President’s Message

Nurses: The Backbone of Health Services

Leah Kinnaird, EdD, RN

“Nurses are the backbone of health services” — so says a report by the Urban Institute to the Jonas Center, a major contributor to nursing. “Nurses stand at the eye of the storm that is our current health-care crisis” — so says the website of the Rita and Alex Hillman Foundation, a philanthropy focused on improving health care through nurse-led innovation. Standing requires backbone.

Did you ever see the Far Side cartoon, Boneless Chicken Ranch? Gary Larson illustrated boneless chickens, hanging passively over fences and spread out motionless on the ground... helpless figures. That picture is analogous to current healthcare services in Florida: services are lacking backbone because of the under-utilization of nurses. How can nurses be better involved?

We already know that patients often have to wait for medications that contain controlled substances (even cough syrup) to be prescribed by physicians who may not know the patients as well as the ARNP's who have been providing care. Spineless arguments have kept Florida as the last state to change the prescribing law.

RNs bring a special insight into health matters that can be incorporated more into community and individual health plans. Depending on patient need, an RN might be the best coordinator of care in a Medical Home. I’m reminded of Sister Stephen, BSN, RN, from The American Nurse film (and if you haven’t seen the film, at least pull up the 2.5-minute trailer on the internet). Sister Stephen began the use of animal husbandry in a nursing home in Wisconsin, resulting in a facility that is blended with a farm that brings many community benefits. She is an example of how nurses can change organizational policy to individualize the experience of residents/patients and improve the quality of care.

The American Nurses Association has joined a coalition of more than twenty organizations to increase the representation of nurses on governing boards of directors, with a goal of 10,000 nurses on national boards by 2020. In December 2014, the Hillman Foundation (mentioned above) gave $150,000 to the American Nurses Foundation to advance this effort. Just as nurses can advocate for individual patient/resident needs, we can also advocate for community needs. We underestimate our value when we describe ourselves simply as compassionate, caring, hardworking, strong, determined care-givers. We are observers, planners, process managers, data miners, negotiators, and innovators. These skills are the backbone of change, and nurses’ being positioned on boards of all types adds stature to a community.

Please consider how you can step up to serve on a local, state, or national board. Let FNA know of your interest, and we will help you.

Resources


Photo courtesy of The American Nurse Project

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In the same class, we were assigned to read a book called I-Thou by the philosopher Martin Buber. While this reading is very intense and complex, in simple terms, it speaks of human interaction and a form of stepping into someone else’s personhood and “seeing and feeling” from their perspective. In healthcare, the ideal situation of nurse-administrator relationships would be for nurse leaders to envision the work from the perspective of the direct caregivers, keeping the corporate goals in mind. The patient should always be central to our work in both word and deed.

Jean Watson, noted nursing theorist describes everything other than the nurse-patient (caring) interaction. This includes tasks, procedures, documentation and other responsibilities that we have come to see as the core functions of nursing. Yes, we must get this right, but when dealing with nurses or “them,” it is an organization of working nurse professionals, is so interwoven in our lives that it is not commonly discussed because it is an expected human behavior. More often than not if nursing caring behaviors, we take note of uncaring behaviors and express disappointment when someone is not helpful or even purposely causes harm. In my personal experience, caring is examined, explored, dissected and viewed as central not only to nursing practice but to the human experience. Nurse theorists have deconstructed caring into all of its complex parts by exploring it as it resides in actual hands on care, administrative and bureaucratic processes, health policy initiatives, and even in technology. Caring is not a “soft” concept; nor should it be seen as feminine, which was expressed in an issue the past. Caring should be viewed as an important area of research which must be linked with both patient and corporate outcomes.

Nurses sometimes call FNA to express their utter frustration over not being able to safely perform their jobs. Some of the most compelling cases are revealed when nurses with many years of service account for a sudden increase in punitive measures or even termination. Equally devastating are the stories of novice nurses who are subjected to unreasonable expectations based on their level of experience and competence. Frequently, the nurse shares stories of inadequate staffing—a completely unreasonable workload. When expressing concern, they report being met with attitudes based on “the Nike principle”– “Just do it.” That concept works if your goal is to run a marathon, but when dealing with unpredictable complex humans within a complex organization, the nurse is left in an untenable and risky situation.

At the same time, nurse administrators, who are also caring humans, are in a similar predicament. I have personally been with nurse administrators during other educational experiences and watched them advocate vigorously for nursing. While it appeared that the non-nurse administrators were listening, it was also apparent that they were not really listening, and the body language that the concerns expressed were being dismissed, usually because the problem appeared to difficult to address. After such an encounter, nurse administrators can’t come back to nursing staff and say, “I fought for you, but they didn’t listen.” This perceived lack of action or concern on the part of the organization is frequently a self-propelling reason for nurse burnout, which is now at epidemic proportions.

Caring is Serious Business

Willa Fuller, RN
Executive Director

Recently, in a class discussion, my colleagues and I engaged in several discussions surrounding the phenomenon of CARING. This is a concept that is deeply embedded in the very essence of who we are. It is one of the most powerful forces that exist in this world, and it is so interwoven in our lives that it is not commonly discussed because it is an expected human behavior. More often than not if we are looking for caring behaviors, we take note of uncaring behaviors and express disappointment when someone is not helpful or even purposely causes harm. In my personal experience, caring is examined, explored, dissected and viewed as central not only to nursing practice but to the human experience. Nurse theorists have deconstructed caring into all of its complex parts by exploring it as it resides in actual hands on care, administrative and bureaucratic processes, health policy initiatives, and even in technology. Caring is not a “soft” concept; nor should it be seen as feminine, which was expressed in an issue the past. Caring should be viewed as an important area of research which must be linked with both patient and corporate outcomes.

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Each year, the Florida Nurses Foundation awards scholarships and grant money to nursing students from around the state. FNF wants to thank all of the volunteer educators who reviewed grants and scholarship applications.

Congratulations to the 2015 Grant and Scholarship recipients!

Scholarships
- District 4 Florida Nurses Scholarship
  - Willamina Folks, University of South Florida
  - Undine Sams Scholarship
  - Deborah Walker, University of Florida
  - Mary York Scholarship
  - Eric Hutto, University of South Florida
  - Joanna McAuliff, University of Florida
  - District 46 Olive Ramsey Scholarship
  - Alyssa King, University of South Florida
  - Mary Vencill, University of South Florida
  - District 20 Evelyn Baxter Scholarship
  - Leslie McHugh, University of South Florida
  - Nina Brooksins (District 5 Charitable Trust) Scholarship
  - Erica Blanco, University of Miami
  - Ruth Jacobs District 46 Scholarship
  - Alexa Bobe, University of South Florida
  - Distict 6 (formerly District 18) Generic Scholarship Fund
  - Nia Spicer, South University, WPB Campus
  - Lisa Upright, Florida Southwestern State College
  - Donna Bean, University of Miami
  - Abbey Gunderson, University of Florida
  - Ayse Kalsbas, Florida Atlantic University
  - Christine Mada, Florida Atlantic University
  - Edna Hicks Scholarship
  - Megan Wong, Florida Southwestern State College
  - Ruth Finamore Scholarship
  - Marie Smith, University of Florida
  - Great 100 Scholarship
  - Beatrice Maldonado, Daytona State College
  - Rebeca Siguencia, University of Florida
  - Lillian Hull, Friend of Nursing District 6 (formerly District 18) Generic Scholarship Fund
  - Taylor Peabody, University of Florida
  - District 8 Charlotte Anzalone Scholarship
  - Sharon Thomas, University of Central Florida
  - District 21 Louise Fiske Memorial Scholarship
  - Jennifer Peterson, Florida Atlantic University
  - Eleanor Bindrum (District 5 Charitable Trust) Scholarship
  - Ekaterina Turk, Florida International University
  - District 14 Maryk Klosterman Scholarship
  - Katina Wilson, University of South Florida
  - Kristen Pomykala, University of South Florida
  - Su-Yeon Park, University of Florida
  - Edna Hicks VA Nurse Scholarship
  - Terry Tokash, University of Florida
  - Conner Dury Memorial Fund Scholarship
  - Stephanie Hernandez, Florida International University
  - Kay Fullwood NR FL Geriatric Nursing Scholarship
  - Michael Adalia, University of Florida
  - Agnes Naughton RN-BSN Fund
  - Laurel Preissendanz, University of South Florida
  - Martha Russell (District 4) Gerontological Fund
  - Lauren Wright, University of South Florida

Grants:
- Edna Hicks Research Fund
  - Terri Rocabolt
  - Research: Critical Factors Influencing Doctorally Prepared Nurses’ Attitudes and Perceptions About Their Roles
- Evelyn Frank McKnight Research Fund
  - Joy Parchment
  - Research: Nurse Managers, Work Environment Factors, and Counterproductive Behaviors
- Frieda Norton Research Fund
  - Joy Parchment
  - Research: Nurse Managers, Work Environment Factors, and Counterproductive Behaviors

The 2016 Scholarship and Grant Cycle will open on Monday, January 4, 2016. For more information and applications, please go to www.floridanurse.org and click on the Florida Nurses Foundation tab.

www.frontier.edu/FLnurse
Meet your Florida Nurses Foundation Trustees

We will be utilizing the December and March Issues of *The Florida Nurse* to introduce you to the volunteer members who make up the Foundation Board of Trustees. Be sure to check out the March issue to get acquainted with the remaining Trustees. Trustees work to approve the Foundation budget, oversee the Grants and Scholarship Process, initiate fundraising activities, and support the work of the Florida Nurses Association. Foundation Trustees are selected through an application and appointment process. They are appointed by the Trustees and approved by the FNA Board of Directors. The application can be found at www.floridanurse.org/resources.

Dr. Daleen Penoyer is the Director of the Center for Nursing Research and Advanced Nursing Practice at Orlando Health. She is an active researcher and research consultant for Orlando Health for clinical studies and mentorship to nurses at the front line to conduct clinically relevant studies to add to the body of nursing knowledge.

Dr. Debi Wagner is an Assistant Professor and RN-BSN Program Director at the University of North Florida where she teaches in the prolincsure, RN-BSN, and graduate programs. She practiced full scope nurse midwifery in both the U. S. Air Force and private practices, and still maintains a clinical practice at the Mayport Naval Station OB clinic in Jacksonville, FL, caring for obstetrical, postpartum, and gynecology patients. She has served on the Florida Nurses Foundation since 2009 and is the Chairperson of the Nurses in Need Fund.

Dr. Frances Civilette Downs currently works as a Clinical Care Coordinator at Miami VA Medical Center. She is a member of the Geriatric Research Advisory Board at the VA and is the Chair of the VA’s Preventive Ethics Committee. She also loves vintage hats.

Dr. George Byron Peraza-Smith lives in Tampa and is the Associate Dean of Academic Affairs and Associate Professor with the United States University College of Nursing in Chula Vista, CA. He is an active member of the FNA having served multiple terms on the FNA board and currently serves on the Finance Committee.

Dr. Rose Rivers is the Founder, Principal, and Primary Consultant for Restoring Joy to Leadership, a Christian, spiritually based organization dedicated to helping leaders maximize their potential to make a difference in the lives of others as well as their own. Rose has served as Vice President and Chief Nursing Officer for St. Vincent’s Medical Center, Jacksonville, Florida, and Shands Healthcare (now UF Health), Gainesville, Florida. She is an active American Nurses Credentialing Center Magnet Appraiser. Rose has received numerous accolades during her nursing and leadership career, which spans more than 30 years. She is recognized locally and nationally for her passion to ensure that healthcare issues pertinent to nursing, patients, and their well-being are addressed. Rose has numerous presentations and publications to her credit.
The 2015 FNSA convention was amazing from the moment I walked into the Hilton Daytona Beach Resort Oceanwalk Village on Thursday, October 22, to the time I left our FNSA executive board pass down meeting on Saturday, October 24. This spectacular event was put together by FNSA’s very own 2014 – 2015 2nd Vice President and Convention and Programs Committee Chair, Frank Harris from Adventist University of Health Sciences.

Florida nursing students submitted eight resolution topics that were all passed in the House of Delegates. These resolution topics included:

1. In support of increasing the awareness of pediatric drowning in relation to the precipitating factors.
   a. Adventist University of Health Sciences Student Nurses Association, Orlando, FL
   b. Author: Melissa Derringer

2. Advocating for an increase in awareness regarding the benefits of breast milk banking.
   a. University of Central Florida Student Nurses Association, Orlando, FL
   b. Authors: Makenzie Cox and Tiffany Sarg

3. In support of nursing students promoting nursing as a career to male and minority elementary and middle school students.
   a. Santa Fe Nursing Student Association, Gainesville, FL
   b. Authors: Elizabeth Gaddis and Derek Lavender

4. In support of raising awareness about psychological and psychological aspects associated with chronic pain.
   a. University of Central Florida Student Nurses Association, Orlando, FL
   b. Author: Hale Boyle

5. Increasing awareness of the nursing student with an impairment.
   a. Adventist University of Health Sciences, Orlando, FL
   b. Author: Jessica Tiegs

6. In support of advocating for the education of nursing students on the dangers of surgical smoke.
   a. University of North Florida, Jacksonville, FL
   b. Authors: Jessica Stephens and Raquel Avellar

University of North Florida, Jacksonville, FL
Adventist University of Health Sciences, Orlando, FL

Student Forum continued on page 6
7. To increase education and awareness to Florida nursing students on the potential outcomes and treatments of the common species of jellyfish and Portuguese man-of-war stings along the coast of Florida.
   a. Florida Nursing Students Association, Executive Board
   b. Authors: Heidi Thompson and Marlen Lukatsky

8. In support of Trauma Awareness and Resilience building in Florida Communities.
   a. University of Florida Student Nurses Association, Gainesville, FL
   b. Author: Sophie Cote

Schools were asked to participate in the Diamond Chapter Circle award where the application covers all aspects of the FNSA chapters and awards the best chapters in the state. The winning schools included University of North Florida, Jacksonville; Adventist University of Health Sciences, Orlando; and University of Central Florida, Orlando.

Last, but not least, congratulations to all of the candidates who ran for a position. The winning candidates for the 2015-2016 FNSA executive board of directors are looking forward to having an amazing year serving the Florida chapters and helping FNSA students break out of their shells.

I was raised in Bell, FL, where I graduated from the Business Academy at Trenton High School in 2009. While in high school, I also received my C.N.A. (Certified Nursing Assistant) license from Central Florida Community College. Shortly after graduation, I began to work as a C.N.A. at Ayers Health and Rehab in Trenton, FL in the evenings and attended college during the day. I graduated from Santa Fe College in 2012 with my AA in General Studies. At that point, in 2012, I chose to leave my current job at North Florida Regional Medical Center to move to Orlando, and pursue a BSN degree. After getting settled in Orlando I applied to the BSN program at Adventist University (ADU) of Health Sciences and was accepted, expecting to graduate in summer 2016. I now am working at ADU as a peer tutor and in the nursing learning center lab. I hold the position of current president of our ADU Student Nurses Association chapter, and as of October 24, 2015, I am now the Florida Nursing Student Association President.
The Florida Nurses Association has an ambitious legislative agenda for the 2016 session of the Florida Legislature, which begins in just a few weeks.

The agenda, approved during the Membership Assembly in September, addresses safe working environments, state employee pay and benefits, scope of practice, and more. The FNA’s lobbying efforts will also include a new focus on preventing and prosecuting violence perpetrated against nurses in the workplace.

Some highlights of the legislative agenda:

- Protect and enable the ability of Registered Nurses (RNs), Clinical Nurse Specialists (CNSs), and Advanced Registered Nurse Practitioners (ARNPs) to practice to the full extent of their education and experience.
- Support efforts to protect the rights, jobs, wages, pensions, health care coverage, and other benefits of our state-employed health care professionals.
- Support safe practice environments for all nurses and their patients.
- Protect and promote health-related initiatives that protect the health of Florida’s residents, including accepting federal funding to make health care coverage available to additional Medicaid-eligible Floridians.
- Promote legislation, policies, and strategies that help meet Florida’s nursing workforce needs.

The Florida Nurses Association is calling “Take the Scare Out of Care” and has earned media coverage around the state. The FNA hopes to lay the groundwork in 2016 for legislation to be filed in the future that would crack down on those who commit acts of violence against nurses while they work.

The legislative session will convene on Tuesday, January 12, 2016. Nurses and nursing students will help lobby the FNA legislative agenda during FNA Advocacy Days in Tallahassee. During the two-day event, participants will be trained to lobby their local House or Senate members on issues of importance to the nursing profession. The event is scheduled for January 19-20 and includes a luncheon on the scenic 22nd floor of the Capitol and a legislative reception at the Governor’s Club.

At least two webinars will be scheduled in advance of Advocacy Days to serve as a primer for lobbying the Legislature. Also, a full list of bills being tracked by FNA’s lobbying team can be found at the organizations’ website, floridanurse.org. It will be updated weekly during the legislative session.

IMPORTANT NOTIFICATION

Please note: We have been getting notification from nurses that companies have been calling their homes and stating they are from the Nurses’ Association. They attempt to schedule home appointments for insurance sales or other financial services. We do not have any business relationships with these companies. Please notify us of these calls at (407)896-3261.

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MEMBER: The American Association of Nurse Attorneys (TAANA)

Joanne Kenna is an attorney whose practice encompasses all aspects of health law and nursing law, including the representation of health care providers in professional licensing and credentialing matters, professional board representation, administrative hearings, contracts, licensure issues, corporate and tort matters, transactional matters and litigation. She is also a registered nurse in the state of Illinois, and an attorney licensed to practice in the state of Florida.
My name is Janice Hess. I was recently elected as the East Central FNA Regional Director. A big thank you is extended to Shirley Hill, the previous regional director, for her assistance during the transition as well as her hard work as regional director for the past four years.

During the past four months, there have been several regional programs. On August 20, 2015, Marti Hanuschk coordinated a continuing educational program in Orlando at FNA headquarters with Anthony Pennington, MBA, MSN, RN, as the guest speaker. The 20 participants attending the program enjoyed Anthony’s discussion of social media outlets and applications available for nurses. An important note that he included in the presentation was that nurses must always consider privacy and confidentiality laws when using social media to avoid possible disciplinary action. I would like to thank Marti for continuing to coordinate programs for the Orlando area. She plans a program quarterly. Please note the following dates for future Orlando meetings at FNA headquarters:

- 02/12/16
- 05/19/16
- 8/18/16.

For future meetings at FNA headquarters with Anthony Pennington, DNP, FNP-BC, ARNP...

Dr. Janice Hess, East Central FNA Regional Director
janbhess@gmail.com

I would like to thank everyone for their continued support of the Region and FNA. The Suwanee Valley Chapter of the Region remains extremely active. Following their example, I would like to start an Alachua County Chapter as well. As the new regional director for FNA’s East Central Region, I would like to offer members an opportunity to become engaged in planning regional programs. I have developed a brief survey (it will take less than 5 minutes for completion) to allow members the opportunity to contribute to the program planning process. The link for the survey is https://www.surveymonkey.com/r/CYT38LR. I look forward to hearing your feedback through this survey. I will publish the survey findings in the next publication of The Florida Nurse.

North Central Region Update

I would like to thank everyone for their continued support of the Region and FNA. The Suwanee Valley Chapter of the Region remains extremely active. Following their example, I would like to start an Alachua County Chapter as well. Please contact me at MAMartin74@aol.com if you have an interest in participating. Thank you.

Our annual 2016 Region Conference will be held this year on April 23, 2016 at the Villages located at 8000 NW 27th Boulevard in Gainesville, FL. We already have secured Dr. Rose Rivers as the keynote speaker! The conference is taking on an exciting blend of both local and national speakers. Additional speakers will be announced. We are happy to have Dr. Rose Rivers to address “real” clinical practice concerns.

The nurses from the Northeast Region who attended the annual FNA meeting in St. Augustine, FL, this past September, appreciated all the outstanding presentations and social events. We were all extremely impressed with the Florida Nurses Association Leadership Academy and a few of us are submitting applications. As always, the networking was a key attribute to the meeting. The opportunity to meet new nurses and greet old friends is one of the joys of attending yearly meetings.

Northwest Region Update

The Northwest Region has transitioned to my leadership as its newly elected Director and FNA Board representative. I would like to thank Dr. Patricia Posey-Goodwin for her years of service to the Northwest Region. We are grateful that we will have her ongoing guidance and mentorship, as she plans to continue to actively support FNA initiatives and regional advocacy efforts.

In October, we emailed a Professional Development Assessment survey to our regional members to better gauge their interests and preferences. This data is currently being reviewed and it will be foundational to our future regional goals and activities. Members will be informed of our survey outcomes in our next post.

Suzie Farthing
Regional Director
suzietlove@gmail.com

Note: We want to thank Suzie for her commitment to FNA and the Northwest Region. Unfortunately, Suzie has had to step down from the NW Region Director’s position. We wish her well.

Dr. Marsha Martin
Regional Director
mamartin74@aol.com

Marsha Martin
Regional Director
mamartin74@aol.com

Leon, Wakulla, Jefferson, Madison, Taylor, Hamilton, Suwannee, Lafayette, Dixie, Columbia, Union, Gilchrist, Alachua, Levy, Marion, Gadsden, Citrus, Bradford Counties

East Central FNA Region Activity

During the FNA Membership Assembly in St. Augustine, September 11, 2015, eleven members attended the region’s breakout session. The group’s discussion centered on developing goals for regional activities. Several suggestions included: 1) identifying program topics that would assist staff and organizational Human Relations Departments regarding impaired nursing staff. The question and answer period following the presentation was enthusiastically used by the twenty-six attendees to clarify their understanding of IPN processes. A thank you goes to Halifax Hospital and Beverly Novak, RN, for hosting the program and arranging for a classroom assignment. Dr. Angie Busby is also extended a thank you for her assistance in organizing the meeting and assisting with sign in/CE certificates.

As the new regional director for FNA’s East Central Region, I would like to offer members an opportunity to become engaged in planning regional programs. I have developed a brief survey (it will take less than 5 minutes for completion) to allow members the opportunity to contribute to the program planning process. The link for the survey is https://www.surveymonkey.com/r/CYT38LR. I look forward to hearing your feedback through this survey. I will publish the survey findings in the next publication of The Florida Nurse.

Should you wish to contact me, my phone number is 398-795-3307 and my email address is janbhess@gmail.com.

Dr. Janice Hess,
East Central FNA Regional Director
DNP, FNP-BC, ARNP

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South Region News

The South Region Florida Nurses Association, under the direction of Jill Tahmooressi, Director South Region, hosted a powerful networking luncheon on August 22 for leaders of South Florida’s multi-cultural Ethnic Nurse Associations. Dr. Edward Briggs, former President Florida Nurses Association; Dr. Leah Kinnaird, current President of the Florida Nurses Association; and Barbara Russell, Vice President of the Florida Nurses Association, were in attendance as well as the volunteer leadership council members of the South Region and the leaders of ethnic nurse chapters. The primary objectives for the event were: 1) partner for the planning and selection of the annual South Region Healthcare Advocacy and Policy dinner scheduled on 10/12/16, Columbus Day, 2) Share 1-3 year strategic plans as well as calendar of events to facilitate collaboration and partnership including shared expenses, 3) develop shared plans to add value to membership. An overarching goal is to achieve plans for an annual international summit in partnership with the Florida Nurses Association. The ethnic associations represented were: Barbados Association, Black Nurses Association - Miami Chapter, National Hispanic Nurses Association - Miami Chapter, Philippine Nurses Association of South Florida, International Nurses Association of America, Jamaican Nurses Association, and Haitian American Nurses Association.

The South Region held its 5th Annual Legislative & Healthcare Policy Program and Dinner on October 12, 2015, Columbus Day. The one contact hour presentation was on “Exploring Advocacy” with Presenters, Alisa LaPolt, FNA Lobbyist; and Christtina Karapelou-Habib, ARNP, MSN. Of special interest was discussion of the 2015-2016 FNA Legislative Priorities. In addition, the advocacy efforts to increase knowledge relative to organ donation were a priority focus topic. Presiding over the event was newly elected officer, Debra Hain, PhD, ARNP, AGNP-BC, Director South Region.

The following Multi-cultural/ Ethnic Nurse Associate leaders co-hosted the program: National Hispanic Nurses Association - Miami Chapter, Miami Chapter - Black Nurses Association, Philippine Nurses Association of South Florida, Haitian American Nurses Association of Florida, and Jamaica Nurses Association of South Florida. In addition, Associate Dean(s), Deans of local universities, as well as Student Nurse representatives attended the event.

Plans are underway for the 6th Annual South Region FNA Symposium and Awards Ceremony scheduled for April 9th, 2016 at Gulfstream Park: 901 South Federal Highway, Hallandale Beach, FL 33009 from 8am-2:30pm. Call for posters and award nominations will be distributed by December 2015 to prepare for this much anticipated and valuable annual event that has become a leading event in the nursing professional community of south Florida.

Southwest Region Update

Nova Southeastern University hosted SW region’s first joint volunteer leadership council planning event. From this meeting, we set up a calendar of events providing opportunities for FNA networking, professional development, political involvement, and healthcare advocacy. Our second activity followed shortly after, with a few nurses participating in the County Legislative Delegation meetings in our respective districts.

Theresa Morrison, PhD, CNS-BC
239-572-1248

West Central Region Update

Greetings from the West Central Region!

My name is Lisa Fussell, and it’s my pleasure to introduce myself as the newly elected West Central Region Director. As an undergraduate student nurse, I was active with the Florida Nursing Students Association and served as Region Director and then as President. I was inducted as a member of the Florida Nurses Leadership Academy, and I’ve participated in FNA events, such as Advocacy Days and the annual Membership Assembly for the past few years. I have also served as the FNA Bylaws Chair for the past two years.

I am thrilled to work with each and every one of you this year!

Lisa Fussell

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Regional News

South Region News

We in the Southeast Region look forward to another productive year providing programs and information to our members. We will continue to have our monthly conference calls scheduled for the first Tuesday of each month from 7:30-8:30pm, starting in November. This is a great opportunity for our members to keep up to date on local and state FNA activities. This is also the time to let us know what activities you want to see in your Region so that we can begin planning! What program do you want to see this year?

I also want to thank Marlene Brennen and the students and staff at FAU for their effort in planning a local legislative event on October 13 in Boca. Hopefully, we can build on this experience, and follow up by attending Advocacy Days in Tallahassee in January when the Legislative Session starts this year! Thanks for all your hard work, Marlene! I look forward to working with you all this year. Please let me know your ideas!

Debbie Hogan
of respect that is free of workplace violence. Nurses, employers, lawmakers, and members of the community have an ethical, moral, and legal responsibility to create a healthy and safe workplace environment for nurses and all members of the health care team, health care consumers, families, and communities. Violence against nurses in the line of duty must end and will no longer be tolerated.

Attacks on nurses are far more common than people realize, and nurses should not have to fear for their safety while performing their jobs. Violence is not part of their job description. Sadly, nurses often ignore or tolerate workplace violence because of fear or lack of knowledge. They commonly leave or plan to leave the profession due to the horrors they face in the workplace.

According to a recent American Nurses Association survey of 3,765 registered nurses and nursing students, 43% of respondents have been verbally and/or physically threatened by a patient or family member of a patient. Additionally, 24% of respondents have been physically assaulted by a patient or family member of a patient while at work. Workplace violence can lead to decreased job satisfaction, reduced organizational commitment, added direct and indirect costs to employers and nurses, decreased personal health, emotional distress, temporary or permanent injury, or even death. Workplace violence also contributes to an unhealthy work environment that ultimately has a negative impact on the quality and safety of health care delivery.

A safe environment promotes a physical and psychological well-being. If members of the health care team do not feel safe, the work environment is left vulnerable, and everyone’s safety is compromised.

Nurses, employers, and lawmakers must come together to identify specific issues and to create a plan of action. Prevention involves education and other measures to identify and reduce vulnerabilities in order to prevent workplace violence.

We must educate the public that violence against nurses will not be tolerated in health care settings. We must also urge nurses to report perpetrators to the proper authorities. Hospitals and other facilities where nurses work need to implement policies and procedures that protect nurses and punish offenders. Additionally, laws must enhance penalties of assault and battery committed against nurses in the line of duty. Current law provides enhanced penalties against aggressors who attack nurses and other healthcare workers and emergency responders in emergency rooms, but not in other locations. We must also encourage law enforcement officers and state attorneys to arrest, charge, and prosecute perpetrators.

We will be delving into this issue more at Advocacy Days on January 19-20, 2016, in Tallahassee and will be discussing ways to build grassroots support for changing state laws to prosecute individuals who assault nurses in the line of duty.

You have standing in this fight! We are looking for nurses who have stories to tell and who would be willing to share their experiences with fellow nurses, employers, lawmaking, and the community. Reporters are also seeking stories from nurses and want to hear from you directly. If you have been the victim of an aggressive or violent patient or family member in the workplace and are interested in sharing your story, please send it to info@floridanurse.org. We can’t win this battle if we don’t have the facts!

References:  
FNA Position Paper 2016: Take the Scare Out of Care: End Violence Against Nurses  
ANA Position Statement on Incivility, Bullying, and Workplace Violence (July 22, 2015)
The Florida Healthcare Workforce Leadership Council continues its mission to identify current and future supply and demand for a quality workforce in order to meet the needs of healthcare employers in the state of Florida. The establishment of the Professional and State Advisory Resource Groups has proven beneficial in providing sources for data collection. In addition, the Resource Groups have identified existing means for gathering additional employee data among critical health professions.

The Leadership Council will continue to hold meetings throughout the year with members of the Professional and State Advisory Resource Groups. The purpose of the meetings is to further develop the Leadership Council’s three strategic initiatives that will ultimately enable the Council to make recommendations relating to laws, regulations, policies, and practices that influence health professional education, recruitment, and retention.

Eight Regional Councils have been established, encompassing all twenty-four CareerSource Regional Workforce Boards. Meetings are scheduled in each region to bring together healthcare employers to discuss issues specific to the unique culture that exists within their region. The first Regional Council meeting took place in the Southeast Region on October 9, 2015. After an orientation of the Council’s initiative, the roles and responsibilities of the Council were established followed by the identification of the region’s workforce needs. Goals and objectives of the Council were agreed upon and a future meeting schedule was developed. Similar work will be accomplished at all of the regions throughout the state.

For more information about the Florida Healthcare Workforce initiative, contact Karin Kazimi, Project Director, at 407-823-1138 or Karin@FLHealthcareWorkforce.org.

Florida Center for Nursing

Realizing the Health Industry Workforce Needs for Today and Tomorrow

The Florida Center for Nursing welcomes new staff member

Corinne Audette, CNM-Graduate Research Associate, who works with the SIP project and FL-AC is the newest staff member of the FCN. Corinne is a doctoral student in the UCF College of Nursing. You may recognize her as a past representative of the Nurse Midwives on QUIN council.

State Implementation Program Grant Update

The Robert Wood Johnson Foundation/Florida Blue SIP grant funding continues to sustain the Florida Action Coalition’s work in leading change and advancing health. Our 2016 Board Source Initiative aims to develop 30 nurse leaders to obtain appointments to boards and committees that make and influence health policy. Through this work, we hope to have more nurses at the “table” where policy is developed and advanced. Nurses in Florida will truly “lead” the future of nursing. As we look back at a successful year in learning about Florida’s nurse leaders, we look forward to advancing nursing leadership. For further information regarding these efforts in Florida, please contact Andrea Russell, DNP, SIP Project Director.

2016 Statewide Regional Receptions

The Florida Action Coalition, with the support of Florida Blue, is excited to host regional receptions around the state. The purpose of the regional receptions is to create a point of contact for information, data, and predictive trends to provide stakeholders the tools to positively impact the healthcare environment and workforce. Watch for an announcement for a reception in your area. www.FLCenterForNursing.org.

To stay up to date on the Florida Action Coalition, including announcements about events in your region, please follow us on Facebook, Twitter, or LinkedIn.

Florida Healthcare Workforce

Plan now to attend the National Forum of State Nursing Workforce Centers hosted by the Florida Center for Nursing and The North Dakota Center for Nursing in Orlando.

Please join the Florida Center for Nursing and the Florida Healthcare Alliance for the 1st Annual Excellence in Simulation Conference

SAVE THE DATE: March 10th – March 12th, 2016 at SeaWorld in Orlando

Key Note Speaker: Chad Epps, MD Associate Professor, Associate Director, Office of Interprofessional Simulation, University of Alabama at Birmingham, President-Elect, Society for Simulation in Healthcare.

For more information, visit www.floridahealthsimalliance.org

The Florida Center for Nursing Ongoing Projects

For information regarding Case Manager positions, please contact Andrea Russell, DNP, SIP Project Director.

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To stay up to date on the Florida Action Coalition, including announcements about events in your region, please follow us on Facebook, Twitter, or LinkedIn.
“FIT TO PERFORM SAFELY” Supervisor Skill Workshop
Sacred Heart Hospital on the Gulf, in Port St. Joe, on January 22, 2016.

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 their 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. Nurse supervisors, Employee Assistance Program Managers, HR Managers, and Risk Management Department Heads will benefit from this training.

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

If interested in attending, please contact Pamela Livingston (plivingston@ipnfl.org).

Nurses, Give the HPV Vaccine. You Could Save a Life.

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.

Substance Use Disorder: Intervention Project for Nurses

Substance use disorder (SUD) is often called the “equal opportunity” disease because it does not discriminate by age, race, occupation, or economic level. Anyone can be affected by the disease of addiction.

Substance Abuse and Mental Health Services Administration (SAMHSA) estimates that 20.2 million or 6.4 percent of Americans have a substance use disorder (Substance Abuse and Mental Health Services Administration 2015). In Substance Use Disorder in Nursing: A Resources Manual and guidelines for Alternative and Disciplinary Monitoring Programs, the National Council of State Boards of Nursing states (NCSBN, 2011), “the American Nurses Association (ANA) estimates that six to eight percent of nurses use alcohol or drugs to the extent that is sufficient to impair professional performance” (p.2). Others estimate the rates of nurses to be ten to fifteen percent and as high as twenty percent. In the United States, there are estimated to be three million nurses (Florida, approximately 300,000); therefore, approximately one out of ten nurses suffers from substance use disorder. Early recognition and intervention leads to better outcomes for the nurse and a safer environment for the public.

The Intervention Project for Nurses (IPN) was established in 1983 after the ANA called out to states to address the issues of substance use disorder in nursing. Florida was the first state to answer this call and developed an Alternative to Discipline program (ATD). IPN is a confidential, voluntary program that works with the Department of Health, Board of Nursing, employers, and nurses. The Mission of IPN is to ensure public health and safety by providing education, monitoring, and support to the nurses in the state of Florida. Three goals of ATD programs are: 1) Provide for the public’s safety and welfare through the early detection, treatment, and monitoring of nurses with substance use disorder; 2) Decrease time between identification, entry into treatment, compliance and practice monitoring; 3) Provide a process for nurses to recover from substance abuse disorder through a non-punitive and non-public process.

IPN is a monitoring program for nurses who have been identified as having their practice impaired by physical conditions, psychological/psychiatric, or substance use disorder. Nurses with issues of impaired practice may be eligible to participate in IPN monitoring rather than having disciplinary action taken on their license. IPN offers nurses advocacy and support in receiving the appropriate treatment, closely monitors recovery, and works with employers to ensure the nurses in Florida are providing safe, high quality care to the public.

In addition, IPN offers nurse support groups for both substance use disorder and mental health concerns. Currently, there are 115 nurse support groups throughout the state of Florida. The groups are facilitated by professionals who understand substance use disorder and mental illness. These groups offer nurses the opportunity to share experiences, providing strength and hope. Additionally, information and support regarding professional issues is provided.


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Suzanne Alunni-Kinkle, RN, BS, CARN
Chief Nursing Director – Intervention Project for Nurses

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QUIN Council: Working Together for Quality and Unity in Nursing

In August 1989, leadership from professional nursing groups that have a state level of organization met with a mission to develop and demonstrate unity in nursing in Florida. To facilitate meeting this mission, they established the Quality and Unity in Nursing (QUIN) Council. The founding members of QUIN included the following nursing organizations:

- Florida Nurses Association
- Deans and Directors of Nursing Education Programs
- Florida Hospital Association Center for the Promotion of Nursing
- Florida League of Nursing
- Florida Organization of Nurse Executives
- Florida State Board of Nursing
- Florida Center for Nursing
- Florida Nurses Association's effort to establish a new health care delivery system
- Florida State Board of Nursing
- Florida Professional Nurses Organization
- Florida Organization of Practical Nurses
- Florida State Board of Nursing
- Florida League of Nursing
- Florida Organization of Nurse Executives
- Florida Organization of Directors of Nursing Administration/LTC
- Florida Council of Directors of Nursing Administration
- Florida Association of Directors of Nursing Administration
- Florida Association of Nurse Anesthetists
- Florida State Board of Nursing
- Florida Association of Public Health Nurses
- Florida Association of School Nurses
- Florida Center for Nursing
- Florida Council of Nurse Midwives
- Florida Council of Nursing Education Administrators
- Florida Council of Perioperative Registered Nurses
- Florida Council of Practical Nursing Education Administrators
- Florida Gerontological Nurses Association
- Florida Hospital Association
- Florida League for Nursing
- Florida Nurse Practitioner Network
- Florida Nursing Students Association
- Florida Organization of Nurse Executives
- Florida Public Health Association
- Florida Society of Perianesthesia Nurses
- Florida Assisted Living Facilities Association
- Intervention Project for Nurses

Representatives of these organizations identified the objectives for QUIN Council and established meeting and operational structures. QUIN was designed using the National Tri-Council, an organized meeting of the American Nurses Association, the American Organization of Nurse Executives, the American Association of Colleges of Nursing, and the National Association of State Boards of Nursing as a model. Each organization is permitted to send up to three representatives to QUIN meetings but with one vote per organization should there be the need. The QUIN Council objectives were:

1. Develop a strategy to communicate between the organizations key issues that affect nursing.
2. Develop communication networks that foster collaboration.
   b. Provide a forum for discussing major positions where there may be dissent – “agree to disagree.”
4. Move the agenda for nursing forward.
5. Be action and outcome oriented, not a study group.

The Florida Center for Nursing joined QUIN in 2003, and by 2009, the membership had grown to 11 with individual representation of the education programs and addition of:

- Florida Association of Colleges of Nurses
- Florida Nurses Association
- Florida Action Coalition Diversity Council
- Florida Association of Colleges of Nursing
- Florida Association of Directors of Nursing Administration/LTC
- Florida Association of Nurse Anesthetists
- Florida Board of Nursing
- Florida Association of Public Health Nurses
- Florida Association of School Nurses
- Florida Center for Nursing
- Florida Council of Nurse Midwives
- Florida Council of Nursing Education Administrators
- Florida Council of Perioperative Registered Nurses
- Florida Council of Practical Nursing Education Administrators
- Florida Gerontological Nurses Association
- Florida Hospital Association
- Florida League for Nursing
- Florida Nurse Practitioner Network
- Florida Nursing Students Association
- Florida Organization of Nurse Executives
- Florida Public Health Association
- Florida Society of Perianesthesia Nurses
- Florida Assisted Living Facilities Association
- Intervention Project for Nurses

By permitting multiple representatives and being open to expansion of membership, nurse leaders from varied areas of practice, levels of education, and organization positions continue to strive to develop and demonstrate unity in nursing in Florida. The opportunity for open discussion of issues relevant to nurses and recipients of care supports a commitment to nurse advocacy and patient advocacy. QUIN has unified support for legislative activities including historical and current efforts such as the role of Nurse Practitioners, the need for School Health Nurses, improving access to health care, and the oversight of assistive personnel. Specifically, with the unified strategies of QUIN, Florida nurses successfully stopped the Florida Medical Association’s effort to establish a new health care worker, the Registered Care Technologist.

As of this writing, the membership of QUIN Council has grown to include:

- Association of Practical Nurse Educators of Florida
- Florida Nurses Association
- Florida Action Coalition Diversity Council
- Florida Association of Colleges of Nursing
- Florida Association of Directors of Nursing Administration/LTC
- Florida Association of Nurse Anesthetists
- Florida Board of Nursing
- Florida Association of Public Health Nurses
- Florida Association of School Nurses
- Florida Center for Nursing
- Florida Council of Nurse Midwives
- Florida Council of Nursing Education Administrators
- Florida Council of Perioperative Registered Nurses
- Florida Council of Practical Nursing Education Administrators
- Florida Gerontological Nurses Association
- Florida Hospital Association
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- Florida Nursing Students Association
- Florida Organization of Nurse Executives
- Florida Public Health Association
- Florida Society of Perianesthesia Nurses
- Florida Assisted Living Facilities Association
- Intervention Project for Nurses

If you are a member of a state level organization that has a mission and purpose consistent with the QUIN Council and are not on the list, please ask your leadership “Why not?” Any organization who meets this criteria and is willing to meet these membership responsibilities is welcome and encouraged to join:

- Identify emerging issues and submit for inclusion on the meeting agenda
- Distribute information between member Board and the QUIN Council
- Maintain current contact information for member representative/s
- Participate in the majority of meetings held per year

Organizations interested in joining the QUIN Council should contact the Chair who will provide the application form for completion and submit it for discussion at the next scheduled meeting or for electronic review. For more information, please contact Willa Fuller, FNA Executive Director, or the leadership of a QUIN Council member.
The FNA Membership Assembly was held at the World Golf Village Resort in St. Augustine, FL on September 11 – 12, 2015. The theme was “Shaping the Future of Healthcare and Health.” We want to thank Arthur L. Davis Publishing Agency, Inc., and University of Florida’s AHEC Cessation Program for sponsoring this event. We would also like to thank AGED, Chamberlin College of Nursing, Florida Atlantic University Christine E. Lynn College of Nursing, Grand Canyon University, Herzing University, Life Threads, Quiet Elegance, Rasmussen College, Rotation Manager, Travel Med USA, IQUIT with AHEC, Tobaccoreeflorida.com, University of West Florida, and Walden University for exhibiting at our Membership Assembly.

2015 – 2017 FNA Board of Directors
- Leah Kinnaird – President
- Janegale Boyd – President-Elect
- Barbara Russell – Vice President
- Jill Tahmooressi – Secretary
- Ann-Lynn Denker – Treasurer
- Suzie Farthing – Northwest Region Director
- Marsha Martin – North Central Region Director
- Doreen Perez – Northeast Region Director
- Janice Hess – East Central Region Director
- Lisa Fussell – West Central Region Director
- Deborah Hogan – Southeast Region Director
- Theresa Morrison – Southwest Region Director
- Debra Hain – South Region Director

FNA Hall of Fame:
- Barbara Judkins
- Barbara Thoman-Curtis
- Robert Levy

2015 Awards
- Advanced Practice Nursing Award: Angela Ritten
- Barbara Lampkin Award: Christina Oliva
- Communications/Media Award: Carolyn Jones
- Community Action Award: Yolanda Nitti
- Education and Advocacy Award: University of Central Florida College of Nursing
- Heather Scaglione Award: Krisann Draves
- Legislator of the Year: Senator Rene Garcia
- Mary Cash Award: Dorris Edwards
- Nurse Administrator Award: Jill Tahmooressi
- Nurse Educator Award: Yamina Alvarez
- Nursing Innovation and Creativity: Marc Rupp
- Nursing Research Award: Daleen Penoyer
- President’s Award: Laura Bailey
- Promoting an Environment for Excellence in Nursing Practice: Amy Pettigrew
- Registered Practice Nurse Award: Sherry Phillips
- Special Recognition Award: The Nurses Charitable Trust

Clinical Excellence Exemplars: Honoring Practice
- Ritchel Articulo, Tampa General Hospital
  - Culture Care: A Family’s Perspective
  - “Be Patient, Care Coordinator”
- Frank Wood, Tampa General Hospital
  - From Listless to Laughter
- Jennifer Lalau, Moffitt Cancer Center
  - Cody’s Story: We All Have Something to Learn From Each Other

Poster Presentations
- Lygia Arcaro & Tracey Robiloto
  - Discover a 3-Step Approach to Simulating Counter Pulsation Complications
- Tanya Cohn
  - Blueprints to Nursing Research: Building a Strong & Sustainable Program in the Clinical Setting
- George Byron Perez-Smith & Teresa Kiresuk
  - Prevention & Treatment of Sexually Transmitted Diseases Older Adults: Best Practice in Primary
- Cindy Barney
  - Retrospective Study to Evaluate the Use of Evidence-Based Pressure Ulcer Prevention Strategies for Acute Spinal Cord Injury (SCI) Patients Admitted Through the Trauma Center
- Lisa Magary
  - Patient Satisfaction with Nurse Practitioner Owned Direct Primary Care
- Sandra Gracia Jones, Elizabeth Olafson, Victoria Framil, & Sharon Smith
  - “FIU Swagger – Not Stagger:” Nursing Students and Alcohol/HIV Prevention Education for College Students
- Tiffany Llera-Lora
  - Integrating the Role of a Research & Evidence-Based Practice Nurse Educator Within a Large Healthcare System
- Sandra Gracia Jones, Yolando Nitti, Yamina Alvarez, & Patricia Mesmer
  - SENORITAS: Hispanic Nursing Collaboration for HIV/STIs and Substance Abuse Prevention Education
- Marc Rupp & Kristina Patterson
  - Time Out! QSENizing the Curriculum Requires Educating the Educator
• Laura Hernandez
  o Keeping It “Reel” Easy: An Academic Partnership
• Ivette Roldan
  o Pain “Killers” Creating Effective Communication Among Registered Nurses to Increase Compliance of Pain Documentation and Improving Quality Care Outcomes
• Go Green with Asthma: Using an Electronic Health Record (EHR) to Maximize Compliance of Discharge Education
• Erika Vila
  o Decreasing Heartache Utilizing a Cardiac Nurse Navigator
• Kathy Geiger
  o Multicultural Care of a Pediatric Surgical Patient Receiving Hyperthermic Intra-operative Peritoneal Chemotherapy (HIPEC) Surgery
• Dorcas Torres
  o Preventing Fall Events in the Pediatric Surgical Patient
• Patricia Tavio
  o Wash On, Wash Off: The Standardization of Pre-Surgical Chlorhexidine Baths in a Pediatric Hospital
• Yolanda Nitti, Patricia Messmer, & Yamina Alvarez
  o NAHN Miami Chapter Presents Muevete™ for Mexican Children on Cinco de Mayo Day to Reduce Obesity
• Jean Davis
  o Year of Ethics 2015
• Victor Delgado
  o Building Curriculum to Integrate Primary and Mental Health Care
• Guillermo Valdes & Roxana Orta
  o Making the Most out of QSEN's Knowledge, Attitude, and Skills (KAS) Competences in an RN to BSN Program: A Three Level Education Approach
• Meta-Analysis: Promoting DVT Prevention Through Proper Hydration as Essential to Safely Administering Low Molecular Heparin in Anticoagulation Therapy
• Saving Heart and Brain Time with Hypothermia Intervention in the Non-Responsive Patient with a Return of Spontaneous Circulation (ROSC): A Nursing Clinical Update
• Social Determinants of Health: Promoting a Population Specific Healthy People Strategy in Haiti
• Teri Chenot & Roberta Christopher
  o A Statewide Initiative Integrating Quality and Safety Education for Nurses (QSEN) Through Academic/Clinical Partnerships to Improve Health Outcomes
Public Health Task Force

It’s time to write up the second article in our series, “Public Health Nursing, Past, Present and Future.” This time, we wanted to ask for your input, as we look at the present and current role that nurses play in providing health services in the community. If you provide nursing services in the community, please email us at info@floridanurse.org and let us know your role. We will compile the responses for our next article. Thanks!

Caring Holistically for Patients is More Than a Platitude

Ann Fuller, PhD(c), MSN-Ed, RN, CTR, HSM-I, CHT

Caring holistically for our patients and for ourselves is a valued aspect of nursing. However, this value is much more than a platitude; it is at the core of all nursing and is the foundation of a nursing specialty that is gaining national recognition for its accomplishments.

Nurses are expected to care holistically for the whole patient, according to our American Nurses Association (ANA) Scope and Standards of Practice. Additionally, in 2006, the ANA designated Holistic Nursing (HN) as a specialty. The American Holistic Nurses Association (AHNA) is the recognized body that creates the standards and supports the membership organization. The specialty has an academic and theoretical research base and its own Scope and Standards of Practice (AHNA & ANA, 2013) with delineated core values.

Board certifications are available through the American Holistic Nurses Credentialing Corporation (AHNCC), which has undergone rigorous approval by the Accreditation Board of Specialty Nursing Certification (ABNSC). AHNCC certified diploma and associate degree prepared nurses (HN-BCC) and bachelors prepared holistic nurses (HN-B-BC) at the undergraduate level. Board certification at the graduate level of practice includes the advance holistic nurses (AHN-BC) and the advanced practice holistic nurse (APHN-BC). AHNCC also certifies two levels of nurse coaches; one is the nurse coach (NC-BC) and the other is the health and wellness nurse coach (HWN-BC).

The historical roots of HN began to formalize in 1981 when McGuire and 73 other nurses founded the AHNA to facilitate nurses’ use of self-care as well as care of the whole person body-mind-spirit. HN cares for people from birth to death and across the health-illness continuum. HNs practice in all settings and support the healing of the whole person. They recognize the patient as the expert in their own healthcare experience and partner with the patient to find meaning in their illness and health experience. The whole patient as a body-mind-spirit and their environment is seen as inseparable.

The caring relationship that the nurse establishes with the patient is the healing foundation of holistic nursing. When appropriate use of biomedical and allopathic care is embraced, holistic nurses use evidence-based strategies to reduce pain, manage stress, and promote health and well-being. Some HNs obtain additional integrative modalities; their practice is informed by the HN core values, principles, and scope and standards. Board certifications may be maintained by the HN core values, principles, and scope and standards.

Recently, Senator Tom Harkin [D-IA, 1985-2014] honored certified HNs with the following distinction: “Board Certified Holistic Nurses are part of Workforce 1 which means they are at the forefront of leading health promotion and fostering well-being for all populations, and they partner with others to transform the U.S. healthcare system to promote a true wellness and health experience. The whole patient as a body-mind-spirit and their environment is seen as inseparable.

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Fuller came to nursing via a long respiratory therapy career, where she was an active patient advocate at the state and local level. She has been a member of FNA since graduation from nursing school in 2005 and was active in the National Student Nurses Association during nursing school. Fuller is a doctoral candidate in health psychology (psychoneuroimmunology [PNI]). PNI is the science of the Mind-body-spirit connection and it is the basis of her specialty in holistic nursing. Her doctoral focus is on the importance of self-care in the nursing profession.
Dementia

Theresa Morrison, PhD, CNS-BC
Director of Research, EBP, and Innovation
NCH Healthcare System, Naples, Florida

Dementia is a word that elicits heartbreak, loss, and frustration, not only for the one suffering from the condition, but for loved ones. When a nurse is the caregiver for a family member, your role can be hard to discern. Siblings, spouses, and paid caregivers may rely on you for guidance but may not value your advice. No one wants to hear the future course of the condition that you see coming.

Helping a patient’s family see what you see takes patience and understanding.

Stages of organic dementia are similar—whether the diagnosis is Alzheimer, vascular, Lewy body, frontotemporal, or mixed dementia. Signs of progressions are increased levels of apathy and neurobehavioral conditions, such as depression and agitation. Dementia progresses to irritability, aberrant motor behaviors, sleep and appetite disturbances, hallucinations, and elation disinhibitions.

An understanding of cognitive loss and how it affects behaviors allows nurses and others in direct contact with people with dementia to offer strategies for communicating with a person with dementia and for preventing and managing behaviors.

Licensed healthcare practitioners, as defined in §456.601 must have training sanctioned by their licensing board. Employees with direct contact, is defined as person-to-person contact, hired on or after July 1, 2004, must complete Alzheimer’s disease or other related disorders training and maintain a completion certificate. This training is required for nurses, nursing assistants, and staff (including dietary, activity, social services, housekeeping, and maintenance) employed within adult daycare centers, assisted living facilities, nursing homes, home health agencies, and hospice settings.

Statute 400.6045 defines staff training requirements as one hour initial hire training and three hours of Department of Elder Affairs approved in person training within nine months after beginning employment. Once completed, repeat training is not required if the caregiver changes to a different facility. Training programs require a Department of Elder Affairs approval number verifying the curriculum has been reviewed and approved.

Currently, the Florida Policy Exchange Center on Aging at the University of South Florida, as designee for the Department of Elder Affairs, keeps a current list of training providers to provide in person Alzheimer’s disease or other related disorders education on their website www.trainingonaging.usf.edu. [400.4785(1)(f), F.S. and 58A-8.002(1), F.A.C.].

The video “Alzheimer’s Disease and Related Dementias,” jointly produced by National Education Video (NEVCO) and the Associated Home Health Industries of Florida, code ADRD2, meets this curriculum requirement with self-study and approved trainer oversight. Additionally, the Florida Department of Elder Affairs offers an easy to read self-help guide for elders and their families and healthcare provider training (www.elderaffairs.state.FL.US).

We are all responsible for understanding our Florida Nurse Practice Act, Chapter 464, the laws and rules that govern and define nurses’ scope of practice. Spread the word that training is required for all those employed within adult daycare centers, assisted living facilities, nursing homes, home health agencies, and hospice settings.

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We are all responsible for understanding our Florida Nurse Practice Act, Chapter 464, the laws and rules that govern and define nurses’ scope of practice. Spread the word that training is required for all those employed within adult daycare centers, assisted living facilities, nursing homes, home health agencies, and hospice settings. Effectively communicating with a person with dementia and preventing and managing behaviors is our gift to our patients and their families.
HealthSouth Treasure Coast Rehabilitation Hospital and HealthSouth Rehabilitation Hospital at Martin Health sponsored the 6th Annual Judges Luncheon for Health Care Champions. Ann Marie McCrystal and Jill Winland-Brown were nominated for the Health Care Champions Quality of Care Lifetime Achievement Award. Ann Marie McCrystal was awarded this achievement. Congratulations to both on a well-deserved nomination.

Linda Howe, an associate professor at the University of Central Florida (UCF) College of Nursing, was inducted as a fellow into the National League for Nursing’s Academy of Nursing Education. As a newly named fellow, Howe has been lauded for her innovative teaching and learning strategies.

Victoria Loerzel, associate professor at the UCF College of Nursing, has been awarded $463,104 in funding from the National Institutes of Health (NIH) to improve cancer symptom management in older adults. With this grant, she will design, develop, and test an interactive educational tool that will engage and prepare older adults who are being treated for cancer to make better self-care decisions at home. Loerzel is an oncology certified nurse for more than 20 years.

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Please check our Website for the following 1st Quarter CE Programs:

January: Emerging Infectious Diseases Impacting our Future 1 Contact Hour

Presenter: Barbara Russell

Barbara Russell is currently the Director of Infection Prevention and Control at Baptist Hospital of Miami. She is a member of Baptist Health South Florida’s System Emergency Preparedness Council. Barbara was one of 14 nurses nationwide to receive a Certificate of Commendation from the Assistant Secretary of HHS for her work in AIDS. She is an author and a lecturer with 30+ years’ experience as an infection preventionist.

February: Laws and Rules of the Board of Nursing (MANDATORY CE) 2 Contact Hours

Presenter: Ed Briggs

Ed Briggs is the immediate past president of the Florida Nurses Association and is also a practicing nurse practitioner in the VA System. Ed had presented this highly-rated presentation several times. This program will review everything you need to know about the rules and laws in Florida related to the Nurse Practice Act and how you can protect your license and your professional practice.

March: Healthcare Errors (MANDATORY CE) 2 Contact Hours

Presenter: Willa Fuller

Willa Fuller serves as the Executive Director of the Florida Nurses Association and has served as a Clinical Educator in a large healthcare system as well as the Program Director and CE Coordinator for the Florida Nurses Association. This informative and interactive presentation will refresh your knowledge and provide updated information on the state of the affairs as it applies to Healthcare Errors.

April: Horizontal Violence and Bullying 1 Contact Hour

Presenter: Dr. Joy Longo

Joy Longo is an expert in the field of Horizontal Violence and Bullying having published multiple articles on the subject. She serves as faculty at the Florida Atlantic University. Recently, she developed a tool to measure the underlying construct of horizontal violence. She has also presented locally and nationally on the subject. She is the author of the ANA’s publication on Bullying in the Workplace.

If you are interested in attending any of these webinars, please contact us at wer@floridanurse.org.

Registration fees:
Members: $ 5.00
Non-Members: $ 25.00

The registration link will be found at http://tinyurl.com/q3bl6wm once the final dates have been scheduled. Call us with questions at 407-896-3261.
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