President’s Message

Tallahassee 2015: A Call to Action for Nursing

Edward Briggs, DNP, ARNP-BC, President

The 2015 legislative session in Tallahassee has now ended and some would interpret the events as another disappointing year for nursing. Bills that would have expanded nurse practitioner scope of practice, developed safe staffing regulations, and expanded access to care failed to progress. The psychiatric nurse bill that did pass included provisions that many were disappointed to see. It seemed, to many, as status quo for nursing in Tallahassee.

However, this interpretation fails to recognize the real and dramatic change that is occurring in Tallahassee and should be seen as a call-to-arms for nursing.

The 2015 legislative session was remarkable for the fact that in all discussions regarding solving the problems of healthcare in Florida, the profession of nursing was recognized as a large, and integral, part of the solution. Key legislators now advocated for advancing the profession of nursing as a means to solve many problems that our state faces. Increasingly, the input of nursing leaders was sought by legislators regarding healthcare challenges and proposed solutions. There was clear recognition that the participation of nursing was essential at every level of the healthcare debate, including appointments to State Commissions.

With the leadership of Senator Grimsley and Representative Pigman, nursing bills that would have expanded nursing scope of practice moved further than they ever have before and would likely have passed had it not been for the unexpected early end of session by the House of Representatives. The debate regarding expanding Medicaid grew into a larger debate of how to ensure low-income families have access to adequate healthcare services. The debate ceased being about whether to help individuals’ access to healthcare, but instead what was the most effective method of improving access. There was a clear comprehension by legislators that attention to at-risk and rural communities is essential to resolving Florida’s healthcare challenges, and that nursing was best situated to access these communities.

There was also increased understanding by legislators that health care was not limited to allopathic medicine, but needed to include both dental, vision, and mental health services.

It is important that we remember that those advances did not occur spontaneously, but were the product of years of advocacy and outreach by the Florida Nurses Association - its board, members, and lobbyists. The Florida Nurses Association has developed relationships with key legislators and built coalitions with other organizations that share our priorities and goals. Through these connections, FNA has been able to educate elected leaders to see the importance of advancing our profession.

The record attendance of nurses at the 2015 FNA Nurse Advocacy Days (formerly Lobby Days) did not escape the attention of legislators and demonstrated a growing commitment by nurses to work towards improving health policy in our state. Our presence throughout the halls of the capital demonstrated a growing commitment by nurses to work towards improving health policy in our state. The dedicated efforts of the attendees influenced many legislators to reconsider their position on essential nursing issues and even convinced legislators to become co-sponsors to our Safe Staffing Bill.

The 2015 Legislative Session has been a remarkable year for our profession and has demonstrated that a strong professional association coupled with dedicated members can advance our agenda in the legislative arena. In the 2016 Florida legislative session, there is real potential to pass bills that will expand nursing practice, improve access to care, ensure safe staffing, and provide for safe work environments. But to succeed in these efforts, we need not only a strong professional association, but also, a membership that ensures its voice is heard.

So, now is your chance to join your colleagues in advocating for your profession. Become an active participant in steering your association and guiding health policy in our state. Together, let us build upon the momentum of 2015 and make 2016 the Year for Nursing.

Because, ultimately, positive change is what nurses do!
A Tribute and a Call to Action to our New Graduates

Willa Fuller, RN
Executive Director

As our President Ed Briggs addresses this issue, it is essential that nurses are actively involved in advocacy for our profession and for the future of healthcare in our nation. One thing we know for sure is that we cannot continue as a strong organization without the current students and the new graduates that are entering our profession. As we move forward, it is important to carry on the 106 year legacy of nursing advocacy of The Florida Nurses Association. In looking back on the past century, member Jan Hess, compiled a history of accomplishments of the association in the political arena. This process was a revelation of many success stories and a contribution.

We have worked closely with the Florida Nursing Students Association to make sure we were partners in education and involving students in our nursing advocacy efforts. We are proud of the student presence at your Conferences, particularly Advocacy Days and Membership Assembly. We have had student liaisons welcome on our committees and task forces and the FNA Board of Directors. There is often a difficulty in navigating this model due to the schedules and demands of student life, but over the year some outstanding young leaders have emerged and continue to hold membership in FNA.

While not a current new graduate, one of the long-time standouts who made the transition is Belita Grassel, who has been a member since her graduation from nursing school. She served as a district president and recently she really stepped out on a limb and ran for the Florida House of Representatives. We supported her in her efforts and are proud of the campaign that she ran. She continues to be available and active in FNA’s advocacy efforts.

The past two chairs of the Bylaws Committee have been new graduates and past FNSA Board Members. Rosa Yi and Lisa Russell have both done an excellent job as bylaws chair and showed great composure and knowledge when conducting the bylaws hearings at Membership Assembly. Their experience as student leaders translated directly into competence in their performance. Rosa has moved on to Georgia but Lisa continues as the current bylaws chair. They were also both selected in the Inaugural class of the Florida Nurses Leadership Academy for their accomplishments as student leaders.

C.J. Birge has run for state office and serves on the Bylaws committee. He has been vocal in our Membership Assembly contributing to the discussion appropriately with sincerity and passion for the profession.

Murielle Joseph recently resigned as Chair of the Nominations Committee to throw her hat in the ring for state office. She is currently chair of the New Graduate Special Interest Group and is featured in our Membership Promotion Video which can be found on the homepage of our website at http://www.floridanurse.org.

As the current leaders in the profession age, we are looking to the future to educate young nurses about the importance of advocacy beyond the bedside. Politics is the allocation of scarce resources and we must be at the table to get our piece of the pie. The value of these new voices with innovative ideas and boundless energy is essential to the future strength and influence of our profession.

There is a lot of discussion around generational differences and “how we can engage and work with the “XYZ” generation.” In my personal view, this is not the best approach. I would like to see a model where all generations come together to share what they bring to the table and that all input is respected and considered. Merging age, experience and wisdom and creativity with youth, energy, curiosity, innovation and new ideas can not only be productive but a fun and enjoyable way to do important work.

Together, we can create an association that works for everyone with a menu of resources and activities that supports nurses and the work that they do. This is an exciting time for nurses from all generations our diversity is truly our strength. To all of our new graduates, join us!

Special Thanks to these New Graduates who recently renewed!

- Murielle Joseph
- Donna Jackson-Sharpe
- Athena Barco
- Kelsea Gass
- Claire Gruneisen
- Susan Harrison
- Judy Holtz
- Donna Jackson-Sharpe
- Murielle Joseph
- Dorothy Lejanus
- Danielle Lesane
- Polly Marrero
- Alyssa Masud
- Gayna Mc Donald
- April Montgomery
- Abi Jireh Parson
- Rachel Rosing
- Kathleen Spates
- Sofia Thomas
- Hector Torres
- Tammy Vann
- Justin Wilkerson

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Lily Arcona
Katherine Cameron
Nancy Dingus
Kristin Gardner
Kelsea Gass
Clare Gruneisen
Susan Harrison
Judy Holtz
Allison Hureke

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The Florida Nurse
June 2015

Notes from the Executive Director
April has been a spectacular month for FNSA! We attended the NSNA national convention in Phoenix, AZ. The state of Florida is proud to have passed 6 resolutions on a national level. All were adopted and will be in the works over the next year, being sent out to various organizations and campaigns, to help implement them into the nurse world. Florida students also presented posters about research that are currently in the works or have already been completed. Many students and schools won awards and were recognized throughout the week. FNSA is very proud with how much Florida nursing students have accomplished this past year with NSNA and we hope that the following year is just as eventful.

In the coming months, FNSA is continuing its partnership with the Florida Nurses Association and putting on our annual Leadership Retreat. Currently, the FNSA board is in the works of putting together some wonderful guest speakers together for the students, who will talk to them and encourage them within leadership. This will be a daylong event where students will get information on leadership within FNSA.

The week of April 20th was an incredibly special week for the FNSA. Along with Sharee Castillo, a nursing student from Broward County, the FNSA is partnering with the Forget Me Not Campaign, a student led organization that helps to aide in Alzheimer research, education, support, and treatment. We were able to have a conference call with those at a national level of the Alzheimer’s Association to give us ideas on how to move forward.

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.

**Correction**

In the 2015 March issue of The Florida Nurse, the author’s name was printed incorrectly for the article entitled “Residency Programs Aren’t just for New Graduates.” The article was written by Jean Shinners, PhD, RN-BC.
Advocacy Days

Advocacy Days Sparked Interest in Political Advocacy

Barbara B. Little, DNP, MPH, RN
Senior Teaching Faculty
Florida State University

Florida State University Doctor of Nursing Practice (DNP) students attend FNA Advocacy Days conference as part of their curriculum. As I read my students’ reflections on attending the two-day event, I was touched by their enthusiasm, interest, and appreciation for gaining health policy experience in our state capitol. Claire Winfree shared she was “struck by how important it is for us to share our opinions and meet with the legislators who make decisions that directly affect our professional lives. We have many allies and friends in the legislature, and they are counting on us to speak up, share our stories, and represent the nurse practitioner profession well.”

FNA staff and lobbyists do a phenomenal job of planning an informative conference and organizing visits with local legislators. This year, in addition to meeting with legislators and staff, we were able to observe the House Health Innovation Subcommittee debate HB547 relating to APRN full practice authority. Hearing testimony from a variety of constituents and stakeholders illustrated the challenges of addressing a variety of viewpoints while negotiating complex policies. DNP student, Hannah Cameron, described her reaction, “Chills ran across my arms when Chair Roberson of the House Innovation Subcommittee read the final verdict: 9 yays and 4 nays, HB 547 Advanced Practice Registered Nurse Full Practice Authority passes. To sit in the committee room and watch history unfold in support of ARNPs was quite emotional.”

In the fall semester, students take the Health Care Policy course that lays the cognitive foundation on advocacy and the legislative process. Then, in the spring Nursing Leadership course, students research their local legislators and develop talking points on nursing and healthcare related bills and issues in preparation for their visit to the capital. Visits with their legislators and observations of committee meetings is what really brings the legislative process to life, helps synthesize their learning, and propels students to become more politically active.

Prior to attending Advocacy Days, political issues were not of interest to DNP student Brittany Enders. Now, Enders says she has a new outlook, “Attending Advocacy Days was definitely an experience that helped me become more active in political issues in the nurse practitioner field. I have found myself following the important bills regarding nurse practitioners and nurses ever since the experience.”

Meeting with their local legislators helps nurses feel comfortable with the legislative process thus providing a foundation for future advocacy efforts. Jill Koepke plans to meet with her legislators regularly “to offer my opinions and experiences now that I understand how much they value the input of their constituents and how much they need education on issues outside of their expertise. After this experience, I feel much less intimidated by not only the process of lawmaking, but the people as well.”

Enders explains the experience well when she said, “This experience helped me become more knowledgeable in current healthcare issues and honestly this has sparked my attention to be more active in advocating for nurse practitioners and nurses for the future. What a great experience!” Through these experiences, students gain an appreciation and increased level of competence in their advocate role. What more could an educator ask for in an experiential learning experience? And, I believe experienced nurses would also enjoy the conference and leave inspired to educate their legislators and community members about policy changes to improve healthcare quality, access and patient outcomes. I hope to see you there next year!

FNA WOULD LIKE TO SEND SPECIAL THANK YOUS TO OUR WONDERFUL 2015 ADVOCACY DAYS SPONSORS

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COLLEGE OF NURSING
2015 Candidate Biographies and Statements

President-Elect

Janegale Boyd

For the position of: President-Elect and Representative to the ANA Membership Assembly.

I want to work to position FNA, its members, and the nursing profession to be seen as the statewide leaders for nursing practice. Nurses have a powerful and knowledgeable voice to contribute to the changing dynamics of health care.

Region: North Central – Jefferson County
School(s) of Nursing: Tallahassee Community College
Degree(s): ADN

Place of Employment and Position: Leading Age Florida, President/CEO – Retired 2014

Professional Organizational Activities: FNA member since 2009; Big Bend Hospital Board Member (current); Healthways, Inc. Board Member; Florida Society Assoc. Executives – Chair (current); North Florida Community College Foundation Board Member; Florida Tax Watch Board Member (current); Elected Member of the FL House of Representatives – State Office, District 10, for two terms (1996 - 2000); FL-AC Nursing Steering Council and Leadership Committee member.

Secretaries

Darlene Fritsma

For the position of: Secretary

I served on the FNA Board of Directors, Director of Practice, for two terms 1988-92. I desire to devote time and energy to serve my professional association. Over my 28 years at FNA, I have served as District President, FNAPC Board of Director, and Secretary HP-SIG.

Region: East Central – Winter Park
School(s) of Nursing: University of Florida;Rollins College; Brevard Community College
Degree(s): MSN, ARNP

Place of Employment and Position: University of Phoenix, Associate Faculty; Current ARNP

Professional Organizational Activities: Member, Central Florida Region; FNAPC Board of Directors, State.

Vice President

Murielle Joseph

For the position of: Vice President

As VP, I would represent FNA if the President or President-Elect is not available. Moreover, the VP also serves as chair of the Membership Committee, so I would use this opportunity to facilitate growth in active FNA membership through this committee and encourage the same via the Special Interest Groups (SIGs) and Regions.

Region: Southwest – Fort Myers
School(s) of Nursing: University of Florida
Degree(s): BSN, BA in Spanish

Place of Employment and Position: Lee Memorial Health System, 6 West Progressive Care Unit, Staff/Charge Nurse

Professional Organizational Activities: FNA member; FLNA scholar (2013); past FNSA Region 2 Director and Communications Chair; FNA Nominating Committee Chair (2013 – 2015); FNA New Grad SIG Chair; FNA Leadership Development Committee.

Shirley Hill

For the position of: Secretary

I have really enjoyed serving as a director on the FNA board. I am ready to move on in a different capacity and would like to serve as secretary, bringing my experience, knowledge, and understanding of the workings of the board.

Region: East Central – Ormond Beach
School(s) of Nursing: University of Central Florida;Navarro College
Degree(s): BSN, RN, BC, CCM

Place of Employment and Position: Retired

Professional Organizational Activities: Current East Central Region Director (Served in this position for the last 4 years); State of Florida Employee for 20 years.
Jill Tahmoressi

For the position of: Secretary
As an FNA Board member, South Region Director, for nearly 2 terms, I am well exposed and versed in the secretary role. I expect to bring my robust enthusiasm to drive results using my expert structural process skills to the role. My goal is to streamline and improve the communication process to both members and the Board of Directors.

Region: South - Weston
School(s) of Nursing: Nova Southeastern University; St. Petersburg College; Miami Dade College; Jackson Memorial Hospital School of Nursing
Degree(s): MBA, BSN, ADN, Diploma
Place of Employment and Position: Nicklaus Children's Hospital, Nursing Director
Professional Organizational Activities: South Region Director (appointed May 2012–present).

Linda A. Howe

For the position of: Treasurer
As the current Treasurer of FNA, I would like the opportunity to continue to offer my financial and investment expertise to the organization. I have managed to prevent deficit spending and gave advice on several issues of investment and services to be offered members. I also presented a very transparent presentation to the membership at the assembly of the financial status and developed ideas to improve it.

Region: East Central - Oviedo
School(s) of Nursing: Columbia Hospital School; University of Texas; Texas Woman's University; The Citadel; and the University of South Carolina.
Degree(s): PhD, MSN, MA, BSN, Nursing Diploma
Place of Employment and Position: Associate Professor at the University of Central Florida

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Ann-Lynn Denker

For the position of: Treasurer
Nursing is a fundamental/powerful force. I am a tested nursing practitioner with in-depth experience in practice, research, education, administration, ethics, health policy, and regulation. My contributions endure at local, state, and national levels. Most importantly, I am committed to the FNA team in leading the Future of Healthcare through nursing.

Region: South – Miami
School(s) of Nursing: University of Miami; University of Florida
Degree(s): PhD, MN, BSN
Place of Employment and Position: Barry University; Florida Action Coalition SIP Grant; Consulting
Professional Organizational Activities: Member of the South Region (Planning group of the annual conference; Representative to the Annual FNA State Membership Assembly; Florida Board of Nursing Chair (Member past 5 years); National Council of State Boards of Nursing; Institute of Regulatory Excellence Fellowship; At Present: Board of Directors: Health Council of South Florida; STT (Beta Tau (U of Miami – Board of Directors; Condominium Board member; Board member of Temple Emanuel-El – Miami Beach.

Nancy Ryan

For the position of: Treasurer
I have managed to prevent deficit spending and gave advice on several issues of investment and services to be offered members. I also presented a very transparent presentation to the membership at the assembly of the financial status and developed ideas to improve it.

Region: Northeast - Duval
School(s) of Nursing: University of North Florida; University of the State of New York
Degree(s): Masters in Health Promotion; BSN, ASN
Place of Employment and Position: University of North Florida; Director of Student Health Services
Professional Organizational Activities: FNA Northeast Region Leadership Committee; FN Political Action Committee (FNPAC); American College Health Association (ACHA); Past President and annual meeting program planner; International Society of Travel Medicine Nursing Interest group; ACHA Chair of Nursing section (exp. 5/15).

East Central Region
Janice Hess

For the position of: East Central Region Director
As a registered nurse, who supports professional organization membership, I believe working within an organization such as Florida Nurses Association can make a difference in the professional lives of our nurses and our community’s health. As a nurse, I have always had a voice but being a member of FNA my voice is louder and stronger. If elected as Director, I would work to increase membership and participation both locally and statewide.

Region: Northeast - Volusia
School(s) of Nursing: University of Florida; Southern Missionary College; Brigham Young University; Orange Memorial School of Nursing
Degree(s): DNP, FNP-BC, ARNP, MSN, BSN, Adult NP Certification, Diplomate Program
Place of Employment and Position: ARNP Dayton VA Outpatient Clinic; Clinical Director (Volunteer) Good Samaritan Clinic
Professional Organizational Activities: Chair of Volusia – Flagler Advanced Nursing Council; FNPAC Legislative Coordinator (Volusia/East Central Region); FNA Health Policy SIG member; FNPAC Board member; Vice Chair FNPAC; Florida Nurses Association Foundation Board Member; Florida Coalition for Advanced Practice Nurses; CCNRC Clinical team member for College of Nursing accreditation visits.

West Central Region
Lisa Fussell

For the position of: West Central Region Director
I would like to continue to represent the North Central Region at the state level. I would also like to continue to work on growing the Region.

Region: North Central - Gainesville
School(s) of Nursing: Albert Einstein School of Nursing
Degree(s): Nursing Diploma
Place of Employment and Position: Shands Healthcare, Surgical Trauma ICU, staff nurse and charge nurse
Professional Organizational Activities: Current President, Shands Bargaining Unit (executive committee position) (2011–present); FNA North Central Region Director (2013-2015), LERC Chair, FNA Staff Nurse SIG Chair (facilitator); Co-chair FNA Workforce Violence Taskforce; FNA Ebola Taskforce; Florida Center for Nursing Director; ANA's Department of Health, Safety and Wellness Council Representative.

Northeast Region
Doreen Perez

For the position of: Northeast Region Director
As a registered nurse, who supports professional organization membership, I believe working within an organization such as Florida Nurses Association can make a difference in the professional lives of our nurses and our community’s health. As a nurse, I have always had a voice but being a member of FNA my voice is louder and stronger. If elected as Director, I would work to increase membership and participation both locally and statewide.

Region: Northeast - Oviedo
School(s) of Nursing: Columbia Hospital School; University of Texas; Texas Woman’s University; The Citadel; and the University of South Carolina.
Degree(s): PhD, MSN, MA, BSN, Nursing Diploma
Place of Employment and Position: Associate Professor at the University of Central Florida

Directors at Large (Regional)
Northwest Region
Suzanne (Suzie) Farthing

For the position of: Northwest Region Director
If elected as the FNA's Northwest Region's Director, I'll work diligently to support and promote our beloved profession, the association, and its causes. I'll also work to increase membership while engaging our region's members. I believe every nurse matters, and the FNA is the way our united voices are heard.

Region: Northwest – Pensacola
School(s) of Nursing: Walden University (Graduating June 2015); Pensacola Junior College
Degree(s): RN; MS, BSN, Adult Nurse Practitioner
Place of Employment and Position: Employer: Florida Hospital; Internal Medicine; Critical Care, Medical-Surgical, Cardiac Care.
Professional Organizational Activities: FNA Northwest Region Member

North Central Region
Marsha Martin

For the position of: North Central Region Director
I would like to continue to represent the North Central Region at the state level. I would also like to continue to work on growing the Region.

Region: North Central - Gainesville
School(s) of Nursing: Albert Einstein School of Nursing
Degree(s): Nursing Diploma
Place of Employment and Position: Shands Healthcare, Surgical Trauma ICU, staff nurse and charge nurse
Professional Organizational Activities: Current President, Shands Bargaining Unit (executive committee position) (2011–present); FNA North Central Region Director (2013-2015), LERC Chair, FNA Staff Nurse SIG Chair (facilitator); Co-chair FNA Workforce Violence Taskforce; FNA Ebola Taskforce; Florida Center for Nursing Director; ANA’s Department of Health, Safety and Wellness Council Representative.

Southeast Region
Deborah Hogan

For the position of: Southeast Region Director
Having served in this position for the past two years, I would like to continue to represent the nursing members in the Southeast Region, working with them to offer local programs and keeping the members updated on FNA issues and activities. I hope to build on what we have done in the past two years.

Region: Southeast - Polk
School(s) of Nursing: Polk State College, University of South Florida
Degree(s): BSN, ASN
Place of Employment and Position: Lakeland Regional Health Systems, ICU, Staff RN

West Central Region
Julie Broussard

For the position of: West Central Region Director
I have managed to prevent deficit spending and gave advice on several issues of investment and services to be offered members. I also presented a very transparent presentation to the membership at the assembly of the financial status and developed ideas to improve it.

Region: East Central - Oviedo
School(s) of Nursing: Columbia Hospital School; University of Texas; Texas Woman’s University; The Citadel; and the University of South Carolina.
Degree(s): PhD, MSN, MA, BSN, Nursing Diploma
Place of Employment and Position: Associate Professor at the University of Central Florida

Directors at Large (Regional)
Northwest Region
Suzanne (Suzie) Farthing

For the position of: Northwest Region Director
If elected as the FNA's Northwest Region's Director, I'll work diligently to support and promote our beloved profession, the association, and its causes. I'll also work to increase membership while engaging our region's members. I believe every nurse matters, and the FNA is the way our united voices are heard.

Region: Northwest – Pensacola
School(s) of Nursing: Walden University (Graduating June 2015); Pensacola Junior College
Degree(s): RN; MS, BSN, Adult Nurse Practitioner
Place of Employment and Position: Employer: Florida Hospital; Internal Medicine; Critical Care, Medical-Surgical, Cardiac Care.
Professional Organizational Activities: FNA Northwest Region Member

North Central Region
Marsha Martin

For the position of: North Central Region Director
I would like to continue to represent the North Central Region at the state level. I would also like to continue to work on growing the Region.

Region: North Central - Gainesville
School(s) of Nursing: Albert Einstein School of Nursing
Degree(s): Nursing Diploma
Place of Employment and Position: Shands Healthcare, Surgical Trauma ICU, staff nurse and charge nurse
Professional Organizational Activities: Current President, Shands Bargaining Unit (executive committee position) (2011–present); FNA North Central Region Director (2013-2015), LERC Chair, FNA Staff Nurse SIG Chair (facilitator); Co-chair FNA Workforce Violence Taskforce; FNA Ebola Taskforce; Florida Center for Nursing Director; ANA’s Department of Health, Safety and Wellness Council Representative.

Southeast Region
Deborah Hogan

For the position of: Southeast Region Director
Having served in this position for the past two years, I would like to continue to represent the nursing members in the Southeast Region, working with them to offer local programs and keeping the members updated on FNA issues and activities. I hope to build on what we have done in the past two years.

Region: Southeast - Polk
School(s) of Nursing: Polk State College, University of South Florida
Degree(s): BSN, ASN
Place of Employment and Position: Lakeland Regional Health Systems, ICU, Staff RN
Southwest Region

Theresa Morrison

For the position of: Southwest Region Director

As liaison between the FNA Board and the Southwest Region, I will continue our legacy of offering social events, legislative updates, and networking opportunities. Together, we can increase FNA membership, support nurse leaders within the region, and promote, protect, and grow the nursing profession.

Region: Southwest – Naples

School(s) of Nursing: Duquesne University; Vanderbilt University; University of Maryland

Degree(s): PhD, Post Master's Certification Education

Place of Employment and Position: NCH Healthcare System Clinical Nurse Specialist

Professional Organizational Activities: Organized Collier County Coalition (Chair 2015); Co-founder Collier County FNA; SWONEE Collier County Director; TAU Zeta STTI Leadership Succession (Chairman); FNA Workforce Advocacy Committee 2014 (Chair); CCRAB Florida Cancer Control & Research Advisory Council; CNS –SIG co-founder and co-leader; International Society of Nurse Geneticists ANCC Content Reviewer.

South Region

Debra Hain

For the position of: South Region Director

As an active member of FNA South Region for 6 years, I have a strong leadership and team collaboration as a way to achieve success. My future goals include continuing current successful initiatives and working with members to discover additional opportunities to increase and maintain membership.

Region: South – Broward

School(s) of Nursing: Florida Atlantic University; Florida International University; Gateway Technical College - Wisconsin

Degree(s): PhD in Nursing, Doctor of Nursing Science, MS in Nursing Gerontological Nurse Practitioner, Post-Master’s for Adult Nurse Practitioner, BSN, BA in Management and Communication, Associate Degree in Nursing

Professional Organizational Activities: Volunteer leader of FNA South Region Leadership Council; FNA South Region Legislative Liaison; Florida Chapter President of the Gerontological Advanced Practice Association; South Florida Flamingo Chapter President of the American Nephrology Nurses Association; Research Committee Chair for the American Nurses Nephrology Nurses Association; Member of the Geriatric Advisory Board, American Society of Nephrology; Member Renal Standing Committee, National Quality Forum.

Professional Organizational Activities: Florida Atlantic University, Christine E. Lynn College of Nursing, Associate Professor, Lead AGNP Faculty; Cleveland Clinic Florida, Department of Nephrology, Nurse Practitioner

Place of Employment and Position: Florida Atlantic University, Christine E. Lynn College of Nursing, Associate Professor, Lead AGNP Faculty; Cleveland Clinic, Florida, Department of Nephrology, Nurse Practitioner

Professional Organizational Activities: Volunteer leader of FNA South Region Leadership Council; FNA South Region Legislative Liaison; Florida Chapter President of the Gerontological Advanced Practice Association; South Florida Flamingo Chapter President of the American Nephrology Nurses Association; Research Committee Chair for the American Nurses Nephrology Nurses Association; Member of the Geriatric Advisory Board, American Society of Nephrology; Member Renal Standing Committee, National Quality Forum.

For the position of: Southwest Region Director

I have been a member of the voluntary council for South Region for the past two years. I admire and applaud the leadership of the current South Region Director and would like the opportunity to take the South Region to the next level of service for our nursing colleagues.

Region: South - Miami

School(s) of Nursing: Barry University, University of Phoenix, University of South Florida

Degree(s): PhD in Nursing, MSN, MBA, BSN, AA

Place of Employment and Position: University of Southernmost Florida, Instructor of Nursing

Professional Organizational Activities: FNA South Region Volunteer Council; FNA Ethics SIG; FNA Ebola Taskforce; ANA; STTI-Lambda Chi Chapter – Treasurer since 2013.

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Nominating Committee (Elec 5)

Camille Baldwin

For the position of: Nominating Committee

This position is an opportunity to serve and become more involved in the local and state nursing community. This opportunity will allow me to grow my leadership skills and pursue my passion for the nursing profession. I want to see the Florida nurse become a more unified and cohesive group to bring positive change to our profession.

Region: Southwest – Fort Myers

School(s) of Nursing: West Texas A & M University, Florida Atlantic University, Nova Southeastern (current for EIdD)

Degree(s): MSN, BSN

Place of Employment and Position: Nova Southeastern University

Professional Organizational Activities: Sigma Theta Tau membership committee and chapter delegate (Upsilon Chi); FNA; ANA; NLN Kappa Delta Pi International Education Honor Society.

For the position of: Nominating Committee

The Florida Nurse

Mary Lou Brunell

For the position of: Nominating Committee

It is important to have a full slate of candidates and dates from which members may choose when they submit their votes. My past experience and positions held provides a good source of information for the work of the nominating committee.

Region: East Central - Orange

School(s) of Nursing: University of Pennsylvania; Kent State University

Professional Organizational Activities: FNA Past Treasurer; FNA Past President; Chair of the Constituent Assembly; ANA Board Member.

Shannon Hiser

For the position of: Nominating Committee

As an active member of FNA Region 4, I would like to have the opportunity to contribute to the continued success of FNA. My past experience, both at the state and national level, will support FNA’s mission.

Region: North Central - Leon

School(s) of Nursing: University of Phoenix; St. Luke’s Hospital School of Nursing

Degree(s): BSN, Diploma

Place of Employment and Position: University of Phoenix; St. Luke’s Hospital School of Nursing

Professional Organizational Activities: FNA Past President; Post Master’s Certification Education

For the position of: Nominating Committee

Mavra Kehr

For the position of: Nominating Committee

Leadership begins with the recognition and nurturing of emerging leaders. I have had the pleasure of working with several emerging leaders and have recognized the potential of each individual. I am committed to making sure each individual finds success and enjoys the recognition of their peers.

Region: West Central

School(s) of Nursing: University of South Florida; University of Florida

Degree(s): PhD, MSN, BSN

Place of Employment and Position: Peace River Center, Nurse Practitioner


VACANT

For the position of: Nominating Committee
Legislative Update

Ailisa LaPolt

Legislation that would more tightly regulate assisted living facilities and require psychiatric nurses to advance registered nurse practitioners are among the few bills that passed during a tumultuous session of the Florida Legislature.

The bills were among 231 that passed both the House and Senate before the House adjourned its session April 28, three days before the scheduled end of the session.

HB 1001 provides more oversight for assisted living facilities and removes language that allows the Department of Health to limit by rule what functions a registered nurse can perform in these facilities. The legislation was sponsored by Rep. Larry Ahern and Sen. Eleanor Sobel.

HB 335 by Rep. Rene Plasencia and co-sponsored by Sen. Grimsley gives psychiatric nurses the ability to examine and release individuals who have been Baker Acted, so long as they have a protocol agreement with a psychiatrist. Psychiatric substances, made the short list of bills that lawmakers would need new ARNP certification. The FNA also recognized that psychiatric ARNPs who have a master’s or doctoral degree in psychiatric nursing, holds a national advanced practice certification as a psychiatric mental health advanced practice nurse, and has two years of post-clinical experience under a psychiatrist.

After much research and conversations with hospitals, universities, ARNP groups, DNS and others, FNA took a neutral position on this legislation due to the indeterminate effect on psychiatric registered nurses who would need new ARNP certification. The FNA also recognized that psychiatric ARNP’s would have new authority under this bill.

The two bills are on their way to the governor for his consideration. Meanwhile, the Legislature has called a special session June 1-20 to consider a state budget. Lawmakers failed to pass a budget during their regular 60-day session due to disagreements over payments to hospitals to offset charity care and funding to make an additional 800,000 uninsured residents eligible for Medicaid health plan coverage.

The good news is that HB 281, which would allow nurse practitioners to prescribe controlled substances, made the short list of bills that lawmakers will address during the special session. HB 281 is sponsored by Rep. Cary Pignan, and a similar bill was filed in the Senate by Sen. Denise Grimsley.

Other noteworthy actions:

• SB 1252 by Sen. Kelli Stargel attempted to limit four-year degree programs at community colleges by placing 5 percent cap on the number of students who could enroll in a baccalaureate program. This would have adversely affected future nursing programs at a time when a national movement is underway for 60 percent of RNs to have their BSNs by 2020. The bill was among those that died during the regular session.

• In the wake of media reports and legislation addressing lax oversight of inmate health services, the FNA advocated for taking that function away from contracted providers and putting it back into the hands of state employees. Lawmakers continued to move forward with legislation that increased oversight of inmate health services and other prison-related issues (HB 1791), but that bill was among the casualties of the aborted legislative session.

• House Speaker Crisafulli dropped plans to pursue legislation that would have shifted new state employees from traditional pension plans into 401k-style plans. This decision came after an actuarial study showed that the move would be more costly to the state.

• The FNA - pursued SB 1342 by Sen. Oscar Braynon that would have established a nurse staffing committee in each hospital; requiring the hospital to post and publicize the nurse staffing plan and schedule, etc. This bill did not get off the ground. We anticipate further discussions about this bill and look forward to continuing this effort.
Regional News

East Central Region Update

The past few months have been busy with members preparing to participate in activities at the capital for the legislative session. Reports are that we had good representation and members were enthusiastic about the meetings.

There was a good turnout at the Orlando Magic game and the CE offering on March 22, 2015. Linda Henning, UCF Adjunct Professor, got the attendees out of their chairs and “Shaking It Off” to Taylor Swift’s video. She stressed that dance can improve mental and physical health.

We continue to have meetings quarterly at the FNA office in Orlando, at which we have good participation, and members are appreciative of the CE offerings. I would like to thank Marti Hanushick for serving as the event coordinator for the Orlando area and appreciate the time and preparation for each meeting. She has done an outstanding job!

In celebration of Nurses Week, on May 6, 2015, we had a dinner meeting at Stonewood Grill and Tavern in Ormond Beach, FL. This was sponsored by Grand Canyon University, and we appreciate the support for our organization.

As always, I encourage members in different areas of the Region to plan meetings in order to network with other members. If you have an idea and are interested, please contact me at hillshirley313@gmail.com. I would be glad to assist you.

Please watch the calendar on the FNA website for upcoming events.

I hope everyone has a great summer! Be safe.

North Central Region Update

Over seventy persons attended the Fourth Annual FNA North Central Region Conference at Advent Christian Village Conference Center in Suwannee County on April 11, 2015. The conference topic was Survival Tools for the Passionate Nurse. Four outstanding speakers, Cynthia Mikos, Alisa LaPolt, Paula Johns, and Rose Rivers, shared their time and expertise with the group. Attendees were allotted dedicated time for speaking to fifteen poster presenters. Posters were presented by faculty from the North Central Region, senior honors students, and graduate students. Regional leaders are grateful to all who assisted and attended this conference and especially to FNA staff who provided invaluable office support.

In Suwannee County on April 11, 2015. The conference topic was Survival Tools for the Passionate Nurse. Four outstanding speakers, Cynthia Mikos, Alisa LaPolt, Paula Johns, and Rose Rivers, shared their time and expertise with the group. Attendees were allotted dedicated time for speaking to fifteen poster presenters. Posters were presented by faculty from the North Central Region, senior honors students, and graduate students. Regional leaders are grateful to all who assisted and attended this conference and especially to FNA staff who provided invaluable office support.

Regional News continued on page 10

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Your online resource for nursing jobs, research, & events.

June 2015
The Florida Nurses Leadership Academy (FNLA) is a partnership program of the Florida Nurses Association (FNA) and the Florida Nurses Foundation (FNF) with the purpose of developing future nursing leaders. The goal is to provide tools, education, and opportunities to registered nurses to assume in becoming active members and skillful leaders in the Florida Nurses Association.

The FNA Leadership Development Committee was restructured and charged with the task of revamping the FNLA. The Committee Members are: Denise McNulty, Marielle Joseph, Rose Rivers, and Palma Iacovitti. The Committee revised the FNLA application, eligibility criteria, and expectations at the end of 2014 and are pleased and proud to announce that we have six Florida Registered Nurses who have been selected for the 2015 Florida Nurses Leadership Academy! The six FNLA Mentors are: Jennifer Avros (Southwest Region), Marlene Brennen (Southwest Region), Pamela Delano (Northeast Region), Carmen “Vicky” Framil (South Region), Marc Rupp (West Central Region), and Debra Stilfier (Northeast Region).

Congratulations to our six FNLA Nurses Leadership Academy! We would also like to thank six nursing leaders who have agreed to serve as Mentors for the six FNLA Nurses:

- Patricia Posey-Goodwin (Mentor for Debra Stilfier)
- Linda Howe (Mentor for Marlene Brennen)
- Leah Kinnaird (Mentor for Pamela Delano)
- Sue Hartmanf (Mentor for Carmen “Vicky” Framil)
- Ed Brink (Mentor for Marc Rupp)
- Marsha Martin (Mentor for Debra Stilfier)

As part of the enhancements for the FNLA, each Leadership Development Committee Member has adopted a Mentor/Mentee to serve as additional support if needed throughout the year. We wish our FNLA Nurses all the very best as you embark on this new journey!

Northeast Region Update

The Northeast Region nurses of FNA would like to thank Doreen Perez for stepping up and filling the Director’s position left vacant when Dr. Dan Berman resigned. We would also like to wish Dan well in his future endeavors.

The Leadership team met on April 30 and developed new goals for the next year. The main goal discussed was to encourage greater participation from the nurses in the Northeast Region.

The leadership team would like to wish all nurses in our region a very special “Nurses day” and to encourage them to get involved in some of the opportunities we are planning to increase our networking events.

Our next educational event which was scheduled for June 11 has been postponed to the end of July to give the team more time for planning.

Guest speakers will address nursing ethics, evidence based practice, and preparation for the FNA Assembly in September 2015. Please log on to FNA’s Region website for updates and announcements of local meetings.

Northwest Region Update

Things are happening in Northwest Region. The 2nd annual NW FL FNA Region mini conference, featuring Nontraditional Nursing in Northwest Florida, was a success. Members want to keep it going, making it an annual event. Conference planners are already looking for speakers for next year. If you are interested in presenting, please let Patricia know at ppgoodwin@uwf.edu. Plans are on the table for region activities beginning September 2015 for the region. We hope to have a group attend the Membership conference in September and have several activities during the year in the various regions. Please let Suzie Farthing know (suzie.farthing@gmail.com) if you are interested in hosting a FNA region activity. We plan to have a NW FNA Facebook and Twitter account up soon. Welcome, Jacqueline Stalnaker, as the new NW FL FNA Legislative liaison. She is already busy planning an activity to help the legislators in the panhandle become acquainted with issues related to nursing practice and the needs of those we serve.

South Region

The South Region conducted the 5th Annual South Region Leadership Council served as Symposium and Awards Ceremony on April 11, 2015 in Davie Florida with 300+ registered nurses and nursing students. The Symposium offered a value packed experience with 25 vendors in attendance; 35 peer-reviewed scientific research, evidence based practice and research specific workshops; networking scholarships; awards; and a two hour content hour presentation. The Key note address “Translating Magnet Standards into Practice: Enhancing the Work Environment through Service-Academic Partnerships” by Mary Jo Assi, DNP, RN, NEA-BC, FNP, BC; Director of Nursing Practice and Work Environment Committee; American Nurses Association; was followed by a panel contribution by Lynne M. Dusphy, PhD, APRN, FAN, The Christine E. Lynn College of Nursing Florida Atlantic University; Beverly M. Fay, RN, MSN, PHCNS-BC, Jackson Health System; Amy Petrigrew, PhD, RN, CNE, ANEF; Dean, Benjamin Leon School of Nursing Miami Dade College; & Leah Kinnaird, EdD, RN, President Elect, Florida Nurses Association.

Jill Tahmooreesi, Regional Director, Chair South Region FNA Legislative Liaison & Chair of the South Region FNA Volunteer Committee, is the FNA Legislative Liaison & Chair of the South Region FNA Volunteer Committee.

Ann-Lynn Denker, PhD, ARNP, Chair South Region FNA autumn Advocacy- Health Policy event.

Dr. Marie Etienne, DNP, ARNP, PLNC, Member of South Region FNA Program Selection Committee, for the 5th Annual South Region FNA Awards Selection Committee.

The South Region FNA South Region conducted the 5th Annual South Region FNA Awards Selection Committee.

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Regional News

Jill Tahmooresi, MBA, BSN, RN-BC, NCSN, South Region Director
Maxine Jacobowitz, BSN, RN, CPN, Chair of South Region Gifts Committee
Gene Majka, MS, ARNP, Retired Honorary, Photographer

The keynote address was sponsored by The Nurses Charitable Trust. New this year was the announcement of a five year exclusive Gold Level Sponsorship of the South Region, Florida Nurses Association Annual Symposium and Award Ceremony by:

Rotation Manager makes clinical rotations easy and compliant by bringing students, hospitals and colleges to one unified platform. Schools cut down on operational costs, hospitals increase compliance with Joint Commission standards, and students are provided with a portfolio to manage their clinical experience.

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The scholarship awards presentation was funded by the following, Royce Foundation Academic Nursing Scholarships, Nurses Charitable Trust Academic Nursing Scholarship, and the Dr. Sarah Fishman Memorial Scholarships with five fortunate student recipients. The program culminated in the South Region Florida Nurses Association 2015 Nursing Excellence Awards:

Community Action Award
Recipient, Yolanda Niti, Miami Dade College Benjamin Leon School of Nursing, Finalists: Maxine Jacobowitz, Nicklaus Children’s Hospital formally Miami Children’s Hospital & Marleen L. Shov, Barry University College of Nursing and Health Sciences.

Registered Nurse Practice Award
Recipient, Emily Zubiria, Nicklaus Children’s Hospital formally Miami Children’s Hospital, Finalists: Marlene Cuellar, Nicklaus Children’s Hospital formally Miami Children’s Hospital, Melissa Gomez, Doctors Hospital Baptist Health South Florida and Marjorie Lozanna, Coventry Worker’s Compensation Services.

Nursing Leader Administration/ Academia Award
Recipient, Deborah Hill-Rodriguez, Nicklaus Children’s Hospital formally Miami Children’s Hospital

Advanced Practice Nursing Award
Recipients, Katty Guevara, Doctors Hospital Baptist Health South Florida and Debra Hain, Cleveland Clinic Florida Consultant/ Florida Atlantic University, Finalist, Mutessa Murra, West Kendall Baptist Hospital Baptist Health South Florida

Nurse Educator Award
Recipients, Claudette Chin, Barry University College of Nursing and Health Sciences and Andres Caisefa, Miami Dade College Benjamin Leon School of Nursing, Finalists, Trifina Brown, Broward Health Medical Center, Anne Dahnke, Florida Atlantic University, Elena Ortega, Nicklaus Children’s Hospital formally Miami Children’s Hospital

Nurse Researcher Award
Recipient, Tanya Cohn, West Kendall Baptist Hospital Baptist Health South Florida

Promoting Environment for Excellence in Nursing Award
Recipients, Victoria McCabe, West Kendall Baptist Hospital Baptist Health South Florida

SAVE THE DATE:
South Region Florida Nurses Legislative and Healthcare Advocacy Event
Columbus Day Nursing Advocacy & Legislative Action Meeting.
Time: 6-8 pm light dinner.
No charge.
Monday October 12, 2015
Nicklaus Children’s Hospital formally Miami Children’s Hospital Auditorium
3100 SW 62nd Avenue
Miami, FL 33155

Center Left: Mary Jo Assi, ANA Keynote Presenter; Center Right: Jill Tahmooresi, 2015 South Region Nurse of the Year with South Region Voluntary Leadership Council Members.

Health Medical Center, Finalist, Eva Mitra, West Kendall Baptist Hospital Baptist Health South Florida
2015 Outstanding Nurse of Year Award
Jill Tahmooresi, Nicklaus Children’s Hospital formally Miami Children’s Hospital.

Key note presenter Mary Jo Assi, ANA, pictured with Miami Dade College Benjamin Leon School of Nursing symposium participants.

South east Region Update
We invite all of our nurse colleagues who live in the Southeast Region, who belong to FNA, to join us on our monthly call on the first Tuesday of each month. During these calls, we plan activities for our Region, like our Legislative Forum in January, and our Nurses Day Program on Nursing Ethics that was held on May 7 at FAU with our guest speaker, Jill Winland-Brown.

We also discuss all the activities that FNA has planned, so you can be involved on both the Regional and State level. For example, our Membership Assembly is coming up in September 2015. We look forward to talking with you and having you join our FNA Nursing family!

Regional News continued on page 12
Regional News

Southwest Region

Hope everyone had a great Nurses Week 2015! The Southwest Region hosted a special Dinner Meeting in honor of National Nurses Week on May 6, 2015 at Moorings Park in Naples. Over 100 FNA Members and their Guests attended the Dinner!

The evening began with an opportunity for networking followed by a brief meeting and dinner. Nancy Dion, RN shared inspiring words to remind our Southwest Florida nurses of the importance of giving tribute to our local nurses who leave this world and the wonderful legacy that they leave behind for all of us to reflect on. In paying respect to our colleagues, we have an opportunity to reflect on our own legacy and the legacy we aspire to leave the world and our profession. Our Community is fortunate to have the Nightingale Tribute Nurses Society to remind us of the need to remember those nurses who have passed.

Our Keynote Speaker for the evening, Dr. Victoria Rich, PhD, RN, FAAN, former Chief Nurse Executive for the University of Pennsylvania Health System and current Faculty Member at the University of South Florida, presented “A Tribute to our Nurses from one of our Country's Great Nursing Leaders.” Dr. Rich shared her wisdom and insight about our profession and a promising future! Dr. Rich is nationally recognized for her leadership in healthcare, business, and nursing education. We were truly honored to have Dr. Rich join us for this great celebration of our profession. Thank you Dr. Rich for all that you do for Nursing!

If you live or work in Lee, Collier, Charlotte, Hendry, or Glades Counties, please consider joining FNA Southwest Region. We have a great group of nurses who support one another and our profession. Our focus is on networking, professional development, and celebrating with our Members! Enjoying time together and learning with nursing colleagues outside of the work environment can be very motivating and inspiring. Giving back to our profession in the spirit of service can be very rewarding!

West Central Region

The West Central Region celebrated Nurses Week with a new and a traditional activity. The new event was a repeat showing of the documentary The American Nurse at Sundial Theatres in St Petersburg on May 6. Approximately, 15 people attended to view this documentary, which follows 5 nurses as they go about their daily work. This was my second viewing of the film, and I found myself moved once again by this marvelous profession of nursing.

Our traditional activity was a night with the Tampa Bay Rays, held May 11. Although I do not know the final count of health care attendees, I will say we were outnumbered by the Pinellas County Teachers group. Let’s see if we can beat the Teachers in attendance in 2016!

On Friday May 8, I had the privilege of representing FNA at the pinning and hooding ceremony at the University of Tampa. I spoke briefly with the graduates about FNA, their professional organization, and urged them to join now and make it a lifetime commitment.

I do hope one and all had a Happy Nurses Week.

The Florida Nurse June 2015

Regional News continued from page 11

SOUTHWEST

Denise McNulty
Regional Director
dmcnultyrn@cs.com

Hendry, Glades, Lee, Collier, Charlotte Counties

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Sue Hartranft
Regional Director
suehartranft@yahoo.com

Hernando, Pasco, Pinellas, Hillsbourough, Polk, Manatee, Sarasota, Highlands, Citrus, DeSoto Counties

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I do hope one and all had a Happy Nurses Week.

For information regarding Case Manager positions, please call 800-381-1458.
Jeanie Demshar, Esq.

I receive numerous calls from nurses and other health care professionals who are being bullied by their “mean girl” coworkers and/or supervisors. Do you sometimes feel like your workplace has converted to the hallways of your old middle school or high school? Maybe it’s a coworker who ignores you or won’t look you in the eyes. Maybe you aren’t invited to lunch or after-work gatherings. One thing is clear – some mean girls have grown up and left high school, but they have never changed.

Woman-on-woman harassment is on the rise. Thirty-five percent of Americans reported being bullied at work, according to a 2010 survey by the Workplace Bullying Institute (WBI). Both men and women are very capable of unkind behavior. Men can be nasty to each other – and women, but their meanness is usually expressed overtly – by lashing out verbally or even physically. Female bullies, on the other hand, more frequently engage in covert, subtle, and indirect behaviors such as sabotage, abuse of authority, neglect, boycotting another employee’s ideas or projects, etc. A female coworker may be nice to a coworker but then cut her out of a project or roll her eyes when the person speaks.

“A mean girl at work is a woman who practices some form of covert competition or indirect aggression toward another woman,” says Katherine Crowley, psychotherapist and co-author of “Mean Girls at Work: How to Stay Professional When Things Get Personal.”

Why do women pick women as their targets? Probably because we are our own worst enemies. One reason may be because we think we “can find a less confrontational person or someone less likely to respond to aggression with aggression,” says Gary Namie, research director for the WBI.

Despite the different forms of meanness, consider the following strategies before you respond:

Never counterattack. No matter what your coworker does or says, don’t roll your eyes at her or snap at her. Counter-attacking exacerbates the situation and locks you in a power struggle.

Let your anger go. Find a way to neutralize your experience and let go of the toxins. Perhaps you need to release your negative feelings by exercising or by talking about the issue with a trusted friend or advisor outside of work.

Do not make it personal. Respond in a way that addresses only the work issue. If a coworker doesn’t invite you to an important meeting, instead of yelling at her or ignoring her, try saying “It may not have been your intention to leave me out of this meeting, but in the future, please remember to include me.”

The goal in handling any “mean girl” situation is to address the situation, which keeps you out of a power struggle. When in doubt, always take the high road. This takes some rehearsal or a study of good communication techniques. It might be helpful for you to take the time to write down some appropriate responses to negative behaviors and actual “practice” them aloud in exercises that can be called cognitive rehearsal. This has been shown to be helpful to nurses in some work environments.

While researching this topic, I recognized that there are types of women who bring out my own mean girl. When women are rude to me, I have a tendency to be respond in kind. I learned that, while I consider myself to be a pleasant and reasonable person, there are women who bring out the darker side of my behavior, and my challenge is to respond in a professional manner. In order to be more effective, I encourage you to do the same. It is well documented in the nursing and in the human resources literature that this behavior not only affects the persons involved but can have a devastating impact on the safety and quality of care.

If you have been a victim of a “mean girl” (or anyone inappropriate for that matter) in the workplace and would like to share your experience and stories with me, I can be reached at 407-896-3261 or by email at jdemshar@floridanurse.org.
2015–2016 Calendar of Events

AUGUST 20, 2015
East Central Region Meeting
FNA Headquarters
1235 E. Concord Street
Orlando, FL 32830

SEPTEMBER 11 - 12, 2015
2015 FNA Membership Assembly
World Golf Village Renaissance
500 South Legacy Trail
St. Augustine, FL 32092

SEPTEMBER 30 - OCTOBER 1, 2015
LERC Labor Institute
B Resort & Spa
1905 Hotel Plaza Blvd.
Lake Buena Vista, FL 32830

OCTOBER 12, 2015
South Region FL Nurses Legislative &
Healthcare Advocacy Event
Nicklaus Children’s Hospital
3100 SW 62nd Ave.
Miami, FL 33155

OCTOBER 22 - 24, 2015
2015 FNSA Convention
Hilton Resort Oceanwalk Village
100 N. Atlantic Ave.
Daytona Beach, FL 32118

JANUARY 19 - 20, 2016
2016 FNA Advocacy Days
Location TBD
Tallahassee, FL

Statewide Task Force on Prescription Drug Abuse and Newborns Update: Neonatal Abstinence Syndrome Data Summary

Neonatal abstinence syndrome (NAS) is a condition experienced by neonates exposed to opioid prescription or illicit drugs during the prenatal period. Withdrawal symptoms usually occur 1-3 days post-delivery. With the increase in prescription drug abuse, the diagnosis of NAS statistically increased in prevalence across the state. In 2011, Governor Rick Scott signed the “anti-pill mill” bill (HB 7093) to put in place tougher criminal and administrative penalties for doctors and clinics distributing opioids. With the new law in place, the efforts of law enforcement and health care professional regulated the rate of Florida doctors dispensing high quantities of oxycodone.

In 2013, the Florida Legislature convened the Statewide Task Force on Prescription Drug Abuse and Newborns to better understand this problem. The task force was assigned to better understand the magnitude of the NAS epidemic, evaluate strategies, and develop policies to curtail the problem. Recommendations were to add NAS to the List of Reportable Diseases/Conditions in Florida and initiate a passive surveillance system of NAS. The purpose of the surveillance system was to investigate and document prevalence rates from 2011 through 2013 by selected maternal demographics. While these actions did not show drastic reductions, a stabilization of PRs was observed from 2011 through 2013. Results showed that infants born to white non-Hispanic women have the highest PR of NAS, as well as, births to women with less than high school education. NAS PRs by county revealed three areas of very high concern: north central to northeastern Florida, western panhandle, and southwest Florida. PRs in central, south, and eastern panhandle are low. Despite limitations, such as missing data report fields, the use of existing regulations allows community leaders to respond to local concerns and provides insight into the epidemic of prescription drug abuse and its effects on babies, especially those in high maternal risk populations.

More investigation is needed to determine why high concern areas have such elevated rates of NAS and what can be implemented to reduce the prevalence. Future steps include exploring sensitivity, specificity, and bias that are potentially related to the use of a surveillance system for the identification of infants born with NAS in Florida (Neonatal Abstinence Syndrome Data Summary, 2015). For the full report, visit http://tinyurl.com/cwst8bu.

2015 FNA Proposed Bylaws Changes

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Assistant Professors
ASA Program

Are you seeking Assistant Professors to open our nursing faculty in the ASA program? Requirements include MSN and current Florida license. The candidate should possess a strong background in biomedical science in an acute environment that included clinical experience of 1 to 3 years in the past 5 years. Will be responsible for teaching didactic content, assessment, performance and evaluation of clinical skills in a controlled academic clinical setting. The teaching load is 12 to 15 hours clinical day per week, to apply or more detailed information visit employment.ufl.edu

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This writer to reconsider an age-old question important component of nursing ethics, led reflection" (p. 50). Curtin’s discussion on this relationship among them: one worthy of ethical professional interdependence demands a special for nurses...although challenging, nurses care for and of patients, but also care of and caring profession, nursing involves not only respect for each other. She comments “As a to the need for maintaining compassion and respect for our colleagues as we work together? Do our actions communicate the basic caring values of our profession to each other?

Curtin (2015) raises an interesting question regarding what nurses owe each other, pointing out that often little attention is paid by nurses to the need for maintaining compassion and respect for our colleagues as we work together? Do our actions communicate the basic caring values of our profession to each other?

In conclusion, there is no place for a division among nurses related to an elite attitude among different nursing groups/roles. Nor is there a nurturing environment when it comes to working with new graduates or novice nurses. At times, the attitude of superiority observed was related to an advanced practice nurse interacting with an RN. While at other times the interaction observed was related to an experienced nurse offering a less than nurturing environment when it comes to working with new graduates or novice nurses. In conclusion, there is no place for a division among nurses related to an elite attitude among different nursing groups/roles. Nor is there a place for a work environment where vertical or horizontal hostility among nurses is allowed or supported. Nurses must learn to embrace the Code of Nursing Ethics not only from consideration of their interactions with patients but the nursing perspective that compassion and respect for the dignity of all with whom they work is an important component of that Code. If nurses do not value, respect and support each other and their profession, how can they expect others to respect, support and value the significant role nurses play in healthcare delivery?

References

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-Rachel Good, RN, Patient Care Supervisor

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Biennial Employer Survey

It is time for the Florida Center for Nursing’s (FCN) biennial employer survey! This short survey is critical in helping us understand and report on the demand for nurses in various employment settings across the state. It also provides information that is key for strategic health workforce planning, policy development, and budgetary allocations. Surveys will be mailed in July and we ask that you help us by encouraging your employer to take a few moments to complete this survey. FCN thanks you for your continued support as we seek to address the nursing workforce issues for the health of Florida.

New Project Funded by CareerSource Florida

This project results in the formation of a Statewide Florida Healthcare Workforce Leadership Council (FHWL), which will serve as the primary point of contact for statewide healthcare industry-specific labor market intelligence and may be used by the state’s workforce network to facilitate policy and strategy development. The FHWL, in effect, results in a new sector strategy approach for Healthcare to develop and continue an essential business feedback loop to ensure Florida’s workforce network has a deep understanding of and is responsive to the talent needs of the state in the healthcare sector. Common issues and needs of employers shall be identified and coordinated solutions shall be developed for the healthcare talent delivery system.

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Nationally, Clinical Nurse Specialists (CNSs) comprise 16% of all Advance Practice Registered Nurses (APRNs). There are 59,242 licensed CNSs in the U.S. A recent NACNS survey found that 67% of CNSs work in hospitals, 7% work in nursing education, and 7% work in ambulatory care. Seventy-one percent of CNSs work with adult/gerontology population, 10% psychiatric/mental health, and 9% pediatric. CNSs are bond certified in eleven recognized APRN roles, such as: Psychiatric & Mental Health, Critical Care, Advanced Oncology, and Pediatric.

Currently, CNSs have prescriptive privileges in 35 states. CNSs are recognized for Part B participation in Medicare, Title 18, and may independently bill for these services. CNSs are eligible for Medicare’s Primary Care Incentive Program in the Patient Protection and Affordable Care Act. In 2007, Florida legislation approved CNS title protection and separate licensure. The Florida Statute defines a CNS as “a registered nurse practice to that of the NP, including prescriptive authority.”

Clinical Nurse Specialists (CNSs) in Florida are a “care breed” of Advanced Practice Registered Nurses (APRN). In 2010-2011, there were only 76 Florida licensed CNSs (Florida State Health website). Historically, Florida CNSs (except those who function in mental health) have not sought a Florida license due to the restriction for prescriptive authority. In addition, CNSs licensed outside of Florida are reluctant to relocate to Florida. The FNA CNS-Special Interest Group (SIG) is resubmitting a reference proposal, originally presented to the FNA Board January 2014. The proposal will recommend a revision to the current Florida Statute FS 464.003 to include the CNS in “Advanced or specialized nursing practice” definition and align with the Consensus Model for APRN Regulation (National Council for State Board of Nursing). Florida CNS’s scope of practice should be aligned with the current prescriptive authority of NPs.

Are you an educationally prepared and certified CNS, but not have not sought Florida CNS licensure? You are an untapped healthcare resource for Florida citizens. Contact FNA for an invite to Yammer and join our CNS-SIG. We want to hear from CNS who function in mental health who do not have not sought Florida licensure. Are you an educationally prepared and certified CNS, but not have not sought Florida CNS licensure? You are an untapped healthcare resource for Florida citizens. Contact FNA for an invite to Yammer and join our CNS-SIG. We want to hear from CNS who function in mental health.

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At the time of this writing, many nurses in Pensacola are reeling over the death of one of our own, a much loved fellow registered nurse. We admired him so. Even those of us who had not worked with him in years can easily reminisce of his impact on our professional lives.

John (a fictitious name for privacy sake) was one of those nurses who brought a sense of calm to our spirits when we knew he was on duty. That is because he never declined to offer a helping hand when the going was tough and the shifts were long. He was compassionate, funny, kind, and a hero to many staff and patients alike.

Here are a few of the heartfelt words posted by colleagues on his Facebook timeline after his death:

“Family isn’t always only about blood. Many of us spend as much or more time with our work family as we do our family by blood. When one is taken away that family is forever broken...You are loved and respected by so many!”

John, “I had demons that you helped me through with many long talk(s)...I only wish I had been as observant to you, I am sorry.”

Sadly, John ended his life on his own terms. This makes it especially painful for those of us who loved him so. Some knew about his problems with depression and addiction. Others had no idea. What we did not recognize before, we can now see painfully clear. Often we can help those suffering with addiction and mental illness, and unfortunately, sometimes not.

Regardless, we can always try if we just know where to begin, even if it is “one more time.” Thankfuly, there is help for Floridian nurses with substance issues. It is the Intervention Program for Nurses (IPN). Maybe like many of you, I had heard of this program but really had no clear understanding of its role in supporting nurses with addiction issues affecting their work. This is not something we typically talk about openly in our work environments, even after tragedies such as John’s loss. I do not know the situation in his work environment. Hopefully, this is not the case. These issues and tragedies need to be openly talked about in therapeutic environments.

Maybe like others, I used to think that no one really cared about the nurses suffering with addiction issues and those they may have left behind. To me, IPN just seemed like a phantom place that these colleague friends disappeared to never to be seen or spoke of again.

That was until I had the opportunity to meet and listen to IPN’s CEO Linda Smith, ARNP, MN, M.Div, CAP, CARN-AP, at FNA’s 2015 Advocacy Days. I found her to be sincere and compassionate. I am grateful to know that she and her team really do care about nurses. Hopefully, many of you had the opportunity to hear her speak at the IPN/ FNA Annual Conference May 28-29.

Regardless, I encourage all Florida nurses to acquaint themselves with IPN’s programs and resources at www.ipnfl.org. Learn to recognize the signs of nurse impairment and to understand how to get help if that nurse is you. Let’s not have any more John’s. Of course, there will never be another like our dear friend anyway.
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