



Mission Statement

Serve and support all Registered Nurses through professional development, advocacy and the promotion of excellence at every level of professional nursing practice.



Don't miss out on the 2012 Silver Anniversary Clinical Excellence Conference!

See page 16 for more information

Lobby Days
January 17-18, 2012
Make sure your voice is heard.



2012 Lobby Days

Learn ~ Strategize ~ Get Involved ~ Network ~ MAKE A DIFFERENCE

See page 15 for more information

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 being a registered nurse; in knowing that I am a member of a profession that is wholly focused on making things better.

I also reflected on our Assembly theme: *One Powerful Voice*. I was reminded of a book published by the American Nurses Association in 1976 entitled *One Strong Voice*. It's a history

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.

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



Message from the Past President

Andrea Gregg, RN, DSN

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 it that 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

Andrea Gregg continued on page 5



Andrea Gregg

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President's Message continued on page 5

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Notes from the Executive Director



New Grads and Students Play Important Role in the 2011 Membership Assembly

Willa Fuller, RN
Executive Director

Each year, FNA hosts a complimentary Student Day at the FNA Membership Assembly (previously the FNA Convention). Attendance is always good but students have shared that they didn't feel as if there were enough activities for them to connect to. This year, with the help of the FNA New Grad Special Interest Group(SIG), FNA added some events and activities just for students and new graduates with great results.

At the first educational session of the meeting, Mavra Kear and Mary Lou Brunell shared information about the Center to Champion Nursing, the Institute of Medicine Report and Florida's Action Coalition. It was an interactive presentation and audience members were allowed to ask questions and make comments about the recommendations of the report. The discussion was lively and students were not shy about sharing their thoughts and opinions. The room was full and chairs had to be added for a capacity crowd. Notes of the session were recorded and the FNA board and other structural groups will consider these suggestions in future plans and activities.

In the afternoon session, an open discussion, moderated by the New Grad SIG was held with students sharing their ideas and concerns. Again, the room was packed and the conversation lively. Many were concerned about the difficulty getting jobs and wanted to know how to market themselves. We also recorded the comments and

suggestions from these conversations and will be including them in our plans for the upcoming two years.

Some of the most important issues that students seemed concerned with other than employments were: Mentors, networking, career mobility, developing leadership skills, communication, role transition, involvement in FNA and other professional groups and content of FNA education programs. The students were professional and articulate in the expression of their ideas creating and positive and encouraging environment for the entire assembly.

FNA Staff and Leadership as well as the New Grad SIG are pleased and excited about the energy and participation of students and new grads in these sessions. Several groups within FNA, including the New Grad SIG and the Membership Committee will be working to address some of the concerns of the students.

Since the Membership Assembly, members of the Board of Directors have met with a group of FNSA consultants at their request to discuss some of the same issues. Their ideas and concerns will be added to the information gathered from the students.

This is a priority item for the association and we would like to hear from members who have an interest in leadership development and tailoring a useful membership experience for novice nurses. We invite all interested members to become involved with our activities for students and new graduates. They are seeking our support and we must be there for them!

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Board of Directors 2011-2013

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News from Headquarters

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!



Alicia Malebranche

Intern Recognition

This Fall Florida Nurses Association was glad to add intern Kirsten Ashton of UCF to our team. An honor student and 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 of the best as she continues her education and spends next summer studying abroad in the outback!



Kirsten Ashton



<http://www.floridanurse.org>



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Happy Holidays from the Florida Nurses Association

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News from Headquarters



2011 Lamplighters 25 Years of Continuous Membership

- Pat Arcidiacono
- Nora Howard Beauchamp
- Barbara Brownfield
- Mary Lou Brunell
- Phyllis Bullard
- Marlene Cataylo-Chance
- Sally Chester
- Victoria Chin Sang
- Sally Chester
- Myrna Crawford
- Frankie Geiger
- Miriam Hirschberg
- Marilyn Howard
- Barbara Judkins
- Valerie Kolbert
- Diana Openbriar
- Madine Rawe
- Mary Beth Reardon
- George Byron Smith
- Susan Stone
- Carolyn Vallone
- Emma Wood
- Jacqueline Weniger Woods

Award Winners

The stars came out at this year's Membership Assembly 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 facilitative environment for the delivery of high quality care for the professional development of nursing staff.



Jacqueline Gonzalez



Laura Bailey

Laura Bailey received the Barbara Lumpkin Award for making a significant impact in political and legislative issues affecting nurses, nursing 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 the relevance to the practice of nursing.



Diane Morrison Beedy



Anne Norris

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.



Krisann Draves



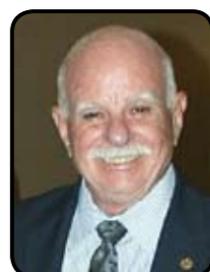
Cindy Blum

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 the health and welfare of a community.



Gene Majka



Mike Nilsson

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 Unit 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 then 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, 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.

For his work, Mike has received multiple awards and honors including, The FNA Undine Sams Advocacy Award, The FNA Barbara Lumpkin Political Advocacy Award and the ANA Mary Ellen Patton Staff Nurse Leadership Award. He was also inducted into the United American Nurses Hall of Fame.

Mike is truly dedicated to advocacy for the profession and for better healthcare for our citizens. His body of work is evidence of his long-term commitment to the profession. It was my distinct honor to work closely with him throughout my years as the Director of Professional Practice Advocacy at FNA. It is truly an honor to be able to support the nomination of my long-time colleague for this well deserved honor.

Mike has dedicated his life to the service of others. After his years as a Firefighter in New York, he became a nurse and moved to Florida. He worked as a Public Health Nurse for the Department of Health for many years, until his recent retirement. In this capacity as a public employee, he served the citizens of the state in preventive efforts, and in preparedness activities, staffing the hurricane shelter in his County for many years.

Throughout these years, Mike was also an active member of the Florida Nurses Association. He served as a leader both as a member of the Board of Directors, and the Health Care Professionals Bargaining Unit. He served on the Board in several different positions, including Vice-President and Treasurer. He was the President of the Health Care Bargaining Unit for 18 years, advocating for the rights of State employees. He was also a union leader on the national level, serving as Secretary-Treasurer for the United American Nurses. He was also inducted into the United American Nurses Hall of Fame for his service to that organization.

He is a role model for many nurses and is truly deserving of FNA's highest honor.

Blue Cross Blue Shield of Florida Foundations received the Special Recognition Award for actions or programs consistent with the philosophy, goals, and mission of the Florida Nurses Association.



Raquel Pasaron received the Advanced Practice Nursing Award recognizing an individual Advanced Practice nurse who exemplifies excellence in performing the advanced practice role. (No photo available)

UPCOMING CONFERENCES:	
Medical/Surgical Nursing Certification Review Course	
February 2 & 3, 2012—Registration: 7:30 AM, Conference 8 AM-4:30 PM	
Location: Shands Cancer Hospital, Auxiliary Conference Center	
Cost: \$100 per day or \$180 for two days.	
7 Continuing Nursing Education Contact Hours per day.	
Neonatal Abstinence Syndrome Conference	
March 6, 2012—Registration: 7:30 AM, Conference 8 AM-4:30 PM	
Location: University of Florida—Health Professions, Nursing & Pharmacy Bldg.	
Repeated on March 14, 2012	
Location: University of Florida—Cancer and Genetics Research Building	
Cost: \$125 per attendee.	
7 Continuing Nursing Education Contact Hours	
Skin Deep & More: Healing in Motion	
March 8, 2012—Registration: 7:30 AM, Conference 8 AM-4:30 PM	
Location: University of Florida—Health Professions, Nursing & Pharmacy Bldg.	
Cost: \$125 per attendee.	
7 Continuing Nursing Education Contact Hours	
Third Annual Little Feet, Big Steps—Advances in Pediatric Nursing	
March 22, 2012—Registration: 7:30 AM, Conference 8 AM-4:30 PM	
Location: University of Florida—Health Professions, Nursing, & Pharmacy Bldg.	
Cost: \$125 per attendee	
7 Continuing Nursing Education Contact Hours	
All conferences are located in Gainesville, Florida Contact Nursing Education 352-265-0185 or Ginger Pesata, pesatv@shands.ufl.edu	
Shands HealthCare is an approved provider of continuing nursing education by the Georgia Nurses Association, an accredited approver by the American Nurses Credentialing Center's COA.	

News from Headquarters



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 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 Kitchner 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 grows 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!



2012 Calendar of Events

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
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Highlights from FNA Membership Assembly 2011



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.



FNA Members get a photo op with Senator Nelson.



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



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



FNA Staff greet members at the registration table.



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



Representatives of US Army Health Care exhibited during Student Day.



UCF Nursing Students attended Student Day on Friday, September 23 with approximately 400 of their peers.



Claudia Distrito sells copies of her book "America's Secret Pandemic" about Healthcare Errors.



Outgoing president Andrea Gregg, and FNA Staffer, Virmari Pettis, at Friday night's FNPAC Cocktail Hour sponsored by Lewis & Clark LTC.



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

something; hope.¹ Psychoanalyst Erik Erickson said that trust is the first state of psychosocial development; that is, the foundation of social relationships.

Why 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 our 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 weeks later, I received a note from this man. He said that he remembered seeing a light around me as I cared for him." I knew I was going to be alright 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 reestablish 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 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.

¹ <http://www.bing.com/search?q=Trust+definition&src=IE-SearchBox&FORM=IE8SRC>

FNA Members: Do you get our email blasts? If not, here's what you're missing:

- National and Local Legislative Updates requesting your response and input.
- Opportunities for appointments to committees and task forces.
- Local, Regional and State meeting information.
- Info regarding continuing education programs and webinars.
- Input on standards of practice and statements from ANA.
- Various volunteer information from FNA, ANA and other nursing groups.
- Networking and social opportunities to meet with peers.
- To subscribe to our updates, please contact Alicia Malebranche at receptionist@floridanurse.org.

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 our future work. During my tenure as president I will work with members, the Board of Directors, FNA staff, and representatives from nursing specialty groups to engage nurses from all areas of nursing practice and education in a unified voice for a safer and healthier Florida.

I am passionate about supporting nurses through the difficult transition from education to practice. I believe the Florida Nurses Association can provide invaluable resources to help new nurses find jobs and survive the reality shock. In these times of critical nursing shortage, it is vital that we mentor new nurses into expert clinicians, dedicated professionals, and articulate advocates. I believe, and I hope you do too, that they are worth the investment of our time and resources.

We have a great deal of work to do in educating legislators. In the next two years, 80% of Florida's legislators will turnover and to use President Gregg's phrase, we need to rebuild our army of advocates. Personal contact from each of you, as local constituents, is crucial in reaching politicians to inform them about nursing and healthcare initiatives. We have resources in FNA to help you with that.

To reach these goals we need members. Each of you can help recruit and retain members by motivating your friends and co-workers to join or re-join. Help them embrace the same values that draw you to support the FNA and the important work that we do.

In my 27 years as a registered nurse and member of the Florida Nurses Association, I have watched past FNA presidents delicately steer contentious debates in board meetings and membership meetings and political forums. As your new president, I will work not only to solidify the organizational transformation already underway, but to move us to the next phase of establishing a successful culture change. I hope that I am able to guide the association with the same poise and grace demonstrated by President Gregg and her predecessors.

Again, I thank you for allowing me the privilege to serve and support all registered nurses in Florida.

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 info@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!**

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/6zkdqrc> to complete a short survey. **This information will allow FNA to be an advocate for nurse entrepreneurs.** Thank you

MEMBERSHIP



2011 STAR CAMPAIGN "STARSHIP FNA"

The Star Campaign is on track for 2012, with eleven months left to get your recruits in! Every year, the top FNA recruiters are rewarded for their hard work with special prizes. The 2011 Star Campaign winners, Alexandria Figueroa and Denise McNulty, received free registration to the 2011 FNA Membership Assembly. They were also featured in *The Florida Nurse* and *Members Only*,

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 can get, the stronger our voice will be!

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.** LDC's 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 and during election years. LDC's are given the tools and information to speak for FNA to legislators.



Turn left here to Volunteer. Become a member of one of FNA's **Standing Committees** or **Task Forces**. FNA has several committees that need volunteers every year. Meetings are usually quarterly and most meetings are held by conference call. Standing Committees are the Bylaws Committee, the Reference Committee and the Membership Committee. Task Forces may be activated during the year as the need arises and are discontinued after their work is completed.



Take a U-Turn to reflect and **recognize other nurses**. Through **Clinical Excellence**, nurses can share their experiences and demonstrate evidence of their effect on the course of their patient's experience in the healthcare arena under their care. Nurses are nominated to present, submit exemplars that are reviewed by the review committee, and are selected to present based on preset criteria.



Stop and donate to **The Florida Nurses Foundation**. FNF exists to promote nursing and delivery of healthcare through the advancement of research, education and practice. Each year, funds are provided to registered nurses (including FNA Members) and students for scholarships and research grants.



You have arrived at your destination: **Creating One Powerful Voice for Nursing**. Through your support of lobbyist in Tallahassee, professional publications, attendance at conferences or simply expressing your opinion you have made a difference in the lives of nurses through out the state of Florida.

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: _____

Region Name: _____ Amount Enclosed: _____

Note: Membership dues are not deductible as a charitable contribution, rather they may 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.

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, \$7/mo for two years
(FNSA First Time Renewals. ADP option only)

*ADP option: Authorization is given to withdraw the specified amount on or before the 20th of each month. Enclosed is the first month's payment for processing of further deductions. FNA is authorized to charge the amount by giving the undersigned thirty days written notice. The undersigned may cancel this authorization by written notification of termination to FNA within 30 days prior to deduction date.

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Summary of Actions



Installation of Board members.

Nurses and nursing students alike heard the inspiring keynote address of Amy Garcia on opening day 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.

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 from page 8

STATEMENT OF POSITION:

The Florida Nurses Association endorses implementation of formal, evidence-based nurse residency programs to support education-to-practice transition and nurse retention. The program should extend a minimum of nine months and include a structured plan designed to enhance the knowledge, skills and attitudes required to provide safe and effective nursing care.

Resolution

Changing DNR (Do Not Resuscitate) to AND (Allow Natural Death)

WHEREAS, an understanding of DNR versus AND can significantly direct the type of interventions provided to patients at the end-of life (EOL) and affect the compassion with which such interventions are executed; and

WHEREAS, the notion of withholding care, even at EOL, is foreign to what the public expects from modern healthcare technology; and

WHEREAS, research has shown that there is an increase in the ease with which clinicians could approach EOL care with families when the words AND (versus using the words DNR) were used as the discussion was no longer on what care was to be withheld from the patient; 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 words DNR indicate to patients and families an order to withhold care at a time when care is needed the most; and

WHEREAS, AND implies positive actions while DNR implies negative actions; and

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:

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:

- Enhance 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.



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LERC UPDATE

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.



Jeanie Demshar

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.



Judge Jackie Fulford stepping down from the bench to review and comment on evidence presented during the hearing.



Cyndi Schneider from Orlando with her iPad from FNA!

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 any action, activity, or challenge we 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. Debbie Hogan, the State Unit President, and Don Slesnick, FNA's labor attorney, attended the hearing. Following the hearing, Ms. Hogan was interviewed by several newspapers. FNA is the only state union that is a plaintiff in the case. Other unions are national unions or are unions represented by individuals who are members of those unions. We will update you on the progress of the case when the court issues its ruling.



Greg Blackman, President, GSAF/OPEIU, Local 100; Deborah Hogan, President, FNA Professional Health Care Unit; and Don Slesnick, FNA Labor Counsel attend Oct. 26, 2011, hearing on pension lawsuit



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 negotiation team presented proposals that address state employees' concerns, including wages, health insurance coverage and other benefits, layoffs and privatization.

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. A copy of the contract can be found at www.dms.myflorida.com. If you receive a layoff letter and have questions or concerns regarding the layoff procedures and bumping rights, or any other issue covered by the contract, please contact FNA. We cannot help you if you do not contact us!

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 issue(s), we will then be able to contact management for clarification and/or answers to your questions. Continue to keep us informed so that we can assist you!

Florida State University-Thagard Student Health Center

We continue to work with the local leadership of the TSHC Unit and its members to resolve workplace issues and concerns.

The FSU unit has a new three-year contract through June 2014 with annual reopeners for wages, benefits, and two other articles. Highlights of the agreement include a 3% across-the-board wage increase effective August 2011; a \$500 increase in funding for bargaining unit employees for training and education courses and/or staff development courses; and addition of language providing for merit increases, market adjustments, and non-recurring bonuses.

Shands

As we reported in the last issue of The Florida Nurse, a reopener agreement for the 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 scheduled shift; and a \$.50/hour differential increase for certification.

Shands 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 leadership and the members on 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 employer provide a minimum notice of two hours prior to shift cancellation.

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

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.

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FLORIDA NURSES FOUNDATION



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

Merdijana 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, Friend of Nursing

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

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 Travieso of Florida International University received the Eleanor Bindrum Scholarship Fund

Steven Garth of Florida State College at Jacksonville received the Charlotte Liddell 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 (District 5 Charitable Trust) 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*

FNF Grant and Scholarship Winners



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.



Florida Nurses Foundation

FLORIDA NURSES FOUNDATION



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PROFESSIONAL PRACTICE ADVOCACY



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

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



Jeanie Demshar

At one time, computers were large, cumbersome, and very expensive. Only big businesses had computers, and they were 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 necessary to care for 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 the facility's confidentiality policy or for unauthorized use of computers. One of the forces driving hospitals and other healthcare facilities to look closer at their policies and their enforcement was the enactment of **HIPAA—The Health Insurance Portability and Accountability Act of 1996**. Beyond there being laws in place governing confidentiality, health care professionals also have responsibilities as professionals under their applicable code of ethics. I believe it is important that you have some basic understanding of HIPAA. Hopefully, it will assist you in understanding the issue and why your facility has taken such strong positions on the issue of confidentiality. So, hopefully, by the time you

have finished this article, you will have some basic knowledge of HIPAA and where to go if you would like further information.

The Health Insurance Portability and Accountability Act of 1996 (HIPAA) was enacted as part of a broad congressional attempt at incremental healthcare reform. Contained within HIPAA was a provision that gave Congress until August 21, 1999 to pass comprehensive privacy legislation. When Congress did not enact privacy legislation by that date, the law required the Department of Health and Human Services (HHS) to develop standards and requirements for maintenance and transmission of health information that identifies individual patients. These standards are designed to:

- Improve the efficiency and effectiveness of the healthcare system by standardizing the interchange of electronic data for specified administrative and financial transactions; and
- Protect the security and confidentiality of electronic health information.

The HIPAA Privacy Rule creates national standards to protect individuals' 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 for nurses emphasizes that it is the nurse's responsibility to safeguard the patients/clients 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 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

FNA Position Statement on Patient Privacy in an Electronic Age (2000)
 ANA Code of Ethics

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STUDENT FORUM



Greetings from the Florida Nursing Students Association!

Lisa Fussell
FNSA President
fnsapresident@yahoo.com

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.



Lisa Fussell

My plans are to continue my nursing education immediately after graduation by enrolling in Polk State College's RN-to-BSN program.

I'm thrilled to announce that the FNSA is very fortunate to have twelve new, enthusiastic, and extremely talented executive board members as well as two remarkable consultants:

- Amy Vaccarello, 1st Vice President, Palm Beach State College
- Denise Knapp, 2nd Vice President, Polk State College
- Kara Mercer, Corresponding Secretary, University of Florida
- Beverly Grimme, Recording Secretary, University of North Florida
- Ryan Silverman, Treasurer, State College of Florida
- Thuy Tran, Region 1 Director/Communications, University of North Florida

- 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 Schnebly, Region 7 Director/Membership, State College of Florida

Consultants:

- Jill E. Winland-Brown, EdD, FNP-BC, DPNAP-Florida Atlantic University
- Linda Oakley-Hankins, 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!

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 slowly 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, in time, 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 nursing care to patients who deserve nothing but my very best.



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WELCOME NEW GRADS!

FNA extends a warm welcome to those new graduates who have chosen to take the step to join their professional association. We wish you a great start to your career and look forward to working with you as **nurse advocates** in the future! Your voice is important to us. Please feel free to contact us at any time with questions by calling the Members Only Toll Free line (found in your new member packet) or emailing info@floridanurse.org.

- Eloise Williams
- Ashley Wagner
- Gayle Quinn-Wheeler
- Alexandria West
- Arthresia Gumbs
- Gianela Ortega
- Gina Wynne
- John Morrell

Make FNA a Part of Your Graduation

If you represent a nursing program and have an upcoming graduation event, contact FNA to request FNA pins (an application must be filled out for each pin) and/or a FNA representative.

- If you are a FNA member and would like to be an **FNA Ambassador** at these events, contact FNA as well.
- Email conferences@floridanurse.org to reach FNA.

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ATTENTION NEW GRADS: FNA would like your input!

Please take a moment to fill out an online survey about your needs at <http://tinyurl.com/6x12kqf>. Your input will be used by the FNA New Grad Special Interest Group for planning of future events, webinars, etc. **Be an advocate for new nurses, be heard!**

LEGISLATIVE UPDATE

FNA Member, M. J. Balun, Attends the American Nurses Advocacy Institute



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 SNA's (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.



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FNA Lobby Days is the opportunity for nurses to arm themselves with healthcare issues, review the pending legislation that relates to nursing and meet with state Legislators to make these issues known. 4 CE Contact Hours will be available (program content TBA).

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CLINICAL EXCELLENCE



Well Oiled Machine

by Dorothy Adair, ARNP
2011 Clinical Excellence Presenter

My emergency stroke pager sounded at 4:50 PM. I responded immediately to the Stroke Unit where Mr. D had been admitted the night before as a TIA. His symptoms of right side weakness and aphasia had lasted several minutes and then completely resolved prior to his arrival. The nurse had spoken with him just a few minutes before he entered the bathroom, but when he came back out he was unable to speak. She called our dedicated emergency "stroke alert" number, which triggered a page to the stroke team. (The team the Medical Director and I had put together and worked with to ensure the highest level of care to our patients.) When we arrived, a lightning assessment confirmed the presence of stroke symptoms. The race was on! We knew we had a matter of minutes to work the patient up and deliver the drug that could reverse the stroke. I called our neurohospitalist who was on call for stroke and gave him a focused assessment and pertinent history. He met us en route to CT. After the brain CT was completed, we knew Mr. D was a candidate for alteplase and proceeded stat to the ICU to administer the drug, calling ahead so they would be prepared.



Dorothy Adair

Mr. D was really terrified and frustrated because he could not communicate with us. He had overheard us discussing our inability to contact his daughter and was frantically shouting incoherent words and trying to gesture his intent, but we could not understand. I comforted him, assuring him we would continue to try to reach his family and that we were doing everything we could to take care of him. I also assured him I would stay with him until they were located. I held his hand, talking to him, telling him everything we were doing and updating him on our attempts to contact his family.

The ICU nurses worked in unison, much like a choreographed dance, checking his vital signs, hanging a drip to control the hypertension and mixing and administering the alteplase quickly. When he failed to improve in 30 minutes, the critical decision was made by our team leader, Dr. C, to take him to interventional radiology (IR) to attempt a thrombectomy. By then I was able to tell Mr. D that his daughter and wife were on their way. His eyes were grateful and I sensed that he had calmed a bit. I remained at the bedside and continued to coordinate the delivery of his care and be there for him. We were notified the radiologist had cancelled his next case and was ready for Mr. D. The intensivist and respiratory therapists (RT) arrived; Mr. D was intubated, ventilated, and rapidly transported to radiology.

Once he was in radiology and on the table, I was notified that his family had arrived. I left Mr. D with the IR team and went to find his wife and daughter. I explained what had happened, and what we were doing. They were in tears, very upset, and fearful. The radiologist came out while Mr. D was being prepped and spoke with them, informing them of the risks, benefits and options available to them. I stayed with them, answered questions, and provided comfort for the next 30 minutes. I made sure that they knew that I would keep them updated on his condition frequently, which I did. Meanwhile back in IR, both interventional radiologists were at the bedside of Mr. D. They had delayed all other cases to focus on him. The nurse in the room monitored his VS, the RT watched his airway and managed the ventilator, the techs in the room assisted the docs, and I saw another synchronized dance in progress.

The arteriogram revealed a left middle cerebral artery clot that was severely blocking blood flow to the left side of Mr. D's brain. Could our Radiologist clear the clot? After several nerve racking passes, 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 as we rolled him to ICU. I showed them the ICU family waiting room, answered 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 8:09 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 awash 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.

The next day, I sent out an email to the team who cared for Mr. D, to tell them about his outcome and to tell them he said "Thank you!!" We had worked like the proverbial "well oiled machine." In a hospital the size of ours, with so many departments and so many people and that come in contact with the stroke patient and his family, the reality of a multidisciplinary stroke team that functioned flawlessly was remarkably uplifting! I was so proud of the team I 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. But... that is not the end of this story!

It was just before Christmas. I was shopping at a local hardware store and Mr. D recognized me and said, "Hello." I was so thrilled to see Mr. D! He was living his life with complete resolution of all of his symptoms. He gave me a huge hug, told me how much he appreciated me, and in a loud voice told all those standing nearby that I had saved his life. I thanked him and added that it was an entire team that saved him, not just me. I was so thankful that I was there for him and I knew in my heart it was the team I had put together and coordinated that had made the difference in Mr. D's life.

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 2008). 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 have created and revised many forms, patient education and staff education tools. 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 I have made a difference in many lives, both of patients and nurses. I love being a nurse!



Mark your Calendars!

May 4, 2012 | Leu Gardens, Orlando

Nurses share their personal stories of how they made a difference in a patient's/family member's life at this conference. Lunch is provided.

Celebrating 25 years of clinical excellence, this one day event is based on Dr. Patricia Benner's work related to the journey of nurses from the levels of novice to expert. Through exemplars, nurses share their experiences and demonstrate evidence of their effect on the course of their patient's experience in

the healthcare arena under their care. The exemplars also demonstrate the expertise of these nurses based on the clinical decisions they made and the care they gave. These nurses were nominated by FNA members as experts in clinical practice. They will share what they thought and felt about the clinical situation.

Check, As Applies: (Postmarked)	Before 3/31	After 3/31
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REGIONAL NEWS



NORTHWEST

Patricia Posey Goodwin

NORTH CENTRAL

Annmarie Farro

NORTHEAST

Teri Chenot

EAST CENTRAL

Shirley Hill

WEST CENTRAL

Susan Hartranft

SOUTHEAST

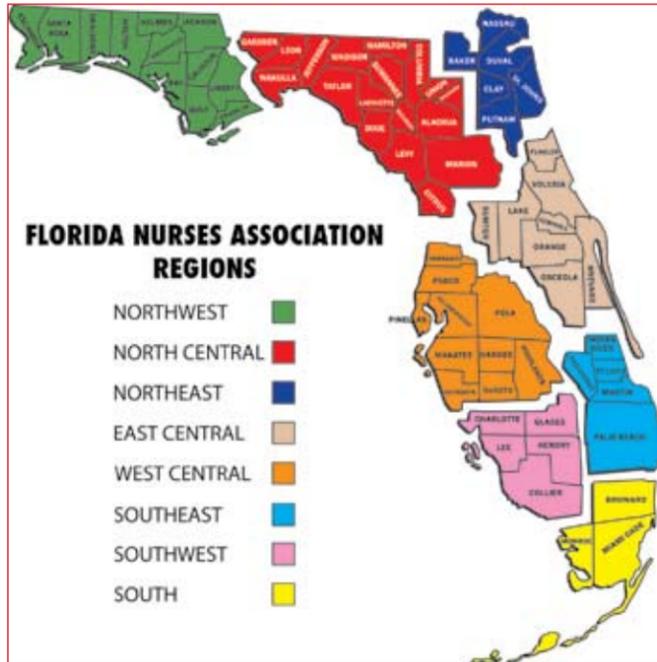
Judy Brustad

SOUTHWEST

Denise McNulty

SOUTH

Vicky Stone Gale



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Martin
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Southwest

Hendry
Glades
Lee
Collier
Charlotte

South

Broward
Monroe
Miami-Dade

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 Florida, there are ample opportunities to get involved in YOUR professional organization.

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.lambdarhocchapteratlarge.com for more information/registration or contact Teri Chenot at tchenot@ju.edu.

Southwest Region Update

*Submitted by Denise McNulty,
SW Regional Director*

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.

We have two very active Chapters within 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 “Inspiring 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.

Southeast Regional Update

Rather than conducting monthly meeting, 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 Southeast 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.

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PARTNERS IN NURSING



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."



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Kathleen Thibeault, MSN, ARNP, CRNA



Kathleen Thibeault

- 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)

The FANA 2011 Annual Meeting at the Walt Disney World Swan Hotel in Lake Buena Vista (Orlando) on October 21-23 allowed our members to welcome our new Board of Directors:

President: Kathleen Thibeault, MSN, ARNP, CRNA
 President-Elect: Bruce A. Weiner, MS, ARNP, CRNA
 Vice President: Gerard T. Hogan, DNSc, ARNP, CRNA
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The Florida Board of Nursing is excited to announce a revision to our Web page located at www.doh.state.fl.us/mqa/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 mqa_nursing@doh.state.fl.us and you will receive an answer within 24-48 hours.



Bert Fish Medical Center in New Smyrna Beach FL is looking for Registered Nurses for open positions: House Supervisor, Case Manager, Nurse Manager, Staff RN on Med Surg, ICU, PCU, Cardiac Cath Lab.

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Seminole State College Nursing Program Wins 2011 Chancellor's Best Practice Award

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's simulation-enhanced curriculum prepares nursing students to excel in skills such as prioritization, delegation, communication and conflict resolution, Kersenbrock says.

In the most recent testing, 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

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

Puzzle #2

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

Solutions for Sudoku found on page 22

Word Find

D Y R O T A R O B A L E S R U N T K E L
 E H Y R O T A L U B M A E T B M N N G A
 R K S S C I R T A I R E G U E X E O N N
 E D I S A B I L I T I E S K D E M I I O
 T I E F L A I T N E D I S E R C N T R I
 S U Z I Y G O L O T A N O E N N O A O T
 I K S R E N O I T I T C A R P A R R T A
 G P H A R M A C O L O G Y M E T I T I C
 E Q N T H E R A P E U T I C T S V S N U
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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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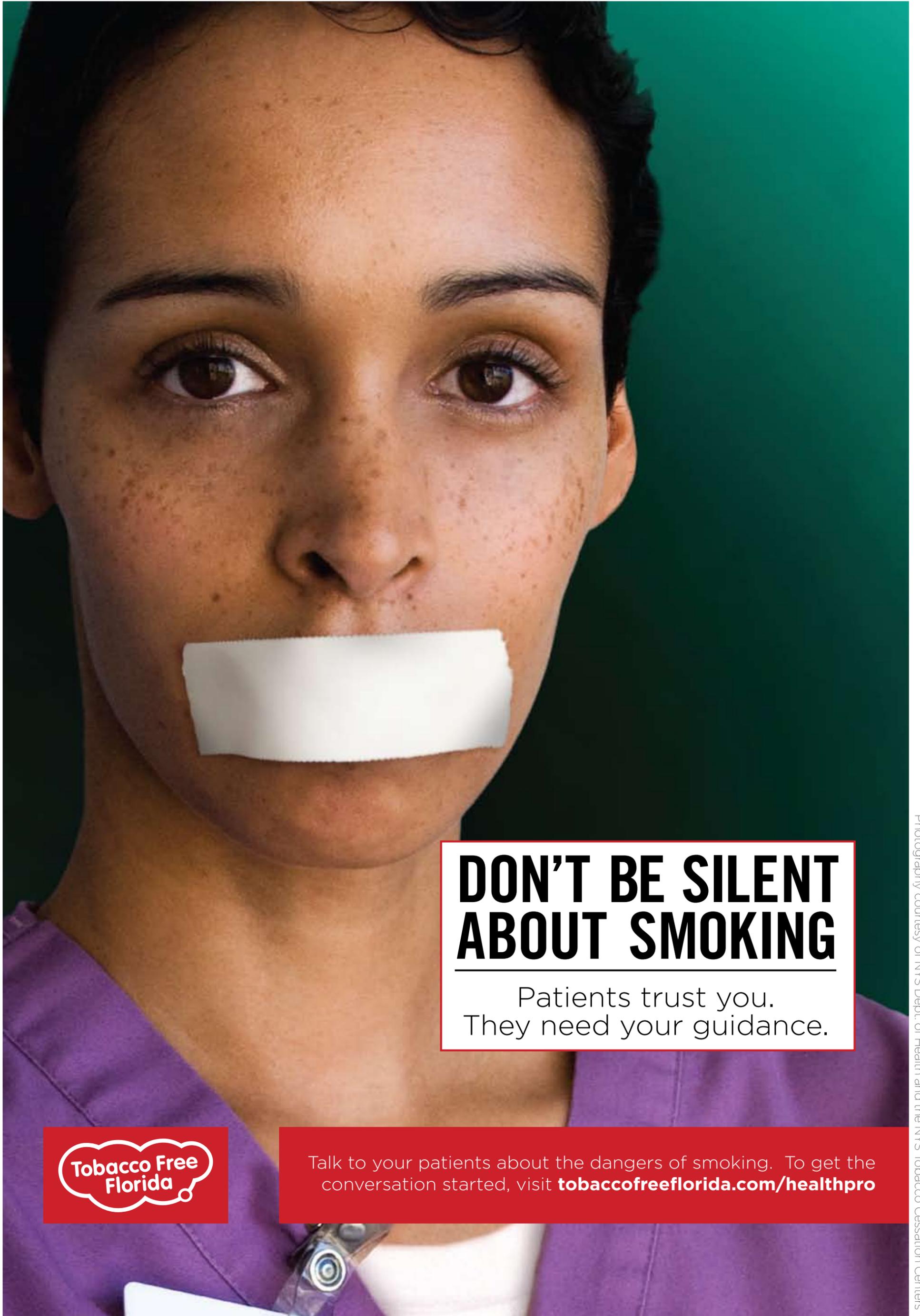
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