President’s Message

The Florida Nurse

June 2015

The old woman reached out and grasped the nurse’s arm with enough force to starle the nurse, who pulled back and stepped away. “Please! I’m scared,” the woman barely whispered.

The nurse looked down at the hands, bony and frail with skin thin like an onion’s and dotted with bruises. While the woman’s eyes remained bright and vibrant, with years of stories to tell, they also exposed fear and loneliness. The nurse gently took the woman’s hand in hers and smiled softly. “I’ll just sit with you for a bit; you don’t need to be afraid,” said the nurse with a smile.

Such is a scene familiar to all professional nurses, whether the patient is young or elderly, being admitted or discharged from treatment, or getting better or declining. In all situations, the foundation of nursing practice is our capacity to care through human connections that meet human needs. Ours is a unique profession that utilizes comprehensive knowledge that gives us the ability to recognize the need for compassion and care. Covertly, and overtly, nurses challenge any system that prioritizes efficiency over CARE. Nurses continue to advocate for their patients and strive to provide comprehensive CARE. And nurses, as well as their patients, suffer when the structures they practice within impede their ability to do so.

Increasingly across our state, and our nation, nurses are standing together to create solutions to improve and advance healthcare delivery. At the many events hosted by the Florida Nurses Association, nurses have shared their frustration with a system that compromises on CARE. What was once a soft whisper calling out for change has now become a clear voice, and will soon become the resounding chorus. This growing resistance and efficiency, nurses continue to recognize the obstacles associated with speed and efficiency, nurses continue to recognize the need for compassion and care. Covertly, and overtly, nurses challenge any system that prioritizes efficiency over CARE. Nurses continue to advocate for their patients and strive to provide comprehensive CARE. And nurses, as well as their patients, suffer when the structures they practice within impede their ability to do so.

Increasingly across our state, and our nation, nurses are standing together to create solutions to improve and advance healthcare delivery. At the many events hosted by the Florida Nurses Association, nurses have shared their frustration with a system that compromises on CARE. What was once a soft whisper calling out for change has now become a clear voice, and will soon become the resounding chorus. This growing resistance understand the constraints of our industry, but envisions solutions that do not sacrifice our capacity to care. This drive for change is demonstrative of the devotion and dedication of our profession. Our professional associations at the state and national levels are the tool that nurses use to effect this change. Nurses in leadership and clinical positions seek safe staffing and workplace environments not solely for themselves, but ultimately for those they CARE for. CARE and efficiency can coexist when nurses are engaged in creating the solutions.

It has been my privilege over the last two years as President of the Florida Nurses Association to witness the growing vitality and commitment of nurses as they stand to bring about change. Nurses of every age are crying out for reforms that prioritize the CARE of patients over efficiency in work environments that allows nurses to provide CARE as professionals.

The Florida Nurses Association is your professional organization that can bring about such change. As a member drives organization, nurses have developed task forces committed to safe staffing and workplace safety for all nurses. These task forces are charged with developing effective interventions that will allow nurses to provide CARE in safe and effective environments. FNA’s lobbyists work diligently to educate legislators and to advance legislation supportive to our profession and our patients.

But your association cannot do it without you! Your passion, your commitment, and your voice are the essential ingredients that are needed to effect change. By coming together, nurses can ensure that we continue our tradition of CARE for our patients. After all, isn’t that why we became nurses?
The Florida Nurse September 2015

Notes from the Executive Director

The Legacy Continues:
FLORIDA NURSES FOUNDATION... SHAPING THE FUTURE OF NURSING

Willa Fuller, RN
Executive Director

Just as the Florida Nurses Association (FNA) was established by a group of registered nurses with a dream in 1909, so too was the Florida Nurses Foundation (FNF). In 1984 the Internal Revenue Service officially recognized this entity as a not-for-profit organization. This means that donations to the Foundation are tax deductible whereas membership dues to FNA, like other nursing organizations, are considered under ordinary and necessary business expenses for a professional. Overall, the purpose of FNA and the FNF is similar in that they both promote optimal care for Florida’s citizens and the advancement of the profession. Recognizing that there are limitations imposed by the Internal Revenue Service on professional membership organizations to provide funds directly to individuals, leaders began the initial steps to create a charitable organization. Even though it took awhile to file the Articles of Incorporation and to complete the application process with the IRS, 1984 was a time of celebration - IRS issued the identification number for the Florida Nurses Foundation. The founding members of the Foundation were:

FUNDING MEMBERS

Undine Sams, RN, President
Louise Fiske, RN, Vice President
Alberta Dodd, RN, Member-at-Large

The initial donations to the Florida Nurses Foundation were from the District V, FNA Charitable Trust (Now the Nurses Charitable Trust). This was the seed money used to develop the beginning of the financial stability of the resources of the Foundation. In recognition of this gift the Foundation Board later established the Frieda Norton District V FNA Charitable Trust Research Fund. This fund was to acknowledge the initial donations of the Charitable Trust. (Frieda Norton willed a piece of property to FNA District 5 upon her death in 1947 and the proceeds of which were used to establish the District V, FNA Charitable Trust). Over $500,000 has been raised or donated to the Foundation and it is not surprising that the majority of these contributions have come from nurses or friends of nursing. Once guidelines were developed that reflected a philosophy of giving assuring long term financial stability of the Foundation, the first research grants and educational scholarships were given in 1986. Each year the Annual Foundation Awards Luncheon is held in conjunction with the FNA Convention and the recipients of the awards are invited to attend for official recognition and presentation of the checks. Since the initial donation from the Charitable Trust, with the vision of former Executive Director Paula Massey and a host of savvy trustees over the years, the Foundation has grown to over $1,000,000 dollars in the corpus.

Innovations
With the retirement of longtime FNA Lobbyist Barbara Lumpkin, several members of the FNA Board, PAC and the recipients of the awards are invited to the Annual Foundation Awards Luncheon. Since that time, more than $350,000 has been raised for FNA and the recipients of the Charitable Trust. This was the seed that had the idea of creating a fund to support education in the area of health policy and advocacy. From this idea, the Barbara Lumpkin Institute was born. A gala event was held and over $50,000 was raised to establish the Barbara Lumpkin Institute. Since that time, more than $500,000 has been raised to support legislative initiatives that advance knowledge for the profession. Recognizing that there are limitations imposed by the Internal Revenue Service on professional membership organizations to provide funds directly to individuals, leaders began the initial steps to create a charitable organization. Even though it took awhile to file the Articles of Incorporation and to complete the application process with the IRS, 1984 was a time of celebration - IRS issued the identification number for the Florida Nurses Foundation. The founding members of the Foundation were:

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Through creativity, ingenuity and nurse philanthropy, the Florida Nurses Foundation has given $348,020 in educational scholarships and grants to 710 recipients since 1986.

The Florida Nurses Foundation purposes are:
1. To develop financial support for research initiatives that advance knowledge for the profession.
2. To provide scholarships that advance education for professional nurses.
3. To assist nurses in need.

To achieve these goals the Board of Trustees has established several ways to enhance the financial resources that will in turn help build for the future.

• Named Fund: A minimum of $10,000 contribution that can be named in honor of an individual or group with designation as to how the funds are awarded. This endowment can be utilized for an annual gift or can be contributed in increments over a planned period of time.
• Cashier’s Check: A donation of $100 or more that provides recognition in annual Foundation reports and also a distinctive Foundation pin and annual Certificate of Recognition.
• Contributor: Any donation of under $100 and those of $25 or more will receive the Foundation pin.

In 1999, under the leadership of President Charlotte Dixon, a development committee was formed and the Charitable Trustees focused attention on Fundraising and other ideas, such as seeking support outside of nursing. A new donor recognition program was established recognizing several Levels of Giving. This program still exists today.

http://www.floridanurse.org

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ATTENTION FNA MEMBERS!

YOUR EMAIL ADDRESS IS NEEDED. FNA communicates via email throughout the year. In order to receive all email updates, please send your personal email address along with your name and member number to membership@floridanurse.org as soon as possible.

Executive Director continued on page 4

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Address:
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1235 E. Concord Street
Orlando, FL 32803-5403
P.O. Box 536985, Orlando, FL 32853-6885
Telephone: (407) 896-3261
FAX: 407-896-8642
E-mail: info@floridanurse.org
Website: http://www.floridanurse.org
Office hours: 8:30 a.m. to 4:30 p.m.
Monday thru Friday

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This October will mark FNSA’s 61st annual convention! Our theme is “Break Out of Your Shell.” We are working to encourage nursing students to do something that they would not normally be comfortable doing; from talking to a new incoming student or applying for that first job in their dream specialty.

During the convention this year, FNSA is hosting fundraising opportunities for the Alzheimer’s Association with Hilarity for Charity and the Forget Me Not Campaign. Fundraising opportunities are available through T-Shirt Sales at the FNSA table as well as at our awards ceremony at the end of our convention.

We encourage all students to attend this convention as this provides opportunities to hear about continuing education, leadership, and networking. If you know any nursing students, please direct them to: fnsaconvention2015.com for further information!

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 ABNP. She enjoys helping students with questions from class to questions about leadership. She enjoys fishing, hiking, and being in nature in her free time.

The Florida Nurse

FNA WANTS TO SEE YOU BLOOM

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

- If you were an FNSA member & graduate after June 30, 2015, your first year of FNA membership is FREE! This is only applicable for 60 days post graduation.
- If you were an FNSA member, your second year of FNA membership is 50% off at $14.50.

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.

Join Florida Nurses Association Today!
Visit floridanurse.org or scan for complete information.

Southcentral Foundation (SCF) is an Alaska Native-owned, non-profit health organization located on the Alaska Native Health Campus. Our award winning “Nuka System” of care, which integrates traditional Native values, scientific and experiential learning, is based on customer ownership. SCF is seeking dynamic Registered Nurses to act as Care Managers in our Family Care and Pediatrics Clinics.

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- Top 25 in Nation, Best in Florida U.S. News & World Report ranks UCF’s online graduate nursing program among the top 25 in the nation, the best in Florida and a top program for veterans. The college also ranks in the top 10 of several other national rankings.

- Cutting-edge Research As scientists and clinicians, our faculty and alumni are actively engaged in research that’s advancing simulation and innovation, impacting national and global health and improving patient care.

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CURRENT ENDOWED FUNDS

• 1990 - Frieda Norton District V, FNA Charitable Trust Research Fund
• 1987 - Evelyn Frank McKnight Fund: Research

CURRENT ENDOWED FUNDS

• 1990 - 1987 - Scholarship: Evelyn Frank McKnight Fund
• 1986 - 1984 - Research:
  - Frieda Norton District V, FNA Charitable Trust Research Fund
  - Undine Sams, RN, Fund for Nurses in Need.
  - Katherine Gutwald/Lillian Smith District 9 Fund for Nurses in Need.

CURRENT ENDOWED FUNDS

• 1992 - Ruth Jacobs District 13 Scholarship: The criteria is that person must be a resident of Pinellas County, enrolled in a formal academic accredited program, must have a minimum 3.0. (GPA)

CURRENT ENDOWED FUNDS

• 1998 - District 14 Marcy Klosterman Memorial Scholarship Fund: Enrolled and admitted into accredited baccalaureate or master level nursing program, resident of Lake County and resident of Florida at least one year and be currently licensed in Florida as an RN and have a minimum 3.0. (GPA)

CURRENT ENDOWED FUNDS

• 1998 - Mary York Memorial Fund – Guidelines for administration are being developed.

Funds added later:

- Nina Brooks Scholarship Fund (District 5 Charitable Trust) Preference given to a student living and/or attending school in South Florida
- Eleanor Bindrum Scholarship Fund (District 5 Charitable Trust) Preference given to a peripatetic nurse returning to school in South Florida
- Charlotte Liddell Scholarship Fund (District 5 Charitable Trust) Preference given to a student focusing on psychiatric nursing attending school in South Florida
- Undine Sams and Friends Scholarship Fund (District 5 Charitable Trust) Statewide; open
- Ruth Finanmore Scholarship Fund Open to all levels
- Connie Dorry Memorial Fund Resident of Dade County and enrolled in the MSN NP Program in an accredited school

- Great 100 Nursing Scholarship Nursing student residing in Northeast Florida and enrolled at least one semester in an undergraduate or graduate RN program. Open to all active RNs residing in NE Florida

- Agnes Naughton RN-BSN Fund - This fund is established to honor Agnes Naughton who was a lifelong FNA member and the mother of FNA Executive Director Paula Massey. She valued education and this scholarship will assist a RN who is continuing his or her education

- District 3 Scholarship - Two scholarships annually: Preference to Marion County Residents, BSN generic students only, GPA-3.0 or higher
- Ingeborg Mauksch Scholarship – Preference to Lee County Residents
- Iona Pettingill Scholarship – Statewide; Open to any nursing student interested in public health
- Kay F. Fullwood Northeast Florida Geriatric Nursing Scholarship Fund

The Foundation Board of Trustees welcomes all contributions, however large or small, that will increase the professional competence of nurses and expand the scientific knowledge base of nursing, as well as provide temporary financial assistance to nurses in need. They will work with individuals or groups to establish a named endowed fund.

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For more information please contact: Florida Nurses Foundation, P.O. Box 536985, Orlando, FL 32853-6985. http://www.floridanurse.org/foundationgrants

The Florida Nurses Foundation will accept gifts or donations to the establishment of the funds listed below.

Levels of Giving

- $50 - $99.99 Patron
- $49.99 – Donor
- $100 - $999.99 Patrons
- $1000 Leadership Circle
- $250 Silver Circle
- $50 - $99.99 Patrons
- $49.99 – Donor

The Florida Nurses Foundation Contributions

Please mark the fund you would like to contribute to. If you want to contribute to the general fund please mark other.

- Named Fund: (have not reached the $10,000 endowment)
  - Rhoda Ehreich Fund (Northwest Florida NP Leader)
  - FNF Trustees Fund
  - FNSA Sustaining Membership– New fund accruing yet to be named.

I would like to give to an existing fund (above) to take it to the next level:

Please name the fund here:
  - Leadership Circle
  - Gold Circle
  - Silver Circle
  - Bronze Circle
  - Other

Amount Enclosed:

- Visa
- Mastercard
- Expiration date:

Card #

Signature:

Please return the form with your check or credit card information to:

Florida Nurses Foundation, P.O. Box 536985, Orlando, FL 32853-6985. http://www.floridanurse.org/foundationgrants

**All donations are tax deductions as charitable contributions.**
The year 2015 will go down as one of the most unusual in Florida history, with House members ending the regular legislative session three days early followed by two, if not three, special sessions.

Lawmakers were scheduled to return to the state Capitol Aug. 10-21 to redraw Congressional district maps that were ruled unconstitutional by the state Supreme Court. Justices ruled that the maps violated a state constitutional amendment that prohibits political districts from being drawn in a way that favors one political party. Florida has 17 Republican and 10 Democratic U.S. House members. Although there are more registered Democrats (4.6 million versus 4.2 million Republicans), the congressional maps were challenged by a coalition that included the League of Women Voters.

State senate district maps, which also face a legal challenge, were not included in the August special session discussion. If a Leon County district court invalidates the state senate district maps, lawmakers could see yet another scheduled special session.

Lawmakers already took part in their first special session in early June to pass the state budget and consider a handful of healthcare bills – items that were not resolved during the 60-day regular session. House leaders abruptly adjourned the regular session three days early amid an impasse with the Senate over spending for hospital charity care and healthcare coverage for the uninsured.

During the June special session, the Senate passed a bill to use federal Affordable Care Act (ACA) dollars to make healthcare plans more affordable to 800,000 uninsured Floridians. The House leadership, however, refused to budge on this issue and the bill died.

A bill allowing nurse practitioners and physician assistants to prescribe controlled substances passed the House 97-2; as did a bill that would eliminate the certificate of need process for hospitals seeking to build new or expanded facilities. The House also passed a bill that would have created a tiered system of health insurance coverage for state employees; however, the Senate failed to take up discussion on any of these bills.

In the end, lawmakers passed a $78 billion budget that included $250,000 for the Florida Center for Nursing; however, this line-item was vetoed by Gov. Rick Scott along with some $461 million in other projects pursued by lawmakers. The governor’s vetoes - the most to date - angered many legislators who have accused him of political payback.

Media reports noted that several healthcare projects sought by senators may have been targeted due to senate support of ACA spending for expanded healthcare coverage – which Gov. Scott opposed. The governor denied that.

Veteran lobbyist Bob Levy, who has represented FNA for most of his 30-year lobbying career, said the political climate in Tallahassee is most unusual. “I have never seen a more dysfunctional legislature,” he said.

Even so, organizations such as the Florida Nurses Association are not deterred from moving forward with their policy priorities for 2016. Earlier this summer, FNA President Ed Briggs distributed a survey to FNA members seeking input on the organization’s 2016 legislative agenda. Safe staffing in acute and long-term care settings, advance practice nurse issues, and workplace safety topped the list of responses.

The FNA’s legislative agenda serves as a roadmap for policy initiatives that FNA will address in the next session of the Florida Legislature. FNA members will have an opportunity to vote on the legislative agenda during the Membership Assembly in September.

Every year in the U.S., 140,000,000 people become infected with HPV, causing 26,000 HPV-related cancers. Most of these cancers could be prevented by the HPV vaccine. Strike a fatal blow on the frontlines of the fight against cancer. Join Florida SHOTS in encouraging adolescents and their families to receive all three doses of the HPV vaccine as well as the two-dose meningococcal vaccine and the one-dose Tdap vaccine.

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Regional News

East Central Region Update

It amazes me how fast time is flying. We have many exciting events coming up that you won’t want to miss. Please go to the FNA website to see! During the past months, we have had quarterly meetings at the FNA office in Orlando for our members with volunteer speakers offering contact hours and some great networking with other members. I have to say thanks to Marti Hanuschik for arranging these Orlando meetings for the past year. This past month, with the help of Willie Spaulding, we had a very successful meeting in Melbourne for members in that area. Another meeting was held in August at Florida Hospital Memorial Medical Center in Daytona/Ormond Beach area. Angel Epstein, an IPN nurse support group facilitator, presented “Substance Use Treatment Options for Florida Nurses: The Intervention Project for Nurses (IPN).” We are always looking for volunteer speakers so please contact your regional director if you are interested in presenting a topic in your specialty. It is a very small audience to get your feet wet with public speaking.

I am committed to our members and strive to increase membership at every opportunity. During the past few months, I’ve made over 500 calls to members who did not renew and students not renewing after their free year. Many were appreciative of the call because they thought they were automatically renewed yearly.

By the time you receive this publication, a new FNA East Central region director has been appointed. It has been a pleasure serving you over the last four years as your regional director. I thank you for the opportunity to serve you. I hope that as I step down you will be supportive of your new regional director as he/she moves into the role. I continue to encourage members in all counties of the region to become involved and assist in planning meetings for your areas. You can’t have a voice in this great organization if you don’t participate so let yourself be heard!

Shirley Hill, RN
East Central Regional Director

North Central Region Update

The North Central Florida Region will be meeting at the Membership Assembly to brain storm, discuss, and plan the upcoming year and our annual meeting. I hope to see you in St. Augustine. If you cannot attend, please email us your thoughts and ideas. Thanks to the Suwanee Valley Chapter for hosting our annual meeting. Thanks for all of your effort and work in organizing this great event!

It has been my pleasure and honor to serve you during my past term. There is always room to grow and change. I am looking forward to meeting with you at the LERC Labor Leadership Institute in September/October.

Shirley Hill
Regional Director

South Region Update

MARK YOUR CALENDARS

Educational Event

Jill Tahmooresi
Regional Director
jill.tahmooresi@mch.com

The presentations included: Laura Brown, MSN, RN, NE-BC; “Nursing Ethics” – Mary Nason, PhD, MSN, RN; “Evidence-Based Practice;” and Linda Connelly, PhD, MSN, ARNP, CNOR: “Updated BON Regulations.” The program was rated excellent by the majority of the attendees. In addition to the presentations, the nurses had an opportunity to discuss membership benefits in FNA and ANA. Several nurses volunteered to become active in our region and a few non-members expressed an interest in becoming members. The NE Region will continue to offer these types of events to continue to support nursing education and encourage members to be active in our region.

On a hot summer afternoon in July, 38 nurses from the Northeast region of Florida Nurses Association attended an educational program at the University of North Florida. We welcomed old and new friends, students, and non-members.

Shirley Hill
Regional Director
hillshirley313@gmail.com

Volusia, Lake, Seminole, Orange, Osceola, Brevard, Flagler, Sumter Counties

Shirley Hill
Regional Director

NORTHEAST

Doreen Perez
Regional Director
doreen4910e@gmail.com

Baker, Bradford, Clay, Duval, Nassau, Putnam, St. Johns Counties

North East Region Update

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Shirley Hill
Regional Director
hillshirley313@gmail.com

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Shirley Hill
Regional Director

South Region Update

MARK YOUR CALENDARS

South Region FNA Annual Legislative Event is scheduled for Monday, October 12, 2015 from 6:00pm – 8:00pm at Nicklaus Children’s Hospital of Miami Children’s Health System. One Contact Hour will be provided. All nurses, nursing students, and friends of nurses are invited to attend. There is LIMITED seating so please RSVP to Isabel Ibarra at Isabel.Ibarra@mch.com. There will be no registration fee and a light dinner will be provided by ROTATION MANAGER. This event is co-sponsored by the National Association of Hispanic Nurses – Miami Chapter, Black Nurses Association – Miami Chapter, Philippine Nurses Association of South Florida, Haitian American Nurses Association of Florida, and the Jamaican Nurses Association of South Florida.

There will be a $50.00 donation from the Nurses Charitable Trust that will be awarded to the Florida Nursing Students Association (FNSA) College or University for having the most soda pop can tops. Please save your pop can tops! The tabs will help support the training of service animals.
Regional News

Southeast Region Update

This past year, based on our monthly conference calls, we were able to plan some very exciting meetings. In October, we organized a state-wide webinar entitled, “Preparing for Ebola,” with our expert speaker, Barbara Russell, MPH, BSHSA, RN, CN. January was a very busy month for us. We held the “Nurses Legislative Forum” at Keiser University on 1/15/15, followed by the airing of the American Nurses Association movie both in Port St. Lucie (1/19/15) and in West Palm Beach (1/20/15). Our last face-to-face meeting was our “Nursing Ethics” program with speaker Jill Winland-Brown, EdD, RNP-BC, on 5/7/15, at Florida Atlantic University.

It was exciting to come together as a region at the annual Membership Assembly on September 11 – 12, 2015, and start planning for next year. We look forward to you joining us as we continue to plan for upcoming events in 2016.

West Central Region Update

Well here it is folks, my last West Central Region update. Four years ago FNA restructured from districts to regions and I was elected and then re-elected to represent the West Central Region on the FNA Board of Directors. During the past 4 years, we maintained activities that had been successful in the district structure – an annual Legislative Forum and an annual continuing education program – and added others, like the Region’s wine and cheese networking during Nurses week. This year we hosted 2 screenings of The American Nurse, a documentary, directed by Carolyn Jones. The film follows five nurses, working in various settings, as they go about the process of caring for patients. If you have the opportunity, take time to see this film. It is inspiring and reminds us why we entered nursing.

Thank you all for your support.

Sue Hartranft
Regional Director
suhartranft@yahoo.com
Hernando, Pasco, Pinellas, Hillsborough, Polk, Manatee, Sarasota, Highlands, Citrus, DeSoto Counties

Southwest Region Update

Over the years, our members have enjoyed many opportunities for nurses to experience the camaraderie and support of our fellow nursing colleagues in the progressive and dynamic Southwest Florida Region! Many of our members engage in networking and professional development that our Region offers. We are fortunate to have so many quality leaders, educators, and clinicians in our five county area.

It has truly been a great honor and privilege to serve as the former President for District 29 Collier and most recently as the Southwest Regional Director for FNA for the past eleven years. I would like to express my sincere gratitude and appreciation to all of our loyal Members for your support over these past years. I am most proud of our efforts in bringing our leaders and nurses together from the various academic and healthcare organizations throughout our Region. It truly takes a village. We all worked together as a team to make this possible.

One of our FNA members, Elaine Wade, and I will be representing our Community during the month of September in Philadelphia for Pope Francis’ visit to the United States. We will be participating in the World Meeting of Families and are very excited to network with other nurses who are also attending from around the world.

I hope to see you at the Membership Assembly in September in the beautiful City of St. Augustine! If you will be attending the Sigma Theta Tau Convention in Las Vegas this November, it would be great to connect with you! I’ll be presenting on behalf of the Lee Memorial Health System’s Nurse Empowerment Research Team.

Nurses, there are so many opportunities for you to explore in life! Follow your dreams and always be the best you can be! Strive for excellence in all that you do. Stay current, get involved, and continue to network with other nurses. Most importantly of all, remember to engage in self-care so that you can continue to care for others.

Thank you for all that you do!

Denise McNulty, DNP, MSN, RN-BC, ARNP

The Florida Nurse
If a patient becomes violent or aggressive, staff needs to know how to deal with these types of patients. Raising staff knowledge and awareness, some medical practices and hospitals have systems to alert staff to these situations. Staff should also be advised that their personal safety is a priority. Some simple preparatory steps may be helpful in averting trouble or in dealing with difficult situations as they arise. Does your place of work have a policy for dealing with aggressive and violent patient? Does your employer have a zero tolerance policy against violence? Make sure you are fully aware of policies and procedures in your workplace for dealing with potentially dangerous situations.

Studies have shown benefits from education and training programs to help healthcare workers develop skills and increase confidence in managing these situations. Staff should also be advised that their personal safety is a priority. Some medical practices and hospitals have systems to alert staff that a patient may be difficult to manage, or policies and procedures for dealing with these types of patients. Raising staff knowledge and awareness, while developing and practicing interpersonal skills for defusing violent behavior are important first steps in managing the problem of violence. If a patient becomes violent or aggressive, staff needs to know how to de-escalate the situation – a set of verbal and non-verbal responses which, if used correctly, may reduce a patient’s hostility. Training should address understanding aggression and violence, assessing danger, and taking precautions when dealing with violent individuals.

It is always important for the nurse to take a step back from the patient who is angry and ask herself what is really going on. Someone who is angry may simply be frightened, defensive, or resistant to what is going on around them. The best course of action is to carefully interview the patient to draw out what they are feeling. One of the most important steps you can take when confronting an aggressive patient is to remain calm. They may attempt to provoke an argument with you. This is the last thing you should do because your anger will only fuel their own. It will lead to an escalation of the situation and possible physical violence.

If these techniques do not work and the patient’s anger escalates, you can always consider the use of sedative medications, the use of restraints, and isolation, if your unit is equipped with these options. Work-related violence and aggression is a significant problem for health care workers, and let’s face it, nursing is already stressful. When you are faced with these situations and feel overwhelmed, it is important to express your feelings to a trusted supervisor and consider using the employee assistance program provided by your workplace.

If you have been the victim of an aggressive or violent patient 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 demshar@floridanurse.org.

Sources:
- The problems of aggression and violence for health-care staff (2001); Sara Morgan, RN, DipN.; www.nursingtimes.net/the-problems-of-aggression-and-violence-for-health-care-staff.

Jeanie M. Demshar
I'm a Nurse...I Didn't Sign Up for This!
De-escalating the Aggressive and Violent Patient

As a nurse, you have most likely experienced a patient shouting at you, berating you, telling you where to go, or even worse, psychically attacking you. Aggressive and violent behavior that is directed at nursing staff by patients and their relatives is on the rise and is a huge problem. This behavior on the part of your patient may be caused by medical illness, a psychiatric illness, or alcohol or drug abuse or withdrawal. These problems can also occur in combination. Therefore, it is important to prepare yourself for encounters with these types of patients.

You can deal with aggressive patients by remembering, practicing, and implementing some simple rules and techniques. You should also consider how an aggressive patient impacts you emotionally. Nurses are harder on themselves than they should be, and you may tell yourself “it just comes with the job,” and roll with the abuse. However, this is not the case, and taking these “punches” can be detrimental to your health and well-being over time.

Some simple preparatory steps may be helpful in averting trouble or in dealing with difficult situations as they arise. Does your place of work have a policy for dealing with aggressive and violent patient? Does your employer have a zero tolerance policy against violence? Make sure you are fully aware of policies and procedures in your workplace for dealing with potentially dangerous situations.

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FL Center for Nursing Initiates New Venture
With the vision of Florida as the global leader for talent in the healthcare industry, it is with great excitement to announce the establishment of the Florida Healthcare Workforce Leadership Council! The purpose of the Leadership Council is for Florida’s healthcare providers to serve as the primary point of contact for information, data, and predictive trends to facilitate the state’s workforce policy and strategy development.

The Florida Center for Nursing is honored to convene the Council in partnership with GuideWell through a grant funded by CareerSource Florida. Having established a successful nurse workforce information and data system, the Center will apply its knowledge and expertise to the broad professional and allied healthcare workforce.

The Leadership Council gathered on June 30, 2015 for an organizational planning meeting at the University of Florida Research and Academic Center located at the Lake Nona Medical City in Orlando. It was an extremely engaging and effective meeting that led to the acceptance of a written charter and guiding principles as well as the establishment of key strategic initiatives.

The Council’s next steps are to create Professional and State Advisory Resource Groups which will serve as a source of information for the state’s health industry-specific, labor market intelligence. In addition, the Council is establishing Regional Councils to consider issues specific to Florida’s unique cultures that exist throughout our state.

Watch how the project progresses at www.FLHealthcareWorkforce.org.

FL Center for Nursing Hires New FL-AC Coordinator
Please join us in welcoming Dr. Andrea Russell, Associate Director, Programs and Grants, to the FL Center for Nursing staff. Andrea replaced Dr. Ann-Lynn Denker as project director for the RWJF State Implementation Program grant and began the new role of FL-AC Coordinator. Andrea recently completed her DNP in Nursing Administration and Policy at Samford University in Alabama. Her contributions to our staff expertise include clinical experience in critical care nursing and a strong understanding of policy and politics from her work with Capital Nurse Consulting in Tallahassee.

Much appreciation to Ann-Lynn for her fantastic work on the SIP grant since 2013 and the establishment of the FL-AC Diversity Council. We look forward to continuing to work with her as a volunteer member of the Coalition. Also, by the time this is in print, Dr. Pamela Medina, Graduate Research Associate, will have assumed her new faculty role in Denver, Colorado. Thank you, Pamela, for your fantastic contributions to the SIP Project and FL-AC.

As part of a national initiative to have 10,000 nurses on boards by 2020, the Florida Action Coalition will be hosting a leadership development program for 30 aspiring nurse leaders in 2016. This program, funded through a Robert Wood Johnson Foundation Statewide Implementation Program (SIP) grant, will walk nurses through the steps of board membership from finding a board to serving effectively. Complementing this initiative, the SIP team has also launched a nurse recognition program on the Florida Action Coalition website. This page highlights the accomplishments of seasoned nurse leaders and shares advice and experience for aspiring nurse leaders. More information on both programs can be found on the FL-AC website and social media.

The FL-AC is also pleased to announce that as an outcome of the Diversity Think Tank held in October 2014, the Diversity Council has gained membership with the Quality Improvement Network (QUIN) Council. This membership provides the opportunity for a representative of the various minority groups within the state to participate in dialogue with some of Florida’s largest and most influential nursing groups.
Deborah Hogan, MPH, BSN, RN

What is the role of the public health nurse in this changing health care field? Prevention of disease and health promotion would seem to be an essential component of our developing health care system, both of which are historic components of the public health nurses’ history. A wellness philosophy has long been the goal of public and community health.

What is public health nursing? Concern for the health of the public has been evident since ancient times. References can be seen in Greek mythology to Hygeia as the goddess of preventive health care, and her sister, Panacea, who was the goddess of healing (1). However, until scientific knowledge regarding disease transmission occurred in the mid-nineteenth century, disease prevention would not be understood, and an emphasis on medical management would prevail.

Changes came in 1796 when Edward Jenner developed the first vaccine after determining that material from a “cowpox lesion” would prevent smallpox, and vaccine prevention was born. Following this discovery, in 1854, it was Florence Nightingale, as she cared for soldiers serving in the Crimean War, who determined that the patient’s environment was connected to his health. Working with her nurses, she introduced the care that helped to create the sanitary environment the soldiers needed to recover. Later, this concept would become known as “holistic nursing” – that a healthy mental, emotional, and physical environment would aid in a patient’s recovery (2).

In 1893, Lillian Wald founded the Henry Street Settlement in New York City. She is credited with inventing the term, “public health nursing,” defining the health care provider she saw as the link between the families’ needs (medical, social, and economic) and the services they needed to become and stay healthy. Nurses were seen as the practitioners in their communities who would care for all people, whether ill or well (3). Unfortunately, with the improvement in environmental conditions and disease control, as well as a shift to increased chronic disease affecting the populations and an emphasis on care in the hospital, the role of the public health nurse with her community focus has decreased. It is now important to consider our present and future goals in this changing health care environment. What is the future of public health nursing? In the words of Walt Whitman, American poet and Civil War nurse, “For what is the present, after all, but a growth out of the past?”

Debbie Hogan, received her BSN at the Medical College of Georgia and her Master’s in Public Health from Tulane School of Public Health. She is the Immunization Program Manager for the Palm Beach County Health Department in West Palm Beach, Florida. She has worked for the Department of Health for the last 15 years. Debbie serves as the FNA Southeast Region Director.


The Public Health Focus group scheduled its first conference call in May to discuss some of the issues detailed in the 2014 Strengthening Our Public Health Infrastructure Reference proposal. After some very interesting discussion, it was suggested that we submit articles for the Florida Nurse, educating other nurses about the role of “public health nursing, past, present, and future.” The first article on the history of public health has been submitted. We hope to have future discussions.
Chenot, Roberta Christopher, EdD(c), MSN, ARNP, "the First Year in Review," was authored by Dr. Clinical Partnerships to Improve Health Outcomes Education for Nurses (QSEN) Through Academic/Statewide Initiative Integrating Quality and Safety in San Diego, California. The poster entitled, "A QSEN National Forum, on Tuesday, May 26, 2015, Place Award 2015 QSEN Forum Poster Presentation Earns 1st responded in her modest way, "I don't know what I community. Upon receiving the award, Ann Marie home in East Ridge Village, a retirement Edna Hicks Fund, the Florida Nurses Foundation. honored her by a generous contribution to the years. The Trustees of the Nurse's Charitable Trust the position of secretary for the Trust for many death, Ann Marie was elected by the Directors of This was the beginning of both a nurse patient diagnosed with lymphoma, Leah Kinnaird, EdD, trustee of the Nurses Charitable Trust, was respected by the Miccosukee mothers who bring their babies to be examined on an improvised exam table in the trunk of Ann Marie's car. They expressed their gratitude by making her a jacket of materials and emblems unique to the handicrafts of the tribe. Ann Marie's work is featured in Christine Ardelon's book Warm Hearts and Caring Hands. She is also featured in Private Duty Nurse Undine Sams: Passion Power and Political Action. (Ardalon C. & Messner PR) She exemplified nurses caring for nurses. When Edna Hicks, BSN, RN, treasurer and founding trustee of the Nurses Charitable Trust, was diagnosed with lymphoma, Leah Kinnaird, EdD, RN, called on Ann Marie to take Edna for therapy. This was the beginning of both a nurse patient relationship and a lifelong friendship. With Ann Marie's caring, Edna remained in her own home with her beloved cats until her death. Upon Edna's death, Ann Marie was elected by the Directors of the Trust to fill Edna's seat. Ann Marie served in the position of secretary for the Trust for many years. The Trustees of the Nurse's Charitable Trust honored her by a generous contribution to the Edna Hicks Fund, the Florida Nurses Foundation. The ANF award was presented to Ann Marie at her home in East Ridge Village, a retirement community. Upon receiving the award, Ann Marie responded in her modest way, "I don't know what I have done to deserve this." The poster entitled, "An Evidence-Based Clinical Project to Address Un-Planned Extubations in Adults Receiving Critical Care," received first place at the FNA South Region Conference at the Signature Grand on April 11, 2015. The evidence-based poster was presented by Nelsa McGann-Grey MSN, BSNA, RN; Emily Cross RN; Debra Hain PhD, ARNP, ANP-BC, GNP-BC, FAANP. All are FNA members from the Cleveland Clinic Weston, Florida. As caregivers, we need to continue to transform clinical practice through evidence-based scholarly pursuits and dissemination. The trajectory to nursing care has significantly changed as we evolved over the years due to electronic and medical interventions integrated to optimize patient's care, diagnosis, treatment, and outcomes.

Jill Tahmoressi, FNA South Region Director, was awarded the FNA South Region 2015 Nurse of the Year Award at the FNA South Region Conference at the Signature Grand on April 11, 2015. Jill was very surprised and honored to receive a 2015 Proclamation for Nurse of the Year from the City of Weston, and acknowledgements from FL US Senator Rubio (R), FL US Senator Nelson (D), and FL US Representative Wasserman-Schultz. The afternoon was spent with nurses educating their state district leadership as to the needs of nursing, and thus the needs of Floridians. FNA supports ways to improve safety and efficiency in healthcare. Rasmussen College, Ocala School of Nursing is proud of the caliber of students they produce because they see the spectrum of healthcare issues and are willing to join in the fight for Floridians. Go Linda and Angie!
First Research Conference and Fourth Annual Retreat a Feast for the Mind and Soul

Lois S. Marshall, PhD, RN
Nurse Education Consultant
Coordinator, Career Development Center, National Student Nurses Association Coordinator, Career Management Center, Sigma Theta Tau International

Author, Take Charge of Your Nursing Career: Open the Door to Your Dreams (2010, STTI)

The Research Conference
This August, the FNA held its first Annual Evidence Based Practice and Research Conference in conjunction with our Nurses’ Retreat at the Saddlebrook Resort and Conference Center in Wesley Chapel, Florida. Our past Clinical Excellence Conference was transformed into this new format with the goal of continuing a conference with a clinical focus. The response the Call of Speakers and a concurrent call for Posters was met with great enthusiasm. We received over 25 applicants from hospitals around the state. Volunteer coordinators Dr. Lois Marshall, Dr. Daleen Penoyer and Dr. Teresa Robinson lent their expertise to crafting a wonderful conference which we hope to expand in the coming years. Dr. Marshall gave the keynote address, from “It’s all about the evidence: Practical Information for Evidence Based Nurse Consumers and/or Generators” which gave the audience an overview of the process of research development, implementation and evaluation. We were thrilled to have members of FNSA present with us for a part of the conference and a shared luncheon before they moved on to their own Summer Leadership Retreat in the afternoon.

In addition to the Keynote: Four podium presenters were selected to present projects and eighteen presenters shared their posters in a well-supported poster session. Podium presenters were:

- Nelsa Mc Ganz-Grey – Unplanned Exubtutions (UPE) in Adults Receiving Critical Care
- Tara Mahramus – Orlando Health: A Collaborative Intervention Between Respiratory Therapists and Registered Nurses for Respiratory Device Related Hospital Acquired Pressure Ulcers

Poster presenters were:
- Keri Duppenthaler, MSN, CNS, ACNS-BC - Health Central Hospital; Orlando Health
- Olivine Singh, MSN, RN, CLC - University of Alabama, Birmingham
- Belinda Lauderdale, BSN, RNC-NIC, CLC - Shands Children’s Hospital, University of Florida
- Juli F. Daniels, PhD, CCRN, CNE, NEA-BC - Chamberlain College of Nursing
- Christine Townsend, MSN, CNS, CCNS, CEN - Orlando Health
- Lisa McWhorter, ARNP, MSN, MPH, DNP, PhD-C, NP-C - Baptist Health South Florida, Inc
- Patricia Stuart, BSN, MSN, ARNP - Florida Department of Health in Orange County
- Shezel O’Neal, DNP, KNC-OB, C-EMF, CENP & Deborah Laughon, DBA, MSN/ed, MS, CCRN, CENP - Florida Hospital Celebration Health
- Perla Bueno, MSN, CPN (Primary Researcher), Caren J. Bock, MBA, MSN, MHA, RN, CPN & Cecile Kaplan BSN, RN, CNOR, LNC, LHMR (Secondary Researchers) - Broward Health Coral Springs
- Fay Douglas, MSN/ed, BSN, RN - Cleveland Clinic Florida
- Rose Allen, MSM/HM, RN, CHPC - Baptist Health of South Florida
- Nelsa Mc Ganz-Grey – Unplanned Exubtutions (UPE) in Adults Receiving Critical Care
- Rashee Bryan, MPH, MHA, RN-BC & Emily Cross, ASN, RN - Cleveland Clinic Florida
- Rose Allen, MSM/HM, RN, CHPC - Baptist Health of South Florida

Keynote Address
Participants listen intently to Dr. Marshall’s Keynote Address

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Characteristics of a Great Nurse

Anthony Pennington

As I reflected on our current graduating class of BSN nursing students, I came up with six (6) attributes, or characteristics, of a great nurse.

To start, a great nurse is a listener. Listening to patients and family members is of paramount importance. People often remark that in today’s healthcare environment, no one listens to them. Listen to your patients. You may glean information from them that will assist you in meeting their needs. They may know when something just doesn’t feel right and they are often correct. When a patient tells you that they are scared, listen to them. When a patient tells you that they don’t normally take this dose of a medication, listen to them. When a patient tells you that something is wrong…listen to them.

A great nurse educates. Keep your patients and family members informed. They need to be included in their care. As a nurse, you will have many opportunities to positively affect one’s health by taking the time to educate them on healthy living. Additionally, education cures anxiety. Many times, patients and family members are anxious simply because they are unsure of what is happening. Take time to educate them and help calm their fears.

This brings me to the next quality of a great nurse. A great nurse comforts. You will undoubtedly encounter many patients and family members who are scared, if not terrified. Never underestimate the power of holding a hand, patting a shoulder, or giving a comforting smile. Comforting patients who are going through a struggle is a nursing skill of extreme importance and one that should never be underestimated.

A great nurse also advocates. Your patients may not be in a position to advocate for themselves. Family members may not know what to ask for, or look for, with their loved one. As a nurse, you have the responsibility to become your patient’s voice, your patient’s guardian, and your patient’s friend. Always look out for your patients’ best interest and step in when you are needed.

And finally, a great nurse thirsts for knowledge. It is your obligation as a nurse to remain educated and insure your success. You have what it takes to be a great nurse! Take some effort in being a great nurse and insuring your success. You have what it takes to be a great nurse!
CARE to make a difference?

Nursing opportunities available for Florida-licensed nurses:
- Fklor/Medication Nurse • Unit Manager
- Staff Development Coordinator
- Assistant Director of Nursing
- Director of Nursing • MDS Nurse
- West Palm Beach • Palm Beach Gardens
- Altamonte Springs • Lecanto • Eatero
- Hialeah • Lauderdale • Jacksiville
- Melbourne • New Port Richey • Ocala
- Orange Park • Orlando • Palm Bay
- Pensacola • Port St. Lucie • Punta Gorda
- Sarasota • Winter Haven

We offer great pay and benefits in a team-oriented environment.

Indian River Medical Center (IRMc) has the following opportunities:

- CVICU RN Nights
- Internship Program for New Graduates
- Clinical Research Nurse Coordinator
- Cath Lab RN
- PACU RN
- Nurse Manager PACU

To learn more about our life-changing career opportunities and to apply, please visit our website at www.irmc.cc or contact our nurse recruiter at (772) 567-4311, ext. 2833.

Implementing Training for Nursing Students on Bullying Awareness and Intervention Strategies

Dominique G. Lissade

One of the least talked about but most prevalent aspects of nursing is bullying; either as a direct victim or a witness. Bullying is defined as intentional harm-doing or harassment that is directed toward vulnerable targets and is typically repeated (Faris, 2015). Bullying negatively impacts students’ self-esteem and academic performance and can lead to errors and turnover in the profession. Bullying leaves students feeling powerless and decreases morale. In some cases, competent and caring nursing students have considered leaving nursing because of these negative behaviors. Past studies have shown that bullying occurs most frequently in academia in either the classroom or clinical practice.

Nursing is a profession that promotes caring. Institutions of higher learning have a responsibility to promote a zero-tolerance policy for bullying within nursing education. On April 12, 2015, Barry University, in Miami, FL, helped pass an anti-bullying resolution in collaboration with the National Student Nurses Association that would require every nursing program in the country to implement training for nursing students on bullying awareness and intervention strategies.

Bullying in the nursing profession must be addressed. Early intervention is necessary to eradicate incivility in nursing. Students should have practical training on how to recognize and intervene with issues related to bullying. Bullying behaviors should not be accepted as part of becoming a nurse. With the passing of this anti-bullying resolution, nursing schools need to incorporate this training into their programs and can customize the type of training that is appropriate for their students, i.e., pamphlets, videos, classroom discussions, or simulation. More needs to be done professionally and collaboratively to ensure that every nursing student graduating school with the necessary tools to cope with bullies. With caring as a central core of nursing, future nurses should promote a positive, professional environment; one that fosters a culture of acceptance, diversity, and respect.

My name is Dominique G. Lissade and I am currently attending Barry University in Miami Shores, Fl. I am pursuing a Bachelor in Nursing degree and am also President of the Nursing Student Association at Barry University. I co-authored the resolution titled “Implementing Training for Nursing Students on Bullying Awareness and Intervention Strategies.”

References


“FIT TO PERFORM SAFELY” Supervisor Skill Workshops

This unique 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 the supervisor's role in performance improvement
- Supervise a licensee in a monitoring program
- Enforce an organization’s policies to protect patient safety
- Take appropriate action sooner to reduce risk

Skills and knowledge include: 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. Nursing supervisors, Employers, Assistance Program Managers, HR Managers, and Risk Management Department Heads will benefit from this training.

This program has been developed 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@irtf.org

Previous attendees have said about this training:

“Very well done and practical information” “Very helpful and informative” “Looking forward to having you come and do more training at our facility”

Becoming a Courageous Follower

Julia Amundson

With the emphasis on improving the quality of care delivered by healthcare organizations, bedside staff nurses play an essential role. How do bedside nurses improve the level in quality of care when they are seen or perceived as passive followers in their organization? As a recent RN to BS graduate, examining the role of the bedside nurse and fellowship has helped me to be successful and improve the quality of care delivered in my organization.

The word leader doesn’t define the distinguishing tasks or skills possessed by the individual. Leaders are not born, but have qualities that make them effective. Leadership, such as creating vision, good communication skills, stewardship, and the ability to develop and motivate staff, are attributes that can help one understand, and involvement (Grossman & Valiga, 2013). What is critical to the success of a leader is followers. The word follower, as Chaleff states, “is not synonymous with subordinate” (2009). The quality of followership must be cultivated and treated like “an art,” a skill that can be learned, cultivated, developed, and exercised” (Grossman & Valiga, 2013, p. 45). Chaleff (2009) coined the term “the courageous follower,” as a strong individual with courage and character. Courageous followers’ essential elements are the courage: to assume responsibility, to take the lead, to challenge unproductive behaviors or policies of the leader, to participate in transformation, and to take a moral stand (Chaleff, 2009).

Followers and leaders both orbit around the purpose; followers do not orbit around the leader” (Chaleff, 2009). The purpose is what brings the two together helping them stay clear of a treacherous one-way channel. By possessing a two-way partnership, accountability flows both ways, thus avoiding tyrannical leaders, and followers, who mindlessly go along regardless of the purpose. The success of an organization is effective leadership – individual developing and implementing strategies to ensure the purpose. The success of an organization is effective leadership – individuals developing and implementing strategies to ensure the goals of an organization are met (Westphal, 2012).

Staff nurses can and do assume leadership without formal authority. Acknowledging the collaborative and synergistic relationship of leaders and followers allows the followers to be an effective or exemplary follower who “functions independently, thinks critically about ideas that are proposed” (Grossman & Valiga, 2013, p. 48). Nurse followers can challenge ideas that the leader may have, offer suggestions for a different course of action, and invest their time and energy to obtain the best solution on behalf of the group. Staff nurses are in the best position to influence NDNQI indicators by creating, supporting, and supporting unit-based initiatives.

In conclusion, it is clear, as outlined by Chaleff (2009), that both formal leaders and empowered staff nurses must maintain this synergistic relationship to ensure the quality of patient care. While both parties orbit the prohibitive leader, the followers continue to discover the meaning to their activity.


Mentoring nurses through a Master of Science in Nursing (MSN) student research practicum brings many challenges and opportunities. For challenges, nurses often struggle with finding a nurse researcher to be their mentor. Not only are they left with few to no options, but actual research practicum experiences can also vary from student to student. This can include a student developed research study or supporting an already existing study. What is most important is that the mentor is able to provide a positive experience for the MSN student experientially. This will enable their resource mentor to tailor their research practicum accordingly. Therefore, MSN student research practicum mentors are pivotal in initiating right mentor-mentee collaboration.

As MSN students getting ready to start a research practicum it is important to be armed with questions and ideas of what you are interested in experiencing during your practicum. Research mentors must be open and prepared for these discussions to create the right fit. For research mentors, creating a successful MSN student research practicum starts with determining what research activities are of interest to the student so that the mentor can tailor their research practicum accordingly. Therefore, MSN student research practicum mentors are pivotal in initiating right mentor-mentee collaboration.


Tanya Minnis received her BSN and MSN from Florida A&M University. She has served as a Women’s Health Nurse Practitioner at Tallahassee Community Health Centers for the last 10 years. She is currently a Graduate student at University of Central Florida College of Nursing PhD Doctoral Program. Mrs. Minnis is also a McKnight Doctoral Fellow and a Health Practitioner in Women’s Health (NPWH). Her anticipated research focus is on Chronic Health Conditions and the adverse effects on pregnancy and post-partum health.
Here’s a true story!

A nurse was named in a lawsuit after a 22-year-old male saw an urgent care clinic for a notorious form of meningitis.

**Case summary:**
- The nurse attended to the patient and determined that he needed to go to the ER within 5 minutes of the patient arriving at the clinic.
- The patient’s girlfriend took him directly to the hospital, where he was triaged but showed no fever and normal blood pressure. The patient began showing signs of delirium nearly two hours later, and an hour afterward began to be treated for meningitis even though a diagnosis had not been confirmed.
- The patient was definitively diagnosed with Neisseria meningitidis. Group B, the next day. He died less than 24 hours after arriving at the urgent care clinic.

The nurse was named, along with the clinic where she worked, the physician working at the clinic, the ER physician and the hospital in a lawsuit brought by the parents of the patient. The parents alleged that if the nurse would have triaged the patient and the physician would have seen him, they would have recognized the symptoms of meningitis and administered antibiotics in time to save his life.

Defense experts supported the actions of the nurse in referring the patient to the ER immediately. Discovery also confirmed that the patient had been ill for several days before seeking help, and the defense concluded that no treatment could have reversed the course of the illness.

**Despite this,** her defense costs topped $125,000.

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