leadership role by age, years of nursing experience, type of leadership experience, ethnicity, highest degree, how leadership role was attained, nurse leader role, work settings, supervisory responsibilities, an analysis of voluntary leaders and their roles, the skills necessary for success, and succession planning and its processes.

Leadership is an important role within every area of nursing including the student nurse, clinical nurse, managerial roles, CEO’s, and voluntary/board positions. We look to assist nurses throughout Florida to join us on our journey in a variety of activities including growing nurse leaders, providing education and resources, and building our presence at all policy making “tables.”

*The grant work has lead to the development of a leadership website located within the Florida Action Coalition/Florida Center for Nursing site. Please visit the site at: [http://www.flcenterfornursing.org/FLActionCoalition/LeadershipActionTeam.aspx](http://www.flcenterfornursing.org/FLActionCoalition/LeadershipActionTeam.aspx) and click on Nurse Leadership Development Resources. We look forward to your comments, suggestions, and participation. Join in and grow your leadership skills with us.*

In addition, our Leadership Diversity Council, which helps to guide and advise our efforts, is looking for additional members. Please contact Ann-Lynn Denker, PhD, ARNP, aldenker@aol.com to volunteer and obtain additional information.
Eleven Florida nursing colleges and patient simulation training centers are sharing $325,286 in funding from the Florida Blue Foundation through two competitive grant tracks. Much appreciation to the Florida Blue Foundation for all of their efforts aimed at developing a well-prepared nurse workforce to meet the growing and complex health care needs of the people of Florida.

Three projects are aligned with the goals of the Florida Action Coalition – Shaping the Future of Healthcare through Nursing.

- **Dr. Rose Sherman, Florida Atlantic University (Palm Beach)**
  Development of Current and Future Long-Term Care Nurse Leaders for the State of Florida: Challenges, Opportunities and Leadership Development Needs

Eight projects are aligned with the goals of the Florida Healthcare Simulation Alliance to accelerate and optimize the use of patient simulation in nurse education and training.

- **Peggy McCart, Baptist Health System, Inc. (Doral)**
  A New Tool and Simulation Training to Enhance Fall Prevention in Hospitals

- **Dr. Charlene Ingwell-Spolan, Florida International University (Dade)**
  Bedside Leadership: Simulating and Synthesizing Interdisciplinary Leadership Competencies

- **Sheila Ferrall, H. Lee Moffitt Cancer Center and Research Institute (Hillsborough)**
  Promoting Cancer Patient Safety: A Simulation Toolkit for Chemotherapy Administration

- **Dr. Jacqueline Rogers, Palm Beach State College (Palm Beach)**
  Advancing Interprofessional Education Using Simulation to Build Team-Based Competencies

- **Maureen Tremel, Seminole State College (Seminole)**
  Advancing Care Excellence for Florida’s Veterans: Using Simulation to Educate Future and Current Nurses and Other Healthcare Professionals

- **Dr. Ann Hubbard, Indian River State College (St. Lucie)**
  IBSC CAN (Creating Advanced Nurses)

- **Dr. Teri Chenot, Jacksonville University (Dual)**
  A Statewide Initiative Integrating Quality and Safety Education for Nurses (QSEN) Through Academic/ Clinical Partnerships to Improve Health Outcomes

- **Dr. Laura Gonzalez, University of Central Florida (Orange)**
  Bridging the Gap: Integration of High Fidelity Simulation in Nursing Curricula to Increase Transfer of Knowledge and Skills to the Workforce

- **Terry Sullivan, Michele Brungen, Christine Foley-Brinza, UF Health Shands Hospital (Alachua)**
  Utilizing Simulation Scenarios Involving Interdisciplinary Teams for Improving Patient Safety in the Perioperative Setting

- **Dr. Mary Mckay, University of Miami, School of Nursing and Health Studies (Dade)**
  Bridging the Gap: Making Medication Administration Safer Through Simulation Enhanced Pharmacology Education

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**PARTNERS IN NURSING**

**Florida Blue Foundation Awards Eleven Projects to Advance the Work of FCN Programs**

Mary Lou Brunell, MSN, RN
Executive Director

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**Miami Dade College (MDC)**
Benjamin León School of Nursing

Ann Graziotti, MSN, RN, is continuing the tradition of MDC working with special needs children by her collaborative BSN elective “Medical Needs of Students with Exceptionalities.” This collaboration with the School of Education (BSI) program and the RN-BSN program is unique in its format and the first in Florida. RN-BSN students and teachers will meet together in the classroom and address routine and emergency medical situations of students with exceptionalities. They will plan, intervene, and evaluate the medical needs of students with exceptionalities through active learning, role-playing, and human patient simulation. Carol Petrozella, EdD, RN, started working with the 2003 Special Olympians and received a grant from the Center for Community Involvement in collaboration with Prevent Blindness Florida and Special Olympics. Dr. Petrozella has worked with Special Needs children with students at Riviera Middle School. Each year MDC faculty and students volunteer for the Special Olympics Miami Spring Games. Faculty and students perform the required physical exams to certify participants’ eligibility for the Special Olympics. Patricia Messner (2008, 1998) found that college students had more positive attitudes than nursing students toward disabled college students. Pat is shown with a child with “Peters’ Anomaly” a rare genetic disorder that leads to blindness.

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I would like to thank the Florida Nurses Foundation for the scholarship that helped to defray some of the cost of attending Florida Lobby Days 2014. It was nice to meet Barbara Lumpkin, and I would like to also thank her for presenting me with a copy of the Art of Nursing published by Baptist Health of South Florida. Alisa LaPolt and Bob Levy did a great job of educating and setting up the activities for those of us who attended Lobby Days. Thank you both for the work you do in support of FNA. I enjoyed having the opportunity of being an “in person advocate” this time. An organization only serves us if we serve it.

I think it must make a bold statement to see a number of nurses in a standing room only hearing. For that reason, the white lab coat was a great idea. It speaks a silent message that has impact by just being in the room. Having practical experience in lobbying at the capital will help me to be more vocal locally; it was a nice ice breaker. Experience in lobbying at the capital will help me to be more vocal locally; it was a nice ice breaker.

Supporting nursing in the state is not a luxury it is an imperative and being able to observe and take an active role in lobbying at the state capital will help me to be more vocal locally; it was a nice ice breaker. Experience in lobbying at the capital will help me to be more vocal locally; it was a nice ice breaker.

I am writing to thank the Florida Nurses Association, the Florida Nurses Foundation, and the Barbara Lumpkin Institute (BILI) for honoring me with one of the BILI scholarships to attend 2014 FNA Lobby Days. Even though it was my first time attending this event, I felt it was very well planned and executed, and I was inspired by the tireless dedication of so many hard-working advocates for Florida nurses. The informative morning presentations by FNA president Edward Briggs, lobbyists Robert Levy and Alisa LaPolt, and Florida Tax Watch’s Tamara Demko prepared us to be effective during our time in Tallahassee. During lunch, I enjoyed the beautiful view of Tallahassee from the 22nd floor of the Capitol. The luncheon honoring Representative Dr. Cary Pigman and Senator Denise Grimsley, RN was a great segue way into our regional team meetings with legislators. The knowledgeable Levy lobbying team swiftly guided us through the maze of Senate, House, and Capitol hallways to help us arrive on time for our scheduled appointments with the legislators. My confidence grew as I first watched others from my Southeast Region, like Deborah Hogan, Leah Kinmaird, and others speaking self-assuredly to the legislators. Finally, it was my turn to speak with the legislative aid from my district—and I was confidently able to state I was a constituent and wanted my senator to support SB 1352 and SB 1036, and to continue to work toward a responsible piece of legislation to protect nursing in Florida.

My special thanks to Vicki Sumagpang, FNA Director of Programs and Membership Engagement, and all of the FNA staff for coordinating the BILI scholarship and the Lobby Days event. And lastly, and most importantly, my sincerest gratitude to Barbara Lumpkin for her tireless devotion to advocating for Florida’s nurses – including me – and I can’t wait to come back next year!
Q. I’m a team leader on our unit. We have a new manager who listened to a coworker who told untruths about my integrity, saying that I refused to complete my assigned duties. The new manager, not knowing my work ethic or some of the personality conflicts among nurses on our unit, sent me an email addressing my “decline in performance” without ever talking to me about the situation. I feel I am the target of bullying. This coworker seems to be purposefully setting me up for failure, sometimes making derogatory statements in staff meetings. I don’t want to leave because I like this job. What can I do?

Answer: There are several red flags in this situation. First, start with a private talk with your manager. New managers often do not have the experience to handle conflict resolution smoothly. Ask her to clarify the email. Organizations need to do more to educate and support managers for the role responsibilities. Second, peer support is your lifeline. Can you ask the manager to invite the coworker in to talk with you? Together the coworker may see how her remarks affected you. If your manager cannot be your mentor, you need to find a mentor who can guide you? Have you seen other coworkers on the receiving end of her disparaging remarks? Beyond this particular situation, it is important for every nurse to have the moral courage to speak up to prevent and reduce bullying. We each need to think about how this negativity affects the quality of patient care.

Points for reflection: Have you witnessed something like this and remained silent? Are you the bully, speaking untruths or purposefully undermining a coworker for your own gain?

Barbara Thoman Curtis, East Central Region, is one of five registered nurses who will be inducted into American Nurses Association (ANA) Hall of Fame. The ANA Hall of Fame Award recognizes a lifelong commitment to nursing and the nurses’ impact on the health and/or social history of the United States. A National Awards ceremony and reception will be held on Thursday, June 12, 2014 to honor the recipients at the Washington Hilton in Washington D.C, prior to the 2014 ANA Membership Assembly.

The Health Council of South Florida’s Board of Directors Executive Committee has appointed Ann-Lynn Denker, South Region, to serve on the Council’s Board of Directors in the Consumer category beginning July 2014 for the fiscal year 2014-2015.

Palm Beach Atlantic University is proud to announce its Doctor of Nursing Practice program. This program will prepare graduates for state licensure to serve as Family Nurse Practitioners. Courses are offered in a combination of convenient online and once a week in person classes.

Learn more by calling 561-803-2122.
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Health care informatics involves the disciplinary fields of computer information technology and health care. It involves the gathering and analysis of data and using that knowledge to make clinical or administrative improvements to a health care organization. As a health care information professional, your responsibilities can include electronic medical records implementations, project management, data mining, and work flow improvements and redesign.

The MS-Health Care Informatics program is offered in a completely online format to accommodate the schedules of working professionals. Our asynchronous teaching technique allows you to log into your virtual classroom anytime throughout the day. All of your assignments, exams and projects are easily submitted through our online classroom portal. Applicants with or without a clinical background, new graduates, and professionals looking to get into information technology and health care are all encouraged to apply.

For more information, contact Dr. Kendall Cartelouy-Ward at 407-823-3267 or email hciinfo@ucf.edu

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**Creating an Equal and Opposite Reaction**

Horizontal violence and bullying is prevalent within the caring profession. The following addresses the behavior of the offending nurses and highlights the impact on the well-being of colleagues and potential harmful impact to patients and safety and quality of care.

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<th>Behavior</th>
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<td>Cold or unwelcoming response</td>
<td>Feelings of anger</td>
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<td>with a new colleague.</td>
<td>Feelings of isolation</td>
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<td>Withholding pertinent information.</td>
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<td>Excluding colleagues from</td>
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<td>with patient care or</td>
<td>Feelings of helplessness</td>
</tr>
<tr>
<td>refusing to answer questions.</td>
<td></td>
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<tr>
<td>Disparaging colleagues</td>
<td>Feelings of exclusion</td>
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<tr>
<td>for following the rules or</td>
<td>Feelings of isolation</td>
</tr>
<tr>
<td>for adhering to policies or</td>
<td>Feelings of exclusion</td>
</tr>
<tr>
<td>ethical standards of practice.</td>
<td></td>
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<tr>
<td>“Badgering” during change of</td>
<td>Feelings of exclusion</td>
</tr>
<tr>
<td>shift report.</td>
<td></td>
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<tr>
<td>Filing unnecessary incident</td>
<td>Feelings of exclusion</td>
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<tr>
<td>reports.</td>
<td></td>
</tr>
<tr>
<td>Publicly verbalizing errors or</td>
<td>Feelings of exclusion</td>
</tr>
<tr>
<td>posting errors on display for</td>
<td></td>
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<tr>
<td>others to observe.</td>
<td></td>
</tr>
<tr>
<td>Eye-rolling or other gestures</td>
<td>Feelings of exclusion</td>
</tr>
<tr>
<td>to denigrate someone else or</td>
<td></td>
</tr>
<tr>
<td>to influence others.</td>
<td></td>
</tr>
</tbody>
</table>

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Caring for the Homeless, an Underserved Population

Submitted by Lois Gerber, RN, BSN, MPH

The needs of the homeless are multi-dimensional. Most live well below poverty guidelines. However, runaway children come from all socioeconomic backgrounds. Eleven percent are veterans. Homelessness is a symptom of underlying pathology, neither the root cause nor a cure. The homeless have above average rates of contagious diseases: AIDS, STDs, TB, hepatitis, influenza and nuisance problems like scabies and lice, all easily spread to the general public. Twenty-five percent are seriously mentally ill, many discharged from psychiatric hospitals with no family support. Some have chronic medical illnesses that impair day-to-day functioning. Half self-medicate with alcohol, opiates and/or illegal drugs.

Present government policies waste taxpayer money. Homeless individuals cycling through jails, courts, and emergency rooms is outrageously expensive and ineffective. They do not have access to health care. Community businesses are negatively affected by homeless panhandlers, many unable to meet their basic needs another way.

Potential solutions

Increase the number of mobile vans for primary care and spot screening at shelters for infectious and psychiatric diseases. Recruit and train more volunteer outreach workers. Coordinate resources through county health departments and city businesses. Expand housing options—emergency shelter, transitional housing, and permanent housing with supportive services for runaway teens and the mentally ill. Some communities’ comprehensive housing programs can act as models.

Improve identification and coordination of resources for the near-homeless, persons, and families.

Use computer technology for identification and tracking.

Apply for federal grants.

Establish nurse-managed clinics. Those housed within a community-based agency and serving only the homeless are a cost effective solution in meeting the basic health needs and may be clinical sites for students. Most health problems of the homeless are chronic; nurses working in clinics specific to this population may develop long-term relationships with clients and have the opportunity to teach them health promotion and health behavior protections.

Summary

Creating viable treatment plans for the homeless is a challenge. Treatment plans need to be realistic, individualized, and interdisciplinary. Client-centered goals should be established and developed relationships with clients and have the opportunity to teach them health promotion and health behavior protections.

Skills that are important for an ICP to possess:

1) A strong sense of duty as a patient advocate. You are tasked to speak out for the most fragile patients, whether they are premature babies, the immunocompromised, or chemotherapy patient in the cancer center. You ensure that research based standards are applied to prevent the transmission of infectious organisms to the most vulnerable patient populations in your facility.

2) Ability to communicate – Staff and patients will look to you for advice on all aspects of preventing infections, whether it is questions about preventive measures or when to inquire about a potential infection. The hospital has a vested interest in how well you do your job. Strong communication skills are essential.

3) A bit of a “type A” personality – Your credibility is based on your accuracy. Data collection and basic statistics are a large part of this occupation. With the advent of increased public reporting of infections, accuracy in compiling and reporting data will now have a financial impact on your institution. CMS (Medicare/Medicaid) will now withhold large amounts of money if your hospital does not comply with the mounting regulations. Your hospital has a vested interest in how well you do your job.

The role and the skill sets of an ICP have changed dramatically over the years. This occupation is not for the faint of heart or those easily flustered. Just in the last few years ICP’s have been dealt with bird flu, swine flu (H1N1), and a number of resistant organisms that have caused extensive morbidity and mortality.

I encourage any nurse who enjoys a challenge to get more information on Infection Prevention. A great resource for information is the state Infection Prevention society FPIC (Florida Professional Infection Prevention). Their website is www.fpicle.com.
For consumer information visit www.fortis.edu

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HPV + Vaccine Alert

oral cancer is on the rise

Emerging concerns

• HPV related oral cancer rates are increasing — likely to surpass cervical cancer rates;
• Florida is among those states with the highest rates of HPV oral cancers;
• men are three times more at risk for HPV oral cancer than women.

Vaccination for boys and girls

• helps prevent types of HPV infection that can lead to multiple cancers;
• a series of three doses recommended to begin as early as 9 years old — immune response better in preteen years;
• reminders help to assure compliance with three doses.

Fact sheet
www.cdc.gov/vaccines/library/HPV/phvinfo_eng.pdf

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