Checking for insurance coverage. It was (and to get prescriptions filled (because there was no Entry paperwork was simple, mainly name and without worrying about health insurance. There in those countries was relief from the ills of an symptoms doesn’t mean there is no cure or hope. Fortunately, having symptoms doesn’t mean there is no cure or hope. I’m not promoting “socialized medicine.” That care is sick; others think, “overuse” generally conditioned to a “more is better” way of and caregivers to ask the right questions, they are a few suggestions:

- Reinvest in health...The U.S. health care system is the most costly in the world, yet it underperforms on key health metrics, including life expectancy at birth, survival with many diseases, and mortality (United Health Group, 2016, p 3). RNs are keenly prepared to focus on prevention of illness and managing chronic conditions where innovation is needed.

Discover the new frontier for services. Home care, occupational health, and telehealth all have opportunities to offer much-needed care. For instance, RN Cancer Guide Solutions is a business founded by Susan Scherer, RN, BSN, OCN, based in Tampa and expanding nationally. She and her team of certified oncology nurses serve as advocates for people with a cancer diagnosis. You can learn more about how to put innovation to work by going to their website, http://www.rncgsolutions.com

Address the problem of overuse. Americans are generally conditioned to a “more is better” way of life, which spills over into health care. “Overuse is not only expensive, it leads to serious patient harms and downstream consequences” (Moriarty, 2014, p. 1). For example, providers can be pressured into ordering medications, especially in a culture where people are allured by direct-to-consumer advertising by pharmaceuticals. For whatever symptom (constipation, urinary incontinence, erectile dysfunction), the media provides a solution. Don’t support the overuse phenomenon, whether it’s antibiotics, Cesarean sections, endarterectomies, MRIs, or simply wearing non-sterile gloves (NSGs) in situations where blood and body fluids are not expected. The latter might not sound problematic, but there is research that demonstrates that overuse of NSGs contributes to “risk of cross contamination, between the environment and patients, or between patients” (Wilson, et al., 2015, p4).

Help people ask questions. By teaching patients and caregivers to ask the right questions, they can avoid cost and improve their outcomes. Two simple, but powerful questions are as follows: When a patient is considering a course of treatment or medication, ask the provider, “What will it make if I do this, don’t do it, or wait?” At the end of every conversation with a provider, the patient needs to ask, “What have I neglected to ask you, but is important to know?”

Leah S. Kinnaird, EdD, RN

Curing Health Care in 600 Words or Less

Some say US health care is sick; others think, “Not so.” I’ve had the good fortune to work with nursing leaders in the UK, the Republic of Ireland, Italy, and Switzerland and came away sensitized to the myopic way we think in the US... that we are The Best. However, just like someone can ignore the subtle symptoms of diabetes (like thirst and fatigue), we can ignore sickness in health care, until it gets personal. Signs and symptoms include excessive cost, fragmented services, and overuse of procedures, treatments, supplies, and medications. Fortunately, having symptoms doesn’t mean there is no cure or hope.

I’m not promoting “socialized medicine.” That system is not perfect either. What I observed in those countries was relief from the ills of an “employer-based” system (which we will keep in the US). People in Western Europe changed jobs “employer-based” system (which we will keep in the US). People in Western Europe changed jobs and the promotion of excellence in every area of professional nursing practice.

Don’t support the overuse phenomenon, whether it’s antibiotics, Cesarean sections, endarterectomies, MRIs, or simply wearing non-sterile gloves (NSGs) in situations where blood and body fluids are not expected. The latter might not sound problematic, but there is research that demonstrates that overuse of NSGs contributes to “risk of cross contamination, between the environment and patients, or between patients” (Wilson, et al., 2015, p.4).
Lessons of a Nurse Advocate

Willa Fuller, RN
FNA Executive Director

I have spent every year of my life being involved in public policy, advocacy and social justice. As a child, we did not define it as such, but my parents, particularly my mother showed me what was happening in politics and government. During President Kennedy’s assassination, we would gather around her with the newspaper to select candidates to vote for. She would explain why she was voting a certain way on the articles. I did, and fully understand the importance of politicians. I learned first and foremost that politicians and nurses make a difference in my daily life.

As the civil rights movement heated up, we participated by joining peaceful demonstrations in my hometown. I can remember being concerned because I would not necessarily label my mother as “peaceful.” One incident is burned in my memory. There were some high school students marching with signs around their necks with various slogans which were the anthems of the day. One girl standing directly in front of us had a sign around her neck that said, “We shall overcome.” Suddenly, an adolescent teen pushed into the crowd as if looking for someone. To my relief, my mom, composed herself and continued on. My lesson that day was, politicians are people, just like us. And it made me unafraid of them.

It was also around this time that my family was supporting. One of my favorite politicians was my father, my mom’s husband. He took a step. My lesson that day was, politicians and that like my father, his ears moved every time someone walked by. As an eleven year old, what struck me was that he was listening, that his ears were large like my father’s, and that he was humans. And it made me unafraid of them.

As a teenager and in college, I stuffed envelopes for political campaigns. Later, in the fifth grade, I was attending school, and saw a nurse help a child. This is an experience that taught me to pay attention to what was going on in the world because current events affect all of us, locally, nationally and internationally.

Before my senior year of high school, I was selected to attend Girl’s State in Tallahassee. This time-honored event sponsored by the American Legion, is where high school juniors are selected to go to the State Capitol and create a “government” the summer before their senior year. We were divided into “towns” and we elected mayors, commissioners, representatives, senators as well as a governor and lieutenant governor and we got to sit in the seats of the legislators of that day. Traditionally, the governor, who was Reuben Askew at the time came to speak to the group, but he was unavailable, so Representative [William] Laxton Chiles came to speak to us instead. He spoke about the importance of being involved in government and that everyone was responsible for the future and that the voices we heard in our communities, our nation and in the world.

Over the years, I have volunteered in campaigns as a worker, as a member of a voter drives and run for office. I have been involved in government. I have been a member of Girl’s State, where high school students are selected to attend, a time-honored event sponsored by the American Legion. At the time of the event, high school juniors were selected to attend. I have been a member of Girl’s State, where high school students are selected to attend. I have been a member of Girl’s State, where high school students are selected to attend.
2017 is an Election Year for FNA. Now is the time to set those goals and take action to consider running for office. All officers are elected for a two-year term. FNA members may self-nominate.

Offices:

Executive Committee of the Board
- President-Elect: Acts as an assistant to the President and assumes the duties of the President in his/her absence.
- Vice President: Chairperson of the FNA Membership Committee and assumes the duties of the President in the absence of the President and President-Elect.
- Secretary: Records the minutes of the FNA Board of Directors (BOD), Executive Committee, and Advisory Committee meetings.
- Treasurer: Serves as Chair on the Finance Committee, reports to the BOD the financial standing of FNA, and makes a full report to FNA at each Membership Assembly.

Region Directors (8): Serves as liaisons between the FNA Board of Directors and the Regions. Assist in coordinating FNA regional events.
- Northwest Region Director
- North Central Region Director
- Northeast Region Director
- East Central Region Director
- West Central Region Director
- Southeast Region Director
- Southwest Region Director
- South Region Director

Director- Recent Graduate- This new position was created at the 2015 FNA Membership Assembly. This individual will work with new graduate members to plan events, and help to create products and services for the recent nurse graduate. This is a voting member of the Board of Directors. Recent graduate is described as a nurse who is within five years of graduation from the basic nursing program.

Nominating Committee (5): No region shall be entitled to more than one member to serve on this committee. No member shall serve concurrently on the Nominating Committee and on the BODs. It is the responsibility of the Nominating Committee to oversee the election process and formulate the ballot in conformity with the FNA Bylaws.

If you are an FNA member and undecided about running, you are encouraged to connect with the people who are currently on the board who can tell you about their experience. Participating in an official capacity allows you to contribute your voice to the nursing profession and adds to your leadership experience. You can contact a board member by emailing info@floridanurse.org.

Nominations will open in March 2017 with a deadline for candidates by May 10, 2017. The forms will be sent via email and available for download on the Resources tab of http://www.floridanurse.org.

Most conversation in Washington will focus on paying for health care. Nurses have solutions. That’s 600 words.

References

The Department of Veterans Affairs recently announced an important change: Advanced practice registered nurses (APRNs) — including Nurse Practitioners, Certified Nurse Practitioners (NPs), Clinical Nurse Specialists (CNSS) and Certified Nurse-Midwives (CNMs) — will now have full practice authority within the VA health care system.

This is a win for veterans — as well as the VA nurses who treat them — and a regulation for which ANA has been advocating strongly for a number of years. This could not have been possible without the support of nurses across the country submitting public comments on this proposal.

Unfortunately, the rule excludes Certified Registered Nurse Anesthetists (CRNAs), which is solely based on the VA’s belief that there is no evidence of a shortage of anesthesiologists impacting access to care. ANA is committed to advancing full practice authority for all four APRN roles, and will continue our advocacy on behalf of APRNs within the VA health care system.

The VA is the nation’s largest employer of nurses and is often on the cutting edge of health policy. Other employers of nurses look to the VA for best practices and often follow suit.

The final rule went into effect on January 13, 2017. For more information, visit www.rnaction.org.

Nurses are less healthy than the average American. Research shows that nurses are more likely to be overweight, have higher levels of stress, and get less sleep. As the largest and most trusted health care profession, nurses are critical to the health of the nation. Healthy nurses are great role models for their patients, colleagues, families, and neighbors. If all 3.6 million registered nurses increased their personal wellness and then their families, co-workers, and patients followed suit, what a healthier nation we would live in! ANA has designated 2017 as the Year of the Healthy Nurse and has set up the Healthy Nurse, Healthy Nation Grand Challenge, a nationwide initiative to connect and engage nurses, employers, and organizations around improving health in five areas: physical activity, nutrition, rest, quality of life, and safety. Visit www.healthyursehealthy nation.org for more information.

In a recent Gallup poll, the American Public has ranked nurses with the highest honesty and ethical standards. This marks the 15th consecutive year that nurses have been ranked as the most trusted out of a wide spectrum of professions, including medical doctors and police officers.

2017 Events

MARCH 15 - 16, 2017
FNA Advocacy Days
Residence Inn Tallahassee Universities at the Capitol
600 W. Gaines St • Tallahassee, FL 32304

MARCH 25, 2017
FNA 7th Annual South Region Symposium & Awards Ceremony
Gulfstream Park Sport of Kings Theatre
901 S. Federal Highway • Hallandale Beach, FL 33069

APRIL 22, 2017
FNA 6th Annual North Central Region Conference
The Villages in Gainesville
8000 NW 27th Boulevard • Gainesville, FL 32606

MAY 4 - 5, 2017
IPN/FNA Annual Conference
World Golf Village
500 S. Legacy Trail • St. Augustine, FL 32092

MAY 5, 2017
FNA 2nd Annual West Central Region Symposium & Awards Ceremony
Moffitt Cancer Center Magnolia Campus
Vincent A. Stabile Research Building
12902 USF Magnolia Drive • Tampa, FL 33612

MAY 30 - JUNE 1, 2017
QS EN International Forum
Swisshotel Chicago
323 E. Upper Wacker Dr • Chicago, IL 60601

JUNE 10, 2017
FNA BLI Symposium
Leu Gardens
1920 N. Forest Ave • Orlando, FL 32803

JULY 15, 2017
FNA 3rd Annual Nursing Research & Evidence-Based Practice Conference
Leu Gardens
1920 N. Forest Ave • Orlando, FL 32803

SEPTEMBER 29 - 30, 2017
FNA Membership Assembly
Naples Grande Beach Resort
475 Seagate Drive • Naples, FL 34103

2018 Events

MAY 30 - JUNE 1, 2018
QS EN Forum
Hyatt Regency Coconut Point
5001 Coconut Rd • Bonita Springs, FL 34134

To register for FNA events go to: https://tinyurl.com/q3bl6wm.
**Scholarship Announced**

**GIVE BACK “17 for ‘17”**

Support the next generation of nurses by donating $17.

For the year 2017, Dr. Patricia Messmer, FNF President, encourages all nurses to “Give 17” to the 2017 FNF Give Back Campaign.

Donate $17, $217, $217 or whatever amount you choose to help fund scholarships and grants for Florida graduate and undergraduate students enrolled in ACE or CCNE nursing education programs.

**GIVE BACK today! Go to members.florianurse.org and make a Donation.**

**Donate to FNPAC today**

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**Mark your Calendars!**

The scholarship cycle for the Florida Nurses Foundation is open from January 1 to June 1. Please visit the Foundation page on the FNA Website to download the application. Please take the time to review available research grants and scholarships in your geographic area or nursing area of interest. Applications are only accepted online please follow instructions.

http://www.floridanurse.org/foundationGrants/

**Now Hiring**

**Director of Nursing** (Working Title – Nursing Services Director)

Position #60004699

- Stretch your capacity by practicing in clinical and forensic competencies
- Monday thru Friday Work Week, 8–4:30
- Low-cost, on campus housing
- Affordable state insurance benefits, including health insurance
- Retirement plan options
- Paid holidays, sick days, and annual leave
- Diverse and bilingual candidates are welcome!

Interested candidates should contact Kevin Bist, Recruiting Coordinator

Kevin.bist@myflfamilies.com
850-717-4266 (office) | 850-274-4287 (cell)

Apply online at jobs.myflorida.com

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nortonsoundhealth.org

**FDVA**

- RNs, LPNs, & CNAs needed at all locations
- Veterans’ Homes
- Lake City: The Robert H. Jenkins Jr. Veterans’ Domiciliary Home
- Daytona Beach: The Emory L. Bennett State Veterans’ Nursing Home
- Land O’ Lakes: The Baldomero Lopez State Veterans’ Nursing Home
- Port Charlotte: The Douglas T. Jacobson State Veterans’ Nursing Home
- St. Augustine: The Clyde E. Lassen State Veterans’ Nursing Home
- Port St. Lucie: The Ardie R. Copas State Veterans’ Nursing Home

For employment opportunities at the homes, call the FDVA Human Resources Office at (727) 518-3202, Ext. 5579 or visit the People First website at https://jobs.myflorida.com/joblist.html
The Florida Nurses Association (FNA) is embarking on a lobbying effort at the state Capitol this year to bring attention to issues ranging from workforce needs to workplace violence.

The FNA’s legislative agenda for the 2017 legislative session also emphasizes the need for state employee raises, adequate funding for the public health system, efforts to ensure legal and meaningful gun control laws. The FNA also is interested in making changes to state law that would place the Clinical Nurse Specialist (CNS) into the same category of advanced practice nursing as nurse midwives, nurse practitioners, and nurse anesthetists. In many other states, the CNS is considered an advanced practice nurse, but in Florida it is not.

Farmer Eggs to Protect the Rights, Jobs, Wages, Pensions, Health Care Coverage, and other Benefits of our State-Employed Health Care Professionals.

Support Legislation that Provides Meaningful Information to Users of Health Care About Staffing and Nursing Resources in Health Care Facilities.

Promote Legislation that Protects Healthcare Workers against Workplace Violence, including efforts to enhance penalties against those who commit such crimes.

The FNA will also discuss nursing workforce needs, which are closely monitored by the Florida Center for Nursing. There is a high demand for RNs in hospitals and home health at a time when the nursing workforce is aging or leaving the profession due to poor work conditions.

Kristen Clark, RN
Nurses have a unique gift. It is a gift which carries both a burden and a strength which cannot be ignored. Numerous health care issues were discussed in that meeting, but it was the basic values of a nurse, and then the stories, both small and large, brought tears to my eyes and emotions to my voice. Sincerity cannot be forced and it also cannot be ignored.

Registered Nurse Opportunities
We’re waiting for you with open arms.

If you are ready for a bold career move, the nursing staff at UF Health Shands Rehab Hospital is ready to welcome you with exciting opportunities to learn and grow. As a RN in the state of Florida, you may qualify for REGISTERED NURSE OPPORTUNITIES available at UF Health Shands Rehab Hospital.

Located in Gainesville, FL, UF Health Shands Rehab Hospital is a 40-bed, comprehensive medical rehabilitation facility serving patients and their families.

As an interdisciplinary team, we are dedicated to helping patients improve the quality of their lives while dealing with major trauma, injuries or diseases.

For further information about positions and qualifications, visit our website at http://bfnb.ufhealth.org and apply online or call (800) 232-0372, ext. 57543 or send an email, attention: Karl Burgin, Nurse Recruiter at burgink@shands.ufl.edu.

Nearby, one third of the Florida Legislature is comprised of lawmakers who have never served in that capacity, and even fewer have experience in health care.

USE EMAIL ADDRESS IS NEEDED.

The Florida Nurses Association (FNA) is comprised of lawmakers who have never served in that capacity, and even fewer have experience in health care. This means the FNA lobbying team and nurses attending Advocacy Days will play a key role in educating legislators about the nursing profession. Our Advocacy Days are scheduled for March 15-16.

The FNA lobbying team includes Alisa LaPolt of Topslail Public Affairs, and Jose Diaz and Marty Bowen of Robert M. Levy and Associates. Longtime FNA lobbyist Bob Levy passed away in April 2016 three weeks after passage of legislation that gives ARNPs the authority to prescribe controlled substances under a protocol arrangement with a physician.

The Legislative Update is scheduled to meet in regular session from March 7 through May 5. For the FNA’s full legislative agenda, please visit “Legislative Activities” at www.floridanurse.org. During the nurse-week legislative session, the lobbying team will provide a list of bills relevant to nursing, and it will be posted on the website.

New Legislative Engagement Platform coming soon at www.floridanurse.org/legislative
When discussing violence in the workplace is unreported and the reason why they are unreported. Nurses will often forgive the act of violence against them because they feel that the patient didn’t mean to do it. “The NACNEP 5th report cites a survey of emergency room nurses in which 76% said their decision to report would be based on whether the patient was perceived as being responsible for their action.” By not reporting an event, you not only continue to harm yourself, but those of your colleagues. This also, makes it more difficult to get legislation passed as well as getting prevention programs implemented in your workplace and in your collective bargaining agreements. Another barrier that is often cited to implementing a workplace violence prevention program is management’s attitude toward violence in the workplace and not feeling that it’s an issue in their facility. That’s why it’s imperative that the leadership in each facility take an active role in violence prevention. Management, with input from staff, should make it a priority to institute policies and procedures that not only protect staff, but the patient as well, and increase security in areas that have the potential for violence.

Just this week, there was some very exciting news from OSHA. Through the efforts of our organized labor, OSHA has agreed to pursue standards on workplace violence prevention for health care and social service workers after receiving petitions from the National Nurses United and a coalition from organized labor that was led by the AFL-CIO. Not only did petitions get presented during a meeting on January 10, 2017, but they also shared stories of verbal as well as physical abuse by patients. Recently, David Michaels, who will be leaving his post as OSHA administrator, sent a letter to Rep. Robert Scott (D-VA), who has also advocated for a new workplace violence standard, stated that, “evidence indicates the rate of workplace violence in the health care and social assistance sector is substantially higher than private industry as a whole and that the health care and social assistance sector is growing.” OSHA has also now conducted its first training for its Compliance Officers on workplace violence and has revised its guidelines. But our work isn’t finished yet.

Over the years in discussing this issue with nurses before we were able to get legislation passed in New York State was, if it happened, why didn’t you report it? If you were assaulted out on the street you would call the police, so why not now? Two of the most common answers we received from our nurses, was that they felt it was part of the job, and the patient didn’t mean to do it. Those who did report an event were often told by security as well as law enforcement that nothing was going to happen because it was a patient that committed the act. This is why it is so important to have legislation passed in this state that would make it a felony for assaulting a nurse. No one should ever go to work thinking and feeling like this could be the day that I get hit. Every workplace should be a safe haven to do your job. Nurses are true champions when it comes to advocating for their patients and their practice.

Now it’s time to advocate for your safety.

Resources:
http://lamamatwork.com/journals/lama/article-abstract/17232979
https://wwwn.cdc.gov/wpvhc/Course.aspx/Slide/Unit3_12
https://www.cdc.gov/workplaceCourse/Module4/5.html
http://www.nationalnursesunion.org/article/65172

Unfortunately, most nurses before we were able to get legislation passed in New York State was, if it happened, why didn’t you report it? If you were assaulted out on the street you would call the police, so why not now? Two of the most common answers we received from our nurses, was that they felt it was part of the job, and the patient didn’t mean to do it. Those who did report an event were often told by security as well as law enforcement that nothing was going to happen because it was a patient that committed the act. This is why it is so important to have legislation passed in this state that would make it a felony for assaulting a nurse. No one should ever go to work thinking and feeling like this could be the day that I get hit. Every workplace should be a safe haven to do your job. Nurses are true champions when it comes to advocating for their patients and their practice.

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Legislative Action: The Student Perspective

Nigam Reddy

My first exposure to the legislative process was during the fall semester of my sophomore year in 2013, just when I was starting as the Florida Nursing Students Association’s Region 5 Director and Legislative Committee Chairman. We held a legislative forum during the semester that was held on March 15-16, 2017 in Tallahassee! Together, we can ensure that nurses remain advocates for their patients and the standards of the nursing profession as well.

Using what I learned from the forum, I shifted my focus to advertising for the upcoming 2016 FNA Advocacy Days that was held in January, I made a Pre-Advocacy Days packet that was sent out to all the school chapters in the state, which included all the information students would need to enrich their trip at Florida Nurses Association’s Advocacy Days. It was an amazing experience to learn how the lobbying process works and what to say to the elected officials. The drive we gained from advocacy days has been immense, and we have practiced this skill at the state level in our region.

Students and community members sit with state representatives
East Central Region Update

Twenty (20) old and new members attended East Central Region’s annual Christmas brunch at the Dubsbread Tap Room; 549 W. Par Avenue, Orlando, Fl. This event as usual was a great success offering members the opportunity to relax and network before the busy holiday season began. The Elusive Grape at 129 N. Woodland Blvd in Deland, Fl. offered a comfortable environment for planning committee for the meeting, please let Janice Hess, East Central Regional Director, know by emailing her at janbhess@gmail.com or calling her at 386-795-3307.

We are working to offer these regional presentations via video conferencing or the network so regional members can attend from home if unable to attend in person.

Janice is working with Doreen Perez, FNA Northeast Regional Director, to organize another joint nursing symposium this summer in St Augustine. Members will be receiving an email once the program is complete and site/time etc. is verified. Last year evaluation for those attending in Ormond Beach indicated great satisfaction with the program. If you would like to be on the planning committee for the meeting, please let Janice Hess know by emailing her at janbhess@gmail.com or calling her at 386-795-3307.

For future TFN publication, please contact me at TFN@floridanurse.org. Additionally, please let me know of any new role by remaining informed and involved in health care policy both at the local and state levels.

North Central Region Update

JOIN US:
• 2017 5th Annual North Central Region Conference: “Nurses Helping Nurses”
  Date: Saturday, April 22, 2017
  Time: 8:00am-4:15pm
  Location: The Villages in Gainesville
  • 8000 NW 27th Boulevard
  • Gainesville, FL 32606

Agenda will include a speaker from IPN, who will present the new FL BON two (2) hour continuing education requirement, “Recognizing Impairment in the Workplace.” There will also be a presentation of her Summary Review of the first 100 years of FNA political Advocacy and Beyond. The program was held at FNA headquarters Feb. 16, 2017 and offered a discussion of how FNA has been an essential advocate for nursing from its first lobbying effort in 1913 until present day. A big thank you goes to Marti Hansschik, East Central Region Program Coordinator, who once again coordinated and arranged the program and refreshments.

It is so important that nurses continue their patient and nursing advocacy role by remaining informed and involved in health care policy both at the local and state levels. Please be sure to go to http://www.floridanurse.org/ and click on the legislative tab. Also take time to review the FNA Advocacy Days agenda and sign up to attend March 15-16, 2017 events held in Tallahassee at the Residence Inn Universities at Capital.

Please mark on your calendar and save the date for the quarterly regional meetings to be held at FNA headquarters on following dates:

May 18, 2017
August 17, 2017
November 16, 2017.

We are working to offer these regional presentations via video conferencing or the network so regional members can attend from home if unable to attend in person.

Janice is working with Doreen Perez, FNA Northeast Regional Director, to organize another joint nursing symposium this summer in St Augustine. Members will be receiving an email once the program is complete and site/time etc. is verified. Last year evaluation for those attending in Ormond Beach indicated great satisfaction with the program. If you would like to be on the planning committee for the meeting, please let Janice Hess know by emailing her at janbhess@gmail.com or calling her at 386-795-3307.

For future TFN publication, please contact me at TFN@floridanurse.org. Additionally, please let me know of any new role by remaining informed and involved in health care policy both at the local and state levels.
Northeast Region Update

The nurses in the Northeast Region are beginning to plan for the annual summer educational meeting. We need help with the planning and presentations. If you are interested in helping with the plans or would like to be a presenter, please contact your Regional Director, Doreen Perez, at doreen4910@gmail.com.

Northwest Region Update

Mark your calendars! FNA is in the planning stages for two events in the Northwest Region. We are reaching out to University of West Florida, College of Nursing, in Pensacola, FL, in hopes to hold another BLI Symposium on April 29, 2017. The date and site are tentative at the time of this publication so keep an eye out for email notices. You can always check the Florida Nurses Association website for more information. We are hoping (tentative) to gather together as a regional group at the Blue Wahoos’ game later that evening as Political Advocates. What are other programs would you like to see in our Region? We want to hear from you! Please join us on our monthly conference call on the first Tuesday of each month at 7:30pm, and give us your ideas!

South Florida Region Update

The nurses in the Northwest Region are beginning to plan for the annual summer educational meeting. We need help with the planning and presentations. If you are interested in helping with the plans or would like to be a presenter, please contact your Regional Director, Doreen Perez, at doreen4910@gmail.com.

Southwest Region Update

The Southeast Region has been busy planning our local educational program on our role as nurses in the area of legislative advocacy. I hope that you were able to attend our session, “Nurses as Political Advocates” on February 25, 2017 in West Palm Beach, and to participate in Advocacy Days in Tallahassee! With our expertise, we, as nurses, can be advocates for our profession and our clients when we educate our Legislators about the needs of our health care system! What are other programs would you like to see in our Region? We want to hear from you! Please join us on our monthly conference call on the first Tuesday of each month at 7:30pm, and give us your ideas!
NCH Healthcare System is asking its 1,300 RNs and ARNPs to email their boards positions, so they can be uploaded into Nurses on Boards Campaign. Get your facility on board and register at Nurses on Boards Coalition.

SW Region email correspondence comes from FNA, who handle announcements, invitations, and RSVPs. If you are not receiving invitations to the SW Region events, please contact me. Remember any member in Lee, Collier, Charlotte, Glades or Hendry can plan an event anytime anywhere.

Region leadership carries on the work of the 185 SW Region FNA members at the local level through community service, political involvement, healthcare advocacy and education.

Naples will be hosting the 2017 MEMBERSHIP ASSEMBLY on September 29-30, 2017 at the Naples Grande Beach Resort. SW Region members interested in volunteering, please contact me.

Thank you for this opportunity to serve our region.

Sincerely,
Theresa Morrison
FNA SW Regional Director
Email: sycamore5313@gmail.com

West Central Region Update

Greetings from the West Central Region of FNA! I’d like to start by recognizing one of our region members, Ed Briggs, for his newly elected position as co-chair for the Florida Coalition of Advanced Practice Nurses. As a past FNA president, Ed is well known to many of our region members. I cannot wait to see all that he accomplishes in this new role.

Other happenings in our region include the planning of our 2nd Annual Symposium and Awards Event on our monthly region conference calls, as well as additional conference calls regarding the development of a Florida Nurse in Action strategy town hall-style event. Please check the FNA website and your emails for information on how to participate on these calls.

SAVE THE DATE – 2nd Annual Symposium and Awards Event will be Saturday, May 6, 2017 from 7:30am-3:15pm at the Moffitt Cancer Center Research Building in Tampa. Breakfast, lunch, and CE credits will be included with registration. Registration is available now on the FNA website. This is an excellent networking and learning event.

As always, if you know of any member or activity in our region that we should recognize, please share it. You can submit an article and request it be added to this publication or you can send the information to me to share in our region news. I look forward to hearing from you.

Sincerely,
Lisa Fussell
Regional Director

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Every October, the Florida Center for Nursing conducts an online survey of nursing programs in Florida. A total of 356 schools (135 LPN, 150 ADN, 64 BSN, 6 online) were asked to complete the survey, and a total of 172 programs responded to the survey—giving an overall response rate of 48%. These graphics represent key findings from the 2015-2016 academic year (AY) survey. Survey respondents reported a total number of 20,809 students enrolled in LPN, ADN, or pre-licensure nursing programs, and 11,355 students enrolled in RN-BSN, Master’s or Doctoral nursing programs as of 10/30/2016. Approximately 8% of all LPN enrollees and 50% of pre- and post-licensure enrollees are in Florida College System or State University System programs. With the exception of LPN programs, nursing graduates continue to increase in ADN and pre-licensure BSN programs (see Figure 1).

Similar trends are evident in post-licensure programs (see Figure 2).

Significant barriers to program expansion remain. Deans and Directors within pre-licensure nursing programs reported that “limited clinical sites” was the most common barrier to program expansion (43.8%). In addition, over one-third of pre-licensure programs reported a lack of qualified student applicants. Responding MSN and doctoral programs cited a lack of funds to hire faculty and limited clinical sites as the primary barriers to program expansion. On the other hand, a lack of a competitive salary and limited qualified applicant pools were the top barriers to faculty recruitment in all survey respondents. For infographic narratives of Florida’s education data and for more information on the state’s nurse education capacity and faculty supply and demand, please visit: http://www.flhealthcareworkforce.org/FCNCenterforNursingEducationReports.aspx

Figure 1. LPN and Pre-Licensure Graduates, 2006-2015

Note: LPN, ADN, and pre-licensure BSN graduates data are from the Office of Program Policy Analysis and Accountability (OPPAA).

Figure 2. Post-Licensure Graduates, 2006-2015

2017 IPN/FNA Annual Conference

Focusing on mental health issues among nurses and resources for mental health, our featured speakers will bring attention to trends in mental health treatment, eating disorders, trauma and mindfulness.

Keynote Speaker: Eric C. Arauz
President of the Trauma Institute of New Jersey, internationally recognized speaker, theorist, systems consultant, trainer and national award-winning author. He will speak on:

“A Futureless Man: The Integration of a Traumatized Life”

Other speakers include:
Barbara Bishop, LMHC, LMFT, NCC, CCMHC “Mindfulness for Life”
Debbie Orr, PHD, MA, BSN, RN “Can Nurses REALLY have Symptoms from Trauma?”
Dr. Kevin Wandler “Dying to be Thin: The Diagnosis and Treatment of Eating Disorders”
Susan Archacki-Resnik, BSN, MSN, ARNP, PMHNP BC “What Came First, the Mental Health or Substance Abuse Issues?”

Nurse Support Group Facilitators Training May 6, 2017

Location: Renaissance Resort World Golf Village 500 S. Legacy Trail, St. Augustine, FL 32092
800-627-7468 use code IPVPGA for group rate Visit www itinerary .coum under Evans and Training to register
Deadline to register is April 10, 2017

Florida Action Coalition Celebrates 5 Years of Accomplishments!

The Florida Action Coalition would like to thank all our volunteers, participants, partners, friends, and the crucial support of the Florida Blue Foundation for making our 5 years of service possible. As part of our anniversary, we designed a commemorative booklet which details the work the coalition has been able to accomplish, outlines the goals of each of our teams, and identifies key stakeholders who influence and are influenced by our work.

The booklet can be accessed at www.FLCenterforNursing.org/FL-ActionCoalition.aspx. We sincerely hope that this booklet reflects the continuous commitment of the Action Coalition’s work to provide leadership in advancing the nursing profession so that all Floridians can access safe, high quality healthcare, and reaching our goals of working to achieve many of the IOM recommendations.

Board Service Webinars

The FL-AC is continuing quarterly Board Service Webinars. Do you serve on a board, committee, or task force? You know the commitment it takes and the steps to get there. Help our future policy makers by joining our webinars. We will work with those who are beginning their search and need your guidance. Contact Andrea at andrea.russell@uf.edu or go online to www.FLCenterforNursing.org/FL-ActionCoalition/ProfessionalBoardTraining.aspx to register that you serve on a board. There you can make the commitment to mentor our future nurse leaders. Anyone who would like to participate mentor or mentee contact andrea.russell@uf.edu.

Highlights of the work slated for 2017, year three of the initiative, include:

1. Continued engagement of the Leadership Council and seven Regional Councils,
2. Publication of a report on Emerging and Evolving Roles and Occupations,
3. Adoption of a healthcare workforce data collection strategy,
4. Organization of a Statewide Summit that included the exploration of other state’s healthcare workforce models and
5. Development of a plan for sustainability that includes a proposed model for a Healthcare Workforce Research Institute of Florida (HWRI).

Updates on the 2017 FHW accomplishments will be shared in subsequent issues. For more information about the Florida Healthcare Workforce initiative, please visit the website at www.FLHealthcareWorkforce.org or contact Karin Kazimi, Project Director at Karin@FLHealthcareWorkforce.org.

The Florida Healthcare Workforce (FHW) initiative is excited to begin its third year! FHW’s mission is to develop recommendations for statewide policy that will facilitate a pipeline of highly skilled talent to meet the demand of Florida’s healthcare workforce needs. With support from leadership across all healthcare professions throughout the state of Florida, the FHW accomplished the following objectives in 2016:

The Florida Healthcare Workforce (FHW) initiative is excited to begin its third year! FHW’s mission is to develop recommendations for statewide policy that will facilitate a pipeline of highly skilled talent to meet the demand of Florida’s healthcare workforce needs. With support from leadership across all healthcare professions throughout the state of Florida, the FHW accomplished the following objectives in 2016:

1. Continued engagement of the Leadership Council and seven Regional Councils,
2. Collection of data from Florida’s healthcare workforce, and
3. Use of the data to develop recommendations for the Florida Department of Health.
As children, we were told we could be whatever we wanted to be: firefighters, astronauts, or doctors. Our world was not limited by the realities of invoices or educational requirements. We dreamed of futures where we can become whoever we set out to be.

Our excitement and energy brought into focus our wants and desires but at the same time ignored, forgot, or even demolished other possibilities. In the pursuit of our goals, it appears as though we have lost sight of the infinite futures in front of us.

The adage “this is the way that we’ve always done it” horrifies me because tradition is not a reason to accept complacency or mediocrity. Nursing has no limitations. Instead, we, students, are limited by our perceptions of nursing. Almost all nursing students are concerned with simply obtaining a job after graduation or entering graduate-level education. Very few are interested in creating new fields of nursing like nursing informatics. In fact, most students that I’ve met want to enter into the same small set of careers (pediatrics, NICU, ICU, ER, or OR). It may be that requiring years of educational training affords students the chance to expand the entire discipline. The future of nursing is driven by nurses who challenge the norms and advocate for innovation. Positive change then calls for leaders who support students in their respective journeys, administration that backs nurses who are mavericks, and legislators who recognize the importance of developing public policy that ensures scope of practice that reflects the increasing capabilities of nurses.

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Our power as students lies in the future that we hold. As children, we narrowed down our interests and really excluded alternative opportunities. In addition, we supported a system that reinforced that principle of knowing what we wanted to do from a young age and pursuing avenues that directly result in that objective. However, nursing students, specifically, embody the unique ability of fulfilling our potential. The flexibility of nursing where one can jump careers (e.g. from orthopedics to telemetry) without requiring years of educational training affords students the chance to expand the entire discipline. The future of nursing is driven by nurses who challenge the norms and advocate for innovation. Positive change then calls for leaders who support students in their respective journeys, administration that backs nurses who are mavericks, and legislators who recognize the importance of developing public policy that ensures scope of practice that reflects the increasing capabilities of nurses.

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The Power of Our Future

Education will always remain a vital foundation to the development of the minds that shape our futures. From the futures that we can see to the futures that are hidden from us, our power comes from our determination to make our own realities. As students, we look to the future because we are the future. Our past experiences don’t define us. Our past supports us and provides us with insight for how we can achieve what we set out to accomplish. Our power as students can make sure that children one day can say that truly is nothing that they can’t be.

Chris grew up in Delray Beach Florida where he graduated from Atlantic Community High School in 2014 with a diploma from the International Baccalaureate program. He entered Florida Atlantic University (FAU) to pursue his BSN. At the same time, he is pursuing his BA in psychology. He expects to graduate with both in the Spring of 2018. He got involved with his local Student Nurses Association where he was influential in rebooting the chapter. He is also a member of the College of Nursing's Student Council where he sits on a faculty committee as a student representative. He currently serves as FNSA president.

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Focus on Research

Is Evidence-Based Practice in Your Nursing Present and Future?

Lois S. Marshall, PhD, RN
Member, Research Special Interest Group

If you are a practicing nurse, from new graduate to advance practice and beyond, you hear the terms evidence-based nursing practice probably on a daily basis. Whether it is how to make your environment more evidence-based focused, or how to increase the number of evidence-based nursing interventions, or even how to conduct more evidence-based research projects, the health care environment of present has immersed itself in the concept of evidence.

As nurses practice in the current health care environment, they are integrating evidence-based nursing practice on a daily basis, even if they are not aware of where, when, and how much. Evidence surrounds nursing practice and begins with the collection of data, whether it is assessment or evaluation data on patients’ environment, they are integrating evidence-based focused, or nurses who graduated in the 1980’s for an evidence-based approach to nursing practice versus nurses who graduated in the 1980’s for example, but that shouldn’t lead nurses to push back from such change.

Performing nursing care based on tradition versus evidence still carries much weight in some nursing practices, but often it is not for lack of wanting to envelope such an evidence-based practice, but more because they have not been exposed to it in such a way that it is understandable and usable. The myth that one needs to be a nurse researcher or statistician to use evidence in practice is one that needs to be addressed and struck down. The myth that one must possess a PhD or other doctoral degree to be a successful evidence-based practitioner also needs to be struck down.

To think that nurses in the present and future health care environment will not be immersed and expected to utilize evidence in their practices, is to believe that assessment is not the foundation of nursing care and that research is not the foundation of advancing nursing as a practice, in its broadest sense and as a profession. Nurses have different levels of knowledge of evidence-based practice, often depending on when and where they were educated; nurses within the last 10 years may be clearly more versed in the necessity for an evidence-based approach to nursing practice versus nurses who graduated in the 1980’s for example, but that shouldn’t lead nurses to push back from such change.

Performing nursing care based on tradition versus evidence still carries much weight in some nursing practices, but often it is not for lack of wanting to envelope such an evidence-based practice, but more because they have not been exposed to it in such a way that it is understandable and usable. The myth that one needs to be a nurse researcher or statistician to use evidence in practice is one that needs to be addressed and struck down. The myth that one must possess a PhD or other doctoral degree to be a successful evidence-based practitioner also needs to be struck down.

When considering how to address some of the myths of evidence-based practice and how to integrate evidence into one’s particular nursing area, from practice to education and administration, amongst others, one must start with education on the need to create a culture of evidence based nursing practice and how they fit into such a culture. Nurses also need to be made aware that nurses can both be consumers of evidence-based nursing and/or generators of evidence-based nursing (Marshall, 2016).

It is this author’s hope that nurses from around the state, no matter where they practice or what type of “practice” they have, will articulate the need and value of evidence-based nursing and find educational and research resources from within Florida Nurses Association to assist in this transition, both as individual practitioners and as teams and organizations/institutions. One resource, the Research Special Interest Group, has and will continue to take a very active role in moving this conversation and education forward. We look forward to engaging all FNA members as well; this is a first step.

Reference


***Call for Abstracts***

The FNA Board of Directors is committed to supporting and showcasing colleagues conducting nursing research. You are invited to submit abstracts for the 3rd Annual Evidence-Based Practice and Research Conference scheduled for Saturday, July 15, 2017 at Leu Gardens in Orlando, FL. Abstracts can be submitted for podium or poster presentations.

The purpose of this conference is to promote communication and dissemination of performance improvement projects and nursing research that is being conducted in diverse academic, clinical, and/or community settings throughout Florida.

Abstracts will be peer reviewed by members of the FNA Nursing Research Special Interest Group.

Submissions are due by Wednesday, May 31, 2017

Guidelines for submission can be found under the Resource tab at www.floridanurse.org

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REFERENCE

On this journey, doors have opened and closed sometimes without a clear revelation until much later. For example, during a sustained low census period and financial challenges, a decision was made to close the unit where I served as nurse manager. Through no fault of mine or my staff, we were now in need of a new home. My journey shifted course once again; however, without that shift, I would not have been positioned for a director of nursing position. That nursing position lead to a senior director position and shortly thereafter, I was appointed Vice President and chief nursing officer. Through each disappointment or challenge, inner “Joy” sustained me. During times of plenty and progress, inner “Joy” sustained me.

In this season of my life and career, over 35 years in nursing and healthcare leadership, primarily in acute care hospitals, I am all about significance. I have continually noted a gap in leadership development in terms of spiritual development. In 1998, I participated in a three year RWJ Executive Nurse Fellows Program for the purpose of developing better ways to manage challenges and keep them from overwhelming my work experience and career development. I continued to invest time and energy into educational programs, such as leadership and spiritual development courses.

As leaders in health care settings, CNSs provide direct patient care and lead evidenced-based initiatives to improve care and clinical outcomes, and reduce costs. CNSs publish research and initiatives that capture the statistically significant data of lower CLABSI and CAUTI rates, lower fall rates, preventing dementia, and positively impacting other core measures. Reimbursement for CNS professional services will:

- attract licensed CNSs within and outside of Florida to create and fill vacant employment opportunities,
- increase revenue for healthcare systems, and
- increase Floridians’ access to quality healthcare.

Support Florida CNS by learning more about your CNS in your facility. If you don’t have any CNS, now you know why. Increasing the pool of Florida CNS will result in streamlining health services, advancing implementation of evidenced-based practice guidelines, and alleviating delays in care delivery.

**Clinical Nurse Specialist (CNS) in Florida**

Theresa Morrison, PhD, CNS-BC

Did you know the State of Florida incorrectly classifies clinical nurse specialists (CNSs) as registered nurses (RN) instead of as the advanced practice registered nurses (APRNs)?

In Florida, the CNS title has been protected since 2008 (FS 464.0115 and 464.015), yet the statutes confusing language limits full scope of practice for the 120 Florida CNSs. Statuses FS 464.003(7) “Clinical nurse specialist practice” means the delivery and management of advanced practice nursing care and FS 464.003(2) definition of “advanced and specialized nursing practice” to perform acts of medical diagnosis and treatment, prescription, and operation conflict.

The inability to have CNS practice authority and be financially compensated by insurers, to perform 464.003(7)(d) “Implement therapeutic interventions based on the nurse specialist’s area of expertise and within the scope of advanced nursing practice, and (e) coordinate health care,” has erected barriers for 72,000 CNS across the United States from working in Florida’s hospitals and health care settings.

Clinical nurse specialists are advanced practice registered nurses who have education and training in advanced nursing care, physiology, pharmacology, and physical assessment. The Consensus Licensure Model, developed by the nursing community, ensures a national standard for education, practice, and license recognition.

As leaders in health care settings, CNSs provide direct patient care and lead evidenced-based initiatives to improve care and clinical outcomes, and reduce costs. CNSs publish research and initiatives that capture the statistically significant data of lower CLABSI and CAUTI rates, lower fall rates, preventing dementia, and positively impacting other core measures.

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Preventing young people in Florida from starting to use tobacco begins with understanding the epidemiologic triad, public health surveillance, field investigation, analytic studies, policy development and interprofessional collaboration. Through systematic collection, the public health nurses are serving many purposes to the youth in Florida by increasing their knowledge of the dangers of tobacco use, shifting their attitudes about tobacco use and increasing the public's knowledge and support for statewide policies that will reduce the probability that they will use tobacco. Tobacco control policies and community-based interventions (e.g., increasing prices, mass media campaigns, smoke-free policies, etc.) increase tobacco cessation among young adults and children. School nurses and public health nurses collaborate to discuss the interventions that address interventional health promotion with our communities.

Raising awareness and having programs intact that provide education to the youth of Florida is one way of preventing smoking and substance abuse and encouraging teens to decide not to use. The education should primarily start in the home, at your health care provider's office and in the school atmosphere environment beginning in elementary school. Evidence shows that kids who learn about the risks of drugs, tobacco, and alcohol from their parents and caregivers are up to 50% less likely to use tobacco, alcohol and drugs than those who do not (GCPS, 2015). Talking to children about drugs is not a one-time event, parents, teachers and anyone who has an influence on your child (coach, dance teacher, librarian, school personnel, etc.) has a positive effect on youth population.

In evaluation of public health services and evaluate the processes of determining, and objectively the relevance, effectiveness, efficiency and impact of the activities with respect to the established goals. By mobilizing the student’s strengths and reducing the vulnerability due to environmental risks and lifestyle behavior can foster growth and meaning. The collaborative efforts have an incredible influence on the impact of youth tobacco use. Through building relationships with the community, research health nurses and school staff of other agencies and organizations help prevent smoking (CIDC, 2015).

Public health nurses serve as an important role in evaluation of public health services and evaluate the processes of determining, and objectively the relevance, effectiveness, efficiency and impact of the activities with respect to the established goals. By mobilizing the student’s strengths and reducing the vulnerability due to environmental risks and lifestyle behavior can foster growth and meaning.

Over the 2016 winter break, 17 pre-licensure BSN students from the Christine E. Lynn College of Nursing at Florida Atlantic University accompanied Dr. Rhonda Goodman on a study abroad program in Guatemala. She is currently a member of the New Hampshire Nurse's Association (NHNA) on the Board of Directors, and the American Nurses Association (ANA), and Florida Nurses Association (FNA).

Clinical Experience Highlights in Guatemala

Over the 2016 winter break, 17 pre-licensure BSN students from the Christine E. Lynn College of Nursing at Florida Atlantic University accompanied Dr. Rhonda Goodman on a study abroad program to rural Guatemala. They were immersed in the rich indigenous Maya culture, including a ceremony by a Maya shaman. The students conducted school health and wellness screenings for almost 300 school children at three different rural schools. They measured height and weight, administered albendazole for ascariasis, taught dental hygiene, and painted fluoride varnish on the children’s teeth. We brought Christmas gifts of stocking, toothbrush, toothpaste, crayons, and coloring books for all the children.

Along with Dr. Goodman, two other faculty members, Dr. Carrie Kairys and Dr. Natalie May, accompanied the students. The students also participated in a clinic for adults with diabetes and hypertension, and performed blood glucose and blood pressure checks. They conducted a foot care clinic for older adults with diabetes. The students learned a great deal about the social determinants of health in Guatemala, such as extreme poverty, lack of education, governmental corruption, and chronic childhood malnutrition.

In Guatemala, the students installed woodstoves in the homes of ten families. These woodstoves will provide a safer and healthier option to cooking, as compared to the usual open fire cooking. All the woodstoves were donated by the students, faculty, and friends of the College of Nursing.

Dr. Goodman has conducted eight study abroad trips with graduate nurse practitioner and nursing education students and two trips with undergraduate BSN students. She has planned five more trips for 2017 in order to give this underserved population better access to health care.

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