Nurses are busy taking care of others – patients, families, and our communities. Every day we are committed to meeting the needs and health of others – many times putting others’ needs before our own needs. But what would you do when you need the help?

In recent months, many of our fellow Florida Nurses in the Panhandle have been experiencing the negative impacts of Hurricane Michael. Hurricane Michael, a category 4 storm, injected its fury back in October 2018. Hurricane Michael made history as one of the four most powerful hurricanes in U.S. history. Communities are still reeling from the storm’s impact three months later. Even though news outlets have moved on to other stories, there is still a need to provide support and assist with recovery efforts. Many groups and nurses have stepped up to provide emotional and financial support to our colleagues. We at the Florida Nurses Foundation are grateful to the Advocate Christ Medical Center, Surgical Trauma Intensive Care Unit in Oak Lawn, Illinois for their generous gift to the Foundation’s Nurses in Need Fund (pictured at right). The unit staff felt compelled to help their fellow colleagues in a time of great need and raised personal funds for this donation. These are true ‘Nursing Heroes’ - giving from the heart to help their fellow nurses.

The Florida Nurses Foundation’s Nurses in Need fund provides small grants to nurses to assist during their hour of need. Unless you have experienced it yourself, it is hard to imagine the impact that a devastating hurricane or disaster can have on the day-to-day life during recovery. Our fellow nurses have experienced many negative effects during the recovery efforts from their jobs no longer being available due to closures to struggling to make ends meet with reductions in pay to buying food and gas to meet the needs of their family. These are real struggles. How can you help? Donate to the Florida Nurses Foundation Nurses in Need Fund so that we can help more nurses. The Nurses in Need Fund is available to any nurse experiencing financial need from personal life circumstance. If you need assistance, contact the Florida Nurses Foundation at 407.896.3261. If you want to contribute to helping our Colleagues, please donate at www.floridanurse.org/donations.
Anatomy of an Issue: How FNA Moves the Agenda Forward

Willa Fuller, RN

Often we will get questions about what the organization does for its members. We do have a list of benefits that we can list, however, the true value of membership is how members work to create action on issues of importance to them. Associations have individuals, leaders, committees and processes that come together to create action. The best way to delineate this is to tell the “story” of a recent issue that was passed in the Florida Legislature.

Several years ago, Florida clinical nurse specialists (CNSs) began expressing frustration with the problems they encounter in our state due to the limited scope of practice. Just like other advanced practice nurses, the scope of practice varied widely across the country. In Florida, the role was not delineated in the Florida Nurse Practice Act, Chapter 464. In 2010, with the help of then Lobbyist, Anna Small, we were able to get them recognized in the practice act and individuals were able to apply to be licensed as a CNS and at the same time, the bill that was filed protected the title of CNS.

Subsequently, one of our members, Dr. Theresa Suber, a nurse scientist, requested the formation of a Special Interest Group (SIG) within the structure of FNA after discussing ways in which they could address the issue. The group met on a monthly basis and determined there was sufficient interest in this practice in comparison to some other states. She believed that was filed protected the title of CNS.

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2019 Calendar of Events

View full calendar at www.floridanurse.org/events

Advocacy Days 101 Webinar
March 5, 2019 - 6pm EST / 5:00pm CST
Online Webinar

East Central Region Mandatory CE Days
March 8-9, 2019
FNA Headquarters, Orlando, FL

FNA Advocacy Days
March 13-14, 2019
FL, State Conference Center
Tallahassee, FL

Southeast Region Mental Health Forum
March 29, 2019
Keiser Flagship Campus, West Palm Beach, FL

9th Annual South Region Symposium and Awards Ceremony
April 13, 2019
Gulfstream Park, Hallandale Beach, FL

West Central Region Meeting - “Recognizing Impairment in the Workplace”
April 25, 2019 6:00-8:30pm EST
Nova Southeastern University, Tampa, FL

IPN/FNA Annual Conference “Moving Forward in the Nursing Profession”
May 2-3, 2019
Renaissance World Golf Village
St. Augustine, FL

New Graduate Networking Event
May 18, 2019
Gainesville, FL

5th Annual FNA Research & Evidence-Based Practice Conference
July 13, 2019
Harry P. Leu Gardens, Orlando, FL

FNA Annual Membership Assembly September 13-14, 2019
Mission Inn Resort
Howie-in-the-Hills, FL

FNA Webinars Now Available on Demand!
Go to www.floridanurse.org/page/ProfessionalDevelopment for more info

We welcome all nursing students and Registered Nurses regardless of membership status to all of our events unless otherwise noted.
For registration and more information about FNA events, go to www.floridanurse.org/events

FNA's Annual Membership Assembly is scheduled for September 13-14, 2019 at the Mission Inn Resort in Howie-in-the-Hills, FL. The theme will be “Creating Connections: Transforming the Future.” In this section, you’ll find everything you need to get prepared for 2019 Membership Assembly including Election Deadlines, Award Nominations, and more! Election and Award Nomination Forms as well as Speaker Proposal Forms can be accessed at www.floridanurse.org. Completed forms can be submitted to Christopher de Sanctis at info@floridanurse.org. More election info on page 13.

Dates and Deadlines

March 31, 2019
Speaker Proposals Due
April 15, 2019: Deadline to submit election nominations for them to appear in June TFN (not final deadline)

May 31, 2019:
Awards Nominations Due
June 2019:
Official Call to Membership Assembly in TFN with Candidate Bios and Bylaws Notice

July 1, 2019:
Last day for nominees to request campaign mailing ads

July 15, 2019:
FINAL Nominations for Election Due

August 1, 2019:
Ballots sent to members

August 15, 2019:
Final Day of Voting

Abstract acceptance notification

September 13-14:
Membership Assembly - New Board is announced and sworn in

Call for Abstracts

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 13-14, 2019 at the Howie-in-the-Hills Resort, Mission Inn, FL. Abstracts can describe completed research, research in progress, or a research design. Abstracts for qualitative and quantitative studies and special projects are welcome! Abstracts will be peer-reviewed by members of The Research Special Interest Group. Submissions are due Monday, July 15, 2019. For submission guidelines, go to www.floridanurse.org/page/MembershipAssembly.

Call for Speaker Proposals

The FNA Board of Directors invites members of the Florida Nurses Association to submit proposals to speak at the 2019 FNA Membership Assembly. Presentations will be at least one hour in length and will be submitted for approval of FL nurse contact hours and for ANCC accreditation. Presentations should relate to one of the following: Conference Theme - “Creating Connections: Transforming the Future.” Evidence-Based Practice, Legislative/Policy, Ethics, Research, Membership Development, Technology/Telehealth. Nurse speakers must be members of the Florida Nurses Association or another state association. If your presentation is chosen, you will receive a discount for your Membership Assembly registration. Deadline for Submission is March 31, 2019. For more information, go to www.floridanurse.org/page/MembershipAssembly.
Addressing Retention within the Student Nurse Population: The Intervention Project for Nurses Student Services Initiative

Shannon O. Large, DNP, ANP-BC, CARN-AP
Chief Executive Officer,
Intervention Project for Nurses

Did you know, up to 20% of nurses in the United States are chemically dependent on addictive substances and their use typically starts while they are in basic nursing programs? (Monroe, 2005; Boulton & O’Connell, 2017)

Student nurses who experience stress burnout are at an increased risk for addictive disorders. Prevention strategies such as improved social support, student-faculty discussions about substance use, simulated interventions and dialogue about alternatives to dismissal should be available. However, nursing programs in the U.S. typically have policies and procedures in place that inadequately and inappropriately address these challenges facing nursing students. (Monroe, 2009)

The Florida Center for Nursing (FCN) estimates by 2025, Florida will have a potential shortage of 56,000 full-time RNs and 12,500 LPNs (FCN, 2010). Impairing conditions such as substance use disorders and untreated psychiatric illnesses certainly impact and exacerbate the nursing shortage Florida is facing. These conditions impair nurses and students’ ability to safely care for patients and prevents them from being productive members and future members of Florida’s nursing workforce.

The Intervention Project for Nurses (IPN), Florida’s Alternative to Discipline Program for nurses with impairing conditions, greatly supports and future members of Florida’s nursing workforce.

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IPN assures public safety by requiring impaired nurses and nursing students to complete formal evaluations by DOH/IPN approved physicians, successfully complete recommended treatment, and to provide random toxicology testing, weekly nursing support groups, provision of the Florida Board of Nursing Mandatory Continuing Education course “Impairment in the Workplace” for students and faculty, case management services for each referral, and IPN quarterly reports sent back to the college/school of nursing.

Colleges and Schools of nursing have the option to contract for services directly with IPN. IPN had the great privilege to present and promote this initiative at the October 2018 Florida Association of Colleges of Nursing (FACN) meeting in Orlando, FL. Several Deans and Directors expressed interest in having IPN services available to students and IPN is currently in the process of finalizing contracts with the University of North Florida and the University of Florida.

Through the Student Services Initiative along with services provided for the DOH, IPN will continue to support strategies for nursing retention and advocacy, the promotion of public health and safety, and continued support for nursing wellness in the State of Florida.

If you have questions related to the Initiative, please contact IPN at: 1-800-840-2720 or visit www.ipnfl.org

References:

FlCenterfornursing.org/ForecastsStrategies/FCNForecasts.aspx

IPN/FNA Annual Conference

“Moving Forward in the Nursing Profession”

May 2-3, 2019
Location: Renaissance World Golf Village St. Augustine, FL

This year’s Conference theme is “Moving Forward in the Nursing Profession.” Our agenda will explore the current landscape of the nursing profession and next steps plans for moving forward. Speakers will offer their knowledge and insight about the current landscape in their professional setting and future plans for improvement. Our conference brings approximately 125 nurses, nurse educators, employers and treatment providers from all over Florida.

Please visit the IPN website for more information at www.ipnfl.org click on events and trainings or contact Pam Livingston at 1-800-840-2720 ext 123 or email plivingston@ipnfl.org

If you have questions related to the Initiative, please contact IPN at: 1-800-840-2720 or visit www.ipnfl.org

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It is an absolute honor and privilege to be elected as the President of the Florida Nursing Students Association for the 2018-2019 term. I am sincerely grateful to continue to serve an organization that has been pivotal to my journey as a nursing student and to have the opportunity to speak with you through this forum.

As an organization, we are fortunate to have over 5,000 members. This is over 5,000 students who share a passion for nursing and are directly impacting patients’ lives throughout Florida. During my last term on the board, I had the opportunity to observe how members have come together to impact their peers, community, and patients. Their work is truly inspirational, and I am proud to represent an organization dedicated to advocacy, community health, and scholarship.

Members are the foundation of an organization, and thus, as a leader, I place value in fostering an environment directed at providing members with opportunities to grow. My vision for this year is to collaborate with my fellow board members to continue developing our organization through member engagement, scholarship, advocacy, and community involvement. Moreover, my goal is to spread awareness of our members’ impact and inspire others to join us so that we may grow stronger together.

In the last issue, Mrs. Sarah Thrulow highlighted our organization’s annual convention, an event designed to provide students opportunities to learn and practice nursing skills, connect with peers and faculty from across the state, vote and advocate for current health issues, and receive recognition for their leadership. As a state, we provided scholarships to nine deserving nursing students. To all those who help make these scholarships possible whether through donations or sustaining membership, we thank you.

Preparation for this year’s convention is already underway, and I am excited to announce this year’s theme is “A Work of Heart: Painting a Picture of Compassionate Nursing.” As eloquently expressed by Caillen Cox, the 2nd Vice President, and Convention and Programs Chair, “The theme for the convention was chosen to celebrate our patients, who are the centrifugal force behind nursing and what makes our practice worthwhile. As the future of nursing, we must embellish the fundamental value of compassionate care to truly embody the role as the patient advocate.” Our annual convention will be hosted at the Hilton Daytona Beachfront Resort on October 23rd to the 26th.

Alongside preparations for this year’s convention, our organization recently hosted our annual Nursing Students’ Week. This week is meant to celebrate the dedication, ingenuity, and compassion of Florida’s nursing students. This year’s theme was “Advocate, Influence, Encourage, and Persevere.” To celebrate this week, members and local chapters host activities and events throughout the week relating to the theme. To find out more information on Nursing Student Week, please visit our website, www.fnsa.net.

Looking forward, we are excited for the opportunity to join FNA members in Tallahassee for this year’s Advocacy Days. Our experiences and knowledge as nurses and nursing students provides us a powerful perspective on the impact legislative policy has on health care, the nursing profession, and the quality of care our patients receive. Together we can help initiate change and make a difference through advocacy.

Thank you.

Abbygail was raised in Davenport, FL right outside of the Walt Disney World Attractions. Her passion for nursing developed out the time she spent volunteering at Celebration Hospital, and the opportunity to interview a local nurse on her career. She graduated in 2015 from Ridge Community Hospital, and the opportunity to interview at the University of Central Florida with a minor in Medical Sociology. She is expecting to graduate with her B.S.N in May of 2019. Following her undergraduate studies, she strives to build her nursing experience before returning to continue her education. As a student at UFC, Abbygail was involved with multiple organizations on campus including Honors Congress, Hearts for Homeless Orlando, and her local student nurses’ association where she holds the position of treasurer. In October of 2018, Abbygail was elected as the new president for the Florida Nursing Students Association.
Focus on the Foundation

Support the Next Generation of Nursing...

The Florida Nurses Foundation provides annual scholarships and grants for Florida graduate and undergraduate students enrolled in ACEN or CCNE accredited nursing education programs.

Your generous donations to the Foundation support future generations of nurses and research initiatives led by nurses.

Please help us continue funding the future of nursing by donating today.

Donate to the Florida Nurses Foundation.

Give Back today! To make a donation, go to www.floridanurse.org/donations or fill out the form below.

Florida Nurses Foundation Donation

☐ $25 Donation ☐ $50 Donation ☐ $100 Donation ☐ Other Amount: $________

☐ Check (payable to FNF) ☐ Cash ☐ Visa ☐ MasterCard ☐ AMEX ☐ Discover

Date: ___________________________________________ Card #: ____________________

Name: ___________________________________________ Exp. Date: ____________________

Address: _________________________________________ Security Code: _____________

Phone: ___________________________________________ Signature: _____________________

Email: ___________________________________________

Mail to: Florida Nurses Association
PO Box 536985, Orlando, FL 32853
Or Fax to: (407) 896-9042

News from Headquarters

Technology Updates

On January 1st, FNA successfully launched its brand new membership platform and website at www.floridanurse.org. The new site has a clean and updated look, streamlined navigation, and expanded functionality including enhanced member portal functions, a Community Forum for connecting with special interest groups, easier meeting and event registration, and much more!

Upcoming Events

FNA is working to bring more programs state-wide this year, including one of our most popular programs, the Barbara Lumpkin Institute Advocacy Boot Camp, which prepares nurses to serve as grassroots advocates for the profession. We are also continuing to add more options for digital attendance to our regional education programs. Be sure to bookmark our calendar to find out about upcoming events at www.floridanurse.org/events.

The 5th Annual Nursing Research and Evidence-Based Practice Conference hosted by our Nursing Research Special Interest Group will be on July 13th at Leu Gardens in Orlando, FL. The Call for Abstracts is on page 16. More information can be found at www.floridanurse.org/page/researchconference.

FNA’s Biennial Membership Assembly will be September 13-14th this year at the Mission Inn Resort in Howie-in-the-Hills. More information on page 3. Additional information can be found on www.floridanurse.org/page/membershipassembly.

2019 Scholarship and Grant Application Window is Open

The Florida Nurses Foundation exists to promote nursing and delivery of healthcare through the advancement of research, education and practice. Each year, the Foundation awards scholarships and grants to qualified registered nurses and students. The Foundation has been able to support hundreds of nurses over the decades thanks to the hard work and generous donations of FNA members.

The Foundation is now accepting applications for 2019. Please review the application requirements at www.floridanurse.org/page/ScholarshipsGrants.

To learn more about donating to the Foundation to support future scholarships and grants, go to www.floridanurse.org/page/Foundation.

2019 Scholarship and Grant Application Important Dates

- January 1, 2019 – Scholarship application window opens
- June 1, 2019 – Application submission deadline
- August 2019 – Recipients announced
- September 2019 – Award checks distributed – recipients will have the opportunity to accept their award checks at Membership Assembly

Hurricane Donations after Hurricane Michael

We would like to extend a Thank You to all of the individuals and organizations that donated supplies for hurricane relief!

All of your donations were taken to The Florida Department of Health to support communities in their recovery after the devastating effects of the Category 4 storm. Thank you all for your generous donations!

SAVE THE DATE

Mark your calendar!
Welcome New FNA Members!

East Central

Katherine Achor
Leah Adam
Katherine Adamson
Juliet Agbar
Alli Akwa
Teri Aplin
Christine Batista
Aimee Bert-Moreno
Samuel Bloomfield
Lindsey Boone
Annette Bourguet
Jessica Bowen
Brooke Brown
Brenna Broadway
Jessica Brown
Kara Browning
Ruth Buehrig
Barbara Buzzo
Lee Calmes
Samantha Chang
Toni Christopher
Andrea Clavijo
Elaine Cleise
Jeffrey Colas
Jerry Compas
Bryan Connolly
Kathryn Derwin
Erica DiCarlo
Fourneldidotino Dinsdale
Teresa Farina
Kristine Ford
Andrea Forster
Kimberly Gatewood
Lawrence Gilbert
Andalao Gonzalez
Graterole
Inez Green
Edjiane Grouns
Mary Harris
Philippe Hauger
Caleb Henry
Karen Hernandez
Kevin Hernandez
Allicia Lynn Hoekstra
Ying Yang Huang
Ashley Hummel
Noel Jacobson
Christina Jaiz
Amy James
Chedeline Jules
Hope Jumiste
Susan Kaezer
Anna Kimidy
Danielle Leduc
Cassandra LeorGrande
Lidisy Leon
Vivian Lockett
Myranda Lucero
Christopher Lumia
Adolfo Luna
Kami Macmac
Angelito Machado
Alex Marpole
Sylvia Martin
Wendy Martin
Lauren Martino
Rebecca McGregor
Bindra Mehtal
Mensey M. Millard
Denise Miller
Alexia Mellow
Alvenia Munch
Victoria Nieves
Margaret Oggeri
Gabriele Ortiz
Loretta Padron
Natasha Patel
Kathy Peeler
Anna Ransom
Maurice Reynolds
Heidi Rodriguez
Jeremy Scott
Tracey Serrao
Suemi Shihai

North Central

Jodie Smith
Jody Seshen
Sara Sorensen
Chelsea Swink
Elizabeth Tate
Krystal Tavasci
Melody Taylor
Yuan Tian
Skyla Underwood
Susan Walters
Janelle Watson
Huong Wolch
Berdina Williams
Meryl Williamson
Holly Willis
Lauren Wynck

Northwest

Holly Siller
Jessica Smith
Kimialeshia Thomas
Crystal Wade
Robin Whithaker

South

Gaome Abatte
Simi Alavi
Treniece Alston
Rayia Altamirano
Jennifer Amarteifio
Stephanie Anderson
Aime Aruazu
Elena Belova
Alexander Benitez
Laura Bernana
Herline Bernard
Veronica Bieredman
Balkys Bivins
Paradine Biscas
Martha Bravo
Zekia Brhan
Tania Cabrera-
Hernandez
Djamil Calixtro
Monaco
Amy Campob
Dina Casimir-Dorchery
Dacande C Cepero
Katline Charles
Jamie Chatzipoullis
Jasmine Chaviane
Diana Cleriant
Gissel Colon
Fayola Delicio
Susan Deming
Indira Denis
Nancy Denis
Charity Denson
Natoya Dorsey
Bradly Alfonso
Elisabetta
Meredith Elliott
Marsha Elson-Joshoph
Johannes Henders
Marleen Falcin
Saezia Farrell
Ana Faveloro
Wadean Fernandez
Lidia Fernandez
Joshua Fletcher
Rosario Flynn
Danielle Freeman
Sandra Gabriel
Mary Gamble
Victoria Garcia
Valnie Garcia
Rosa Garcia Amaya
Margaret Genev
Ruth Germain
Amorita Gharib
Vivian Giraldo
Stephanie Gonzalez
Karen Gonzales
Marilysa Gonzalez
Elizabeth Graf
Elie Gropper
Yeluxa Gropper
Patricia Velez
Sandra Wehking
Olivia Weir
Shawntae Williams
Nadia Willy
Sherese Wong
Alexis Zimbiksy

West Central

Patricia Campbell
Lisa Cooper
Tricia Denton
Carmen Duque
Avery Perez
Yolanda Gonnally
Mary Kolis
Cynthia McCelland
Monica Medrict
Michelle O’Neal
Vincent Petroscsi
Denise Garrit
Amanda Carrera
Heather Catalano
Curtis Christian
William Cochran
Sharon Coloma
Margaret Crawford
Davene Crawford
Henrettya Dacany
Rosalie Del Valle
Elisa Dennis-Brady
Amber Diskant
Tammy Donnick
Julouse Etienne
Aimee Felon
Kirtin Pocham
Bradley
Brenda Galile
Mary Veronica Gamboa
Berks Garcia
Nicette Garcia Gonzalez
Taisha Gauthier
Traisip Glass
Rosa Hair
David Harrow
Erica Johnson
Tahnee Jemison
Raymond Kelly
Kellie-Ann Kerz
Michelle Kimpson
Tina Kowalski
Genevieve La Ferrera
Christine Lada
Cindy Le
Clairant Lollane
Ava Manning
Keshia Martin
Jacqueline Martinez
Frances Ann Mateo
Kelly McAdams
Madeleine Mills
Melissa Mosley
Adela Munoz
Alexandra Murray
Doris Ortiz
Teri Palacios
Linda Paul
William Passei
Kimberly Pierce
Nancy Ramber
Jennifer Rogers
Robert Ruino
Tammy Sagona
Eri Santiago
Paula Schulu
Renee Schwartz
Jose Robert Supon
Allison Swan
Kimberly Thomas
Allison Underwood
Emily Walters
Shadara Watson
Allison Weber
Allison Wick
Sarah Williams
Dana Williams
Conrad Wirtz

South

Shaletah Akinola
Ikola Baccas
Aimee Batdorf
Frenicia Beaumont
Loiriana Bernal
Yarrianna Bocca
Samantha Bonfillio
Regine Bromson
Michele Buocolo
Sheri Byers
Denise Carol
Amanda Carrera
Heather Calitano
Curtis Christian
William Cochran
Sharon Coloma
Margaret Crawford
Davene Crawford
Henrettya Dacany
Rosalie Del Valle
Elisa Dennis-Brady
Amber Diskant
Tammy Donnick
Julouse Etienne
Aimee Felon
Kirtin Pocham
Bradley
Brenda Galile
Mary Veronica Gamboa
Berks Garcia
Nicette Garcia Gonzalez
Taisha Gauthier
Traisip Glass
Rosa Hair
David Harrow
Erica Johnson
Tahnee Jemison
Raymond Kelly
Kellie-Ann Kerz
Michelle Kimpson
Tina Kowalski
Genevieve La Ferrera
Christine Lada
Cindy Le
Clairant Lollane
Ava Manning
Keshia Martin
Jacqueline Martinez
Frances Ann Mateo
Kelly McAdams
Madeleine Mills
Melissa Mosley
Adela Munoz
Alexandra Murray
Doris Ortiz
Teri Palacios
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Robert Ruino
Tammy Sagona
Eri Santiago
Paula Schulu
Renee Schwartz
Jose Robert Supon
Allison Swan
Kimberly Thomas
Allison Underwood
Emily Walters
Shadara Watson
Allison Weber
Allison Wick
Sarah Williams
Dana Williams
Conrad Wirtz

Southwest

Vanessa Alexander
Harrie AlIonics
Samantha Angeles
Marie Barnes
Kela Barreiro

Other

Olanrewaju Adeyemi
Anthonia Ajibiku
Lola Khainovina
Fetis McGee
Laeli Malmad
Anderson
Tarah Roch

References

Cynthia Acosta
Anne Allenworth
Cassandra Beck
Barbara Buzzo
Barbara Chang
Caroline Heaven
Cynthia Magnetti
Vincent Petroscsi
Denise Garrit
Amanda Carrera
Heather Catalano
Curtis Christian
William Cochran
Sharon Coloma
Margaret Crawford
Davene Crawford
Henrettya Dacany
Rosalie Del Valle
Elisa Dennis-Brady
Amber Diskant
Tammy Donnick
Julouse Etienne
Aimee Felon
Kirtin Pocham
Bradley
Brenda Galile
Mary Veronica Gamboa
Berks Garcia
Nicette Garcia Gonzalez
Taisha Gauthier
Traisip Glass
Rosa Hair
David Harrow
Erica Johnson
Tahnee Jemison
Raymond Kelly
Kellie-Ann Kerz
Michelle Kimpson
Tina Kowalski
Genevieve La Ferrera
Christine Lada
Cindy Le
Clairant Lollane
Ava Manning
Keshia Martin
Jacqueline Martinez
Frances Ann Mateo
Kelly McAdams
Madeleine Mills
Melissa Mosley
Adela Munoz
Alexandra Murray
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The Florida Nurse
March 2019
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In October 2018, Florida Clinical Nurse Specialists (CNS) are licensed as Advanced Practice Registered Nurses (APRN). CNSs are now eligible to practice within an advanced practice provider role within a physician supervised protocol. CNSs have always contributed to optimal health outcomes and coordinated cost-saving services and resources. Also, CNSs develop specialized treatment plans after patient examinations and educate patients and families on how to manage their conditions. Healthcare systems have the opportunity to employ CNSs in a provider role including billing for patient services.

The CNS is a graduate of a Master of Science in Nursing (MSN), CNS program and obtains CNS role certification through national accrediting organizations:

- American Nursing Certification Corporation (ANCC)
- American Association of Critical Care Nurses (AACN)
- Oncology Nursing Certification Corporation (ONCC)
- National Board Certification Hospice and Palliative Nurse (NBCHPN)

CNSs work in a variety of settings:
- Hospitals
- Home health service
- Long-term care facilities
- Health centers

CNSs work in a variety of populations and specialties:
- Adult-Gerontology
- Pediatrics
- Neonatal
- Oncology
- Critical Care
- Diabetes
- Pain
- etc.

In clinical practice, CNSs work in five major competencies: clinical expertise, consulting, coaching, research, and system leadership. Examples include: evaluating complex patient needs, reviewing and translating new and best-practice evidence, consulting with decision makers to select and allocate health care resources, and mentoring of direct care nurses. This work is done through clinical expertise, analysis of patient data, promoting teamwork, coordinating performance improvement projects and conducting research.

CNSs are in a position to translate the expanded scope of practice to a broader scope of employment such as the advanced practice provider role. As healthcare systems look to CNSs as a resource for promoting quality improvement initiatives and enhancing care through core measures, CNSs may revise their job description to include obtaining and using provider privileges. Generating revenue can increase the demand for CNS positions, attract experienced CNS to Florida, and encourage nurses to choose a CNS career.

What’s next to work in an expanded scope of practice such as the advanced practice provider role? Have a candid discussion with your leadership specifically on expanding your role as an advanced practice provider. Seek out Nurse Practitioner colleagues’ support to become credentialed in your healthcare system. Inquire about enrollment in and obtaining Medicare and Medicaid (CMS) provider numbers and a National Provider Identifier (NPI) number for billing. Network with CNS from other states who currently have a revenue-generating practice. Join the National Association of Clinical Nurse Specialists (NACNS) and Florida affiliate (FAOCNS) and FNA CNS Special Interest Group (CNS-SIG). Start the process to maximize the benefits of APRN licensure and provide Floridians with more expert nursing care!

Advanced Practice Registered Nurse (APRN) in Florida

On May 23, 2018, House Bill 1337 was approved and signed by Florida Governor Rick Scott, to change the Florida Statute (FS) 464 terminology of “Advanced Registered Nurse Practitioner (ARNP)” to “Advanced Practice Registered Nurse (APRN).” Florida became the 44th state to use the title APRN “Advanced Practice Registered Nurse” and the 26th state to explicitly designate licensure as the form of regulation of APRNs. In October, the Florida Board of Nursing designated a separate licensure category of “advanced practice registered nurse.” All licensed ARNPs and CNSNs were issued the APRN license permitting the same scope of practice within a collaborative agreement with a supervising physician.

Changing FS 464 terminology the Advanced Practice Registered Nurse aligns with the language in the Consensus Model of APRN Regulation: Licensure, Accreditation, Certification & Education (NCBSN, 2008). The four roles of APRN are Nurse Practitioner, Clinical Nurse Specialist, Nurse Anesthetist, and Nurse-Midwife. Each APRN role must be educated at the master’s degree or higher in programs that prepares one of the four roles. In addition to foundational graduate nursing courses, the hallmark of advanced practice nurse education are the three “P’s” – Advanced pathophysiology, Advanced physical assessment, and Advanced pharmacology. Also, each role must complete 500 or more clinical practicum hours prior to graduation. Each APRN role has national specialty or role certification through certification credentialing organizations such as American Nursing Certification Corporation (ANCC), American Association of Clinical Nurse Specialists (AACN), National Board of Certification in Hospice and Palliative Nursing (NBCHPN), American Academy of Nurse Practitioners (AANP), National Certification Corporation (NCC), American Midwifery Certification Board (AMCB), National Board of Certification & Recertification for Nurse Anesthetists (NBCRNA).

There are national professional organizations representing each APRN role: American Association of Nurse Practitioners (AANP), National Association of Clinical Nurse Specialists (NACNS), American College of Nurse Midwives (ACNM), and American Association of Nurse Anesthetists (AANA). In Florida, there are many state and regional advanced practice nurse groups. There are twelve member groups who belong to the Florida Coalition of Advanced Practice Nurses (PCAPN) whose mission is to build a cohesive foundation of all APRN stakeholders and is committed to promoting creative solutions using advanced practice nursing models to address the health care needs of all Floridians. The Florida Nurses Association (FNA) advocates for advanced practice nurses and support their practice to the full extent of their education and experience.


The Quality and Unity in Nursing (QUIN) Council exists to promote quality and unity for nurses and nursing in Florida by fostering unified collaboration among Florida’s nursing organizations. QUIN creates a communication network that fosters collaboration and provides a forum for discussing and developing mutual agreement on key nursing issues to promote nurses and nursing in Florida. To learn more about QUIN’s objectives and the organizations involved in QUIN, visit www.quincouncil.org.

One of QUIN’s ongoing initiatives has been to ensure that future nurses are choosing their education programs with care. It is important that nursing programs meet and uphold certain quality standards for education. Nursing accreditation from either the Collegiate Commission on Nursing Education (CCNE) or the Accreditation Commission for Education in Nursing (ACEN) ensures that the program meets national standards for nursing education and has established record of student success. To learn more about nursing accreditation and to see which nursing programs in Florida are accredited, visit www.choosewithcare.education.

2019 News from the Florida Action Coalition – A project of the Florida Center for Nursing

Our inaugural Summit was a huge success and fired the groundwork for statewide action. Join us and your team leaders moving forward. Check out your region’s highest priorities and their efforts to implement the FL-AC Strategic Plan.

Join and be a FL-AC member volunteer, https://www.flicenterfornursing.org/FL-ActionCoalition.aspx. As a volunteer you, with your ability to articulate priorities, learn strategic planning strategies, and networking and communication skills. FL-AC members strengthen our capacity to help your institutions, communities and systems for a positive impact on the health of all Floridians.

Regional and Statewide teamwork based on the Strategic Plan Goals:
1. Support effective and sustainable deliverables to empower nursing leadership roles and impact diversity and cultural competency in healthcare initiatives.
2. Promote academic education, professional development, and lifelong learning to enhance nurses’ competence in patient care, leadership, and healthcare policy advocacy to advance population health.
3. Build partnerships to sustain the value of the FL-AC.

Regional Team News from the FL AC October 2018 Summit:
Here is a list of projects in your region and statewide.

South Region – Led by Dr. Marie Etienne
• Nurse Champion Project – focused on advocacy in the workplace
• Nursing Entrepreneurship

West Central Region – Led by Dr. Laura Smith
• RN Turnover Project

Sarasota (SNAC) region- Led by Jan Mauck and Charles Baumann
• The communities of Charlotte, DeSoto, Manatee and Sarasota Counties have access to quality healthcare provided by a diverse, highly educated and skilled nursing workforce - Continuation of the BSN project.

East Central Region- Dr. Stephanie Philips, Dr. Janice Lowden-Stokely, and Dr. Rosie Moore
• Acute-Care Nursing Preceptor Training Program

North Central Region- Co-leads in Gainesville and Tallahassee
• Advocacy training
• Social Media and communications
• Community Health Worker project

North East Region- Led by Dr. Deborah Brabham
• Membership building

Diversity Council – Led by Dr. Carol Neil, Dr. Linda Washington Brown, & Dr. Marie Etienne
• Mentorship program.

Statewide Projects 2019:
• YouTube video of FL-AC
• Board Service Initiative course
• Mentorship Program – Led by Dr. Jan Adams
• Planning Summit for Oct 2019
East Central Region Update

The East Central Region completed the 2018 quarter meeting year schedule with a mandatory continuing education program facilitated by former Region Director Marti Hanuschik on November 15th. Tomas Lares, Chief Executive Officer, Florida Abolitionist, Inc., and Dr. Leslie Gavin, Clinical Director, presented. The well-attended program held in-person at FNA Headquarters and on Zoom learned that an estimated 2.9 million men, women, and children are trafficked for commercial sex or forced labor around the world. Greater Orlando ranks third in the United States for the number of reports to the national human-trafficking hotline. The program provided the latest information on human trafficking and was well received by all who attended.

The EC Region will be hosting four mandatory licensure renewal education courses March 8-9th at FNA HQ in Orlando and online. More info at www.floridanurse.org/events

In 2018, Region Director Marti Hanuschik relocated to south Florida to be closer to her family. Since then, she has continued to keep the region active until a new director from EC Region could take her place. FNA would like to thank Marti for all of her hard work in keeping the EC Region active by coordinating its quarterly meetings and providing educational content for its members.

The East Central Region warmly welcomes Shirley Hill, BSN, RN to the position of Region Director. Shirley is a retired nurse with 40 years of nursing experience under her belt. She has been very active in FNA for many years including serving as the EC Region Director for two terms. She is passionate about spreading the importance of membership to her fellow nurses. Welcome back, Shirley!

North Central Region Update

The North Central Region warmly welcomes its new members! To stay updated on the happenings of the Northwest Region as well as state-wide FNA activities, visit www.floridanurse.org where you can check out our community calendar, update your member profile, and connect to the NC Region group page.

The North Central Region will host a new Grad Networking event on May 18th in Gainesville. This will be a great opportunity for recent graduates to meet and share their experiences as a new nurse with peers who may be going through some of the same challenges that often accompany transition into a nursing career. More information on this event will be posted to the FNA website in the coming weeks.

FNA’s Biennial Membership Assembly is September 13th-14th at the Mission Inn Resort in Howie-in-the-Hills. We’d love to see the North Central Region well-represented at this important membership event. For more information go to www.floridanurse.org/page/MembershipAssembly.

Northwest Region Update

Hello Northwest Region,

The privilege of nursing includes a love for lifelong learning! The 2019 year ahead will bring many exciting changes that our profession has contributed to since the work of Florence Nightingale. I encourage you to seek out activities that advance our profession through collaboration with community partners. Nursing research and evidence-based practice provides opportunities to connect with all professions, and increases our impact on healthcare issues. For me, the first quarter of 2019 includes an annual Sigma Theta Tau International Honor Society of Nursing (Sigma) scholarly gathering hosted by the Upsilon Theta Tau International Honor Society of Nursing (Sigma) scholarly gathering hosted by the Upsilon Kappa chapter. I always leave scholarly events with a new zest for my role in community health. Please send me news on your scholarly nursing... I’d love to share!

Northeast Region

The Northeast Region warmly welcomes its new members! To stay updated on the happenings of the Northeast Region as well as state-wide FNA activities, visit www.floridanurse.org where you can check out our community calendar, update your member profile, and connect to the NE Region group page.

FNA’s Biennial Membership Assembly is September 13th-14th at the Mission Inn Resort in Howie-in-the-Hills. We’d love to see the Northeast Region well-represented at this important membership event. For more information go to www.floridanurse.org/page/MembershipAssembly.

South Region Update

9th Annual South Region FNA Symposium and Awards Ceremony
Saturday, April 13, 2019
8:00am – 2:30pm
Gulfstream Park Sport of Kings Theatre
901 S. Federal Highway
Hallandale Beach, FL 33009

Keynote Presentation and Panel Discussion
Fulfills Mandatory 2.0 hour Nurse Contact Hour Requirement

Highlights
• 2.0 Mandatory Contact Hours for Licensure Renewal on Human Trafficking
• Hot Breakfast & Luncheon Buffet Included
• Vendor Sponsor Display Area including Gold, Silver, and Bronze Level Sponsorship
• Electronic Poster Display of Literature
• Evidence-Based Practice & Nursing Research
• Nursing Student Mentorship & Scholarships
• Nurse Awards and Recognition Ceremony

Registration
Please plan early as seating is a premium for this legendary South Florida event!
Limited seating at the door, exact cash payment only if seating available.
• FNA Member: $75
• Non-Member: $90
• Advanced Purchase Table for Ten: $750
• Exhibitor and sponsorship opportunities still available!

Registration and More Info:
www.floridanurse.org

Southeast Region Update

Our goal is to prepare students for the most in-demand jobs in healthcare. Be part of life changing work. Join Concorde.

For nearly 50 years, Concorde Career Colleges has prepared thousands of people for rewarding careers in the healthcare industry. We specialize in education with a clearly defined purpose. We offer:

Qualifications we’re looking for include:
• 3 years of recent clinical experience
• BSN required, MSN preferred
• Current RN license in the state of employment

Fulfills Mandatory 2.0 hour Nurse Contact Hour Requirement

302 South University Avenue, Jacksonville, Florida 32204
(904) 443-4646
www.concorde.edu/careers
jobs@concorde.edu
The WCEN Spring Dinner Meeting will be on April 25, 2019, 6:00 PM to 8:30 PM at NOVA Southeastern University in Tampa. The Intervention Project for Nurses will present “Recognizing Impairment in the Workplace” a two-hour continuing education course required for licensure renewal by the Florida Board of Nursing. For more information and registration go to www.floridanurse.org/events.

The WCEN Region has been invited to participate in nursing research titled “Examining the Effect of Substance Use Training on Registered Nurses’ Competency and Self-Efficacy.” Participation is voluntary and will take place at the spring dinner meeting.

WCEN also plans a Community Day in the spring/summer 2019. This event will involve bringing the WCEN members and students together to participate in a community project. More details to follow.

Contact Jan Adams, DNP, MPA, RN, WCEN Region Director for additional information of questions about our regional activities.

The Southwest Region warmly welcomes its new members! To stay updated on the happenings of the Southwest Region as well as state-wide FNA activities, visit www.floridanurse.org where you can check out our community calendar, update your member profile, and connect to the SW Region group page.

FNA’s Biennial Membership Assembly is September 13th-14th at the Mission Inn Resort in Howie-in-the-Hills. We’d love to see the Southwest Region well-represented at this important membership event. For more information go to www.floridanurse.org/page/MembershipAssembly.

Thanks to all those who participated in our program on “Legislative Advocacy” on January 18, 2019 at Keiser University. We all learned the importance of acting as advocates in communicating and working with our Legislators in supporting issues that impact our practice and the care of our patients. We send a special thanks to Linda Allen and Kelly White at Keiser for their support on this program.

The Southeast Region has a new region director! Darlene Edic-Crawford, DNP, APRN has been an active member of FNA for many years including serving in several local and state leadership positions. She believes in the goals and purpose of the association and has always worked in ways to move these goals forward. Dr. Edic-Crawford, in addition to being a Nurse Practitioner at a community hospital, is very active in her community and has served on several community boards where she always represents herself as a nursing professional. The SE Region warmly welcomes its new director!

Southwest Region Update

The Southwest Region warmly welcomes its new members! To stay updated on the happenings of the Southwest Region as well as state-wide FNA activities, visit www.floridanurse.org where you can check out our community calendar, update your member profile, and connect to the SW Region group page.

FNA’s Biennial Membership Assembly is September 13th-14th at the Mission Inn Resort in Howie-in-the-Hills. We’d love to see the Southwest Region well-represented at this important membership event. For more information go to www.floridanurse.org/page/MembershipAssembly.

The Miracle Baseball team supports the FNA and all nurses. Watch for events coming up co-sponsored with the Miracle Baseball team, Fort Myers FL.
Join FNA Today!

Tell us about yourself

Last Name
First Name
Address
City/State/Zip
Telephone
Email
Date of Birth
Graduation Date
NSA ID
Select one:
RN
ABNP
RN License #
Employer
Employer Phone
Referred by

Select your membership type

Full Membership
Employed full-time or part-time & under 65 years of age
$291 Annual
$146.75 Semi-Annual
$73.75 Monthly

Reduced Price Membership
Not currently employed, full-time student or new graduate
$115 Annual
$57 Semi-Annual
$27 Monthly

Retiree Membership
65 years of age and retired
$72.75 Annual

FNA Only Membership
RN's seeking FNA membership with out ANA membership benefits
$190 Annual
$95 Semi-Annual
$47 Monthly

FNSA New Grad
Former members of Florida Nursing Student Association
Free first year*
*must apply within 60 days of graduation

Choose your region

Northwest
Bay, Cross, Escambia, Franklin, Gulf, Holmes, Jackson, Okaloosa, Santa Rosa, Walton, Washington

North Central
Alachua, Bradford, Clay, Columbia, Dixie, Gadsden, Gilchrist, Hamilton, Jefferson, Lafayette, Leon, Levy, Madison, Marion, Sumter, Taylor, Union, Wakulla

Northeast
Baker, Clay, Duval, Flagler, Putnam, St. Johns

East Central
Brevard, Brevard, Lake, Orange, Osceola, Seminole, Sumter, Volusia

West Central
DeSoto, Hillsborough, Hernando, Highlands, Hillsborough, Manatee, Pasco, Pinellas, Polk, Sarasota

Southeast
Indian River, Martin, Okeechobee, Palm Beach, St. Lucie

Southwest
Charlotte, Collier, Glades, Hendry, Lee

Tell us what you’re passionate about

Join a Special Interest Group (SIG) and make a difference!

- Clinical Nurse Specialist SIG
- Ethics SIG
- Health Policy SIG
- Nursing Research SIG
- New Grad SIG

Registered Nurses

As a member of the team and a State of Florida employee, you’ll be eligible for some GREAT benefits!
- 34 days of paid annual leave - unused vacation and sick leave accrue annually
- Student loan forgiveness programs
- Relocation reimbursement up to $5,000
- Low-cost health insurance
- Tuition fee waiver at any Florida public university
- Retirement options with State match
- FLORIDA HAS NO STATE INCOME TAX
- and is a member of the enhanced Nursing Licensure Compact

To apply for a position, please visit https://jobs.myflorida.com

34 days of paid annual leave - unused vacation and sick leave accrue annually
Student loan forgiveness programs
Relocation reimbursement up to $5,000
Low-cost health insurance
Tuition fee waiver at any Florida public university
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To apply for a position, please visit https://jobs.myflorida.com

UF Health Jacksonville has immediate openings for nurses with surgical operating room, open heart, labor & delivery and oncology experience.
UF Health Jacksonville is a Level 1 trauma, academic health center that provides a wide range of healthcare services for residents of northeast Florida and southeast Georgia. Together with our University of Florida colleagues and affiliates we offer a fast-paced environment on the leading edge of the latest treatments and technologies.

You care for patients. Who cares for you?

Are you a nurse who wants to be challenged, respected and rewarded?
UF Health Jacksonville has immediate openings for nurses with surgical operating room, open heart, labor & delivery and oncology experience.
UF Health Jacksonville is a Level 1 trauma, academic health center that provides a wide range of healthcare services for residents of northeast Florida and southeast Georgia. Together with our University of Florida colleagues and affiliates we offer a fast-paced environment on the leading edge of the latest treatments and technologies.

Our knowledge and expertise are unmatched. Yours can be too.

UFHealthJax.org/nursing
Florida’s Nurses: Getting involved before, during and after a disaster

Florida has experienced some of the worst natural disasters our country has seen in the last century and it takes everyone in the community to respond and recover from these incidents.

Many people who are not significantly impacted by the disaster often wish and want to provide their assistance but are unsure of how to do so. As licensed nurses, your knowledge and skill set are always the greatest need in the impacted communities.

Below are three ways for you to get involved in preparation for a disaster:

- **Let us know on your License!** Indicate on your Florida Department of Health Nursing license that you’re interested and/or willing to respond during disasters. Your license application or renewal process includes the question, “Will you be available to provide health care services in special needs shelters or to help staff disaster medical assistance teams during times of emergency or major disaster?” By indicating “Yes” you will be placed on our notification list and may be contacted should there be a situation where volunteer nursing services are needed. This does not obligate you in any way.

- **Reach out to your local Health Department!** Contact your local county health department. The county health departments are responsible for managing and staffing special needs shelters in your community and will provide you with information on how you can assist them in their efforts during times of emergency.

  The list of county health departments and their contact information can be found at: http://www.floridahealth.gov/programs-and-services/county-health-departments.

- **Getting Trained!** The Florida Department of Health has created a free online training program for working in a Special Needs Shelter. The Special Needs Shelter—operations and management course that can be taken at: https://www.train.org/florida/welcome

  Additionally, you can contact your local Medical Reserve Corp and get involved at https://flhealthresponse.mrrcvolunteer.

Please Note: When volunteering in the aftermath of a disaster, it’s important to make sure that you will be provided with sufficient immunity or that you have up-to-date liability coverage.

In Memoriam

Dr. Nancy Talley-Ross

Dr. Nancy Talley-Ross was a pioneering Florida nurse practitioner and long-time leader in nursing education, passed away November 27, 2018. Dr. Ross was the first psychiatric/mental health nurse practitioner in Florida and for many years she headed the nursing education program at the University of Tampa.

Dr. Talley-Ross received her bachelor’s and master’s degrees in nursing from the University of Florida and her PhD in applied anthropology from the University of South Florida. In addition to her private psychiatric practice, she served as a faculty member in the school of nursing at the University of Tampa from 1983-2011, and was Department Chair from 1995-2007. She was a well known consultant, author, and speaker, and an active member of state and national nursing organizations throughout her career. She was the author of the book “Jagged Edges: Black Professional Women in White Male Worlds” (New York: Peter Lang Inc.).

In the early 1970s, she became one of the lead advocates in Florida for statutory recognition of nurse practitioners and was instrumental in achieving this privilege for the citizens of our State. Through her tireless work with the Florida Nurses Association, the American Nurses Association, and the Florida Legislature, the Florida Nurse Practice Act was revised to include nurse practitioners as a recognized category, and nurses’ voices were included on the joint practice committee. She also served as an item writer for psychiatric nursing boards, thus helping to ensure quality control in board exams.

She served on, and chaired, many task forces and organizational boards throughout the Tampa Bay area, and in those years helped lay the foundation for quality care to diverse populations in the Bay area specifically, and also throughout the State of Florida. Nancy also functioned admirably in the role of legal nurse consultant, analyzing and testifying in many psychiatric standards of care cases; you probably don’t realize that you are sitting in the presence of a COURT TV celebrity. Nancy has received many awards for her work, best exemplified by the Barbara Lumpkin award.

She is survived by her daughter and son-in-law, Summer and David Cruz, son John Talley, grandchildren Keenan and Kelsi Cruz. She is also survived by her sister and brother-in-law, Jo and Jan Gorissen, brother John Tynefield, and many nieces and nephews.

In Memoriam

Dr. Nancy Talley-Ross

Dr. Nancy Talley-Ross

In Memoriam

Dr. Nancy Talley-Ross
The April 30, 2019 renewal is now open for APRNs and RNs so that means there is a frenzy of activity around the Board of Nursing. As we approach the end of April, there will be an increase in calls and emails to the Department of Health requesting assistance, so plan to beat the crowds and get your renewal completed today!

The July 31, 2019 renewal for LPNs will open in early April so be on the lookout for your postcard and email reminders.

There are three easy steps to renewing your license. Start by completing and reporting your continuing education requirements. Providers may not be as speedy as you would like them to be in reporting your credits, but you can log into your account at www.cebroker.com and self-report your hours if it has not been done for you. The information you need to enter into the system will be located on your completion certificate given to you at the end of your course.

CE requirements for Registered Nurses can be found at https://floridasnursing.gov/renewals/registered-nurse-rn/

CE requirements for Advanced Practice Registered Nurses can be found at https://floridasnursing.gov/renewals/advanced-practice-registered-nurse/

CE requirements for Licensed Practical Nurses can be found at https://floridasnursing.gov/renewals/licensed-practical-nurse/

APRNs now have full licensure instead of certification and this may mean that you have the option to renew a RN and an APRN license. You do not need to double up on the CEUs completed, just be sure to report each course under both license numbers to receive credit.

After you have completed your CE, log into your account at https://mqanet.doh.state.fl.us/datamart/login.do to start the renewal process. You will be directed to complete a workforce survey for the Florida Center for Nursing. Please take the time to complete this survey as the information is invaluable to future planning and development of the nursing profession.

Once the survey is complete you will be directed back to your renewal to answer a few questions and update any changes to your mailing and practice locations. This will lead you right to the last step, which is paying your fees. The system syncs every hour, so your renewal will not be reflected until the next hourly sync. If you have both a RN and an APRN license, be aware that you will have the option to complete the renewal for both licenses; with the change in legislation last year, these are no longer combined as one license. When your renewal is complete, you will be able to verify by looking your license number up at https://appsmqa.doh.state.fl.us/MQA/SearchServices/HealthCareProviders and a new hard copy of your license will be sent to your mailing address within 7-10 business days. For more detailed information, please access https://floridasnursing.gov/renewals/ and then choose your profession.

A single state RN/LPN license is not automatically upgraded to a multistate license by completing the renewal. To upgrade a license, a licensee must complete the upgrade application, submit the $100 fee, and complete a Livescan criminal background check no more than 90 days prior to the submission of the upgrade application. Approval of the upgrade application does not renew or change the expiration date of a license. You renew the license you hold – either single state or multistate – at the time your renewal is processed.

Renewal questions can be emailed to MQAOnlineService@flhealth.gov.
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 new graduates to assist them in becoming active members and skillful leaders in their professional organization.

The Participants (Associates) – A maximum of two (2) registered nurses will be selected from each of the eight (8) regions of the Florida Nurses Association, for a possible total of 16 associates each year. A new class of FNLA associates will be appointed each year and will be involved in FNLA for a period of two years. In the first year, the associate will receive mentoring into potential leadership roles in the FNA. In the second year, the associate will transition to a mentor role for new associates. Membership in the FNLA is continuous for the life of FNA membership. Applications can be found at www.floridanurse.org.

The Mentors – In addition to former FNLA Associates, the Academy seeks additional mentors to join their program who are FNA Members and have some experience in leadership roles. If you are interested in serving as a FNLA mentor, please email Kaitlin Scarbary at kscarbary@floridanurse.org.

Visit nursingALD.com today!

Search job listings in all 50 states, and filter by location and credentials.

Find events for nursing professionals in your area.

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For some of our most elite soldiers, patient recovery is mission critical. Becoming a critical care nurse and officer on the U.S. Army health care team is an opportunity like no other. You’ll provide the very best nursing care to our soldiers and their families while developing new skills and gaining experience to set you apart from your peers. With this elite team, you will be a leader – not just of soldiers, but of patient care.
The Department of Education has now started the process of forwarding student loan default notices for all professions to the Florida Department of Health, Division of Medical Quality Assurance. In the past nine months there has been an overabundance of notices regarding nurses defaulting on student loans, therefore requiring the DOH prosecuting attorneys to begin preparing these cases to go before a Probable Cause Panel of the Board of Nursing. This panel will then review all documents and decide whether there is enough evidence to prove probable cause exists in the case to move forward with a discipline on the licensee in default of his/her student loan. All student loan recipients are obligated to pay back any funds borrowed to obtain their education and not doing so violates the contract one has signed with their lender. Any licensee who has probable cause found by the Board will be issued a discipline on their nursing license with the minimum disciplinary action imposed to include:

1. License suspension until a new payment plan or scholarship obligation is agreed upon;
2. Probation for the remainder of the student loan or scholarship obligation; and
3. 10% fine equal to the defaulted loan amount

The Florida Statute 456.072(1) is stated as follows:

(k) Failing to perform any statutory or legal obligation placed upon a licensee. For purposes of this section, failing to repay a student loan issued or guaranteed by the state or the Federal Government in accordance with the terms of the loan or failing to comply with service scholarship obligations shall be considered a failure to perform a statutory or legal obligation, and the minimum disciplinary action imposed shall be a suspension of the license until new payment terms are agreed upon or the scholarship obligation is resumed, followed by probation for the duration of the student loan or remaining scholarship obligation period, and a fine equal to 10 percent of the defaulted loan amount. Fines collected shall be deposited into the Medical Quality Assurance Trust Fund.

If you are unable to pay your student loans due to financial hardship, illness, or any other reason, it is important to reach out to your lender to give them an opportunity to work with you on a payment plan. Do not put your nursing license at risk and lose your ability to practice in the profession that you worked so hard to achieve. Ignoring late notices and emails will not make your obligation go away.

Florida Nurses Association 5th Annual Nursing Research & Evidence-Based Practice Conference
July 13, 2019
Leu Gardens, Orlando, FL

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 5th Annual Nursing Research and Evidence-Based Practice Conference scheduled for Saturday, July 13, 2019 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 Friday, May 10th. You will be notified of abstract acceptance by May 31st. Guidelines for submission can be found at www.floridanurse.org/page/ResearchConference

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HIV testing is now part of your routine health care as recommended by the U.S. Centers for Disease Control and Prevention (CDC) in its 2006 Revised Recommendations for HIV testing and as provided for in Florida Statute 381.004 (2)(a)1.

Separate informed consent for HIV testing is no longer required in health care settings. Patients need only to be notified that the HIV test is planned and that they have the option to decline. When patients opt out of HIV testing it must be documented in the medical record. Examples of notification for opt-out HIV testing in health care settings can include, but are not limited to: information on HIV testing in the general medical consent; a patient brochure; exam room signage; and/or verbally notify the patient that an HIV test will be performed.
Will 2019 be the year of celebration for our Professional Health Care Unit? Only time will tell. Governor Desantis recently took the oath of office, and gubernatorial appointments are in process at the time of this writing. Before Governor Scott left Tallahassee, he decided to make more than 70 appointments. As the new head of State, Governor Desantis reviewing all of the appointments made by the outgoing Governor and may rescind most, if not all of them.

These delays are somewhat problematic in the day to day operations of the state, and ultimately creates delays in our contract negotiations. Our Professional Health Care Unit members have not received a pay increase in seven years. We continue to be concerned by the fact that our members in the Departments of Health, Children & Family Services, Agency for Persons with Disabilities, and Corrections have had to endure not receiving a raise in such an extended period of time.

As I write this article, the proposed budget has yet to be released and negotiations are currently being suspended. It is necessary for the Governor to make his final appointments, so that all of his decision makers are in place, which means that management cannot make a decision on our proposals and they can’t make any offers to our side as well.

Finally, these are our new Joint Sect Committee on Collective Bargaining.

From the Florida House of Representatives:
- Alternating Chair: Representative Stan McClain (R) District 23, Parts of Marion County.
- Representative Bush (D) District 109, Parts of Miami Dade County.
- Representative Dotie Joseph (D) District 108, Parts of Miami Dade County.
- Representative Anthony Sabatini (R) District 32, Part of Lake County.
- Representative Ardian Zika (R) District 37, Part of Pasco County.

From the Florida State Senate:
- Alternating Chair: Senator Ed Hooper (R) District 16, Part of Pasco and Pinellas County.
- Senator Manny Diaz (R) District 36, Part of Miami Dade County.
- Senator Kelli Stargel (R) District 22, Part of Lake and Polk County.
- Senator Perry Thurston (D) District 33, Part of Broward County.
- Senator Victor Torres (D) District 15, Consists of Osceola and part of Orange County.

I listed the Joint Select Committee on Collective Bargaining because it’s extremely important to point out to our readers, that for the past two years, the Florida Nurses Association has testified before this committee during the budget negotiations between the Governor and both houses. We have pointed out the significantly low salaries of the Professional Health Care Unit and how difficult it’s been to recruit new employees to the state workforce. It is intolerable for an employee who chooses a life in public service to go that long without a pay increase.

Please reach out to your local legislators to respectfully communicate to them that our nurses are deserving of a well-earned raise in compensation. Your phone calls can make a world of difference.
This past year we have been working on building our legislative network of nurses in every area of the state. The Health Policy Special Interest Group has developed a strategy which includes educating nurses about important issues and empowering them with the knowledge needed to develop relationships with their local legislators. One aspect of that education is to use existing resources to inform nurses about ways to gain influence in the health policy arena. We held our Annual Barbara Lumpkin Institute Boot Camp and received feedback that we should hold these in other areas of the state. We will be launching this initiative this year so look out for these programs in your area.

Nurses must become comfortable communicating their issues and issues that impact their patients to our legislators. We provide that education at both the Boot Camps and at FNA Advocacy Days in Tallahassee. There are some very important points nurses need to be aware of when speaking to elected officials and our education resources provide this information. We have developed a legislative toolkit which all Advocacy Days Attendees receive as a part of their registration. We have found several resources on YouTube which are effective tutorials on engaging registration. We have found several resources on YouTube which are effective tutorials on engaging registration.

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Legislative outcomes are influenced by many factors and our lobbying team, Gray-Robinson shares what the legislative environment is like as each session as we prepare to engage. One important point to remember is that you cannot go and visit a legislator with a very long laundry list of concerns. We choose one or two issues that we have vetted as having the potential to progress.

We hear from people all the time who say, “I’m not political, I will let someone else do that.” While we respect everyone’s right to choose, we still have to stress that everything you do is affected by politics. You don’t have to march on the capital or even call your legislator, but you need to at least be involved by belonging to the association that advocates for you. Paying dues is not political, I will let someone else do that.”

We also have members from various political parties and leanings and sometimes agree to disagree about issues all while remaining collegial. It is not always easy, but it is the only way to be successful. In the end, we all want the same thing a healthy work environment for nurses and quality and safety for our patients.

We work in non-political areas so look out for these programs in your area. We will be launching this initiative this year so look out for these programs in your area. We will be launching this initiative this year so look out for these programs in your area. We will be launching this initiative this year so look out for these programs in your area.
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