President's Message

An Open Letter to My Family

Leah Kinnaird, EdD, RN

Thank you the support you’ve given me through the years. Thank you for helping me financially, talking me out of quitting school, attending my graduation, and encouraging me along the way.

I’m writing now because, every now and then, something happens that lights a fire in me to tell you the inside story of what it means to be a nurse. I know you value me and my peers for our honesty and ethical standards and for our reputation for caring. You may not recall how hard it was for me to become a nurse. I was pretty naive...clueless about how much I would have to study, almost flunking physics. I had a well-rounded education that has prepared me for life’s situations. I’m so glad I’m a nurse.

So when Jimmy Kimmel went public with the announcement that a nurse diagnosed an irregularity with his newborn’s heart, I was struck by the attention brought to nursing. Often nurses are the behind-the-scenes lifesavers. Baby Kimmel’s type of situation is repeated countless times in newborn settings, medical surgical units, ICUs, health departments, homes, schools, and outpatient clinics. It makes me want to speak openly about the difference a nurse can make in anyone’s life.

I’ve had the good fortune to meet countless nurses in all kinds of settings. I see them as my peers. We recently celebrated Nurses Week on Florence Nightingale’s birthday, May 12. Did you know that since 1921, hospitals nationally have associated their celebrations with her birthday? Nightingale is not only the founder of our profession, but a hero in health care for revolutionizing hospital operations based on data she collected. I didn’t know that nurses would be expected to be researchers, but I understand it is part of the Nightingale heritage.

What I want to stress is that the nurses I know are “thinkers.” In order to provide good care, they must have the intellectual capacity to know what actions to take, whether in acute or chronic cases. They know the medications you take...the risks, interactions, complications. They witness how you respond to them and react appropriately. They are technically competent to manage the medical equipment you require. They speak up for you. [That’s something that’s

President’s Message continued on page 9
Keeping Nurses Informed about Their Profession

Florida Nurses Association or Florida Board of Nursing: What’s the Difference?

Willa Fuller, RN
FNA Executive Director

FNA and the FBON are two Florida organizations that play a critical role in the career of every nurse. Although the two organizations frequently agree on policy issues and various aspects of our work, the two organizations are very different and not connected as it relates to their everyday functions. It is important that nurses understand the role of each organization. Each organization has a distinct role and mission and the work of the organizations flow from those missions. Because there is frequently confusion about the distinctions between the two organizations, we have assembled the information below in order to help Florida nurses know which organization is best suited to meet a particular need. The Board of Nursing relies on licensure fees to provide for its mission of protecting the public. For FNA, membership is the key to providing the resources needed to advance nursing advocacy work.

From the Board of Nursing website:

The Board of Nursing is made up of 13 members: seven Registered Nurses who have been engaged in the practice of professional nursing at least four years (one must be an advanced registered nurse practitioner, one must be a nurse executive, and one must be a nurse educator member of an approved program); three Licensed Practical Nurses who have been engaged in the practice of practical nursing at least four years; three consumer members who have never been connected with the practice of nursing. All board members must be Florida residents and one must be at least 60 years old. (See the website for information on applying to serve.)

Organization:
Florida Nurses Association
P.O. Box 536985
Orlando, FL 32853-6985
Phone: (407) 896-3261
Fax: (407) 896-9042
E-mail: info@floridanurse.org
Website: www.floridanurse.org

Florida Board of Nursing
4052 Bald Cypress Way, Bin E022
Tallahassee, FL 32399-3252
(850) 488-4125
Fax (850) 245-4172
Website: http://www.floridanausing.org

Structure:
Professional Association for all Registered Nurses; a constituent member of the American Nurses Association.
Legally constituted state agency.

Mission Statement:
The Florida Nurses’ Association, as a constituent member of the American Nurses Association, exists to promote the practice of professional nursing, advance the development of professional nurses, and improve health standards and availability of health care services for all people of Florida. In order to safeguard life, health, and the public welfare of the people of this state and in order to protect the people of the state of Florida from the unauthorized, unqualified, and improper application of services by individuals in the practice of nursing, it is necessary that a regulatory authority be established and adequately funded. To further this policy the practice of nursing shall be regulated through the Florida Board of Nursing, and said board shall have the power to enforce the provisions of this chapter. Any persons who practice or offer to practice nursing or who represent themselves as registered nurses or licensed practical nurses without qualifying under this chapter endanger the public health.

Nursing is a dynamic discipline and its practice is continually evolving to include more sophisticated patient care activities. The purpose of this chapter is to provide clear legal authority for functions and procedures that have common acceptance and usage and to recognize the overlapping functions between registered nurses and other licensed health care providers in the delivery of health care services.
According to the Merriam-Webster dictionary, “Advocacy is the act or process of supporting a cause or proposal; the act or process of advocating for something.” An advocate is one that defends or supports a cause or interest. Since the days of Florence Nightingale, nurses have been on the forefront of advocating for accessible, quality healthcare.

Advocacy is defined by the American Nurses Association (ANA) (2010) as “the protection, promotion, and optimization of health and abilities, prevention of illness and injury, alleviation of suffering through the diagnosis and treatment of human response and advocacy in the care of individuals, families, communities, and populations.” Advocacy is a core value of nursing. We nurses have opportunities every day to advocate for our patients and their families.

Our Nursing Code of Ethics calls on us to promote, advocate for and strive to protect the health, safety and rights of the patients. However, advocacy goes beyond our day-to-day contacts with patients and families. We are called to advocate for our communities and for our profession. Nurses engage with the patient and families in all areas and settings of health care. We have a unique, valuable perceptive that decision-makers need to hear. We understand what is not working in this so-called health care system.

Nurses have real patient stories of the many deficiencies of the health care system. There are access problems, lack of adequate supports and resources, inability to pay for the rising cost of care and the continued lack of coordination in care service. We have seen it all and we have worked with our patients to find solutions. Sometimes there just is no solution. That is unacceptable!

Nurses must lend their voice, their experiences, their stories to move health care forward. Nurses do this through advocacy. Nurses do this by being part of the solution. Nurses do this by getting involved. Nurses do this by supporting patient friendly legislators and legislation. Nurses do this by supporting our Political Action Committee (PACs) either the ANA-PAC or FNPAC. Nurses do this by understanding the importance of advocacy and then doing something about it. Are you ready to be an advocate? Let’s get to it!

Barbara Lumpkin, a long-time ANA/FNA member, is a force for advocacy in action. She has tirelessly advocated for nursing and patients in Florida. She is a true ‘Florida Nurse Hero.’ Will you be the next Barbara Lumpkin? In 2006, The Florida Nurses Foundation established the Barbara Lumpkin Institute in honor of the long time FNA lobbyist, Barbara Lumpkin. A major goal of the Barbara Lumpkin Institute is to strengthen the Florida Nurses Association leadership and advocacy programs through various educational programs and networking activities. Current programs include the Barbara Lumpkin Institute Symposiums, support for an FNA member to attend the American Nurses Association Advocacy Institute in Washington D.C., and scholarships to support both seasoned and new members to attend FNA Advocacy Days.

Legal Representation for Nurses

The Health Law Firm

Being Investigated? Accused of Drug Diversion? (PNP, employer accusation) Legal Problems? Need Advice?

Lance O. Leider, J.D., LL.M.

Member: The American Association of Nurse Attorneys (TAANA)

Lance O. Leider is an attorney whose practice focuses on the representation of nurses and other health care providers finding themselves the targets of investigations in state and federal cases. These cases include diversion accusations, licensing and disciplinary issues, administrative hearings and appeals, regulatory matters and litigation, and PNP/drug cases.

References:

American Nurses Association (2010). Nursing’s social policy statement. Silver Springs, MD: ANA.
**President-Elect**

Theresa Morrison
For the position of: President-Elect and Representative to the ANA Membership Assembly
As President Elect, I would hone my skills as a change agent, help drive and support the President's priorities and Board recommendations and prepare myself to take over the role of knowing FNA relevant member
Region: West Central – Hillsborough
School(s) of Nursing: Duquesne University; Vanderbilt University of Nashville, Tennessee
Degree(s): PhD, Post Master's Nursing Certification in Education, MSN with a Clinical Nurse Specialist Oncology focus, BSN

**Placement and Employment and Position:** Moffitt Cancer Center, Clinical Nurse Specialist
Professional Organizational Activities: South Florida Organization of Nurse Executives, County Representative; STTI Tau Zeta Leadership Selection Chair; Florida Cancer Control and Research Advisory Council (CERR) Executive Board; Commission of Cancer, committee member; Comprehensive Community Cancer Program; Membership Co-Chair National Association of Orthopaedic Nurse Specialists; HHSA, objective reviewer; International Society of Nurse Genetics (ISONG) AMC, External Validation Genetics Panel, Co-Chair; Board Member; CERR Executive Board Member, NACNS, Membership Co-Chair; FNA SW Region Director, Co-Chair of FNA CNS SIG.

George Byron Perez-Smith
For the position of: President-Elect and Regional Director
As a member of the Florida Nurses Association, holding office at the district, region, and state levels within the organization since 2013, my interest in being elected to the Vice President position is to bring increased enthusiasm and action oriented mannerism to the position by serving the President to the best of my ability. Driving results by using the structural processes, I expect to see the organization and facilitate streamlined processes, enhanced membership benefits, and generally contribute extensively to the mission of the organization for long-lasting sustainability and viability.
Region: South – Miami Dade
School(s) of Nursing: St. Petersburg College
Degree(s): MBA, BSN

**Placement and Employment and Position:** Miami Children's Health System, Nicklaus Children's Hospital, Nursing Director

**Secretary**

Palma Iacovitti
For the position of Secretary
As secretary, I’d like to expand myself within the organization by continuing to support the FNA on a different level, more collaboration on a state level and foster my professional leadership skills motivated by challenges and can meet those challenges to manage this position as Secretary. There may be other qualified candidates with greater skills but I do have a lot of energy and enthusiasm to learn. FNA Secretary will help identify and advance my strengths and rectify my shortcomings.
Region: North East - Duval
School(s) of Nursing: Holy Family University, Philadelphia
Degree(s): Currently attending DNP program at University of Iowa, MBA, BSN

**Placement and Employment and Position:** Mayo Clinic, Jacksonville, Nurse Manager, Transplant Surgical Services
Professional Organizational Activities: AONE; ANA, FNA member; FNA Health Policy SIG member.

Barbara Russell
For the position of Secretary
As a long-time active member of FNA and as retirement comes closer, I will bring my robust enthusiasm and skills to keep the organization relevant to its members.
Region: South – Miami Dade
School(s) of Nursing: University of Miami; Florida International University; Jackson Memorial Hospital, Primary Care Nurse, Nurse Practitioner
Place of Employment and Position: Baptist Hospital of Miami, Vice Chair BHSF Emergency Operations Council & Director Infection Control; Director of Sterilization and Linen
Professional Organizational Activities: Core member South Region Leadership Council since 2013; First South Region Director (2010-2011); Past Regional Chair; Certification Board of Infection Control and Epidemiology (CBIC), President (2012); Occasionally contacted by IPN to address Infection Control related issues; Vice President, FNA; Secretary, The Nurses Charitable Trust; Chair of the Royce Foundation; JMH School of Nursing Alumni Association; Florida Practitioners of Infection Control (FPIC), Representer on State HA Advisory Board (2010-present).

**Vice President**

Jill Tahmoressi
For the position of: Vice President and Regional Director
As a member of the Florida Nurses Association, holding office at the district, region, and state levels within the organization since 2013, my interest in being elected to the Vice President position is to bring increased enthusiasm and action oriented mannerism to the position by serving the President to the best of my ability. Driving results by using the structural processes, I expect to see the organization and facilitate streamlined processes, enhanced membership benefits, and generally contribute extensively to the mission of the organization for long-lasting sustainability and viability.
Region: South – Miami Dade
School(s) of Nursing: St. Petersburg College
Degree(s): MBA, BSN

**Placement and Employment and Position:** Miami Children’s Health System, Nicklaus Children’s Hospital, Nursing Director

**Treasurer**

Ann-Lynn Denker
For the position of Treasurer
This election marks a crucial time in the future for state association. The FNA must act wisely and assure fiscal soundness...to be relevant and prosperous. Professional advocacy, our pillar to success and invigorated membership are essential to assuring a new paradigm for our future generations.
Region: South – Miami-Dade
School(s) of Nursing: University of Miami; University of Florida
Degree(s): PhD, MN, BSN

**Placement and Employment and Position:** Plaza Network, Chief Critical Officer
Professional Organizational Activities: South Region “Volunteer” FNA Planning Committee; FNA Board of Directors, Treasurer (2013-2017); FNA Health Policy SIG member; Florida Board of Nursing, past chair.

Mavra Kear
For the position of: Treasurer
Maintaining the financial viability of FNA is an ongoing challenge. I am prepared to work with the FNA board and staff to focus on strategies to identify and meet our financial priorities in order to continue supporting our professional organization and its Advocacy efforts.
Region: West Central – Polk
School(s) of Nursing: University of South Florida; University of Florida
Degree(s): BSN, MSN, CNS

**Placement and Employment and Position:** Peace River Center, Nurse Practitioner, primary care
Professional Organizational Activities: FNA President (2011-2013); FNA Treasurer (2009-2011); Member of ANA, FNA, & STTI.

Directors at Large (Regional)

East Central Region
Janice Hines
For the position of: East Central Region Director
I strongly believe that professional organization membership requires member participation in supporting the mission and goals of that organization. Therefore, if elected as East Central Regional Director, I will act as liason Director for the region and member representing the regional activity while soliciting member input in a manner that offers them a voice in their professional organization and its advocacy efforts.
Region: East Central – Volusia
School(s) of Nursing: University of Florida; Southern Missionary College; Brigham Young University; Orange Memorial School of Nursing
Degree(s): DNP, FNP-BG, ARNP, Adult NP Certificate, MSN, BSN, RN Diploma
Place of Employment and Position: Retired VA Outpatient Clinic, Daytona Beach (Sept 2016); Volunteer Clinical Director Good Samaritan Clinic, Deland
Professional Organizational Activities: Past District Treasurer and Past Chair of Volusia, Flagler & Orange Advanced Nursing Council; Florida Nurses Foundation board member; Florida Coalition of ARNP; Past CCNE Accreditation clinical member of AONE, hospital wide committee; FNSA, Region 10 (2016); FNA East Central Region Director (2015 – present); FNA voting member for Florida Coalition.

North Central Region
Justin Wilkerson
For the position of: North Central Regional Director
I want to serve as an advocate and representative for the nursing profession in the North Central district. I would represent the interests of the membership in the North Central Region to the Board of Directors (2013-2017) while also serving as advocate for the profession to the Florida Nurses Association as a whole.
Region: North Central - Alachua
School(s) of Nursing: Florida Gateway College (Lake City, FL); University of Texas at Arlington; Board Certification in Gerontological Nursing (ARNP) & Adult Critical Care Nursing (ACGN)
Degree(s): BSN, ASN

**Placement and Employment and Position:** North Florida Regional Medical Center, Assistant Director, Professional Practice
Professional Organizational Activities: NFRMC Professional Practice Council & Nursing Quality Council, Nurse Practitioner (2013-2017); FNSA, Region II Director (2011-2012); FNSA, Vice President (2012-2013). Member of ANA, FNA, AACN, SCNM & HPNA.

**Director at Large (Regional)**

**East Central Region**

Janice Hines
For the position of: East Central Region Director
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Region: East Central – Volusia
School(s) of Nursing: University of Florida; Southern Missionary College; Brigham Young University; Orange Memorial School of Nursing
Degree(s): DNP, FNP-BC, ARNP, Adult NP Certificate, MSN, BSN, RN Diploma
Place of Employment and Position: Retired VA Outpatient Clinic, Daytona Beach (Sept 2016); Volunteer Clinical Director Good Samaritan Clinic, Deland
Professional Organizational Activities: Past District Treasurer and Past Chair of Volusia, Flagler & Orange Advanced Nursing Council; Florida Nurses Foundation board member; Florida Coalition of ARNP; Past CCNE Accreditation clinical member of AONE, hospital wide committee; FNSA, Region 10 (2016); FNA East Central Region Director (2015 – present); FNA voting member for Florida Coalition.

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School(s) of Nursing: Florida Gateway College (Lake City, FL); University of Texas at Arlington; Board Certification in Gerontological Nursing (ARNP) & Adult Critical Care Nursing (ACGN)
Degree(s): BSN, ASN

**Placement and Employment and Position:** North Florida Regional Medical Center, Assistant Director, Professional Practice
Professional Organizational Activities: NFRMC Professional Practice Council & Nursing Quality Council, Nurse Practitioner (2013-2017); FNSA, Region II Director (2011-2012); FNSA, Vice President (2012-2013). Member of ANA, FNA, AACN, SCNM & HPNA.
Northeast Region

Pamela Delano

For the position of: Northeast Region Director

As Northeast Region Director, there is the responsibility to foster an environment where nurses are encouraged and supported through opportunity and empowered to innovate. My goal is to inspire others at every experience level in the organization to become active participants on the issues that influence our patients and our practice.

Region: Northeast – Duval

School(s) of Nursing: Jacksonville University; Mount Saint Mary College

Degree(s): MSN with a focus on Organizational Leadership; MBA, BSN, Bachelors of English Literature

Place of Employment and Position: Mayo Clinic, Nursing Education Specialist for Neurology/Neurosurgery Department

Professional Organizational Activities: Hands-Only CPR Community Instructor Volunteer; Mental Health Volunteer RN; FNA Health Policy & Ethics SIG member; American Nurses Association Professional Issue & Moral Resilience Advisory Committee; Foundation for Peace, Volunteer Nurse, Dominican Republic.

Northwest Region

Marion Mischke

For the position of: Northwest Region Director

This particular region is very challenging. I have been a resident of Bay County for 33 years and I am familiar with the northwest region. I would like to see membership and participation increase in the region. I would like to have our nurse educators at all levels encourage and promote nurses to become members of their state and national organization.

Region: Northwest – Bay

School(s) of Nursing: The Brooklyn Hospital; Long Island University

Degree(s): PhD, MSN, BSN, Diploma

Place of Employment and Position: Teach out program in Brandon, Florida.

Professional Organizational Activities: NW FNA Region Director (2015- present) and member of FNA; American Nurses Association member; National League for Nursing member; Sigma Theta Tau International.

South Region

Steadly Foster

For the position of: South Region Director

My goal is to increase the number of members into the organization by bringing an active presence in the community to include special nurse events, healthcare organization, school, etc. I have actively participated with the number of members, my intention is to increase the revenue to the organization by having new partners to support our events. Targeting the South Florida market involves a good public relations image within this community. To facilitate this process, my goal is to plan more successful and creative events to capture this audience.

Region: South – Broward

School(s) of Nursing: Barry University; Florida International University; SUNY; Nassau Community College

Degree(s): PhD, MSN & Masters in Nursing Education, Administration

Place of Employment and Position: St Paul's School of Nursing, Dean of Nursing; Nova Southeastern University, Adjunct Professor

Professional Organizational Activities: FNA South Region Leadership Council member for 6 years; Member of FNA, ANA & Sigma.

Carmen “Vicky” Framil

For the position of: South Region Director

I would like to serve my community and become a strong advocate for nurses in my region. I have actively participated with the FNA in the past, including membership in the Leadership Academy, acting Health Policy Special Interest Group Chair, and attending Advocacy Days in Tallahassee. These experiences have prepared me well to take on the next challenge of leadership.

Region: South – Miami-Dade

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

Degree(s): Health Policy & Ethics SIG member; Florida University, Nicole Werthel College of Nursing & Health Sciences, Assistant Clinical Professor; John H. Fpepy Health Center, Clinic Manager

Professional Organizational Activities: FNU NWNW Program; NWNW Chair; FNA collective bargaining unit at FNU; Florida Nurse Practitioner Network, Nominating Committee member; ANCC Board member; Sigma Theta Tau Honor Society member; FNA Health Policy SIG member and chair.

Southeast Region

Rhonda Goodman

For the position of: Southeast Region Director

As faculty consultant for our SNA chapter, I have long been an advocate for my students to contribute to ANA/FNA and the profession. I would like to contribute more to FNA and the profession and be a role model to my students.

Region: Southeast – Palm Beach

School(s) of Nursing: Florida Atlantic University; Christine E. Lynn College of Nursing; Knox Theological Institute; Houston Baptist University

Degree(s): PhD, MSN, M. Theology, BSN

Place of Employment and Position: Florida Atlantic University, Christine E. Lynn College of Nursing, Associate Professor

Professional Organizational Activities: FAU Student Nurses Association, Faculty Consultant; FNSA Annual Convention, 2015 & 2016 speaker; NSNA Annual Convention.

Southwest Region

Susan Torres

For the position of: Southwest Region Director

In this position, I would like to actively participate more in the legislative process and bring the most important practice issues that are in legislation to the region. I would also like to encourage bedside nurses to share their EBP practice changes at regional events to motivate active membership.

Region: Southwest – Lee

School(s) of Nursing: Monmouth University; Seton Hall University; Englewood Hospital School of Nursing

Degree(s): MSN, BSN, Diploma

Place of Employment and Position: Lee Health, Risk Manager; Florida Southwestern College, Professor of Nursing

Professional Organizational Activities: Member of FNA, ANA, HIMSS/Tiger, ANIA, NLM, ACEN, Sigma and many other programs.

West Central Region

Janice Adams

For the position of: West Central Region Director

It would be my goal to encourage the members of the west central region together and establish a functioning regional unit. We would also encourage and build a network. The West Central Region is made of many talents that can be tapped. I would like to see more activities for members and opportunities to network.

Region: West Central - Pinellas

School(s) of Nursing: Sentara Norfolk General and Virginia Commonwealth University; Old Dominion University; Troy State University; American Sentinel University

Degree(s): DNP, MPA

Place of Employment and Position: Chamberlain College of Nursing, Visiting Professor teaching Health Policy online.


Jose Alejandro

For the position of: West Central Region Director

As a Board of Director member, I would bring strong clinical and professional experience to the Florida Nurses Association Region Board and working with other organizations at the local, state, national and international level. I will further advocate FNA public policy and initiatives. I will work to engage nurses and support them.

Region: West Central - Hillsborough

School(s) of Nursing: Capella University; University of Phoenix (College of Nursing); University of Dallas; University of Texas at Arlington (College of Nursing)

Degree(s): PhD, MSN, MBA, BSN

Place of Employment and Position: Tampa General Hospital, Director, Case Management

Professional Organizational Activities: Texas Nurses Association – Director, Case Management; National Association of Homecare, President (2008-2019); Case Management Society of America, President-Elect (June 2017-2018); National Association of Hispanic Nurses, President (2012-2014); International Society Building Corporation (Sigma), Treasurer (2015-2017); American Academy of Nursing, member & Nominating Committee (2016-2018).

Rebecca Falanga

For the position of: West Central Region Director

The goal of my participation as Director of West Central Region would be to continue to increase membership and increase participation in FNA of the nurses in the region. It would also be my goal to be an advocate FNA public policy and initiatives. I will further sustain and increase participation in the FNA nurses in the region.

Region: West Central - Pinellas

School(s) of Nursing: Florida State University; Antioch University; Clark State College, Springfield OH

Degree(s): MBA, ASN, AA

Place of Employment and Position: Clinical Leadership, & Director of Nursing, Int Manager; Suncoast Hospice, Largo, FL, Residents Administrator & Admissions Coordinator

Professional Organizational Activities: Florida Nurses Association Leadership Academy (Class of 2016).

Raquel Bicknell

For the position of: Director Recent Graduate

Graduate nurses require passionate guidance, sensitive counseling and strong confidence. My diverse clinical, academic, and leadership experiences amongst a variety of different patient populations and settings make me an ideal candidate. From customized mentoring and reflective journaling to open conversation on trending nursing issues, new grads can unite and succeed.

Region: Southeast – Palm Beach

School(s) of Nursing: University of Florida; The Benjamin School

Degree(s): DNP Candidate, BSN, Diploma

Place of Employment and Position: The Benjamin School, North Palm Beach, Registered Nurse; Jupiter Medical Center, Medical Oncology Unit, Registered Nurse

Professional Organizational Activities: National Student Nurses Association (Oct 2014- 2015), NSNA Convention, Active FNA and ANA member, Board of Directors; Case Management Society of America, Member, Board of Directors; Case Management Society of America, Member, Board of Directors; Case Management Society of America, Member, Board of Directors; Case Management Society of America, Member, Board of Directors;

Hannah McRoberts

For the position of: Director Recent Graduate

As a graduate nurse, I know that I will be able to relate to 2017 Candidates continued on page 6

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my peers and help them understand the value of FNA membership and participation. I also feel that this position is perfect for advancing my engagement with FNA.

Region: East Central – Orange
School(s) of Nursing: Adventist University of Health Sciences, SNA President (2015-2016); SNA Treasurer (2014-2015); AACN Metropolitan Orlando Chapter, Director at Large (2016-2017); FNSA President (2015-2016); FNA Membership Assembly planning committee; NSNA Council of State Presidents member (2016), Florida Hospital East 2 West PCU, Nurse Practice Council Secretary.

Camille Baldwin
For the position of: Nominating Committee
Continue to help my region and FNA have great leaders.

Region: Southeast – Lee
School(s) of Nursing: Nova Southeastern University, Florida Atlantic University; West Texas A & M University
Degree(s): EdD, MSN, BS
Place of Employment and Position: Nova Southeastern University, Assistant Professor; Convention Delegate, Chapter Counselor (current); SW Region member, Nominating Committee (Current).

For the position of: Nominating Committee
I am committed to the Florida Nurses Association as an organization that needs and promotes advocacy and leadership among its members. This position includes collaboration among other organizations and regulatory agencies to benefit nursing and healthcare.

Region: Northeast – Duval
School(s) of Nursing: University of North Florida; Florida Atlantic University, Christine E. Lynn College of Nursing; St. Thomas University; Broward State College
Degree(s): EdD, M.Ed, MSN, BSN, BHS, MS, ASN
Place of Employment and Position: Co-Director of the QSEN Institute Regional Center at Jacksonville University; Associate Professor (tenured), Keigwin School of Nursing, Brooks Rehabilitation College of Healthcare Sciences, Jacksonville University

For the position of: Nominating Committee
I have been a long time member of FNA, I know how important this role is for the organization. I look forward to serving the nurses of Florida.

Region: West Central – Pasco
School(s) of Nursing: University of Phoenix, Kingsborough Community College
Degree(s): EdD, MSN, RN
Place of Employment and Position: Pasco-Hernando State College
Professional Organizational Activities: ANA & FNA member; West Central Region FNA member, Sigma Theta Tau International Honor Society of Nursing.

Debbie Hogan
For the position of: Nominating Committee
As an organization, it is so important to have an effective nominating committee to encourage your members to run for office. This committee educates the members about the requirements of the officer so that the members know what is expected of them.

Region: Southeast – Palm Beach
School(s) of Nursing: Nova Southeastern University, Diploma School of Nursing; Medical College of Georgia; Tulane School of Public Health
Degree(s): MPH, BSN, RN Diploma
Place of Employment and Position: Department of Health, Palm Beach County – Community Health Nursing Consultant
Professional Organizational Activities: FNA Past Secretary; FNA Southeast Region Director (2013-present); HCP President & ERC Chairperson.

For the position of: Nominating Committee
I believe that this position would allow me the avenue to become more active in FNA. This would create more opportunities to enhance and expand my leadership skills through collaboration with mentors and colleagues at all levels.

Region: East Central – Orange
School(s) of Nursing: University of Central Florida and Valencia Community College
Degree(s): MSN, RN
Place of Employment and Position: Seminole State College of Florida (Altamonte Springs), Florida Nursing Students Association (FNSA), Orlando Health, Registered Nurse – Staff.

Professional Organizational Activities: Seminole State College Department of Nursing Faculty Representative (2017); Florida Nursing Students Association (FNSA), State Consultant (2017).

Ying “Mai’ Kung
For the position of: Nominating Committee
I would like to contribute and to support Florida Nurses Association. I would like to strengthen the nursing profession and to improve access to health care for Floridians.

Region: North Central – Leon
School(s) of Nursing: University of Florida; Florida State University; Emory University; University of Texas at Austin
Degree(s): DNP, MSN, RN
Place of Employment and Position: Florida State University, School of Nursing
Professional Organizational Activities: Tallahassee Area of Advanced Practice Nurses; Florida Coalition of Advanced Practice Nurses, past co-chair; Member of FNA. FNPN, FANP, AAPN, & ANA; Asian American Pacific Islander Nurses Association; Regional Coordinator for Practice for the Florida Action Coalition, AACN Faculty.

Regina Mirabella
For the position of: Nominating Committee
I am committed to the Florida Nurses Association and I feel that this is a position where I would be an asset to continue to help my region and FNA have great leaders.

Region: South – Broward
School(s) of Nursing: Barry University; St. Thomas University; University of Miami
Degree(s): BSN
Place of Employment and Position: Chamberlain University, Bachelor Program, Academic & Clinical Professor
Professional Organizational Activities: South Florida Educational Committee Chair (2011-2012); Florida Coalition of Advanced Practice Nurses, past co-chair; Member of FNA. FNPN, FANP, AAPN, & ANA; Asian American Pacific Islander Nurses Association; Regional Coordinator for Practice for the Florida Action Coalition, AACN Faculty.

For the position of: Nominating Committee
I currently serve as a member of the nominating committee with the Florida Nurses Association (FNA). Miami Chapter. I have developed an understanding of how important it is to nominate and select candidates for office who possess the experience and qualities that will best meet the needs of your specific organization. I feel that I would be an asset to this position for the Florida Nurses Association (FNA).

Region: Southeast – Palm Beach
School(s) of Nursing: Nova Southeastern University, Diploma School of Nursing; Medical College of Georgia; Tulane School of Public Health
Degree(s): MPH, BSN, RN Diploma
Place of Employment and Position: Department of Health, Palm Beach County – Community Health Nursing Consultant
Professional Organizational Activities: FNA Past Secretary; FNA Southeast Region Director (2013-present); HCP President & ERC Chairperson.

For the position of: Nominating Committee
I am committed to the Florida Nurses Association and I feel that this is a position where I would be an asset to continue to help my region and FNA have great leaders.

Region: Southeast – Lee
School(s) of Nursing: Florida Atlantic University; West Texas A & M University
Degree(s): EdD, MSN, BS
Place of Employment and Position: Nova Southeastern University, Assistant Professor; Convention Delegate, Chapter Counselor (current); SW Region member, Nominating Committee (Current).

For the position of: Nominating Committee
I am committed to the Florida Nurses Association and I feel that this is a position where I would be an asset to continue to help my region and FNA have great leaders.
CALL TO MEMBERSHIP ASSEMBLY 2017
PROMOTING HEALTH THROUGH ADVOCACY

This constitutes the official notice of the 2017 Membership Assembly of the Florida Nurses Association, September 29 & 30, 2017 at the Naples Grande Beach Resort in Naples, FL for the purpose of transacting the official business of the Association.

***Call for Abstracts*** Traditional Posters

The FNA Board of Directors is committed to supporting and showcasing colleagues conducting nursing research. FNA members are invited to submit abstracts for a poster presentation at the FNA Membership Assembly to be held on September 29 and 30, 2017 at the Naples Grande Beach Resort, Naples, FL.

Posters will be peer reviewed by members of The Research Special Interest Group

Submissions are due by Tuesday, August 1, 2017.

Guidelines for submission Traditional Posters:
- Abstracts should be 2-3 double spaced pages in length. Abstracts can describe completed research, research in progress, or of a research design. Abstracts for qualitative and quantitative studies and special projects are welcome!
- Please select your category:*
  - Evidence-Based Practice
  - Legislative, Policy, Regulatory
  - Scope of Practice
  - Workforce Research
  - Membership Development
  - Nursing Innovations and Creativity (Practice, Research, or Special Projects)
  - Other:

Research abstracts should address:
- Clearly defined problem statement;
- Significance to Nursing;
- Description of methodology;
- Research design;
- Sample Size;
- Sampling method;
- Description of setting;
- Identification of instruments used;
- Data Collection procedures;
- Results (data analysis) for completed research or proposed data analysis if research is in progress;
- Assurance of protection of human subjects’ rights;
- Interpretation of findings;
- Implications/recommendations or future research if appropriate; and
- Abstracts focusing on research implementation programs should include a description of the purpose of the project, its implementation, and other suggestions for its implementation in other settings;
- Poster size no larger than 4ft x 8ft (48” x 96”).

RETURN TO FNA BY TUESDAY, AUGUST 1, 2017:
P.O. Box 536985, Orlando FL 32853
F: 407.896.9042 | vsumagpang@floridanurse.org

Call for Speaker Proposals

2017 FNA Professional Development Conference and Membership Assembly
Theme: Promoting Health Through Advocacy

Please use this form to submit your proposal to speak at the 2017 FNA Membership Assembly. Presentations will be at least one hour long for contact hours for Florida Nurses and submitted for ANCC accreditation. The dates of the Membership Assembly are September 29-30, 2017. The conference will be held at the Naples Grande Resort in Naples, FL. As indicated above the theme for the conference is: Promoting Health Through Advocacy. Nurse speakers must be members of the Florida Nurses Association or another state association. If your presentation is chosen, your registration will be complimentary for the day of your presentation. We ask that you please request this form from Kaitlyn and info@floridanurse.org. Deadline for submission is extended to June 16.

Name ________________________________ Title & Credentials ________________________________
Address _____________________________________________________________________________________________
Phone (________) ___________________________ Fax (________) ___________________________
Work Email ___________________________________ Home email ___________________________________

Please describe your presentation:

Title: ________________________________

My presentation is related to the following Core Functions of FNA (please check all that apply):
- Conference Theme
- Research (would fit all categories)
- Evidenced Based-Practice
- Membership Development
- Legislative, Policy Regulatory
- Technology/Telehealth
- Ethics

In the area below, please explain briefly how your presentation meets the core function(s) indicated above.

Please share a brief summary of the content:

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

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

Deadline June 15, 2017

Keynote Speaker

Susan B. Hassmiller, RN, PhD, FAAN
Senior Advisor for Nursing

Susan Hassmiller is the Robert Wood Johnson Foundation Senior Advisor for Nursing. In partnership with AARP, Hassmiller also directs the Foundation’s Future of Nursing: Campaign for Action. This 50-state and District of Columbia effort strives to implement the recommendations of the Institute of Medicine’s report on the Future of Nursing: Leading Change, Advancing Health and will additionally seek to build a Culture of Health. Hassmiller served as the report’s study’s director. She is also serving as Co-Director of the Future of Nursing Scholars program.

Hassmiller’s work has included service in public health settings at the local, state and national levels, including HRSA. She taught community health nursing at the University of Nebraska and George Mason University in Virginia.

Hassmiller is a member of the Institute of Medicine, a fellow in the American Academy of Nursing and sits on other advisory committees and boards, including the Meridian Health System, soon to be the largest in New Jersey and the American Red Cross. She is the recipient of many awards and two honorary doctorates, but most notably the Florence Nightingale Medal, the highest international honor given to a nurse by the International Committee of the Red Cross.
The American Nurses Association (ANA) and Hospice & Palliative Nurses Association (HPNA) have partnered to issue the Call for Action: Nurses Lead and Transform Palliative Care. The Call for Action supports the belief that seriously ill and injured patients, families, and communities should receive quality palliative care in all care settings. Nurses are encouraged to lead and transform palliative care in practice, education, administration, policy, and research. To learn more about the Call for Action: Nurses Lead and Transform Palliative Care visit http://nursingworld.org/CallforAction-NursesLeadTransformPalliativeCare.

National Nurses Week 2017 was held May 6 – 12, 2017. The theme was “Nursing: The balance of mind, body, and spirit.” 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.healthy nurs ehealthynation.org for more information.

Rear Admiral Sylvia Trent-Adams, PhD, RN, FAAN has been appointed to serve in post of Surgeon General. Dr. Trent-Adams was a nurse officer in the U.S. Army, and since 1992, part of the Commissioned Corps of the Public Health Service. She was a deputy associate administrator of the HIV/AIDS Bureau of the Health Resources and Services Administration (HRSA) before joining the Surgeon General’s Office. Dr. Trent-Adams is the first person to serve as surgeon general who is not a physician.

Florida State Hospital is seeking an ARNP Specialist-Psychiatry for their campus in Florida’s Picturesque Panhandle! Come join a collaborative and collegial mental health care team as an Advanced RN Practitioner Specialist - Psychiatry at Florida State Hospital (FSH) in Chattahoochee, Florida! You’ll put your clinical skills to work evaluating and treating civil and forensic clients, both independently and in a team environment, at an award-winning mental health facility.

Located near the banks of the Apalachicola River, FSH offers career and social amenities unique to its rural setting, only a short drive to entertainment, shopping, universities, sporting events, and the “World’s Most Beautiful Beaches!”

Interested licensed ARNPs may also submit their curriculum vitae to:
Kevin Bist, Recruiting Coordinator
Kevin.bist@myflfamilies.com
850-717-4266 (office) | 850-274-4287 (cell)
### Board of Directors:

Executive Director: Willa Fuller, RN  
Leah Kinaaard, EdD, RN, President  
Janeagle Boyd, RN, President-Elect  
Barbara Russell, MPH, RN-Vice President  
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Janice Hess, DNP, ARNP – East Central  
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Debbie Hogan, RN, MPH – Southeast  
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Elizabeth Webster, RN  
Derrick C. Glymp, CRNA, ARNP  
Debra McKeen, LPN  
Elizabethe Webster, RN  
Cathy Oles Gordon, LPN  
Lisa Renee Johnson, RN  
Diana Forst, RN  
Anna Maria Hubbard, RN, Educator Seat  
New Grad Liaison

### Membership:

Voluntary membership through application and dues.  
Mandatory licensure to practice as an ARNP, RN, LPN or CNA (original examination, renewals, endorsements and temporary licenses).

### Role:

Collaborates with other health care professionals toward the improvement of health standards.  
Promotes professional and educational advancement of nurses.  
Fosters high standards of nursing.  
Strives to advance the economic and general welfare of its members.

### Leadership:

Members of the board are elected through democratic vote of current members.  
Members of the Board appointed by the Governor, approved by Council and include RN’s, LPN’s, an ARNP’s and two public members.

### Policy:

Adopts position statements, policies and procedures that advance the profession and the organization’s mission.  
Adopts rules and regulations to implement its functions. Issues interpretations on practice related issues as relevant to statute, rules and regulations.

### Revenue:

Membership dues established by members; percentage goes to ANA to carry out the professional code of ethics.

### Practice Standards:

Promotes ANA standards of nursing practice and service.  
Works to ensure adherence to ANA’s Code for Nurses, the professional code of ethics.

### Education:

An approved Florida Board of Nursing Provider of Continuing Education.  
Provides education programs in Florida. (Varies with need and demand).

### Workplace Advocacy:

Promotes occupational safety for nurses.  
Provides programs for nurses which may include addressing workplace issues, e.g., safe staffing, workplace violence, nursing roles, use of assistive personnel, staff development, etc.

### Government Affairs:

Acts and speaks for nursing profession related to legislation, governmental programs and health policy.  
Reviews all bills introduced in the Florida State Legislature for impact on nurses, nursing, and the health care of the public.

Educates nurses regarding political advocacy and seeks to maintain a state-wide network of nurse advocates to develop relationships with their local legislators.

### The Florida Nurse

**Executive Director continued from page 2**

Executive Director: Joe Baker, Jr.

**Board of Nursing Members**

Jody Bryant Newman, Chair Consumer Member  
Kathryn Whitson, RN Vice Chair  
Lori Desmond, RN Nurse Executive Seat  
Elizabeth Webster, RN  
Derrick C. Glymp, CRNA, ARNP  
Debra McKeen, LPN  
Elizabethe Webster, RN  
Cathy Oles Gordon, LPN  
Lisa Renee Johnson, RN  
Diana Forst, RN  
Anna Maria Hubbard, RN, Educator Seat  
New Grad Liaison

(Mandatory waiting appointments)

### 2017 Events

**JUNE 10, 2017**  
FNA BLI Boot Camp  
Harry P. Leu Gardens  
1920 N. Forest Ave • Orlando, FL 32803

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

**SEPTEMBER 16, 2017**  
FNSA PreConvisation Workshop  
UCF College of Nursing  
(Tentative)

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

**OCTOBER 26 - 28, 2017**  
FNSA Convention  
Innisbrook Resort  
Palm Harbor, FL

### 2018 Events

**JANUARY TBD, 2018**  
FNA Advocacy Days  
Hosted by QUIN Council  
Leu Gardens  
Tallahassee, FL

**FEBRUARY 16, 2018**  
Statewide Safe Nurse Staffing Summit  
Hosted by QUIN Council  
Leu Gardens  
Orlando, FL

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

**NOVEMBER 4, 2018**  
Barbara Lumpkin Symposium  
Northwest Region  
Northwest Florida State College

To register for FNA events go to: [https://tinyurl.com/q3bl6wm](https://tinyurl.com/q3bl6wm)
Following the exciting 2016 legislation that allows ARNPs to prescribe controlled substances, the 2017 session was a mild one with few bills affecting nurses or healthcare in general.

The most significant bill was HB 543 by Rep. Cary Pigman and Sen. Denise Grimsley, which requires nursing programs on probation to inform students in writing about the implications of that status. The bill removes a requirement that first-time test takers enroll in a refresher course if they haven’t taken the NCLEX within six months of graduating. And, the bill gives the Board of Nursing (BON) the ability to terminate nursing programs that are on probation, among other provisions.

Under HB 543, nurse practitioners will no longer have to file their protocol agreements with the BON, but they’d be required to have one on file at every location where they practice.

A bill that would allow nurse practitioners to seek a license as an Independent Advanced Practice Nurse (I-APRN) did not pass. Under HB 7011, I-APRN applicants would need 4,000 clinical practice hours to qualify for licensure, and half of those hours would need to occur in the three years preceding licensure. The bill initially called for a Joint Committee to determine which “acts of medicine” could be practiced by I-APRNs. The committee would be comprised of three physicians, three advanced practice nurses, and one appointee from the Surgeon General. Amid concerns posed by FNA and other groups, Rep. Cary Pigman filed an amendment in the House Health & Human Services Committee that made the Joint Committee’s recommendations only advisory.

The bill narrowly passed in a 10-8 vote and failed to reach a full House vote prior to session’s end. No corresponding bill language was filed in the Senate.

Only 249 of 3,052 passed this year. Those that did not pass include:

- Legislation regulating medicinal marijuana, a subject that was approved by voters in a constitutional amendment but needs laws regarding its regulation. It is widely speculated that a special session will be called for lawmakers to address this topic.
- Various bills that would allow nurse practitioners to initiate Baker Act proceedings also did not pass.
- FNA’s signature legislation, Assault & Battery Against Healthcare Workers received unanimous support in its first and only House committee hearing, where it was supported by surgeons, the Florida Hospital Association, Florida Academy of Nurse Practitioners, and the Florida Association of Nurse Anesthetists. The bill did not move in the Senate.

Some good news is that the Legislature’s $82.4 billion budget includes raises for state workers – $1,400 for employees making below $40,000 and $1,000 for those making more.

The pay raises, however, were part of an agreement between the Senate and the House, which had been trying in recent years to reform the state’s pension program and health insurance.

Under the deal struck between the two chambers, newly hired state workers who don’t actively choose a retirement plan would “default” into a 401(k)-type investment plan rather than the traditional pension plan. However, they would have up to nine months to make that choice.

The significance is that newly hired workers who don’t enroll in the traditional pension plan would not be vested after eight years of employment.

Starting in 2020, employees will have four different levels of health insurance plans and benefits from which to select. Those who choose less expensive plans with higher deductibles could receive extra benefits, such as a pay increase or other health care perks.

The health care budget does not include up to $1.5 billion in federal funding known as the Low-Income Pool to compensate hospitals for providing charity care. Federal officials have not finalized the terms and conditions for use of the money. House and Senate budget negotiators could not come to an agreement on whether and how to include the money in the state budget. It’s anticipated that the Legislative Budget Commission will eventually make that determination.

Because the LIP money is not in the budget, hospitals will face a total cut of $521 million, which will greatly impact safety net facilities that treat large numbers of Medicaid patients.

Lawmakers also passed language in the state budget that allows a nursing home industry working group to make recommendations on transitioning to a prospective payment method under Medicaid.

We would like to give special thanks to the 100+ nurses and nursing students who attended FNA’s Advocacy Days at the Capitol in March and advocated for employee pay raises, our assault/battery bill, and other bills on the FNA’s legislative agenda. The 2018 session begins two months early on January 8.
Focus on Recent Graduates

We need your voice!
Leadership Opportunities
Committees and Task Forces
Innovation and Product Design
Advocacy and Health Policy
Program Creation

We know you're busy but this is important! Teamwork lessens the workload and increases outcomes! Contact us for an opportunity to serve on the Florida Nurses Leadership Academy, or explore other opportunities, like our Special Interest Group and New Grad Liaison Program. New graduate members have an opportunity to create the future for FNA.

BENEFITS of BELONGING

Members Only

- Members only Toll-free line directly to Headquarters (office open 8:30am-4:30pm Monday through Friday)
- Up to the minute news alerts and legislative alerts and opportunities to engage with legislators to make an impact on behalf of the profession
- Licensure and Board of Nursing news and updates
- The Florida Nurse and multiple online publications including the New Grad Gazette
- Continuing education offerings (some free to members/some deeply discounted)
- Discounted conference registration
- One legal consultation per year with FNA practice attorney (worth half the membership dues)
- Phone consultation with an FNA staff member on nursing/workplace issues during office hours (non-members are restricted)
- Opportunity to post research requests (IRB approved) by eblast or in The Florida Nurse. Non-members must pay a fee for this service.
- Opportunities to serve on state & local committees and task forces that make a difference for nurses and patients
- Appointments to state & local committees and boards
- First Notification of Educational Scholarships and Grants through the Florida Nurses Foundation
- Florida Nurses Leadership Academy to support leadership within the association and within the profession

SO WHAT DOES FNA DO FOR YOU?

- Represents caregivers in all aspects of nursing & in various arenas
- Protects the profession through vigilance and monitoring of legislation and policy
- Legislative action and intervention to ensure the safety and integrity of nursing practice
- Improves the nursing profession through legislative action, public awareness, professional development, collaborative partnerships & academic research
- Advocates for nurses in the workplace through advocacy and collaborative efforts
- Provides access to standards of practice that can serve as a guideline for nursing in several specialty areas
- Direct support through phone consultation and access to resources available only to members
- Provides opportunities for participation, leadership and career development
- Access to mentors

1235 E. Concord Street | Orlando, FL 32853
(Phone) 407-896-3261
info@floridanurse.org

Mentorship: Support for your Future

Characteristics of a mentor

Knowledgeable
In order to advise or council a novice, the mentor must be knowledgeable about the situation the novice is in. If the mentor has never worked in a similar environment, it may be difficult to give useful advice. However, a mentor can direct the novice to the appropriate person. Historically, a mentor is a person who has many (5-10 or more) years of experience.

Honest, Trustworthy
In some cases, the novice’s expectations may be unrealistic. For example, if he/she is upset because they can’t have every Sunday off for church, a good mentor may help them understand the staffing issues or help them explore other options. A good mentor can be honest while still allowing the novice the freedom to vent. The novice may want to share feelings or events that need to be kept confidential.

Emotionally Secure
Since a novice is often insecure and lacking confidence due to the “newness” of the situation, it is necessary for the mentor to show confidence and stability when communicating with their mentee. An insecure mentor can set the stage for a pattern of inappropriate behavior in the new professional. A good mentor will recognize when a situation has become “too personal” or too emotionally charged. This would be a good time to refer the novice to an objective third party.

Mature
The mature mentor would behave as described above. In addition, he or she would avoid getting “sucked” into the moods, emotions and behaviors of the novice. This is a good time to do some constructive problem solving techniques and help the novice analyze the situation.

Willing to Share
The mentor needs to be able to share both their negative and positive experiences, to help the novice know that good and bad things happen to everyone. In addition, the mentor may have some “goodies” that can help the novice. What you know and who you know can be of great value to others.

Stages of the Mentorship Relationship

Initiation
May come with a formal introduction by a third party or from the potential mentor or novice themselves. Mentors often recognize qualities in a novice that could be developed. Less often the novice identifies someone who has qualities they admire or someone they would like to emulate personally or professionally.

Cultivation
A relationship is forged with some means of interaction. It may be planned, such as periodic lunches or dinner or it can be a formal meeting to discuss professional and personal plans. Often it is a chance meeting in the hallway or periodic phone calls. This must be determined and established by both parties.

Separation
The relationship changes or essentially ends. This is usually casual or occurs when the novice makes a career change/decision.

Redefinition
In most cases, the novice and the mentor become professional colleagues and/or friends. The degree of intensity of the relationship depends on the individuals. The mentor may still serve as the advisor in some capacity but the interaction becomes a dialogue rather than the novice-expert interaction.

Mentoring Roles

- Role Model: Serves as an example for the novice.
- Visionary: Helps to identify “hidden talent.”
- Guide: Helps mentor chart their course for the future.
- Investor: Willing to invest time.
- Sponsor: Open doors for the novice and introduce them to the right people.
- Teacher: Shares knowledge. Helps the novice get through tough times and Leads them to a brighter tomorrow.

Rewards and Benefits of Mentoring

For the Mentor

- Intangible: Personal satisfaction, pride in the mentee.
- Long-range: Pride in mentee’s future professional accomplishments.
- Confirmation: Of mentor’s skill and expertise.
- Challenge: Provides mentor with stimulating challenge and gives renewed enthusiasm for nursing.
- Reputation Enhancement: Due to success of mentor.
- Increase in power base: Due to recognition of mentor’s ability to influence others positively.

For the Mentee

- Preparation for leadership: Learn important qualities including ethics, accountability, and professionalism.
- Learn necessary skills: Communication, chain of command, process.
- Learn implementation: Of leadership behaviors and skills.
- Provides: Increased pride, self-confidence, enhanced self-esteem and secure self-image.

–Adapted from a presentation by Ann Peach, 1996
The Florida Nurses Leadership Academy (FNLA) is a partnership program of the Florida Nurses Association (FNA) and the Florida Nurses Foundation (FNF) with the purpose of developing future nursing leaders. The goal is to provide tools, education, and opportunities to registered nurses to assist them in becoming active members and skillful leaders in the Florida Nurses Association. Four (4) candidates were accepted into the 2017 FNLA.

The recipients of the 2017 FNLA are:

Beverly Craig, MSN, RN-BC, is currently an instructor at West Coast University in Doral, FL. She received her ADN in 1992 from Tennessee State University in Nashville, TN. She later returned to school where she received her BSN and MSN from Jacksonville University in Jacksonville, FL. She is currently working on her DNP at Samford University located in Birmingham, AL. In addition to teaching, Bev is a lover of animals and an enthusiastic Tennessee Volunteers fan. She currently resides with her husband, Doug, and their dog, Preslee, in Margate, FL. Jill Tahmooressi, FNA Secretary, will be Beverly’s FNLA mentor.

Malissa Moss, MSN, RN, CCM, currently works at eQHealth as the Senior Vice President, Commercial Operations. She graduated with a Diploma in Nursing from St. Francis Hospital School of Nursing in 1996 after a long and successful career in advertising and marketing. She continued her educational track by attending the RN-BSN program at GVSU in Michigan. Due to heavy travel requirements, she chose to complete her BSN degree at WGU, an online fully accredited nursing program. In June, 2014, she completed her Master’s Degree in Nursing with a Leadership and Management focus. On a personal note, Malissa enjoys watching football and writing in her spare time. She lives in Tampa and is active in her church where she volunteers regularly. She is married and has two animal children, Mercedes and Benz. Sue Hartranft, past FNA West Central Region Director, will be Malissa’s FNLA mentor.

Karen Perez, DNP, MSN Ed, RN-BC, received her Bachelor of Science in nursing degree from Florida International University in 2008, her Masters of Science in Nursing Education in 2013, and Doctor of Nursing Practice in 2015 from the University of Miami. She is a board certified Gerontological Nurse with experience working with the geriatrics population (in Nursing Homes, Assisted Living Facilities, Home Health Care and with the State of Florida as an Ombudsman). She resides in Miami and holds the Senior Nurse Educator position at University of Miami Sylvester Comprehensive Cancer Center. She published “Critical Thinking: A Concept Analysis” in 2015, in Horiz Enferm Journal and has done several posters and oral presentations at conferences. She has written multiple Continuing Educations on issues related to geriatric population and nursing education. Leah Kinnaird, Current FNA President, will be Karen’s FNLA mentor.

Sandy Weiss, MBA, RN, LHRM, CPHQ, CPPS is a registered nurse with a Master of Business Administration focusing in Healthcare Management. Her nursing experience includes business development, marketing, and quality/risk/safety. Ms. Weiss is a Certified Professional in Healthcare Quality (CPHQ), Licensed Healthcare Risk Manager (LHRM), and is a Certified Professional in Patient Safety (CPPS). She is working on her Doctor of Business Administration at Saint Leo University, where her studies focus on ethical leadership, and the relationship between nursing burnout and intent to leave employer. Additionally, Ms. Weiss is an Ironman distance triathlete and an ultra-marathon runner, who enjoys spending time with her husband and four dogs. Edward Briggs, past FNA President, will be Sandy’s FNLA mentor.

Karen Perez, DNP, MSN Ed, RN-BC, received her Bachelor of Science in nursing degree from Florida International University in 2008, her Masters of Science in Nursing Education in 2013, and Doctor of Nursing Practice in 2015 from the University of Miami. She is a board certified Gerontological Nurse with experience working with the geriatrics population (in Nursing Homes, Assisted Living Facilities, Home Health Care and with the State of Florida as an Ombudsman). She resides in Miami and holds the Senior Nurse Educator position at University of Miami Sylvester Comprehensive Cancer Center. She published “Critical Thinking: A Concept Analysis” in 2015, in Horiz Enferm Journal and has done several posters and oral presentations at conferences. She has written multiple Continuing Educations on issues related to geriatric population and nursing education. Leah Kinnaird, Current FNA President, will be Karen’s FNLA mentor.

Sandy Weiss, MBA, RN, LHRM, CPHQ, CPPS is a registered nurse with a Master of Business Administration focusing in Healthcare Management. Her nursing experience includes business development, marketing, and quality/risk/safety. Ms. Weiss is a Certified Professional in Healthcare Quality (CPHQ), Licensed Healthcare Risk Manager (LHRM), and is a Certified Professional in Patient Safety (CPPS). She is working on her Doctor of Business Administration at Saint Leo University, where her studies focus on ethical leadership, and the relationship between nursing burnout and intent to leave employer. Additionally, Ms. Weiss is an Ironman distance triathlete and an ultra-marathon runner, who enjoys spending time with her husband and four dogs. Edward Briggs, past FNA President, will be Sandy’s FNLA mentor.

The Florida Nurses Association and the Florida Nurses Foundation would like to thank the Leadership Development Committee Members consisting of Palma Iacovitti, Denise McNulty, and Rose Rivers, for volunteering their time to review the candidates’ applications and to make the selection for the 2017 Florida Nurses Leadership Academy. We would also like to thank the following mentors, Edward Briggs, Sue Hartranft, Leah Kinnaird, and Jill Tahmooressi, for working with these exceptional future nurse leaders.
Hi all,

The Florida Nursing Students Association took on the National Student Nurses Association (NSNA) annual convention at the Hilton Anatole in Dallas, Texas from April 5th to April 9th. Students from all over the country, including Hawaii, came together to celebrate our shared passions as nursing students and also to elect the new Board of Directors. Students attending the convention were able to attend plenary sessions, vote on resolutions, and even participate in a “Fun run/walk” sponsored by Johnson & Johnson®.

During the presentation of the resolutions, the authors from Florida truly shone. The delegate body of the NSNA voted to pass all six of the resolutions that were submitted by students from various NSNA chapters across the state. Congratulations to those authors! They put in a lot of effort to review literature, create concise and informative statements, and formulate plans of actions. I am proud of them and I ask that you encourage any and all nursing students that you find to consider writing a resolution for our state convention which will be in October. It is a great experience and phenomenal opportunity to showcase one’s work.

As we close out the semester, we look forward to a summer that is filled with new experiences. From students graduating to those continuing their journey, we are marching toward becoming the nurses that we have dreamed of. The FNSA executive board will host our convention from October 26th to October 28th at the Innisbrook Resort in Palm Harbor, Florida. Please consider joining us as we celebrate our accomplishments and empower students to excel in all areas of their career.

Thank you,

Christopher Demeziers
FNSA President

I grew in Delray Beach Florida where I graduated from Atlantic Community High School in 2014 with a diploma from the International Baccalaureate program. I entered Florida Atlantic University (FAU) to pursue my BSN. At the same, I am pursuing my BA in psychology. I expect to graduate with both in the Spring of 2018.

For antibiotics

6) Maintain appropriate precautions. First all patients are on Standard Precautions which always mean you do hand hygiene entering and leaving the room even when gloves have been worn. Gloves are only needed for direct contact with body fluids. Contact Precautions means you do wear gloves plus a gown for interactions with patients and if you remind others, e.g. physicians, ancillary personnel that they are to comply. These actions are taken to protect the healthcare worker but also, and most importantly, prevents cross contamination to another patient.

7) Educate whoever you can whenever you can how to prevent an infection at home as well as in a healthcare facility. Examples, take indicated vaccines, no need for antibiotics for the cold or flu and don’t hoard unfinished courses for a later date.

Remember you are the major communicator between the patient and the physician, pharmacy, laboratory and most importantly the patient and their family. You play a vital role in saving antibiotics for ourselves if ever needed as well as our families and our communities.

If all of us do our part hopefully in the future we will be able to say “HELLO ANTIBIOTICS-Welcome Back.”

Here are two good references.

1) Core Elements of Hospital Antibiotic Stewardship Programs – available on the CDC website.
North Central Region Update

The 6th Annual North Central Region Conference was held on April 22, 2017 at the Villages in Gainesville. We want to thank all who attended this wonderful conference and to the Albany State University faculty and students for presenting their research poster presentations. We would also like to thank the speakers, Myrtle Greene from Intervention Project for Nursing, Dana Viviano from Haven Hospice, Alisa LaPolt, FNA Lobbyist, Mary Lou Brunell from Florida Center for Nursing, Dr. Mai Kung, FSU Associate Professor, and Janegale Boyd, FNA President-Elect for presenting information on the theme “Nurses Helping Nurses.” Last but not least, we cannot forget to thank, University of North Florida online RN-BSN program, for participating as an exhibitor. SAVE THE DATE: 7th Annual North Central Region Conference tentatively scheduled for April 14, 2018. We hope to see each and every one of you at next year’s conference.

NCR Conference Audience

NCR Conference Poster Session

Regional Director

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

Marsha Martin
Regional Director

Northeast Region Update

The Effectiveness of Telepresence, Screenviewing, and Teaching at College Students

Regional Director

Doreen Perez
Regional Director

North Central Region
Baker, Clay, Duval, Nassau, Putnam, St. Johns

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Left to Right: Patricia Richards and Doreen Perez

NFA's Northeast Region nurses would like to congratulate all the newly graduating nurses and a few of the more seasoned nurses who earned their DNP, Patricia Richards and Doreen Perez graduated on April 28, 2017 from the University of North Florida with their Doctorate of Nursing Practice. Pat is a family nurse practitioner at the UNF Student Health Services and teaches at UNF's School of Nursing. Doreen Perez is Director of UNF's Student Health Services and teaches at UNF's College of Health. We wish the new graduates all the best in their future endeavors.
The Barbara Lumpkin Symposium in Pensacola, Florida was held on Saturday, April 29 at 0830. The discussions were informative. A few of the topics focused on the role of nurse advocacy, the aging of the nurses in the workplace, the staffing shortage, and the need to become politically active.

We, as nurses, need to become politically active. Why? We are greater than three million strong and the backbone of health care. We can make a difference. Why? We are greater than three million strong and the need to become politically active. The discussions were informative. A few of the topics focused on the role of nurse advocacy, the aging of the nurses in the workplace, the staffing shortage, and the need to become politically active.

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Addressing Nurse Workforce Issues for the Health of Florida

The Florida Center for Nursing (FCN) will be conducting its 2017 Employer Survey in July. Every two years, the Center surveys hospitals, psychiatric hospitals, home health agencies, long-term care/skilled nursing facilities, hospices, and departments of public health to determine the present and future demand for nurses. FCN uses this information to report statewide and regional demand for nurses in these employment settings in order to help employers and other healthcare stakeholders make informed decisions and plan for the future.

(We never report information on individual facilities). Here are just a few findings from our 2015 survey:

- Statewide, there were an estimated 12,493 vacant RN positions and 9,947 estimated new RN positions to be created in 2016.
- Employers indicated that difficult to fill positions were those requiring RNs with advanced education and/or experience.
- Over 70% of hospitals preferentially hire new graduate BSNs.

WE NEED YOUR HELP!! Please help us achieve a high survey response by encouraging your employer to participate in this survey or, if you are not working in one of these settings, talk to your friends and colleagues who are and ask that they support participation in the survey. The higher the response rate, the better we can estimate vacancies, turnover, and expected job growth for nurses in Florida.

For more information on the Employer Survey, please visit www.flcenterfornursing.org or contact the Center at (407)823-0980 or NurseCtr@ucf.edu.

2016 Board Service Initiative Update: *18 of our 26 graduates are serving on policy making boards, committees or task forces in Florida. All communities benefit from having highly qualified nurses on boards, task forces, and commissions, etc. Nurses are by the nature of their work, continuous learners, adaptive to change, results oriented, have the highest integrity, and are constructive partners. The Board Service class participants were taught the responsibilities as stewards of organizational board membership as well as the principles of governance that power exceptional boards. Meet our first class of graduates, and find out about our 2017 Board Service Course at https://www.flcenterfornursing.org/FL-ActionCoalition/ProfessionalBoard/FLAAction.aspx

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Today’s healthcare is faced with a different mix of patient acuity which must be met with experience, critical thinking, and a genuine concern for the profession. Having a senior, experienced nurse on each unit is critical for better patient outcomes. According to the Florida Center for Nursing, projections show that Florida will face a shortage of RNs by 2025 that is capable of crippling our healthcare system https://www.flcenterfornursing.org/ForecastsStrategies/. Approximately one million registered nurses (RNs) are currently aged 50 or senior, meaning one-third of the one million registered nurses (RNs) are currently about to retire. Nearly 700,000 nurses are projected to retire or leave the labor force by 2024, https://www.theatlantic.com/feed/author/rebecca-grant/. Meanwhile, more than 40% of Florida’s nurses are retiring within the next 10 years. Replacing this generation of educated, seasoned nurses is daunting and replacing them will be difficult. Losing so many experienced nurses will result in the loss of irreplaceable critical and intellectual knowledge. Instincts, intuition, and awareness are traits that cannot be taught in the classroom or on a nursing exam. These are qualities that experienced nurses’ possess.

In the research, there is evidence to support many concerns of senior nurses. Some of the concerns of these nurses at the bedside include trying to keep up with the fast paced routine, physical demands on the body, 12 hour work schedules, new technology, and increased patient acuity levels. These concerns can be addressed by an 8 hour shift as opposed to the twelve hour shift. This type of adjustment will make the senior nurse feel valued and respected.

Creating creative strategies aimed at prolonging the professional careers of senior nurses is essential to the future of nursing and quality of care. Designing programs to acquire their vast collection of knowledge through mentoring new nurses is vital to our profession. Senior nurses become role models, preceptors and mentors to help younger nurses transition to practice at the bedside. This single addition alone is so critical now as so many experienced nurses are leaving the profession. This loss represents a loss of opportunity to model good clinical practice at the bedside. Utilizing experienced nurses in this way will help new nurses develop a skill set that can only be taught at the bedside. Therefore, offering senior nurses the opportunity to become mentors and preceptors for their units will make a difference in the future of nursing.

Setting up programs for succession planning through a mentoring and preceptorship program allows the senior nurse to share the intellect, insight and sensitivity it takes to be a compassionate nurse. Passing this skill set to the next generation of nurses would have a positive impact on our quality of healthcare. On the other hand, as we prepare for our senior nurses in the clinical practice retiring, we must also prepare for our experienced senior nurse educators as they retire as well. Where will this leave our nursing profession as a whole? What plans do we have in place for succession planning to make this a smoother transition to practice as well as a smoother transition to the attainment of nurse education at its finest?

Sources https://www.flcenterfornursing.org/ForecastsStrategies/AboutOurForecastsStrategies.aspx
https://www.theatlantic.com/feed/author/rebecca-grant/

Visit the new QUIN Council website at www.quincouncil.org.

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

No matter what position nurses aspire to be in, nurses are called to be leaders. In this ever-changing healthcare environment, it is more important than ever that we educate nursing students to be leaders as well as encourage our current nurses to engage in lifelong learning so that they can enhance their leadership skills.

Leadership and the Advanced Practice Nurse: The Future of a Changing Healthcare Environment is a book written for nurses and nursing students at all levels with a special focus on Advanced Practice Nurses. Unit I explores the foundations of leadership, including theories, frameworks, workplace leadership challenges, and policy and regulation leadership issues. Unit II explores leadership within the business of health care including economic and fiscal leadership, quality, safety, and leading with a nursing focus. Unit III focuses on the individual leadership development of self and helping others to develop as leaders.

Unit III features three innovations – The Journey to Psychological Empowerment, The Journey to Self-leadership, and The Journey to a Culture of Excellence which were created by Dr. Denise McNulty to assist nurses in developing self (on an individual level) and the teams they lead (on a departmental and/or organizational level). Chapter 7 includes a special focus on self-care for nurses! This is timely given that the American Nurses Association (ANA) has designated 2017 as the Year of the Healthy Nurse!

The book also includes leadership vignettes which depict the experiences of several dynamic and inspiring leaders who share their unforgettable experiences and “lessons learned.”

Instructors upon adoption of the book will have access to a digital e-book, PowerPoints, learning activities and self-assessments.
The 2017 Advocacy Days was held on March 15-16, 2017 by the Florida Nurses Association in partnership with the Miami Chapter, Black Nurses Association. We want to thank our Circle Sponsor, Arthur L. Davis Publishing Agency, Inc., and our exhibitors, University of North Florida, Brooks School of Nursing and University of St. Augustine for Health Sciences. Approximately 125 nurses and nursing students attended this event. On Wednesday, attendees were able to do a little role-playing of legislative do’s and don’ts before visiting the legislators in the afternoon. Joe Baker, Jr., gave an overview of the FL Board of Nursing. Michelle Ubben, partner and COO, Sachs Media Group, gave insight to grass roots advocacy during our Luncheon at the Capitol. Following lunch, the attendees visited their legislators and voiced concerns about issues involving the workplace and workforce. Later that evening, the attendees were given the opportunity to meet with legislators in a relaxed environment at the Legislative Reception at the Governor’s Club. On Thursday, Mark Fontaine, Executive Director, Florida Alcohol and Drug Abuse Association, spoke on the Politics and Policies on Pain Killers. Sofia Castro, Suicide Prevention Specialist with the Statewide Office for Suicide Prevention, Office of Substance Abuse and Mental Health presented on Suicide Prevention.

On behalf of the Florida Nurses Association, we want to thank the attendees for being engaged and bringing your expertise and your voice to our gathering. You, as nursing professionals, have the vision, the knowledge, the resources, and the experience to help us pave the way into the future of healthcare. You are truly our greatest asset today and tomorrow, and we could not accomplish what we do without your support and leadership. Stay tuned and mark your calendars for 2018 FNA Advocacy Days. It will be held in January 2018 (Dates to be determined).
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