President’s Message

Mavra Kear, PhD, ARNP, BC

Greetings to all registered nurses in Florida! As newly elected president of the Florida Nurses Association, I feel a personal connection to every RN in the state. Imagine having 236,000 new friends! FNA is working to ensure that nurses at all levels work in environments where they can safely provide patient-centered care and practice to the full extent of their education. My hope is that all of my new friends will join in FNA’s efforts to inform the public, including legislators and hospital administrators, of nurse’s contributions to healthcare as knowledgeable, skilled providers.

President’s Message to the FNA Membership Assembly (September 24, 2011)

It is a great honor to be trusted to lead the Florida Nurses Association. I promise to serve with integrity and dedication to advance the FNA vision to be the professional organization of first choice for all registered nurses in Florida.

In preparing for the presidency, I spent some time studying our bylaws. That may not sound like an exciting afternoon to you. I will tell you that reading and re-reading our stated purpose and function was motivating. It renewed my pride in reading and re-reading our stated purpose and time studying our bylaws. That may not sound like vision to be the professional organization of first with integrity and dedication to advance the FNA healthcare as knowledgeable, skilled providers.

The consistent theme running through nearly a century’s worth of ANA presidential addresses is that nurses are change agents. Fundamentally, facilitating change is what nurses do. We help our patients change unhealthy behaviors, we use scientific evidence to guide changes in education and practice standards, we petition employers to change workplace conditions, and we lobby legislators to change rules that affect public safety and access to quality care. We continuously advocate for changes to the end that all people may have better nursing care.

Nurses ARE powerful. We are most powerful when we work in unity. Hildegard Peplau, internationally known nurse theorist and ANA president from 1970 to 1972, framed our power in terms of respect. She said, “We must learn to respect and trust each other and make our common cause the health of all people.” Rosamond Gabrielson (ANA president 1972 to 1976) echoed the sentiment, saying “Unless we are willing to risk change, a change marked by the working together of all diverse groups within the association and across nursing groups, we will accomplish very little.” She went on to say, “We must increase our trust in ourselves and in others. Nurses must act in the interest of the profession. This may mean sacrificing individual interests.”

I know the organizational restructuring of FNA that transpired over the past two years caused concern for some long-time members who feared losing important personal and professional connections. I look to those members with respect and ask of nursing’s role in the United States health care system and a compilation of ANA presidential addresses from 1898 to 1976. I have a copy of the book (I’m not exactly sure when or where I acquired it), but I had never read it. Reading books about history just isn’t my thing. I still can’t say that I read all 673 pages, but I skimmed through the pages looking for key messages that explained the title.

Most Trusted

For many years now, nursing has distinguished itself as the most trusted profession in America. According to the Gallop’s annual survey of professions, this honor comes from our commitment to honesty and high ethical standards. One could say after all of these years, that nursing and nurses are indeed iconic symbols of trustworthiness. This distinction I believe is worth examination. What is trust in the nurse-patient relationship? Why is trust important? What is that it we as nurses do that creates this bond of trust with our patients? And, can we expand/build upon this trust as we move into the future?

What is trust in the nurse-patient relationship? Trust is described in multiple dictionaries as a firm reliance, integrity, surety or character of a person or entity; something committed into the care of another; a confident expectation of...
Meet our New Staff Member

Alicia Malebranche is FNA's new Receptionist/Communications Coordinator. A recent graduate of UCF with a major in Interdisciplinary Studies and a minor in Nonprofit Management, Alicia is a Certified Nonprofit Professional committed to furthering FNA's mission through effective communications and innovative member relations initiatives. Welcome Alicia!

Meet our New Staff Member

Alicia Malebranche

Intern Recognition

This Fall Florida Nurses Association was glad to add intern Kirsten Ashton of UCF to our team. An native of Ohio, Kirsten brought her great eye for design and enthusiasm for public relations to FNA's member recruitment and communications initiatives. We wish her all the best as she continues her education and spends next summer studying abroad in the outback!

Kirsten Ashton

Happy Holidays from the Florida Nurses Association

www.floridanurse.org
Award Winners

The stars came out at this year’s Membership Awards Dinner Sponsored by Chamberlain College. Members from across the state gathered to honor each other and dance the night away. The work of the nurses honored with this year’s awards was truly inspirational ranging from grassroots activism to cultural inclusion efforts to tending the next generation of nurse leaders. Congratulations to this group of nurse leaders and role models.

Jacqueline Gonzalez received the Nursing Administration Award for outstanding administrative leader who creates a facilitating environment for the delivery of high quality care for the professional development of nursing staff.

Laura Bailey received the Barbara Lumpkin Award for making a significant impact in political and legislative issues affecting nurses and quality health care.

Diane Morrison Beedy received this year’s Nursing Research Award recognizing a nurse who has produced research of significant scientific merit to the relevance to the practice of nursing.

Anne Norris received this year’s Mary Cash Award for individuals who have made outstanding contributions to cultural diversity in nursing and health care.

Krisann Draves received the Heather Scaglione Award recognizing significant and outstanding contributions to support the work of the Florida Nursing Students’ Association.

Cindy Blum received the Nurse-Educator Award honoring an outstanding nurse educator who demonstrates a commitment to education by utilizing creative teaching methods and creating a stimulating environment in which to mentor students.

Gene Majka received the Community Action award for outstanding voluntary contributions to health and welfare of a community.

Mike Nilsson Inducted into the FNA Hall of Fame

Mike Nilsson, RN was inducted into the FNA Hall of Fame at the 2011 Membership Assembly Awards Ceremony. Mike has a long career of service to the Florida Nurses Association on the state, local and national level. Mike has served several terms on the FNA Board of Directors in his over 25 years with the association. His roles have ranged from a member of the Board of Directors to Treasurer and Vice-President. As a board member, Mike was a tireless voice for nurses in practice.

Mike also served as President of the Professional Healthcare Workers for many years, leading the nurses who work for the State of Florida. Mike served as a vocal advocate for issues related to Public Health Nursing and other state employees. In this role, Mike served on the Labor Employment Relations Commission first as a member and them later as Vice Chair and subsequently the Chair. Mike was active on the national level at the American Nurses Association (ANA) as a delegate for many years. He also represented FNA in various labor activities within ANA including the Annual Labor Assembly. As ANA evolved, Mike was very much involved in the work to form the United American Nurses(UAN), an affiliate labor arm of the ANA. As UAN developed, Mike remained an integral part of the organization and due to his diligence and dedication he was elected Secretary-Treasurer.

He was also served on the ANA Congress on Nursing Economics from 1996-1999, ultimately serving as Chair. Mike’s work was not limited to nursing, in 2000 he was appointed to the Board of Directors of Workforce Florida, Inc by Governor Jeb Bush. His voice kept nursing and healthcare issues at the forefront of the discussion on nurses and other healthcare workers.

Throughout his career, Mike was dedicated to the organizations that supported or enhanced his profession, he has been active in the Florida Public Health Association, Chair of the ANA Institute on Constituent Member Collective Bargaining Programs, a board member of the Agency on Aging of Pinellas and Pasco Counties, the ANA and FNA HIV/AIDS Task Force as well as Sigma Theta Tau Nursing Honor Society.
Diamond Members Recognized
50 years of Membership

Claydell Horne, RN, PhD
While in nursing school in Louisiana, I was an active member of the Louisiana Student Nurses’ Association. After one year working in Louisiana, I moved to Florida to continue my education. So it was a natural progression for me to join the Florida Nurses Association when I graduated from FSU with my BSN (1961) and began working as a nurse in Florida. I saw my membership in FNA as a professional responsibility. At that time, I knew very few nurses in the state of Florida and was primarily a “dues paying member.” During my second teaching job in Florida, I became the local Student Nurses Association consultant and later became a state consultant. During these years, I maintained my professional membership for many reasons, one being to set an example for my students by my actions as well as my words. Through my 50 years of FNA membership, I have made so many friends, had opportunities for leadership and professional growth, gained knowledge in numerous areas, and had a lot of fun. Now in my later years, I have an addiction to FNA.

Patricia Messmer, RN, PhD
When I was a senior nursing student at Presbyterian Hospital in Pittsburgh, Lucie Kelly (author of Dimensions of Professional Nursing and former editor of Nursing Outlook) taught us Trends and Issues. At the time Lucie was Director of Nursing of McKeesport Hospital and instilled in us the professional obligation of belonging to Pennsylvania Nurses Association (PNA)/ANA. After one year of staff nursing at Presbyterian Hospital in Pittsburgh, Lucie Kelly (author of Dimensions of Professional Nursing and former editor of Nursing Outlook) taught us Trends and Issues. At the time Lucie was Director of Nursing of McKeesport Hospital and instilled in us the professional obligation of belonging to Pennsylvania Nurses Association (PNA)/ANA. After one year of staff nursing at Presbyterian Hospital in Pittsburgh, I became a public health nurse in Allegheny Co. PNA was the collective bargaining; I was elected treasurer and a member of the negotiating team. I never forgot the power of PNA in negotiating with the Allegheny County Commissioners resulting in higher wages and benefits for the Public Health nurses. After completing my BSN at University of Pittsburgh my husband and I moved from Pittsburgh to Towanda, Pennsylvania and then we lived in Kitchener Waterloo, Canada for two years. We moved to Edinboro, Pa where my husband was a Chemistry professor and I taught at Villa Marie College in Erie, PA. Our dean, Dorothy Novella (inaugural class of American Academy of Nursing) required all faculty to belong and participate in PNA. In addition to FNA and PNA membership, I also belonged to Ohio Nurses Association and Kansas State Nurses Association. I greatly value my FNA/ANA membership along with the friendship and support by colleagues from other states belonging to ANA throughout the 50 years. I cherish the FNA 50 year pin and appreciate the recognition by FNA of belonging to several states.

Clare Good, RN
Why have I been a member of FNA for 50 years? Why not! How better to support your profession? How better to assure safe, loving care for everyone? However, becoming a member without participating defeats this purpose. The satisfaction comes in being a member of a committee and seeing it reach its goals. The satisfaction comes in working with the legislature to create laws. The satisfaction comes in meeting with your peers and sharing their accomplishments as they share in yours. The satisfaction comes in seeing new things grow and develop, with new ideas and venues. Actually, this 50 years of membership has been like a love story, every year is better, more exciting, deeper commitment, unexpected outcomes, and all good things for Nursing. Yes, I am an “optimistic dreamer,” surviving 50 years of membership!

Highlights from FNA Membership Assembly 2011

January 17 & 18
Lobby Days
Residence Inn by Marriott
Tallahassee, FL

May 4
Ingeborg Mauksch Clinical Excellence Conference
Leu Gardens
Orlando, FL

June 30 & July 1
Nurses Retreat
The Shores Resort
and Spa
Daytona Beach, FL

September 13 - 15
2012 Membership Assembly
Hilton Altamonte
Altamonte Springs, FL

Senator Bill Nelson addresses a packed house at the 2011 Membership Assembly.

Newly elected President-Elect Edward Briggs networks with President Andrea Gregg at the FNPAC Reception.

Debra Hunt, George Byron Smith and Mavra Kear take a break during the events.

FNA Members get a photo op with Senator Nelson.

Board members share a moment with Senator Nelson after his informative speech.

Leslie Homsted, Lobbyist Alisa Snow and Board Member Debbie Hunt share some time at the FNPAC Event.

FNA Staff greet members at the registration table.

Membership Assembly continued on 5
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Cocktail Hour sponsored by Lewis & Clark LTC.
Staffer, Virmari Pettis, at Friday night’s FNPAC
Kay Fullwood selects a Lucinda Pin to support
Representatives of US Army Health Care
Claudia Distrito sells copies of her book
the Florida Nurses Foundation.

When is trust important? Trust in care providers is an essential element in reestablishing well-being lost due to illness. Thus, trustworthiness is one—perhaps the most important moral virtue among professions like ours that help people during times of vulnerability.

What is it that we as nurses do that creates this bond of trust with our patients? We all have stories that exemplify how we do this—establishing a bond with our patients, right? Put a couple of nurses together over coffee and the scenarios come out. For instance, I recall caring for a young man in his 40s, who came into the county emergency room with complaints of fever and lightheadedness. I put him on a stretcher in the observation room and took his vital signs. His temperature was over 107. He said, “I’m scared. This just came on me. I don’t know what is happening.” I didn’t tell him but I was afraid as well. What in heck was going on? I told him that I would stay with him until we could get him admitted, and that I was calling in a specialist and would work on getting his fever down in the meanwhile. As I worked I kept talking to him, reassuring him. Shortly thereafter the specialist saw him and he was sent to ICU. Several hours later he was alive. I said that he remembered seeing a light around me as I cared for him.” I knew I was going to be all right because you were there with me.” Since that time many years ago, we have put a name to this concept of being there. We call it presencing. So, one way that we establish a bond of trust with our patients is by being present with them.

Another way that we establish a bond of trust is to be present for them through advocacy. Advocacy then brings me to my final question about trust. Can we expand and build upon this public trust as we move into the future of our profession? Not only do I believe that we can expand upon public trust, but that we must. With the US health care system in disequilibrium, public trust needs restoration. People need to trust once again that their care will be the primary focus of care providers and care systems. Who better to re-establish that state of well-being that nurses? Of the eight recommendations in the Future of Nursing, two are particularly resonant:

• Expand opportunities for nurses to lead and diffuse collaborative improvement efforts. [Recommendation 2]
• Prepare and enable nurses to lead change to advance health. [Recommendation 7]

We must begin in earnest and with tenacity to insist that nurses be part of every health care committee, health care association and health system governing boards. At our FNA Board meeting in August, we took a first step toward this resolve. We have asked our lobbyists to look for opportunities for nursing appointments to health care committees in government. When we call on you, I hope you will be ready to serve. Our public needs us. Let’s be present for them.

In closing, I want to thank you for the honor of serving as your President for the past four years. Thank you for helping me with the honor of serving as your President for the past four years. Thank you for allowing me the privilege to serve and support all registered nurses in Florida.

Kay Fullwood selects a Lucinda Pin to support the Florida Nurses Foundation.

What Are You Passionate About?

If you would like to reach nurses statewide about a particular topic, consider starting or joining a FNA Special Interest Group (SIG). Email Malebranche at receptionist@floridanurse.org for more information on how to do so. You must be a member to start or join a SIG. Current SIGs are: New Grads, Nursing Research, Environmental Issues, Parish Nurses, Nurse Entrepreneurs, Simulation, Health Risk, Obesity, Diabetes, Ethics, Health Policy, and Faculty. Be an advocate for your passion!

Andrea Gregg continued from page 1

you to help us hold on to the strength of those ties as we position ourselves to be one powerful voice for Florida’s citizens.

The statement on Unity among Nurses that members just endorsed is an essential foundation for motivating our members to join or re-join. Help them embrace the same values that our predecessors did.

Again, thank you for taking the opportunity to participate in Future of Nursing survey.

What Is It That We as Nurses Do That Creates This Bond of Trust with Our Patients?

Networking and social opportunities to meet with peers.

To subscribe to our updates, please contact Alicia Malebranche at receptionist@floridanurse.org.

The Florida Nurse Page 5

President’s Message continued from page 1

Nurse Entrepreneur Survey

In response to the Institute of Medicine’s report on the Future of Nursing, FNA would like to gather data about Nurse Entrepreneurs and Advanced Practice Nurses. If you own your own health or nursing related business or you bill for your services, please visit http://tinyurl.com/6zkdgrc to complete a short survey. This information will allow FNA to be an advocate for nurse entrepreneurs. Thank you
TAKE CONTROL! YOU Are In The Driver’s Seat
You hold all the power. Which Membership route will you take?

We know you’re busy and need a variety of options when accessing your FNA membership benefits. With that in mind we have outlined some options when looking to find your niche in the FNA experience. The leadership had created a new structure that gives members the freedom and flexibility to be creative and innovative or to choose more traditional forms of participation.

Merge onto the road to success: FNA membership. Pay your dues and let us work for you. Membership in the association is a demonstration of your commitment to the profession. Your dues dollars allow leaders and members to carry out the mission and vision of the professional association. With this option you are still free to volunteer for activities that may arise throughout the year.

Take the 1st Right: Participate at the Regional Level. Regional leaders work with members to plan activities and events within your geographic region. You can choose to participate in existing activities or propose new regional activities to your Region Director. Activities may include continuing education programs, legislative forums, mentoring projects or other projects as decided by region leaders and members.

Take the next exit and merge into statewide activity. Join or start a Special Interest Group (SIG). SIGs are made up of a group of FNA members who are interested in a specific issue or activity. Funding is available for special projects and activities of the Special Interest Groups. You can choose your SIG or suggest another in the application section.

Interested in legislative action? Become a Legislative District Coordinator or Donate to our Political Action Committee. LDCs are assigned to a legislator from their local area and are asked to be on alert for calls to action from our lobby team during the legislative session.

Type of Membership (Check One):

- Full Membership $283/yr $142.75 Semi-Annual $24.59/mo*
  (Employed full time or part-time under 65 years of age)
- Reduced Membership $141.50/yr $72 Semi-Annual
  (Not currently employed, Full time student (Student ID required), New graduate (not member of FNSA), FNSA first time renewal (First year free, second year discounted), or 65 years of age or older and not employed)
- Special Membership $70.75/yr
  (65 years of age or older and retired)
- FNA ONLY Membership $190/yr $16.83/mo*
  (State benefits only - no ANA benefits or voting rights)
- New Graduate Membership $0
  (Must be a member of FNSA to qualify)
- FNSA First Time Renewal $12.80/mo* for one year, $37/mo for two years
  (FNSA First Time Renewals, ADP option only)

Note: Membership dues are not deductible as a charitable contribution, rather they may be deductible as a business expense if you itemize your deductions. The exception is a portion of your FNA and ANA dues used for lobbying purposes that is estimated to be 25%. A portion of a members annual dues ($5) is automatically contributed to the Florida Nurses Political Action Committee unless by written request, the member designates this amount be paid to the FNA General Fund.

FNA’s online e-newsletter. Thank you both for all your hard work, and congratulations! We will begin listing the Recruiters in the March issue of TFN. There is plenty of time left to compete, with benevolence of course, against your fellow nurses, so get to it! Be sure to remind your recruits to add your name to their membership application. Thank you all for your commitment to FNA and your help in expanding our numbers. Just remember: the more recruits we get, the stronger our voice will be!

Florida Nurses Association
Membership Application
Membership is open to all registered nurses (RN and ARNP).

Join online at floridanurse.org

Last Name: ___________ First Name: ___________ MI: ________

Address: __________________________

City/State/Zip: __________________________

Telephone: (________) ___________ Date of Birth: ___________ ___________

Email address: __________________________

Date of Graduation (student): ___________ ___________ Circle one: RN ARNP

Major area(s) of practice:

Graduate Nurse/NSNA ID: __________________________

License number: __________________________

Employer: __________________________ Employer Phone: (________) ___________

Employer Address: __________________________

Employer City/State/Zip: __________________________

Referred by: __________________________

Referrer Name: __________________________

Region Name: __________________________ Amount Enclosed: ___________

Note: Membership dues are not deductible as a charitable contribution, rather they may be deductible as a business expense if you itemize your deductions. The exception is a portion of your FNA and ANA dues used for lobbying purposes that is estimated to be 25%. A portion of a members annual dues ($5) is automatically contributed to the Florida Nurses Political Action Committee unless by written request, the member designates this amount be paid to the FNA General Fund.

Payment by Credit Card: □ Visa □ Discover □ Amex □ Master Card

Card#: __________________________ Exp Date: ___________

Security Code: __________________________ Signature: __________________________

Payment by Check: Please make all checks payable to Florida Nurses Association
Advanced nursing education today for advanced healthcare tomorrow.

On the front lines of patient care, nurses serve a critical role in shaping the future of healthcare delivery. For over 120 years, Chamberlain College of Nursing has been preparing compassionate and clinically proficient nurses by increasing access to quality nursing education nationwide and training aspiring nurses, nurse leaders and nurse educators.

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The New Board of Directors 2011–2013

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Edward Briggs, DNP, ARNP-C – President Elect
Anna Small, ARNP, JD – Vice President
Barbara Russell, MPH, RN, CIC – Secretary
George Byron Smith, ARNP, GNP, BC – Treasurer

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Board Liaisons
Marsha Martin, RN, CCRN – LERC Liaison
Marti Hanushick, RN – WFA Liaison

Nurses and nursing students alike heard the inspiring keynote address of Amy Garcia on opening day of the of the 2011 Florida Nurses Association (FNA) Membership Assembly. Throughout the meeting, participants were given the opportunity to attend continuing education offerings on timely issues. We were honored to have a visit by Senator Bill Nelson who shared information regarding several issues of national importance, particularly related to Medicare and Medicaid.

We were also very happy to have a great attendance from nursing students from across the state. We had special session for students including a session where students and seasoned nurses interacted and held a very lively discussion about nursing and nursing education issues.

The election results of the 2012-2014 FNA Board of Directors were announced with formal installation at the close of session.

Summary of Actions

Florida Nurses Association Goals for 2012-2013
1. Increase FNA membership by 2011 3% by focusing on growth including retention strategies.
2. Expand the public understanding of the varied and significant roles of Registered Nurses in the State of Florida and contributions to healthcare and society by marketing the communication plan.
3. Continue to serve as a major resource for professional career development of Registered Nurses in the State of Florida through the provision of educational programs and experiences.
4. Continue to serve as the primary resource in legislative and professional practice initiatives for Registered Nurses in the State of Florida.
5. Seek partnerships and coalitions with other professional organizations to enable the profession and promote the practice of nursing by advocating for a unified voice in Florida.

Title: Removal of Barriers to Nurse Practitioner Practice
STATEMENT OF CONCERN:
Florida has the opportunity to transform its health care system to provide seamless, affordable, quality care that is accessible to all, patient centered, evidence based, and leads to improved health outcomes for the citizens of Florida.
Achieving this transformation will require remodeling many aspects of the health care system. Advanced Registered Nurse Practitioners (ARNP) are effective providers of primary care services and need to be allowed to practice to the full extent of their education and training.

STATEMENT OF POSITION:
The Florida Nurses Association seeks to remove the legislative barriers to advanced nursing practice. The FNA also seeks to expand ARNP scope of practice and related statutes to allow full prescriptive privileges in Florida.

Title: Nurse Residency Program
STATEMENT OF CONCERN:
New nurses have difficulty transitioning from education to practice. They are overwhelmed by the challenges of a busy health care environment and complexly ill patients. The result is compromised patient safety and a high nurse turnover rate that is not only costly to the health care organization but also accelerates the nurse shortage. A formal nurse residency program provides emotional support to new nurses and improves retention.

Summary of Actions continued on page 9
WHEREAS, implementing AND requires moral courage from nurses who must have frank, open, and honest discussions with patients and families regarding decisions affecting patient care at the EOL; and

WHEREAS, some research shows the nurses fared higher than hospital physicians in having the confidence in initiating EOL discussions; therefore be it

RESOLVED, that the Florida Nurses Association (FNA) encourage its members to address policy making boards in their clinical facilities to change the terminology of Do Not Resuscitate (DNR) to Allow Natural Death (AND); and be it further

RESOLVED, that FNA send a copy of this resolution to the Florida Hospital Association, Florida Hospices and Palliative Care, and The Florida Health Care Association to reach long term care facilities; and be it further

RESOLVED, that FNA send a copy of this resolution to any others deemed appropriate by the FNA Board of Directors.

Title: Statement on Unity among Nurses

STATEMENT OF CONCERN:

WHEREAS, some research shows the nurses and families an order to withhold care at a time when care is needed the most; and

WHEREAS, the emphasis should be on how best to care for the patient with compassion and love who is at the EOL; and

WHEREAS, the ability of professional nurses to achieve legislative and regulatory goals that ensure a safe work environment for nurses, allow nurses to practice to the full extent of their education, protect the quality and standards of nursing practice, and protect the health and welfare of citizens require a unified approach. When nursing groups are fragmented in their efforts to achieve these goals, nothing is gained and all nurses and citizens lose. It is imperative that nurses and nursing groups agree on key issues and a single message to achieve common goals that will advance professional nursing and healthcare in Florida.

RECOMMENDATIONS FOR ACTION: The Florida Nurses Association and QUIN Council stand together in Unity to support initiatives and activities that:

• Maintain the health and welfare of Florida’s residents.
• Maintain high quality standards for nursing practice and education.
• Provide safe, appropriately staffed workplaces for all nurses, including practice and education environments.
• Allow practice to the full extent of a nurse’s knowledge, skill, and education.
• Provide for an adequate, sufficiently educated nursing workforce.
• Ensure the collection and analysis of workforce data by the Florida Center for Nursing.

We resolve to do this by:

• Developing an aggressive campaign to educate nurses about the importance of a unified front when lobbying for key issues.
• Educating state legislators about effective roles for nurses at all levels of practice in designing public health policy that creates a healthy Florida.
• Increasing the voice of nursing before the legislature.
• Involving nursing faculty in professional association activities that foster the growth of professional advocacy among new nurses.
• Engaging the public in lobbying efforts through creative strategies and opportunities.
• Advancing QUIN Council as the unified voice of nursing organizations in Florida.
• Advocating for sustainable funding for Florida Center for Nursing.

A Complete Summary of Actions and Bylaws available at floridanurse.org on the resources page.
FNA and LERC hosted their first Labor Institute in September 2011. We had members from the State Professional Health Care Bargaining Unit and the Shands @ UF Bargaining Unit. FNA's labor attorneys, Don Slesnick and Jim Casey, of Slesnick & Casey spoke about the fine art of negotiation, and Anna Small, Esquire, spoke about how politics affect the workplace. Other topics included grievances and the nuts and bolts of filing grievances in both the public and private sectors. Also included in the presentation were updates from the bargaining units and a brainstorming session on internal organizing.

Cyndi Schneider from Orlando won a free iPad!! Plans are underway for next year's institute. We hope you will attend.

It is FNA's goal to keep our members informed of all action, activity, or challenge you face that will have an impact on them. The last few months have been challenging, and I want to take this opportunity to let you know what FNA has been doing to help its members across the state.

State Unit

We have been working very hard to protect the rights of our state employees. Most of you are aware that the FNA is a plaintiff in the lawsuit challenging the requirement, passed by the Legislature, that state employees contribute 3% to the Florida Retirement System. A hearing was held in Tallahassee on October 26, 2011, at which FNA was a named plaintiff. Counsel making arguments during the October 26, 2011 hearing in the pension lawsuit in which FNA is a named plaintiff.

The current FNA contract expires on June 30, 2012. The first negotiation session for a successor agreement was held on November 17, 2011, in Tallahassee. Your bargaining unit officers and the FNA Labor Counsel present proposals that address workplace issues and grievances.

We continue to have monthly conference calls with our members and member representatives from each major state agency as a way to increase the opportunities for our members to share information and address concerns. The dates and times for these conference calls are sent to all state members via email. Please make every effort to join these calls. If you have not provided your personal email address to FNA, please do so as we cannot send emails to your work email address. Due to recent budget cuts and layoffs, we have been holding consultation meetings via telephone with the state agencies to ensure that the FNA contract is honored with respect to ongoing and pending work force reductions. We continue to work closely with these agencies to ensure compliance with the contract. Article 8 (Work Force Reduction) of the Collective Bargaining Agreement between FNA and the State addresses the layoff procedure and bumping rights, or any other issues covered by the contract, please contact FNA. We cannot help you if you do not contact us!

Florida State University–Thagard Student Health Center

As we reported in the last issue of The Florida Nurse, a reopener agreement for Shands @ UF bargaining unit was recently ratified and is in full force and effect with an extension of the contract through April 2014. Highlights of the agreement include an extension of the contract through April 30, 2014, with an annual reopener for the wage article and four other articles; an increase in maximum pay from $34.75/hour to $35.80/hour, effective June 2011; new language requiring that pre-scheduled “stay late” will be compensated with a pay supplement of $2.50 for each full hour worked past the employee's regularly schedule shift; and a $5.00/hour differential increase for certification.

The Conference Committee continues to meet on monthly basis to address professional practice and clinical issues at Shands. Weekly communications with the Director of Employee Relations and other members of management continue as a positive way to address issues and concerns in timely manner. We continue to work with the local unit and its members to resolve workplace issues and grievances.

Wuesthoff

The new contract was recently ratified and is in full force and effect through February 2014. Highlights of the agreement include a cost-of-living salary increase of 3% effective June 2011, pay-for-performance percentage increases, an increase in salary ranges, increases in special pay supplements, an increase in shift premiums, addition of language providing for market adjustments, an increase in on-call and call-back pay, an increase in tuition reimbursement and continuing education pay, addition of a step to the progressive discipline policy before reaching written dismissal, and addition of language requiring that the employee be given a minimum notice of two hours prior to shift cancellation.

FNA recently met with the hospital for its quarterly Labor Management Team Workplace issues and float criteria for the recently ratified contract were discussed. Another meeting will be held in November to continue discussion on float law.

We continue to work with management and the Unit on ongoing issues on several nursing units and are working closely with the local leadership on grievances.

We have experienced a rise in disciplinary actions in each department across the state. Representation has been provided to members in disciplinary proceedings including grievances, predetermination hearings, and PERC appeals. We have saved many jobs over the last several months, and we have been successful in having both written reprimands and suspensions reduced or withdrawn. We have taken many grievances through step 3 of the grievance process and negotiated favorable settlements for some employees who had been disciplined.

We continue on a daily basis to receive numerous calls and emails from state employees who are either hearing rumors about proposed changes in their workplace or who are experiencing issues in the workplace. If you contact us with your issues, we will be able to contact management for clarification and/or answers to your questions. Continue to keep us informed so that we can assist you!
The trustees of The Florida Nurses Foundation in keeping with their goals of promoting professional development and the advancement of nursing through education and research are proud to announce the winners of this year’s scholarships and grants. Each year funds are provided to Florida nursing students and researchers who demonstrate extraordinary potential to add to the field of nursing. Award winners were presented at this year’s Florida Nurses Association Membership Assembly FNF Foundation Luncheon.

**Scholarship Winners**

- **Patricia Cantillo-Kodzis** of Florida Southern College received the District 8 Charlotte Anzalone Scholarship Fund
- **Tiffany Lucania** of Nova Southeastern University received the District 21 Louise Fiske Memorial Scholarship Fund
- **Grace Corona** of Nova Southeastern University received the Nina Brookins Scholarship
- **Sabrina Quintana** of Florida State University received the Great 100 Nursing Scholarship
- **Lisa Fussell** of Polk State College received the Edna Hicks Fund Scholarship
- **Christina Pengelley** of Florida International University received the Mary York Scholarship Fund
- **Meredijana Kurtic** of University of South Florida received the Ruth Jacobs District 46 Scholarship Fund
- **April Tremblay** of University of West Florida received the Undine Sams and Friends Scholarship Fund
- **Kenia Pena** of Nova Southeastern University received the Ruth Finamore Scholarship Fund
- **Deborah Brabham** of Nova Southeastern University received the Great 100 Nursing Scholarship
- **Lebron Allen** of Miami Dade College received the District 6 Generic Scholarship
- **Alexandra Copeland** of St. Petersburg College received the District 46 Olive Ramsey Memorial Scholarship Fund
- **Jennifer St. Louis** of Barry University received the Connie Dorry Memorial Fund
- **Immacula Nezier** of Nova Southeastern University received the Ingeborg Mauksch Scholarship
- **Jennifer Bowie** of Bethune-Cookman College received the District 6 Lillian Hulla Scholarship Fund
- **Padmaksi Sutherland** of University of Florida received the District 6 Generic Scholarship
- **Joanna Cifrian** of University of Central Florida and Seminole State College received the District 6 Generic Scholarship
- **Lisa Strickland** of University of Florida received the District 3 Scholarship
- **Felicia Bueno** of Valencia Community College received the District 3 Scholarship
- **Racquel Wallace** of South University received the District 6 Olive Seymour Scholarship
- **Alceste Laurenti** of University of Florida received the District 6 Generic Scholarship

- **Christina Humphreys** of The University of Tampa received the District 4 Florida Nurses Scholarship
- **Teresa Traviess** of Florida International University received the Eleanor Bindrum Scholarship Fund

**Grant Winners**

- **Kandis Natoli** received the Evelyn Fran McKnight for her research entitled Intervention to Help Breastfeeding Mothers Resist Pressure to Give Formula
- **Christina Amidei** received the Frieda Norton-District 5 Charitable Trust for her research entitled An Exploratory Study of Physiologic Responses to a Passive Exercises Intervention In Mechanically-Ventilated Critically Ill Adults
- **Susan Quelly** received the Imogene King Research Fund for her research entitled Perceptions Influencing School Nurse Behaviors to Prevent Childhood Obesity
- **Carmen Caicedo** received the Undine Sams and Friends, Research Grant (District 5 Charitable Trust) for her research entitled Children With Special Health Care Needs: Comparison of the Effects of Home Care Settings, Prescribed Pediatric Extended Care Settings, and Long-Term Care Settings on Child and Family Health Outcomes and Health Care Service Use
- **Adriana Arcia** received the Blanche Case Research Fund for her research entitled Predictors of Nulliparas’ Childbirth Preferences
- **James Weidel** received the Edna Hicks Research Fund (District 5 Charitable Trust) for his research entitled Relationship Of Impulsivity and Working Alliance to Substance Abuse Treatment Outcomes

- **Racquel Wallace of South University** received the District 6 Olive Seymour Award from Kay Fullwood, Foundation Trustee.
- **Scholarship and grant winners networked during the Florida Nurses Foundation Luncheon.**

- **Jennifer Bowie and Kandis Natoli** were recognized at this year’s FNF Luncheon.
- **Lebron Allen of Miami Dade College** received the District 6 Generic Scholarship.
- **Regina Mirabella presented certificates to award winners.**

- **Felicia Bueno of Valencia Community College** received the District 3 Scholarship from Regina Mirabella, Foundation President.
Show your support by donating to the Florida Nurses Foundation

In support of the mission of the Florida Nurses Association, the Florida Nurses Foundation (FNF) promotes optimal health care for Florida citizens through prudent stewardship of entrusted funds and through creative philanthropy focused on outcomes that support and advance the profession of nursing. Help us improve the profession by making a tax-deductible contribution to FNF today!

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Florida Nurses Foundation

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2012 FNF Scholarship and Grant Application window will open on January 1, 2012!

The scholarship window closes on June 1, 2012 and will be awarded in September 2012.

Go to www.floridannurse.org/GrantFoundation for details.

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Confidentiality and Privacy in the “Techno-World” of the Internet

by Jeanie Demshar, Esq.,
Director of Professional Practice Advocacy

At one time, computers were large, cumbersome, and very expensive. Only big businesses had computers, and they were mainly used primarily for storing data. Over time, technology has evolved, and now computers are small, lightweight, and reasonably priced. I don’t know any business—large or small—that doesn’t rely on some form of computer technology. That use certainly extends to hospitals and other health care facilities. The use of computers in hospitals has expanded to the extent that most nursing units have several computers for use by staff. Staff has the ability to use the computers for meeting patient needs such as ordering meds, labs, updating patient records, and with the internet capabilities, doing research. Most facilities also have some type of intranet system used for communication with their employees. In addition to this, most of us have computers at home with some type of internet service which we can access from anywhere.

Computers at work have become the “norm.” They have become another tool that we take for granted. Most of the time, computers enable us to do our job faster, better, and more accurately. But with this wonderful advance in technology comes additional responsibilities on your part. Not only can you access information that is not directly related to your assignment, but you can also share this information with your individual patients, you have the ability to access information that is not directly related to your current assignment or not related to work at all. For this reason it is very important that you are familiar with your facility’s policies on confidentiality and privacy and the use of computers and email.

Over the past year I have seen an increase in the number of calls from health care professionals who are or have been counseled or disciplined for violation of their facility’s confidentiality policy or for unauthorized use of computers. One of the forces that has contributed to this is the advancement of technology. That use certainly extends to hospitals and other health care facilities. The HIPAA Privacy Rule creates national standards to protect individually personal health information and gives patients increased access to their medical records. This includes requiring consent for routine use and disclosure of health records, protection against unauthorized use of medical records for employment purposes, and to ensure that health care providers have all the information necessary to treat their patients appropriately.

In addition to your obligation to comply with your facility’s policy concerning confidentiality, you also have a professional responsibility under your applicable code of ethics to maintain the patient’s confidentiality and support the right to privacy. The ANA’s Code of Ethics emphasizes that it is the nurse’s responsibility to safeguard the patients’ right to privacy by protecting information of a confidential nature. Provisions 1, 2, and 3 in particular, are most relevant to confidentiality:

1. “The nurse, in all professional relationships, practices with compassion and respect for the inherent dignity, worth, and uniqueness of every individual, unrestricted by considerations of social or economic status, personal attributes, or the nature of health problems.”
2. “The nurse’s primary commitment is to the patient, whether an individual, family, group, or community.”

3. “The nurse promotes, advocates for, and strives to protect the health, safety, and rights of the patient.”

While I think it is important to understand the law and hospital policy (as maintaining your job requires that you follow your facility’s policies), I also believe that your role as a professional and patient advocate is also vitally important. In addition to any code of ethics, practice act, or other applicable law, health care professionals also have a moral and ethical responsibility to their patients’ clients.

I also want to take a minute and just briefly talk about the use of the computer. Because they are so accessible and much information is available at the touch of a button, it is easy to just take a minute and look up information either for yourself or at the request of someone else—either a co-worker or friend—who inquires about information on themselves or a family member. Don’t (for all the reasons listed above), and the bottom line is it could cost you your job! It is not worth the risk. Refer the individual back to his or her doctor or to the family member he or she is inquiring about.

In using the computer in your workplace for other than job related functions, be very familiar with your facility’s policy on such use. Most facilities have guidelines in place for use of computer and email—such as for research on job-related issues. If the policy is not clear, or you are not sure about what you can do outside of job-related duties on the computer, either clarify or don’t use the computer or email for personal use. Problems arise when employees start accessing the internet for personal use to check email, check Facebook or other social media, or pay bills, etc... the best caution is, “if in doubt, don’t do it!”

Sources:
- Standards for Privacy of Individually Identifiable Health Information, The HIPAA Privacy Rule, www.hhs.gov
- ANA Code of Ethics
- Standards for Privacy of Individually Identifiable Health Information, The HIPAA Privacy Rule, www.hhs.gov
Greetings from the Florida Nursing Students Association!

My name is Lisa Fussell, and I’m honored to introduce myself as the newly elected President of the Florida Nursing Students Association (FNSA). I also serve as the President of the Polk State College Student Nurses Association (PSC SNA). I’m currently enrolled in my 3rd nursing semester at Polk State College and expect to graduate with an ASN in May 2011.

My plans are to continue my nursing education with an ASN in May 2011. I’m honored to introduce twelve new, enthusiastic, and extremely talented executive board members as well as two remarkable consultants:

- Samantha Smith, Region 2 Director/Resolutions, University of Florida
- Jennifer Creager, Region 3 Director/Breakthrough to Nursing, University of Central Florida–Orlando
- Monica Alday, Region 4 Director/Nominations and Elections, Polk State College
- Justin MacIsaac, Region 5 Director/Legislative, Palm Beach State College
- Heather Hilton, Region 6 Director/Community Health, Barry University
- Jessica Schnebel, Region 7 Director/Membership, State College of Florida

Consultants:

- Jill E. Winland-Brown, EdD, FNP-BC, DPNAP-Florida Atlantic University
- Linda Oakley-Hanks, RN, MSN–State College of Florida

The National Student Nurses’ Association will be holding its 60th Annual Convention in Pittsburgh, PA from April 11-15, 2012. In the past, the FNSA has had one of the highest numbers of delegates in attendance during national convention. I anticipate this year will be no exception. I am challenging all Florida nursing programs to begin fundraising now so their students may be able to experience this outstanding opportunity.

We are looking forward to another great year working with FNA! I want to personally thank you for your continued support and guidance!

Lisa Fussell
FNSA President
fnsapresident@yahoo.com

A Day in the Life of a New GN

by Shannon C. Orlando,
RN, ASN, Psychology B.A.

There are many challenges with transitioning from student nurse to graduate nurse. The biggest challenge I have experienced in my first few weeks is being confident in my ability as THE nurse, and not the STUDENT nurse (AKA, the RN’s assistant).

Working on a busy surgical oncology floor I had an invigorating and fulfilling first day. The strangest sensation was walking on the floor knowing that I was now practicing under MY OWN license, and not under someone else’s license. I came prepared with the skills and knowledge gained in nursing school, but learning to trust myself as a practitioner is certainly a work in progress. During nursing school you constantly question yourself and at times feel insecure. On my first day on my new job, I found myself mentally trying to shed that feeling, attempting to look and feel competent, confident, and in charge.

Feeling competent and independent as a graduate nurse is also at times a challenge when working with a preceptor. In terms of seeing her as a colleague and not as a clinical instructor. I am fortunate to be working with a fantastic preceptor who I trust and have learned a lot from. By allowing me to regularly manage our team of patients, she has given me the confidence boost I needed as a new nurse.

Five weeks into my GN program I have seen and experienced more than I remember seeing in an entire clinical semester. Caring for the patient holistically has been exciting and challenging. During the times of uncertainty when I’m not entirely confident in myself, I remember something my mom (a seasoned RN, CRNA) once said to me, “every patient, regardless of the situation, deserves to have an excellent and caring nurse.” I find myself using this as my mantra when facing a challenging situation. I know that my nursing skills, techniques, and time management (ugh) abilities will be honed, but on that very first day as a new GN, I walked onto my floor with an innate desire to provide comfort, security and innate desire to provide comfort, security and innate desire to provide comfort, security and innate desire to provide comfort, security and innate desire to provide comfort, security and innate desire to provide comfort, security and innate desire to provide comfort, security and innate desire to provide comfort, security and innate desire to provide comfort, security and innate desire to provide comfort, security and innate desire to provide comfort, security and innate desire to provide comfort, security and innate desire to provide comfort, security and innate desire to provide comfort, security and innate desire to provide comfort, security and innate desire to provide comfort, security and innate desire to provide comfort, security and innate desire to provide comfort, 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security and
ANA hosted the third annual American Nurses Advocacy Institute (ANAI) with face-to-face sessions held in Washington, DC, October 2nd through 4th.

Twenty-two participants, representing twenty states were selected by their state nurses association to participate in this prestigious year-long mentored program.

The intent of the program is to groom a cadre of nurses into political leaders, who will support advancement of the SNAs (state nurses association) and ANA's legislative and regulatory agendas, while educating nurses about the policy-making process.

A broad array of topics are covered during the program with particular emphasis given to assessing the political environment when seeking a policy change that can be sustained, messaging for specific audiences, and working in coalitions.

The expectation of this program is that all participants work on a given project or set of activities explicit to a set goal. Participants also engaged in visits to Capitol Hill to meet with members of Congress.

M. J. Balun, RN CNOR was proud to be a participant on this program as a member of both the Florida Nurses Association and the Association of Perioperative Nurses. During the visit to the Hill, M. J., along with three other participants, visited the office of Florida Representative Ileana Ros-Lehtinen. As a constituent in Florida, Ms. Balun spoke to the legislative aid to provide education concerning the home health bill being presented to the house. Nursing concerns were brought to light within the boundaries of this bill. It was interesting to note that the aid asked not only questions about this particular bill, but general questions about nursing issues globally; then specifically within the jurisdiction of Representative Lehtinen. Personal experiences concerning rural nursing and patient experiences with ARNPs were expounded upon. He looked to the nurses present as experts and was grateful for the information presented.

As a part of this program, M. J.’s goal is to produce a grassroots program that may be used as an entry level instruction manual. This program may then be used for local chapters, state councils or any group that wants to enhance their political skills to speak with knowledge to their political leaders.
A victory cry echoed from the team. We did it! The clot had been aspirated and blood flow restored, using the Penumbra device.

Upon completion of the procedure, Dr. C and I talked with the family, explaining what we had done and what would happen next. We picked up Mr. D’s family and took them to ICU. I showed them the ICU family waiting room, answering several more questions and left them in the highly competent hands of ICU team. Tomorrow, after Mr. D recovered from the sedation and was extubated, we would know if we had been successful in reversing the stroke. It was now about 8:00 pm and I was exhausted.

The next morning I went straight to the ICU to check on Mr. D. He was extubated, awake and able to speak! He remembered me and thanked me profusely for staying with him during his horrifying ordeal. His family was in the waiting room, so I stopped in to see them. I gave them an update on his condition and, in relief, they expressed thankfulness for everything we had done and told me how much they appreciated me for keeping them informed and answering their questions.

Mr. D was discharged a few days later with only a minimal problem with coordination of the fingers on his right hand. His speech was clear and fluent. He was so thankful that we had saved him from a life of frustration, disability, and despair. He told me that that he was so thankful for the interventionist radiology team that functioned flawlessly to save his life. He was so proud of the team that we had helped create and perfect! I felt a total and tremendous sense of satisfaction that I had made a difference in the life of this man and his family in so many ways.

About Dorothy Adair:
As Stroke Program Coordinator at our 850 bed, not for profit, community hospital, my goal was to develop and implement an excellent stroke program and to obtain Joint Commission certification as a “Primary Stroke Center” (Which we did in 2006). Over the past three years I have worked with our Medical Director and Steering Committee (consisting of ED, ICU, Stroke Unit and radiology managers, our DON, QI Coordinator, registrar, and pharmacist) to garner administrative support to develop and implement policies, procedures, protocols and order sets. I spend many hours every month teaching and mentoring nurses and increasing awareness about stroke in our hospital and community. We continuously evaluate the effectiveness of our program and create and follow action plans to correct deficiencies and improve our processes. It is a lot of work, but I have a passion for our patients and desire excellence in all we do. We now have an award winning program and I know have made a difference in many lives, both of patients and nurses. I love being a nurse!
Northwest Regional Update

Holiday Greetings from the Northwest Region and welcome our newest FNA member, Constance Ackeret from Pensacola. As the year comes to an end, there is a need to begin planning activities for our region for the next year. Make sure that FNA has your correct contact information. A major goal for the next year is to host a NW Region membership meeting in each of the twelve counties during 2012. If you are willing to assist with planning or hosting a meeting in your county, please contact Patricia Posey-Goodwin, the FNA NW Region director via email (ppgoodwin@uwf.edu) or 850.380.2189. As we “rebuild” northwest FNA, we are involved in YOUR professional organization.

Southwest Regional Update

Thank you to all of our loyal Southwest Region Members! We appreciate all that you do for the Florida Nurses Association and for our Region— the Royal Palm Coast Chapter and the Collier County Nurses Chapter. While each Chapter maintains its own identity and local presence, we welcome the opportunity for Southwest Region Members to attend events sponsored by both Chapters. This increases the networking and professional development opportunities for our Members.

On October 27, 2011, the Collier County Nurses Chapter sponsored a Dinner Meeting for Members and their guests. Over 100 nurses attended the Meeting. The Dinner was held at the beautiful Carlisle in Naples. Dr. John Campbell presented an update on “Parkinson’s and Beyond” and Dr. Debbie Hatmaker, Immediate Past President of ANCC, presented “Inspirating Nurses to be the Best They Can Be—Leaders, Mentors, and Advocates.” We thank the Carlisle and the Parkinson’s Association of Southwest Florida for making this Dinner possible.

Northwest
Patricia Posey Goodwin
Northeast
Teri Chenot
Southwest
Denise McNulty
South
Vicky Stone Gale

November 2011
The Florida Nurse
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Please check your email regularly for updates and be sure your email is current with the FNA office. Don’t let FNA just be another membership listed on your resume. Please contact Judy Brustad at judybrstd@gmail.com if you are ready to get involved or need more information.

Northeast Regional Update

Sigma Theta Tau Lambda Rho Chapter-at-Large will be hosting a research conference entitled “It’s All About the Outcomes!” on Friday, March 2, 2012, at the University of North Florida University Center in Jacksonville. Willa Fuller, RN, FNA Executive Director, is scheduled to present at the conference. Please visit www.lambdarhochapteratlarge.com for more information/registration or contact Teri Chenot at tchenot@ju.edu.

Southwest Regional Update

Submitted by Denise McNulty, SW Regional Director

Rather than conducting monthly meetings, members are encouraged to network, work together and get involved in areas of interest. There are many opportunities to develop ‘One Powerful Voice’ within FNA. For example, you may want to become involved with or even start a special interest group. By working together we create an opportunity to move the needle of some of the issues affecting nursing practice, access to care and professional development.

Members are being asked to volunteer to help with the Southwest Region events being planned as listed below. CE topics and potential speakers need to be identified along with activities to engage students and potential sponsors. The Fish Fry listed below will be a great opportunity to welcome new members and grads and to network. Everyone is encouraged to bring a friend. The legislative forum is an opportunity to educate our legislators on issues that are important to nursing practice prior to session. The regional conference is another professional development platform for networking and addressing issues of concern within the southeast region. To top it all off, a cruise to celebrate National Nurses Week and earn CE’s is in the works!

Event Location Date
Annual Fish Fry Sebastian Dec. 4, 2011
Legislative Forum Palm Beach County Nov/Dec., 2011
Regional Nursing Conference Up for discussion Spring, 2012
CE Cruise aboard a cruise ship May, 2012

Please check your email regularly for updates and be sure your email is current with the FNA office. Don’t let FNA just be another membership listed on your resume. Please contact Judy Brustad at judybrstd@gmail.com if you are ready to get involved or need more information.
Greetings from the Florida Association of Nurse Anesthetists

by Jeanne M. Antolchick, MS, ARNP, CRNA
Chair, FANA Communications Committee, 2011-2012

University of South Florida nurse anesthesia resident Jodi DeVries, BSN, RN, joined me at the Florida Nurses Association (FNA) Membership Assembly 2011 on Friday, September 23 at the Altamonte Springs Hilton Hotel. We were pleased to meet the FNA membership and promote the Florida Nurses Association’s (FNA) slogan, “Nurses: One Powerful Voice.”

FANA President
Kathleen Thibeault, MSN, ARNP, CRNA

• FANA will celebrate National Nurse Anesthetist Week on January 22-28, 2012. First introduced in 2000, National Nurse Anesthetist Week recognizes the profession of nurse anesthesia. Certified Registered Nurse Anesthetists (CRNAs) across the country proudly promote their profession by seeking out the media to bring awareness to the profession and requesting proclamations of support from local and state government officials. Posters, billboards, table tents, brochures and buttons are available from www.AANA.com.

• To meet the continuing education needs of its membership and promote the CRNA profession, the FANA Winter Meeting will be held in conjunction with CRNA Lobby Days at the DoubleTree by Hilton Hotel in Tallahassee on January 28-31, 2012. Join your fellow nurse anesthetists as they promote the interests of our patients and our membership. Visit www.FANA.org for more information.

Jeanne Antolchick, MS, ARNP, CRNA (seated) and Jodi DeVries, BSN, RN (standing)

Florida Board of Nursing Education Unit

Pat Seabrooks, ARNP, BC, DNSc
Director Nursing Education

Florida Board of Nursing
Joe Baker, Jr. Executive Director
Jessie Collin, RN, PhD, FAAN, Board Chair

The Florida Board of Nursing is excited to announce a revision to our Web page located at www.doh.state.fl.us/mpg/nursing. We encourage each of you to take a look at the page and provide feedback that will assist us in offering you the information you need in an easy, accessible way.

The new Web page allows you to apply for, renew or verify licenses, compare Nursing Education Programs, review statutes and rules related to nursing or certified nursing assistant practice and view the examination results for CNA programs. As well, quarterly NCLEX scores are posted for each nursing education program in Florida.

On behalf of the Florida Board of Nursing, I would like to express my appreciation to the Florida Nurses Association for the opportunity to share this information with you.

We look forward to hearing from you, as your knowledge is valuable to the success of our efforts. Please feel free to send us your questions and upon review, we will select some that will be included in a question and answer column. You may continue to e-mail your questions or concerns to mpg_nursing@doh.state.fl.us and you will receive an answer within 24-48 hours.

Jeanne M. Antolchick, MS, ARNP, CRNA (teated) and Jodi DeVries, BSN, RN (standing)
Master’s Program admission deadlines:
- Nurse Anesthesia: May 15
- Acute Care/Adult: Early: Dec 1 / April 1
- Family Nurse Practitioner: Early: Dec 1 / April 1
- MSN-Nurse Education: Rolling Admission
- Nurse Midwifery: Mar 1

Doctoral Programs admission deadlines:
- Doctor of Nursing Practice (DNP): Rolling Admission
- Doctor of Philosophy (PhD): Rolling Admission

Bachelor’s Program admission deadlines:
- Traditional BSN: Transfer: Mar 1
- RN-to-BSN: Rolling Admission
- Accelerated BSN: May: Dec 1 / Jan: Oct 1

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- Acute Care/Adult: Early: Dec 1 / April 1
- Family Nurse Practitioner: Early: Dec 1 / April 1
- MSN-Nurse Education: Rolling Admission
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- Traditional BSN: Transfer: Mar 1
- RN-to-BSN: Rolling Admission
- Accelerated BSN: May: Dec 1 / Jan: Oct 1

Certificate Programs admission deadlines:
- Nurse Education (On-line): April 1
- Psychiatric Nurse Practitioner (Post MSN, NP / On-line): April 1

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SANFORD, Fla. (Oct. 27, 2011)–The Nursing Program at Seminole State College of Florida received the 2011 Chancellor’s Best Practice Award in the Workforce Education category. The top honor for the 28 institutions comprising the Florida College System was presented Oct. 27 at the annual Association of Florida Colleges’ Convention in Naples.

“Our colleges are leaders and innovators in education,” said Florida College System Chancellor Dr. Will Holcombe. “The Best Practice Awards give much-deserved recognition to our colleges’ exceptional programs and allow each of them to learn from proven strategies that will raise the level of performance for the entire college system.”

Seminole State’s Nursing Program won the award for its integration of simulation throughout its curriculum, including sophisticated patient simulators and lab settings that replicate a hospital environment.

“We’re proud that our program has been recognized as a leader in the use of simulation,” says Angela Kersenbrock, associate vice president, School of Career and Technical Programs.

Area healthcare organizations report that Seminole State graduates achieved a 97 percent pass rate on the National Council Licensure Examination, surpassing the state average of 88 percent and the national average of 85 percent.

In addition to the recognition at the event, the Florida College System also includes the award winners’ strategies on the Department’s Best Practices website at www.fldoe.org/cc/retention. The site offers information to help other college leaders implement innovative solutions to challenges facing their institutions.

Seminole State’s nursing programs are based at the Altamonte Springs Campus, which opened in 2008 and features 16 state-of-the-art healthcare labs and high-tech patient simulators. For more information, visit www.seminolestate.edu/nursing.

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Sudoku

Puzzle #1

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Puzzle #2

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Word Find

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Administration
Anesthesia
Assistance
Blood
Communication
Credentialing
Disabilities
Educational
Environment
Geriatrics
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The Royce Foundation Board

Solutions for Sudoku from page 21

Solution: Puzzle #1

2 1 3 6 7 4 5 8 9
6 4 9 8 5 2 1 7 3
7 5 8 9 1 3 4 6 2
1 9 2 7 8 6 3 5 4
4 6 7 3 2 5 9 1 8
8 3 5 4 9 1 6 2 7
5 8 1 2 3 9 7 4 6
9 2 6 5 4 7 8 3 1
3 7 4 1 6 8 2 9 5

Solution: Puzzle #2

3 7 8 1 4 2 6 9 5
1 5 6 3 9 8 2 4 7
2 4 9 7 6 5 8 1 3
6 3 5 2 1 9 7 8 4
7 8 4 6 5 3 9 2 1
9 2 1 8 7 4 3 5 6
8 6 2 5 3 1 4 7 9
4 1 3 9 8 7 5 6 2
5 9 7 4 2 6 1 3 8

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