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FNA Year in Review:
A Snapshot of FNA Activities

Edward Briggs, DNP, ARNP-BC, President
Willa Fuller, RN, Executive Director

Every day leaders and members of FNA are involved in some form of activity or advocacy for nurses in our state. We salute our members who take time out to participate and volunteer throughout the year. What follows are some highlights of the past year and three months.

We attended the ANA Membership Assembly in Washington, DC, Represented by Dr. Ed Briggs, President, and Dr. Leah Kinnaird, President-Elect. President Briggs was elected to the Chair position of the ANA Nominating Committee which was a proud moment for FNA. We are also fortunate to have Dr. Andrea Gregg, currently serving as ANA Vice President and Dr. Patricia Messmer as Chair of the American Nurses Association Political Action Committee (ANA-PAC). We also thank Vice-President, Barbara Russell, and Treasurer, Dr. Linda Howe, for serving as alternates.

Our FNA Region Directors, with the help of great members, have really been proactive in planning activities in their Regions, and plans are already underway for an exciting year in 2015. You can find our event calendar on our home page at http://www.floridanurse.org. Check out the Region Reports in this issue to get a report of the activities.

We have a very active Health Policy Special Interest Group (HP-SIG) that has initiated a very active education program via conference calls and webinars. Programs such as the Media Training and the Lobby Days (Now Advocacy Days) webinars help to inform members about issues that directly affect them.

The Nursing Ethics Special Interest Group as well as the Health Literacy and the Nurse Entrepreneur Special Interest Groups have...
had several activities over the past year due to the hard work of those members. Dr. Jean Davis, Mary Gunn, and Dr. Dan Berman are to be congratulated for leading the charge in those groups, respectively. We also participated in meetings of the Florida Association of Colleges of Nursing (FACN) and the Florida Council of Nursing Education Administrators (FCNEA). In these meetings with Florida Deans and Program Directors, we were able to share information about activities of the FNA and nursing, including legislative updates, and learned about the issues our colleagues relate to education in the state. The FNA also participated in the ANA Magnet Conference as well as the ANA Quality Conference by helping ANA staff the booth in the Exhibit Hall to represent FNA and to promote membership. Thanks to Vicki Sumagpang and Leslie Homsted of FNA for arranging this.

The FNA was instrumental in coordinating six showings of The American Nurse movie highlighting the contributions of nurses across the country. The American Nurse Foundation, a registered 501(c)(3) foundation worked with Fresenius Kabi to produce an inspiring movie that serves to educate people about the various roles nurses are engaged in and the many ways they contribute to society. This movie will be shown again in various locations during Nursing Week.

The FNA continued to serve as administrative support for and attended the meetings of the Quality and Unity in Nursing Council (QUIN) to promote and develop new and diverse roles nurses are engaged in and the many ways they contribute to society. This movie will be shown again in various locations during Nursing Week.

Our current project is exploring transitions across Florida statewide nursing organizations. We have expanded the membership and are up to twenty-two participating organizations at this time. In addition, many thanks to Mavra Kear, Past President, for serving as Chair this past year.

In addition, we participated in conference calls with the Leadership of Health Policy Staff of the American Nurses Association (ANA). Furthermore, we attended conferences of the ANA’s legislative and the Associated Industries of Florida (AIF) to network and educate legislators, leaders, and stakeholders who can help us advance the FNA’s legislative agenda. We also have highlighted nurses in various locations by FNA publications, Dr. Lois Lapolt and Robert Levy and Associates, also represented the FNA throughout the year in countless meetings and multiple events.

The FNA’s LERC sent staff nurse members to the ANA Staffing Conference for the second year in a row to take advantage of state of the art information about safe nurse staffing. We thank Martha Martin, Debbie Hogan, Marcia Smith, and Matt Price for representing FNA, Martha, Debbie, and Marcia also serve as Presidents of their Bargaining Units.

George Byron Smith represented FNA on the Florida Coalition of Advanced Practice Nurses serving as Co-Chair with Mai Kung who is also an FNA member.

Theresa Morrison (Southwest Region) was appointed to the Cancer Control Advisory Board (CCAB) as the Florida Rep resentative.

We continued to support the Florida Center for Nursing and its efforts to regain funding in the Florida Department of Health Executive Director, Mary Lou Brunell, for her outstanding service and also for her work with the Florida Action Coalition (FL-AC).

In addition, we participated on the FL-AC Diversity Task Force which is charged with addressing the issue of diversity in nursing leadership in the state of Florida. The Task Force organized a very exciting summit which was well attended by a diverse group of Florida Nursing Leaders. Dr. Ann-Lynn Denker, former FNA President, leads this exciting task force.

We participated in the first Nursing Summit planned and organized by the Florida Action Coalition (FL-AC). We are very happy to have Member Engagement Director, Marsha Martin, Debbie Hogan, Marcia Stroud, Leslie Homsted, and Member Engagement Chair, Mary Lou Brunell, for her outstanding support for and attended the meetings of the Florida Action Coalition (FL-AC). We also participated on the FL-AC Diversity Task Force which is charged with addressing the issue of diversity in nursing leadership in the state of Florida. The Task Force organized a very exciting summit which was well attended by a diverse group of Florida Nursing Leaders. Dr. Ann-Lynn Denker, former FNA President, leads this exciting task force.

We also participated on many national conference calls as well as calls with the leadership of Health Related to the Ebola issue. The FNA held an educational webinar on Ebola and formed an Ebola Task Force that will continue to monitor the situation and provide the appropriate and timely information to nurses as well as other emerging issues as they relate to communicable diseases and emergency preparedness. We will be launching a statewide survey in the very near future on this issue.

Ed Briggs, Leah Kinnaird, and Executive Director, Willa Fuller, took FNA’s “Show on the Road” seven times this year by special request at state and school events. The interest and enthusiasm of the audience, particularly of students, was encouraging.

This year, the Florida Nurses Foundation awarded over $13,000 in scholarships and research grants and also served as a sponsor for the 2012 and 2013 FNA Membership Survey, allowing us to invite Keynote Speakers, Dr. Dan Pesut and Dr. Teddie Potter. The FNA’s theme, Innovation and Creativity: Blueprint for the Future, set the stage for an exciting conference setting and encouraged everyone to think differently about solutions for the future of healthcare. The Foundation was at the national sponsor for the Florida showings of The American Nurse documentary this past January. The scholarship cycle is now open and students from ACEN and CCNE accredited Florida programs can apply until the June 1 deadline. Applications are accepted online only at http://www.fnafoundation.org/ scholarships.

The FNA Board of Directors also added its voice to ANA’s in supporting the Navy nurses who refused to participate in the force-feeding of detainees at Guantanamo Bay who are on hunger strikes. These nurses are experiencing conflict with their ethical code of care and their obligation to follow military orders. You can find more information about this on ANA’s website at www.nursingworld.org.

This is just a sampling of some of the work of the Association in the past 15 months. We are looking forward to the rest of 2015 and continuing to work on the issues above as well as other issues addressed at our Membership Assembly, including increasing the Number of Women in Nursing Access to Healthcare, Public Health Infrastructure in our State, and Workplace Violence. Again, thanks to our volunteer members for your contributions!
Thank you for sending me your publication. Denise McNulty makes a strong argument for the need for breaks. However, her solution is the very reason we can’t take breaks. Taking on the care of 4 more patients while very busy with your own 4 patients is first of all very unsafe, and secondly, nothing gets done while you’re away so you come back from break behind and overwhelmed. Management needs to step up and staff for breaks. In CA, where I worked as a traveler this summer, I never missed a relieved break given to me by a “break” nurse. What an immense difference this made in my day, mind set, and ability to focus through the rest of the shift. It’s the law there...I guess that’s what it takes. I found the author’s article to be on point as something needed to prevent burn-out, but also very discouraging.

Sincerely,
Discouraged

I have been reading your articles in the The Florida Nurse. The last article rings out loudly for all nurses. Yes, it is absolutely important for nurses to take a proper break to avoid burnout.

Sincerely,
Avid TFN Reader

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FNA WANTS TO SEE YOU BLOOM

Here are some ways that FNA is offering assistance to new grads:

If you are an FNSA member & graduate after Dec. 31, 2014, your first year of FNA membership is FREE! This is only applicable for 60 days post-graduation.

If you are an FNSA member, your second year of FNA membership is 50% off at $145.50. The ADP option (taking monthly from your bank account) is also available for FNSA grads so you can spread the payment out over the whole year!

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Or scan the code below to download a membership application and learn more about FNA.

Questions?
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Tiffany Massey, RN
Attend FNA’s Advocacy Days and learn about FNA and legislative topics that relate specifically to nursing:

• Get experience with meeting and lobbying legislators;
• Take an active role in the process that will change the landscape of your profession;
• Network with other students, professionals, FNA leaders, and congresspersons; and
• Have fun!

February and March are two busy months for the Florida Nursing Students Association. At the end of February, we celebrate Nursing Students Week. As students, we take this time to advocate for ourselves, reach out to those students who are pre-nursing students, and to those who have yet to declare a major. We do this to increase the interest in nursing and show our future nurses that it’s more than what people think about when they hear we are going to be nurses. We do this through events that are coordinated by our Membership Chairperson and our Breakthrough to Nursing Chairperson. These events include lunch and learns as well as entire days devoted to nursing diversity. Allowing students to hear about the diversity that is nursing early in their education helps to mold and shape their interest and prepares them for possible opportunities after graduation.

In March, the FNSA will be joining the Florida Nurses Association at the annual Advocacy Days event held in Tallahassee. For students, this brings a whole different perspective on being an advocate for your profession and those who will follow behind in our footsteps.

The benefits of attending Advocacy Days:
• The opportunity to learn about FNA and the legislative topics that are of interest to the individual,
• Take an active role in the legislative process that will shape their future career,
• Meeting their legislators, and
• So much more!

If you can’t join us this year, mark your calendars for the 2016 Advocacy Days coming to Tallahassee in March 2016.

Tiffany Massey is an RN-BSN student at Florida Atlantic University. She is currently a Woman’s Health nurse in North Florida and is pursuing her long-term goal of becoming an ARNP. She enjoys helping students with questions from class to questions about leadership. She enjoys fishing, hiking, and being in nature in her free time.

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**FNA Ethics Special Interest Group (SIG) News**

Jean Davis, DNP, EdD, ARNP

The Ethics SIG had a busy 2014 addressing and spreading the word about how to create and maintain civil professional work environments through articles in The Florida Nurse, poster presentations throughout the state, a webinar, and a presentation at the 2014 FNA Membership Assembly. We are looking forward to a very productive 2015, which ANA has designated the Year of Ethics.

A highlight kicking off the Year of Ethics was the release of the revised Code of Ethics for Nurses with Interpretive Statements (2015) released at the beginning of the year. This is the first revision since 2001 and the culmination of years of diligent effort. The spotlight continues to be on ethics as the 2015 Nurses Week theme is Ethical Practice. Quality Care. We hope that many Florida nurses will be able to attend the 2015 ANA Ethics Symposium in Baltimore in June as nurses from across the country gather to learn, listen, and give voice to ethical issues affecting our practice and our patients.

The FNA Ethics SIG supports ethical nursing practice in Florida through educational activities, practice resources, and facilitated discussions. New ideas and new members are always welcome. Every nurse has a unique ethical perspective to bring and we welcome all nurses—novice through expert.

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**Nurse Entrepreneur Special Interest Group**

The Nurse Entrepreneur Special Interest Group (SIG) has been quite busy. We are currently in our third series of our Nurse Entrepreneurial Boot camp. This is a 4 series (11/2 hours per/webinar) webinar providing educational sessions and phone coaching. The boot camp was taught by Dr. Dan Berman, a nurse entrepreneur, who has been a successful Nurse Entrepreneur since 1990. We hope that this event will be offered at least twice a year. After completion of this boot camp, we are going to be offering the nurses, who complete this program, an opportunity to participate in a once a month phone call designed to work with other nurses to help develop their businesses.

**Call for Experienced Nurses in Business**

We are gauging the interest for experienced nurse business people to come together virtually once a month and develop a nurse business incubator. The group will meet via conference calls and hear each other's business ideas, gain information, ideas, and possibly work together. This group is designed to meet monthly and then also meet in person at the FNA annual meeting for a couple of hours.

If there is an interest, please e-mail Dr. Dan Berman, dberman@drdanhealthcarestrategist.com. If you have any questions, please call Dr. Dan Berman 904-26-2258.

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The 2015 session of the Florida Legislature gets underway Tuesday, March 3, and promises to be full of issues important to the nursing profession. The Florida Nurses Association (FNA) is advancing a bill that would establish nurse staffing committees in hospitals. The committees would be responsible for setting and reviewing nurse staffing plans twice a year for each unit, based on number of patients, the experience of the nursing staff, and other criteria.

The FNA and its lobbying will be integrally involved with many other pieces of legislation:

• We will continue to work with other nursing organizations to advance bills that would grant full practice authority to nurse practitioners. This would include global signature authority, prescribing authority for medically necessary controlled substances, and the ability to initiate Baker Act proceedings.

• We support legislation that would authorize licensed physician assistants and ARNPs acting under direction of supervisory physician to order medication and controlled substances for administration in hospital settings.

• FNA is working with the Intervention Program for Nurses to advance a bill that would keep private the names, email address, phone numbers and other information of its consultants and employees. The Senate bill has already cleared its first Senate committee, Health Policy, in a unanimous vote.

• We are working with the assisted living association on legislation that would ensure that nurses could perform duties for which they are trained and educated.

• The FNA will continue to fight for additional state funding to help the Florida Center for Nursing continue its mission to research nursing education and workforce issues, including hiring and employment trends.

• We are working with a coalition that is promoting a bill that would create a certification process for community health workers. They would be defined as front line health care workers who assist members of the community with obtaining access to needed social and health care services.

With regard to state employees, we are closely watching discussions at the Capitol about contracts for inmate health services. About two years ago, two companies assumed the state’s responsibility for providing health care to the prison inmates. Due to a number of reports about inmate deaths, brutality, and insufficient health care, newly appointed Department of Corrections, Secretary Julie Jones, wants to cancel, renegotiate, or rebid the contracts.

On a related note, House Speaker Steve Crisafulli has indicated an interest in picking up a state retirement system reform bill unsuccessfully pursued by his predecessor, Speaker Will Weatherford. We will be monitoring this as well. The FNA will also continue to fight for state employed health care professionals with regard to their wages, benefits, and working conditions.

To learn more about these important issues, you can visit FNA’s website (www.floridanurse.org) and click on the “Legislative Activities” tab. There, you will find the FNA’s Legislative Platform for 2015, along with policy papers on key issues at the state Capitol.

FNA Advocacy Days (formerly Lobby Days) will take place March 24-25 at the state Capitol. A Guide to FNA Advocacy Days will be available on the FNA website. Our list of speakers will include the American Nurses Association’s, Janet Haebler, who serves as Associate Director of State Government Affairs.

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March 2015

Florida Nurses Association

Nominated by: ____________________________
(Indicate structural unit)
or ____________________________

Biographical Data and Consent-to-Serve

It is important that you include information that will describe your current and past experience in nursing and involvement in the Association, as well as why you believe you would like to serve in this position. This form will be used by the Nominating Committee, and then will be reprinted in the June issue of The Florida Nurse for those candidates on the ballot.

You are encouraged to review the general information about the offices, and if you would like more specific details, contact members who currently hold these positions. Contact FNA Headquarters for addresses and phone numbers.

Please return completed Consent-to-Serve form with signature no later than close of business April 24th to be considered by the Nominating Committee, or return completed Consent-to-Serve form with signature no later than close of business April 24, 2015 for Self-Nomination.

Please print legibly:

1. Nomination for Office(s) of:
   (Please list specific FNA office sought and/or WFA Commissioner)
   Name: ____________________________
   Region: ____________________________
   Email Address: ____________________________
   City: ____________________________
   Zip: ____________________________
   Personal Phone: ____________________________
   Fax: ____________________________
   Email: ____________________________

   Please select the office you are running for below:
   President Elect
   Northwest Region
   Secretary
   Treasurer

   Please describe in 50 words or less why you want this position (what you would like to accomplish while holding this office):

2. Education (List all degrees you have completed): School(s) of Nursing:

3. Place of Employment and present position held:

4. Professional organization activities (list offices and committees on national, state, or local level for the last five years), to include collective bargaining activities, and local unit leadership:
   a. Region (District) :
      b. State:
      c. National:
      d. International:

5. Present Office(s):

6. Are you currently or have you ever been a member of a collective bargaining unit?
   Yes ______  No ______
   If yes, when and where:

   I have read the FNA Bylaws and understand the duties and responsibilities of the office(s) for which I am submitting my name. If elected, I agree to fulfill the duties of the office(s) to the best of my ability.

   Signature ____________________________ Date ____________________________

Note from the FNA Nominating Committee!

Murielle Joseph, Chair, Nominating Committee

2015 is an Election Year for FNA. Now is the time to start considering running for office. One way to start is to connect with the people who are currently on the board who can tell you about the experience. This is a great way to contribute to the profession and add to your leadership experience. To email a board member, go the Members Only section of the website to access their email addresses. Please submit the Biographical Data and Consent-to-Serve form to FNA Headquarters by April 24, 2015.

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In Memoriam

Dr. Barbara Judkins
1927 - 2014

Dr. Barbara Judkins, known as BJ, went home to the Lord on November 21, 2014. Born on November 19, 1927 in Manchester N.H., she attended Manchester schools and went on to earn her RN diploma from Peter Bent Brigham Hospital, Boston. She continued her education at Columbia University, Teachers College, earning a BSN; a Master’s in Public Health Nursing; a Master’s in Education; and a Doctorate degree in Education. She was a long-time active member of the Florida Nurses Association. BJ was inducted into FNA’s Great 100 – Class of 2013 for being a role model in community nursing and nursing education.

Madeline Stegmaier

Madeline Stegmaier was born on April 19, 1923 in Fort Meade, Florida. She passed away January 13, 2015 at her home in Gainesville, Florida. She received her nursing degree in 1944 from Orange General Hospital School of Nursing in Orlando, Florida. Her professional career was spent in active duty in the Nurse Corps of the U.S. Navy from March 1945 until July 1972. Stegmaier left with the ranking of Lieutenant Commander after twenty-seven years. Tours of duty included World War II, as well as the Korean and Vietnam conflicts. At her retirement in 1972, she returned to Gainesville, Florida, where she has been an active member of the District 10 Florida Nurses Association. She received “Nurse of the Year” by the association in October 1968. She was the third member to receive this award that recognized one member annually for contributions made to the district as a member.

Members in the News

Helen Bhagwandien, RN-BC, from Miami, FL and a member of the FNA Faith Community Nursing Special Interest Group (SIG), received her ANCC certification in Faith Community Nursing on November 10, 2014. Congratulations, Helen!

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EOE/DWF

Statewide QSEN Initiative Building Academic/Clinical Partnerships to Improve Health Outcomes

Attendees from the QSEN Workshop #1 held on 8/28/2014. Host site: UF Health, Jacksonville, FL.

FNA members and QSEN Workshop Facilitators: Teri Chenot and Roberta Christopher.

Attendees from the QSEN Workshop #2 held on 10/20/14. Host site: Sarasota Memorial Hospital.

Jacksonville University’s Teri Chenot, Associate Professor in the College of Health Sciences, and UF Health - Jacksonville’s Roberta Christopher, Director of Nursing Research and Magnet, have been conducting Quality and Safety Education for Nurses (QSEN) workshops the past year and identifying academic/clinical partnerships to improve health outcomes for Florida residents. The three-year project is a result of an award of $44,883 to Jacksonville University by The Florida Blue Foundation. The four QSEN workshops have been hosted by UF Health – Jacksonville (August, 2014); Sarasota Memorial Hospital (October, 2014); Indian River State College (scheduled for January, 2015); and the University of Florida College of Nursing/UF Health Shands (scheduled for April, 2015). Participants in the workshops will be invited to present their QSEN best practices at a Year 3 Florida QSEN Summit. Dr. Chenot and Ms. Christopher are founding members of the only approved QSEN center in Florida. Dr. Chenot may be contacted at tchenot@ufl.edu for inquiries on the project and/or to register for the final workshop.
North Central Region
Fourth Annual Conference
Survival Tools for the Passionate Nurse
The fourth annual North Central Region Conference will be held on Saturday, April 11, 2015 at the Advent Christian Village Conference Center in Dowling Park, Florida. Survival Tools for the Passionate Nurse is the theme for this year’s conference with exceptional speakers Cynthia Mikos, nurse attorney; Alisa LaPolt, FNA lobbyist; Paula Johns, Nutrition Support Nurse Clinician Shands at University of Florida; and Rose Rivers, CEO of Restoring Joy to Leadership, LLC. There will also be a poster session and opportunity in the schedule to earn one additional continuing education hour to make a total offering of six (6) CE hours (requested from Florida Nurses Association provider # 50-3103). A continental breakfast and lunch will be available. The cost is $30/FNA members and $50/non-members. Students are invited to participate as space allows. Registration is open through March 31, 2015, and after this date for a cost of $50 as space allows.
Limited room accommodations are available for Friday night for those traveling to the conference at a rate of $82.45/night. Reservations can be made by calling ACV Conference Center 386-658-5200 or 1-800-371-8382. Visit http://www.acvillage.net/ for more information on the location.
Registration, agenda, and poster criteria can be found at www.floridanurse.org under CONFERENCES and North Central Region News. Contact for poster submissions is Dr. Mai Kung mkgadnp@gmail.com.

Northwest Region
The Northwest Region kicked off the beginning of the statewide showing of The American Nurse on January 7, 2015 with about 35 Registered Nurses and nursing students. The documentary showed several nurses in nontraditional roles. The theme for the Northwest Region Spring mini conference to be held April 18 will feature Nontraditional Nursing in Northwest Florida. If you believe your nursing practice is nontraditional or know of someone who has a nontraditional nursing practice, email or call Patricia at pppgoodwin@uwf.edu or 850-380-2189. In the meantime, SAVE THE DATE: April 18 from 9 to 2 for a good time with your NW region colleagues. Jocquilyn Stalnaker is the new NW region Health Policy Special Interest Group (SIG) liaison. Members interested in attending Advocacy Days in Tallahassee on March 24 and 25 call Patricia (850-380-2189). This is a great time for students and members to meet NW legislators. We are hoping to have enough people to Caravan to the Capitol on March 23rd. If you have not been receiving emails from FNA about activities, check you spam filter. If you have changed your email or moved, make sure to notify FNA. Remember, SAVE the DATE – April 18. Information for registration is being sent through FNA email notices. Thanks to all who volunteered to help with the conference.

Regional News continued on page 10

Northeast Regional News
The NE Region of FNA has been busy with health policy and legislation issues. Our Health Policy SIG representative has been involved in meeting policy leaders from other nursing organizations as well as attending a meet and greet with legislative leaders and candidates from the region.
The region held an excellent fall workshop of Nursing evidence-based work. In addition, the event will honor nurses in a variety of categories to include:
a) Nurse Researcher of the Year;
b) Staff Nurses of the Year; and
c) Other categories.
The recipients will be chosen from nominations from the NE FNA membership and selected by an awards committee.
The Spring Celebration event is scheduled for June 13th and will include a catered lunch. Watch for details and nomination forms.
Regional Director
Dr. Dan Berman
dberman@dr.danhealthcarestrategist.com

Legislative Forum
Nursing evidence-based work. In addition, the event will honor nurses in a variety of categories to include:
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Survival Tools for the Passionate Nurse
The fourth annual North Central Region Conference will be held on Saturday, April 11, 2015 at the Advent Christian Village Conference
The movie theater had set up a red carpet for audiences as they entered. Although the movie is also available on DVD and digital download (www.americannurseproject.com), the ideal way to view it is in a movie theater on the big screen. The film follows the lives and work of five nurses as they interact with and improve the lives of their patients in their unique environments. The American Nurse will be shown at Carmike theaters across the nation on May 6, 2015 during Nurses Week at 12pm and 7:30pm.

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Miami Dade College FSNA students with Carolyn Jones left to right Alecia Bryan, SNA VP; Juliana Larossa; Erika Perdomo; Carolyn Jones; Daphne Dozo-Rodriguez, President SNA; and Michael Lopez. Daphne sent an email to Carolyn ending with “You have touched my life and each time I walk into someone’s room, it will be with all those stories in the back of my mind. I will walk in to make a difference and I will be sure to take it back to the foundations of nursing.” Thank you everyone for making this such a success!

Carolyn interviewed and photographed over 100 nurses across the country for The American Nurse Project (www.americannurseproject.com). From those 100 nurses Carolyn selected five to illustrate nursing and patient care from the “beginning of life to end of life”– Naomi Cross, OB nurse from the Johns Hopkins Hospital in Baltimore, MD; Brian McMillon, MSN, MBA-HCM, RN at the Veterans Health Administration San Diego Medical Center; Sister Stephen Bloesl, RN from the Villa Loretto Nursing Home in Mount Calvary, WI; Tonia Faust, RN, CCRN/M for the Louisiana State Penitentiary; and Jason Short, BSN, RN with Appalachian Hospice Care in Kentucky. The film follows the path of nurses in different practice specialties, debunking common misconceptions about nurses, and raises questions for society about the challenges of healing America (www.minoritynurse.com).
Legislative Forum

The Florida Nurses Association (FNA) Southeast Region hosted a legislative forum on Thursday night, January 15th, 2015 in collaboration with Keiser University’s West Palm Beach campus. Legislators from the West Palm Beach area were invited as panelists to discuss healthcare and other issues emerging for the 2015 session of the Florida Legislature as well as to get their thoughts on topics important to the FNA, including nurses’ scope of practice, hospital staffing, and healthcare coverage under the Affordable Care Act.

Democratic leader Mark Pafford (District 86), and Representative Bobby Powell (District 88), were in attendance and both stressed the importance of nurses coming together to vote for candidates with the same values and agenda on issues important to nursing. Nurses can go to myfloridahouse.gov and flsenate.gov to learn about all the Florida representatives’ and senators’ voting records and agendas of interest to nurses. Takesa Pang, legislative assistant to Rep. Kevin Rader (D, District 81), was present and offered Rep. Radar’s support of nursing, safe staffing, telehealth, and the Florida Retirement System (FRS).

Christine Don Francesco, legislative assistant to Senator Joseph Abruzzo (D, Minority Whip), was also in attendance and put forth Sen. Abruzzo’s support of nursing.

Rep. Powell’s legislative assistant, Delano Allen, was also there to discuss issues and answer any questions.

Southwest Region

Happy New Year to all of our Southwest Region Members! 2015 promises to be an exciting year for nurses in Southwest Florida! We have two dinner meetings planned – one in the Fort Myers area in late spring and a Nurses Week dinner which will be held in May in Naples. Invitations will be sent six weeks prior to the events so stay tuned!

The Collier County Medical Society and Department of Health in Collier County recently surveyed local Nurses and Nurse Practitioners (NPs) in Southwest Florida regarding patient BMI and weight issues. The survey was created to help public health professionals understand the barriers Nurses and NPs face when encountering an overweight or obese patient. The survey resulted in 43 responses. Findings: Only 16% responded that weight issues are not dealt with in their practice, 42% refer patients for weight counseling, while 49% do not. Nurses and NPs shared that the following would make it easier for people to lose weight or maintain a healthy weight: education/knowledge (24%), affordable healthy foods (8%), support groups (8%), motivation (5%), and attitude adjustments (5%). 74% expressed an interest in attending a CEU event on weight measures and counseling techniques for healthcare professionals. Together, we are working to improve the health of our Southwest Florida community!

Nurses, don’t forget to check out the FNA Florida Nurses Leadership Academy! This is

Regional News

Attendees at the FNA SE Region Legislative Forum 2015

Regional News continued on page 12
I received a copy of my employee handbook... now what?

Jeanie Demshar, Esq.

When you start a new job, one of the first things to arrive on your desk is your employee handbook. With so many tasks to complete as a new employee, you might be tempted to put it on the back burner. That is not a wise decision, and it will not help you if you break the rules. You do not have to be an expert on sexual and other forms of discrimination, but it is imperative that you take the time to review the handbook and bookmark any points you think you might need to refer to in the future. If you have questions about any of the policies, raise them with your manager or HR representative immediately.

You should read and be familiar with your rights and responsibilities before you have a workplace crisis. Make sure you read carefully and understand the following sections of the handbook (as these are the areas that most frequently cause employees and employers heartburn):

• EEO policy statement (including prohibition on sexual and other forms of discrimination)
• Status of employment (such as employment at will)
• Company mission statement and values
• Health, safety, and security rules and procedures
• Standards of conduct
• Disciplinary procedures (and any applicable appeal procedures)
• Performance appraisal standards and procedures
• Employee benefit information, including health care insurance coverage, pension, deferred-income and retirement programs, paid time off benefits (including company holidays, vacation time, and sick days), leaves of absence, and any eligibility requirements
• Company rules, such as work hours, attendance, timekeeping, and payroll practices
• Company dress code
• Company technology and social media policies and guidelines

You will most likely be required to sign an acknowledgement form confirming that you have received and read the handbook. This acknowledgement will be filed in your personnel file, and will be used to show your knowledge if you violate a policy. Claiming ignorance later will not help you if you break the rules. You do not want to be scrambling for information while you’re on the way to the hospital, after you’ve been inappropriately touched by a supervisor, or after you’ve been subjected to illegal harassment. So, if you haven’t already done so, break out that new, or rusty, copy of your employee manual and start reading!

We hire individuals who believe in our Mission and are inspired to live it because they cannot imagine doing it any other way or working anywhere else. Our physicians, nurses, allied health teams, professional and support staff naturally go above and beyond. It’s part of who we are. It’s the heart of our organization. Our associates’ stories are dynamic and represent our culture in every aspect. That’s why they’re featured in our advertisements, on television, radio, magazines and local billboards.

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Regional News continued from page 11

A great opportunity to develop your leadership skills and perhaps become a future leader within FNA! You will have a mentor who will guide you along the journey. If you have any questions about the Academy or have an interest in serving as a mentor, please email Denise McNulty at dmcnultyvwx@cs.com.

Our Region is very progressive. We pride ourselves on keeping nurses in our Region informed and updated on issues that pertain to their practice. Our members enjoy networking and opportunities for professional development that we offer through our dinner meetings and events. If you live or work in Lee, Charlotte, Hendry, or Glades Counties, please consider joining FNA Southwest Region. Our Region is growing, and we want you to be part of our legacy for many years to come!

West Central Region

Greetings All,

I hope everyone had a wonderful holiday season with family and friends.

On January 12, the West Central Region hosted a showing of the documentary The American Nurse. Approximately 50 attendees watched this award winning documentary at the Sundial Theaters in St. Petersburg. The film features 5 nurses who discuss their roles as nurses; the camera follows them as they work in their particular areas of practice.

Synopsis

THE AMERICAN NURSE explores some of the biggest issues facing America – aging, war, poverty, prisons – through the work and lives of five nurses: Jason Short with home-bound patients in Appalachia; Tonia Faust with prison inmates providing hospice care; Naomi Cross bringing babies into the world in Labor & Delivery; Sister Stephen running a nursing home where the entire nursing staff comes together to sing for dying residents; and Army veteran Brian McMillion rehabilitating wounded soldiers returning from war. It is an examination of real people that will change how we think about nurses and how we wrestle with the challenges of healing America.

The film is available on DVD http://www.nest.org/document/traveling-the-american-nurse/

Please take some time to review the FNA 4Action Packet developed by FNA President Ed Briggs. It is a publication which contains information regarding issues of importance in health policy, specifically those items on the FNA legislative agenda. The packet provides you with the information you need to meet in small groups with family, friends, and neighbors about issues important to all Floridians, health care, and health policy. The packet can be accessed at: https://mlsvc01-prod.s3.amazonaws.com/0e46713a001/46076ecd-e818-406a-9b9b-3f094f645aaf.pdf.

Planning is underway for a continuing education program in the spring.

West Central Region will elect a new director this year. Candidates will be announced in March/April. Requirements are FNA member for 1 year and a willingness to serve.
Notes from QUIN Council
Recognizing Licensed Practical Nurses as Members of the Health Care Team
Sheila Sarver, RN

As a seasoned practical nursing instructor for over 20 years, I urge all licensed nurses to read the recently published article “A Vision for Recognition of the Role of Licensed Practical/Vocational Nurses (LPN/VN) in Advancing the Nation’s Health.” This is one of the 2015 issues of the Journal of Nursing Education. The National League for Nursing (NLN) states that “the LPN/VN role has not been strategically defined and thus not recognized.” This article is a call to action for all nurses to recognize the vital role that the LPN/VN plays in the workforce in providing safe, quality, and compassionate care.

New Associate Director for Research
Please join me in welcoming Marie Prosper, MPH, MBA, to the position of Associate Director for Research! Marie began working with us January 20th. She brings with her seven years of experience at St. Joseph Health, an integrated network of four Catholic health care delivery system with facilities in Northern California, Southern California, and West Texas/Eastern New Mexico. Marie earned her Master of Science in Nursing: Leading Change, calls for life-long learning and a focus on critical thinking. She has a strong background in research and statistical analysis. Welcome, Marie!

A Letter from Dr. Gonzalez, Interim Director
Allow me to preface the introduction of my name. Laura González, BSN, RN, CNL, MEd, NHC

New Jonas Scholars Join Action Coalition
The Florida Action Coalition is privileged to welcome 12 new Jonas Nurse Leaders Scholars. These scholars will dedicate their time to completion of projects related to the goals of the Action Coalition— including leadership, education, and practice. Jonas Scholars are selected through a rigorous review, through a national scholarship competition, and aims to expand the pipeline of future nurse faculty into research-focused and practice-focused doctoral nursing programs.

State Implementation Program Grant Update
The New Year brings us an end and a new beginning. We have come to the final month of our two-year State Implementation Grant (SIG) sponsored by RWJF and Florida Blue Foundation. It has been a productive meaningful endeavor. We have learned much about Florida nurse leaders. This information has been a tool to identify the need to work on improving the diversity representation within the ranks of our nurse leadership population. As a growth of our individual lives, we have also received a very attractive grant from a private organization to advise our work. The Diversity Council was the force behind the project. This project has lead us to expand and increase a population of diverse nurse leaders.

This work has lead us to a second and new RWJP/Florida Blue SIG grant that will work to develop new nurse faculty at the “table,” where we gathered representatives from Florida’s rich cultural nursing groups to begin conversations about working together to expand and increase a population of diverse nurse leaders.

Continuing with the transition from the first SIIP grant, the current grant work we have established the Diversity Workgroup, which I am proud to announce. This group will continue to “lead” the Future of Nursing. As we look back at a successful year in learning about Florida’s nurse leaders, we look forward to advancing nursing leadership. For further information regarding these efforts in Florida please contact Ann-Lynn Denker, PhD, ARNP, SIP Project Director.
"FIT TO PERFORM SAFELY" Supervisor Skills Workshops

Sponsored by the Intervention Project for Nurses and The Florida Nurses Association

This unique program presented by Florida's Impaired Practitioner's Program 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, and
• 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, and
• 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, HR Managers, Security 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.

To learn more about bringing this valuable workshop to your facility, contact: Pamela Livingston at 800-840-2720, ext. 123 or plivingston@ipnfl.org.

Previous attendees have said about this training:
“Very well done and practical information.”
“The role play portion of the training was very helpful to decrease anxiety and help to improve how to engage in the different scenarios. Extremely valuable training. Thank you!”
“Very informative. Thank you for the opportunity!”
“Very helpful and informative. Looking forward to having you come and visit our facility!”

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Keynote Speakers
Roland E. Williams, MA, LAADC, ICDGC, NCACII, CDCAII, ACRPS, SAP
Roland E. Williams is an internationally recognized, inspirational and motivational speaker, tour, event and keynote coordinator and consultant in the field of addiction prevention and treatment. He has worked for more than 20 years with impaired healthcare professionals.

Mel Pohl, MD, FASAM
Mel Pohl is a Board Certified Family practitioner, Vice President of Medical Affairs, and the Medical Director of Las Vegas Recovery Center. Dr. Pohl, an expert in treating chronic pain

Hortensia DeJesus, CADC
Hortensia DeJesus is a certified alcohol and drug counselor and serves as the Family Services Manager of Las Vegas Recovery Center.

Linda Smith, ARNP, MN, M.Div.,CAP, CARN-AP
Linda Smith has served as CEO of the Intervention Project for Nurses since 1988. She specializes in addiction, mental health and relapse prevention.

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Nursing bullies are found in just about every healthcare arena. It is important as nursing professionals to put aside differences and work as a team. It does not take much to make a bully feel out of place and bad about negative behavior. Nursing must stand up against the violence and own a culture of teamwork.

Aggressive, hostile, disruptive, and bullying are not things the public commonly associates with nursing. As the recent 2014 Gallup poll indicates, bullying is still the most trusted profession. So, when you ask a nurse if there is lateral violence in the work area, why is the answer often yes? It is a shame that nurses still experience bullying in the profession. As we try to reach a level of professionalism equal to that of physicians and other healthcare providers, nursing continues to struggle with lateral violence.

Nursing must understand the effects of lateral violence, and how it makes the job that much harder for both the bully and the victim, and in the end affects the people we are entrusted to care for. According to Becher and Visovsky (2012), bullying in nursing increases nurse turnover and burnout. Why does this matter? The more inexperienced nurses caring for patients increase the risk of a negative patient outcome. High turnover rates increase the workload on the short-staffed nursing units, again increasing the risk for adverse events to happen.

But we must ask: why does this continue to be an issue and how can we stop it? Often times bullying is done in a covert fashion (Becher & Visovsky, 2012). That means it is hard to detect by leadership because they are not always around. The bully also looks for support in co-workers, creating an audience and reinforcing the bad behavior (Becher & Visovsky, 2012). To stop the bullying, nurses must stand up to the acts of aggression and discuss feelings of hurt with each other, and think before acting in a negative way toward someone.

Lateral violence in the workplace is unacceptable. Nursing is a trusted profession in the public eye and it should be a trusted profession by those within. The next time you hear gossip, see a nurse act aggressively, or notice a sly negative action, speak up and own it. Change the culture of your organization one person at a time by saying “no” to the workplace bullying.

Mandi Mernin, MSN, RN-BC, has eight (8) years of healthcare experience and has worked her way up the ladder. As a phlebotomist and CNA in her earlier years, she discovered the importance of teamwork and camaraderie. Eventually, Mandi discovered her love for education and the desire to help foster a professional nursing image. As a clinical educator at a large healthcare system in Southwest Florida, she has helped new nurses and experienced nurses on their path to clinical excellence. Mandi can be reached at Mandi86@gmail.com or on LinkedIn.

Reference
Residency Programs Aren’t Just for New Graduates

Jane Shinners

There has been a lot of discussion over the past several years that speaks to the need to provide new graduate RNs with a designated transition to practice period or nurse residency. But when you consider the need for all RNs to have additional support and mentoring when they are transitioning between roles it’s not only new graduate RNs who need a structured residency but all RNs who are in transition. The IOM Future of Nursing report (2011) state that transition programs are recommended for RNs moving into the clinical setting for initial entry (both new graduate and advanced practice RNs), returning to the clinical setting after being out of the workplace for a period of time, or for those RNs transitioning between clinical settings or specialties.

Transition programs are defined as “planned, comprehensive periods of time during which registered nurses can acquire the knowledge and skills to deliver safe, quality care in a specific clinical setting” (IOM, 2011). Why are these programs essential? From a leadership perspective, the January 2012 American College of Healthcare Executives (ACHE) survey found that personnel shortages ranked in the top ten issues facing hospitals today. Research has demonstrated that these challenges are addressed during residencies: nurses self-report that quality of care improves and nurse and job satisfaction are enhanced resulting in a decrease in turnover which is known to lead to nursing “churn.” Churn, or the constant movement of nurses in and out of an organization, is both costly and detrimental to staff morale and patient safety (Ulrich, Krozek, Early, Africa, & Carman, 2010; Welding, 2011; Kramer, Maguire, Haller, Budin, Hall, Goodloe, & Lemke, 2012). Baptist Health South Florida is so committed to their residency program they have articulated how the culture of the entire organization has been impacted and how it has contributed to organizational capacity development while sustaining nursing excellence (Shinners, Ashlock, & Brooks, 2004). Lastly, Trepnian, Early, Ulrich, & Cherry (2012) articulate the economics of establishing a residency program as an investment in the future of the organization and its human capital.

There are many different kinds of residency programs with various degrees of rigor and standardization. Current models for residency development include the National Council State Board of Nursing (NCSBN) model which was developed by more than 35 nursing organizations and focuses on education, practice, and regulation. The American Nurses Credentialing Center (ANCC) Practice Transition Accreditation Program (PTAP) model uses Benner’s Novice to Expert framework to focus on program components of leadership, organizational enculturation, development and design, practice-based learning, nursing professional development, and quality outcomes.

A successful residency program is needed to develop and sustain all RNs in transition. There is a high incidence of successful transition to and within practice with a program that facilitates competence and confidence using competency based learning, supporting classroom instruction, guided opportunities to develop hands-on mastery of nursing skills, professional guidance, and engagement of all stakeholders (Ulrich, B., 2010). Dr. Shinners has more than 35 years of clinical and academic experience. She is currently the Executive Director for Versant Center for the Advancement of Nursing (Vcan) the not-for-profit research arm of Versant RN Residencies. Jean is a member of FNA and currently sits on the ANCC Commission on Accreditation (COA) and is a Sigma Theta Tau International Virginia Henderson Fellow.

References

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I understood how the nurse felt. I think all of us have dealt with people in all professions who are not entirely on their best game. This is unfortunately true for all types of nurses as well.

But what really bothered me was the fact that a fellow nurse would implicate that all advanced practice nurses are incompetent because of a bad experience with one member of the profession.

As state representative for the American Association of Nurse Practitioners, I thought I would take the opportunity to relate some facts about nurse practitioners (NPs) in particular and hopefully allay any concerns.

The nurse practitioner profession began in the 1960s. Since that time nurse practitioners have been one of the most studied professions. Research focusing on quality, competency and safety has resulted in hundreds of reports showing the NPs provide safe high quality cost effective care equivalent to physicians.

Research by the Institutes of Medicine (IOM) and hundreds of other reputable studies have shown that Nurse Practitioners who practice without restrictive licenses deliver safe cost effective, high quality care, with equivalent outcomes to physicians. The IOM called for modernizing laws in all 50 states to allow nurse practitioners to practice to the full extent of their education and training. This is also known as full practice authority or the ability to practice under one’s license and without requirement for another professional to be involved in the care of a patient.

Most recently, the University of Minnesota published a study showing that in states where APRNs were fully independent in their practice, the researchers found significant improvement in quality of care and health outcomes. Better outcomes reduce costs and improve the lives of people.

Florida has a primary care physician shortage. According to the Robert Graham Center, Florida has a primary care physician shortage. Most recently, the University of Minnesota published a study showing that in states where APRNs were fully independent in their practice, the researchers found significant improvement in quality of care and health outcomes. Better outcomes reduce costs and improve the lives of people.

The report goes on to say “Pressures from a growing, aging, increasingly insured population call on Florida to address current and growing demand for PCPs to adequately meet health care needs. Policymakers in Florida should consider strategies to bolster the primary care pipeline…” In fact local emergency rooms are reporting record patient visits since the Affordable Care Act made it easier for people to obtain insurance coverage. Almost half of the states have already modernized their laws to allow for full practice authority and several more have legislation pending to do the same. Less restrictive licensing has also shown an added benefit of attracting more Nurse Practitioners into a state increasing the number of primary care providers and secondarily improving economic activity.

NPs are licensed, expert clinicians with graduate level education and extensive clinical preparation who provide primary, acute and specialty health care services. In addition to providing a full range of services, NPs work as partners with their patients, guiding them to make educated health care decisions and healthy lifestyle choices. The confidence that patients have in NP-delivered health care is evidenced by the more than 916 million visits made to NPs nationwide every year.

NPs need to be allowed to practice to the full extent of their experience and education so that patients are allowed full and direct access to all the services NPs are educated and certified to provide. Nurse practitioners are a viable readymade solution to the primary care crisis in Florida.

Susan Lynch is the American Association of Nurse Practitioners Florida State Representative and a Florida Nurses Association Member. You can contact me at Lynch@fnp.org.

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Notes:
3 Personal Communication with Volusia County Emergency Nurses Association President Susan Thornton.

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Title: _____________________________________________________________

My presentation is related to the following Core Functions of FNA (please check all that apply):
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__ Research (would fit all categories)
__ Membership Development
__ Technology/Telehealth
__ New Grad
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In the area below, please explain briefly how your presentation meets the core function(s) indicated above.

Brief Description of the presentation:

Special considerations (e.g. A team of speakers/panel, unusual format, etc.)

Please submit this form to Florida Nurses Association, P.O. Box 536985, Orlando, FL. 32853-6985 or fax to 407-896-9042, Attn: Vicki Sumagpang. Please feel free to call 407-896-3261 with any questions.

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