We are people of Florida, a large border state blessed with sunshine and warm weather, occasionally cursed by hurricanes. We are a melting pot of people of race, creed, and socioeconomics. We have migrants in the fields and snowbirds on the beaches. We are old, young, healthy and unhealthy, and we are medically underserved. Every one of our 67 counties lacks adequate access to primary health care. Our Florida health care system will not and cannot sustain health for current and future citizens.

We are nurses, some 239,000-fold, practicing along a continuum of roles and settings. We are the first face seen by a newborn and often the last face seen by the dying. We do God’s work. We are in high demand in the care of the acutely ill and yet politically restrained in our advanced practice role from expanding access to primary care in our state. We could walk away and leave it for others to do, but that is against our nature. We can and should be performing a larger role in improving the health of Floridians and will continue to fight for the right to do so.

We are an association, a collective of individuals who form a whole. We are diverse in our political sway and opinions on health care issues. And, at times those differences result in new associations being formed. But, like the grain of sand that agitates the oyster and then becomes a pearl, we are learning that alliances among the oysters can, when nurtured, form a strand of pearls. In the end, we find more commonalities than differences and through association, we are strengthened.

We are the Florida Nurses Association, the first voice of nursing in the legislature, the mother ship, the home to all professional nurses. We are not defined by geography, but by our mission and collective nursing values. And yet, geography has its influence. This first annual Membership Assembly marks the beginning of a new era in the life of FNA, an era of direct versus delegated member decision-making, an era of changed geography and more fluid relationships. The new regional and special interest group structure will support new associations among FNA members, enable new alliances with other associations and thus, strengthening our work, our voice, and our sense of fulfillment with our profession. These are exciting times of untold opportunities and I am honored to serve you.
helping nurses. The past two legislative sessions have been disappointing to us, however, as the famous poem goes, we are “bloody but unbowed” and we will continue to fight the good fight for nurses. The question is, will you join us? FNA is not the Board of Directors, it is not the staff, or the committees or task forces. FNA is the individual nurse members from all areas of practice, who give input, attend meetings, visit legislators, work on campaigns, write proposals, volunteer in the community and do all the other scores of activities that have kept nursing advocacy alive and well in Florida for over a century.

As a multi-purpose organization, we address issues related to all areas of nursing, from practice, education, research, standards and many others. In our collective bargaining role, we deal with practice issues on both and individual and institutional level. Our contracts are strong and our support and servicing to our members is excellent. There are diverse opinions within our organization regarding collective bargaining, but both sides have been able to work together with respect and professionalism, sometimes despite radically different opinions. Agreement is not always possible, but respectful co-existence is must for progress and success.

Because of our diversity and our multi-purpose focus, we often have to take a global view on issues. Our personal opinions or philosophies cannot impinge on our professional or organizational goals. For example, who we may personally vote for in an election, may not reflect who the organization may endorse. Often we make decisions based on what the desired outcome is, e.g. which candidate will support our issues? For those who are fans of Star Trek, you may remember a quote from Mr. Spock when he chose to sacrifice himself in the movie, The Wrath of Khan. He said, “The needs of the many outweigh the needs of the one.” I always think of this when we have to make a difficult choice to try and achieve our goals for nurses in Florida. It is not a compromising of values, but a sacrifice to reach goals that can help large groups of nurses (and patients) in our state.

If you don’t want to join us, then please do us the courtesy of not maligning those special people who fight with great passion for their profession. If you believe that your message is strong and true, then you have no reason to criticize others. Stand on the merits of what you believe. Persuade the golden rule. Do unto these committed nurse advocates as you would have them do unto you. We may differ, but we live in America and we have the right to fight the good fight the way that we see fit. We respect your views and we respect your actions and your opinion. All we ask is the same.

To all hardworking nurses in Florida… we say live long, and prosper.
## MARK YOUR CALENDARS!

Visit floridanurse.org and click on “Conferences” to register for any of the following conferences or email conferences@floridanurse.org for a registration form or for hotel information.

### February 10 & 19–NEW GRAD/NURSE RETREAT/PLANTATION INN, CRYSTAL RIVER

New Grad Topics: Advancing Education; Resume and Portfolio Development; Finding a Mentor; etc.

RN Topics: Therapeutic Touch; Reiki, Ortho-Bionomy; Esoteric Healing; Massage Therapy; etc.

Open forum discussion, Body Talk CE, and conflict resolution CE will also be included. Register now and plan on spending a day with the manatees while you’re there! (Manatee swim not included in registration price).

<table>
<thead>
<tr>
<th>Before 2/18/11</th>
<th>After 2/18/2011</th>
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<tbody>
<tr>
<td>New Grad (Within 5 years of graduation)</td>
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</tr>
<tr>
<td>FNA Member</td>
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</tr>
<tr>
<td>Non-Member</td>
<td>$100 $125</td>
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### MARCH 15 & 16–LOBBY DAYS/TALLAHASSEE

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 2011 issues known.

<table>
<thead>
<tr>
<th>Before 2/15</th>
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<tbody>
<tr>
<td>FNA Member</td>
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</tr>
<tr>
<td>Non-Member</td>
<td>$115 $140</td>
</tr>
<tr>
<td>Student/Retired Member</td>
<td>$65 $90</td>
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</tbody>
</table>

### October

- **MAY 6–INGEBORG MAUKSCH CLINICAL EXCELLENCE CONFERENCE/ORLANDO**
  - With a focus on clinical practice, 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 situations.

<table>
<thead>
<tr>
<th>Before 5/31</th>
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<tr>
<td>Student</td>
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<tr>
<td>Non-Member</td>
<td>$125 $140</td>
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ATTENTION FNA MEMBERS: EMAIL ADDRESS NEEDED

FNA communicates via email throughout the year. In order to receive all email updates, please send your personal email address to membership@floridanurse.org as soon as possible.

### Don’t forget, Nurses Week is May 6-12 and National Nurse Practitioner Week is November 7-13.

### 2011 Empowerment Webinar Series

The theme for the 2011 webinar series is EMPOWERMENT and topics covered will help you become empowered as a nurse in all elements of your profession. Webinars provide both phone and web components and 1 CH of CE.

### January 26

(3–4pm)–Anna Small, CNM, JD, will address 2011 FNA legislative priorities and inform you how to become empowered legislatively and take you to the next level of healthcare lobbying.

### April 7

(10–11am)–Joan Demshar, Esq., will speak on conflict resolution strategies that are applicable in the workplace. By learning how others deal with conflict and identifying how you do, you will be empowered in times of conflict to make decisions that are in your best interest.

### June 21

(7–8pm)–Laurie Stark, PhD, RN, is a previous Florida Nurses Foundation research grant recipient. During this webinar, Laurie will present her findings about how art therapy empowered breast cancer patients to cope with their illness.

### July 13

(11am–Noon)–During her webinar on Generational Diversity, Patricia Posey Goodwin, RN, will instruct attendees on different age groups and their tendencies, as well as retention issues. Attendees will be empowered by the knowledge of how to interact with colleagues of different age groups.

### August 4

(9–10am)–Debbie Hogan, RN, will give an update on immunizations, empowering attendees to learn more about the trends of current possible epidemics and treatments.

### November 8

(1–2pm)–Denise McNulty, DNP, ARNP, will present an evidence-based comprehensive review of literature on nursing empowerment in the workplace. The presentation addresses the nurse’s perception of his/her psychological empowerment and the impact this has on patient care and outcomes.

FNA is pleased to welcome Jossie Fillalan to the FNA team. Jossie will be the new voice of FNA as the Receptionist. She will also be working on membership recruitment/retention projects, as well as conference planning in her dual role of Receptionist/Membership Programs Specialist. Jossie has lived in the Central Florida area for 10 years, is married and has two beautiful children. Welcome Jossie!

FNA wishes the best of luck to Christen Nesta, who Jossie is replacing. Christen is remaining in the Central Florida area as the Marketing Director for a local recreation facility.

FNA staff was also lucky to work with Amy Berman this semester. Amy worked on membership recruitment/retention projects, conferences and public relations initiatives during her fall internship. Amy will soon be a UCF graduate in Spring 2010. Good luck to Amy as well!
MEMBERSHIP

2010 Star Campaign “Starship FNA”

The Star Campaign has officially launched for 2011! Please see below for FNA superstars who are on board with the Star Campaign. The results below only reflect the number of recruitments made by September 1, 2010.

The Star Campaign cadets who recruit the most will receive special prizes, such as free registrations to FNA conferences. Winners of the Star Campaign will be notified and announced in The Florida Nurse and in Members Only, FNA’s online e-newsletter. Congratulations to 2010 Star Campaign winners: Maria Seidel and Marsha Martin. Both received complimentary registrations to the 2010 Membership Assembly.

Thank you to those of you who have been working hard to recruit new FNA members. Remember, FNA only gets stronger with the more members we have. As we grow in numbers, we grow in strength and voice! Keep recruiting so that you may be eligible for prizes in 2011!

Marsha Martin 3  Sharon Smith 1  Jennifer Gleason 1
Denise McNulty 1  Brian Eldridge 1  Kathleen Cappo 1

How You Were Represented

FNA Board of Directors & staff represent members in different ways. Please see below for a list of places you were represented since the September issue of The Florida Nurse.

- FNA Membership Assembly
- Gulfport Democratic Club and Pinellas County Republican Party Meetings
- FNSA Convention
- Florida Board of Nursing Meetings
- Quality and Unity In Nursing (QUIN) Council Meetings
- Florida Council of Nursing Education Administrators (FCNEA) Meetings
- ANA Constituent Assembly
- Collective Bargaining Unit Meetings, Negotiations, and Grievances
- FNA Unlicensed Assistive Personnel (UAP) Committee Meetings
- FNA Health Literacy Committee Meetings
- American Psychiatric Nurses Meetings
- FNA District/Region Meetings

Florida Nurses Association

Membership Application

Membership is open to all registered nurses (RN). Please check the appropriate dues category.

- ADP Option-Automated Bank Withdrawal (Available to Full Pay Members, State Only Members and FNSA First Time Renewal Members) Authorization is given to withdraw $24.25 per month for full pay members, $16.83 for state only members, $12.63 for FNSA First Time Renewal Members over one year or $6.83 for FNSA First Time Renewal Members over two years (which includes $1.00 service charge) on or before the 20th of each month. Included 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 notice of termination to FNA within 30 days prior to deduction date.

Authorizing signature

- FULL MEMBERSHIP DUES $279.00
- SEMI-ANNUAL DUES $140.75
- REDUCED MEMBERSHIP DUES $139.50
- Not currently employed
- Full time student
- FNSA First Time Renewal - 1 year (If ADP, provide info above)
- FNSA First Time Renewal - 2 years (ADP only)
- New graduate, basic nursing education program (first year only)
- 65 years of age or older and not employed.

- REDUCED SEMI-ANNUAL DUES $71.00
- SPECIAL RETIREMENT DUES $69.75
- 60 years of age or older and not employed

- FNSA STATE ONLY MEMBERSHIP $190.00

Choose the payment plan you desire:

- Full payment
- Semi-annual (Full and Reduced payment only)
- FNA State Only Membership

Credit Card Information

- Discover
- American Express
- Master Card
- Visa

Credit Card Number ________________________________ 3 digit security code __________

Card expires: _________ Signature on Card __________________________

Please make your check payable to Florida Nurses Association, P.O. Box 536985, Orlando FL 32853-6985.

I was referred by: __________________________________________

Graduate Nurse/FNSA ID #

Region Number: ___________________ Amount enclosed __________

Last Name _______________ First Name ____________ Middle Initial _____

Address _______________________________________________________

City _______________________ State ________ Zip Code____________

Telephone (___) ______________________________________________________

Email address ________________________________ Circle one:  RN  ARNP

Major Area(s) of Practice ____________________________________________

Employer _______________________________________________________

Address _______________________________________________________

City _______________________ Zip Code __________

Employer Phone ___________________ Date of graduation (student) ______

License number ______________ Date of Birth ________

Note: Membership dues are not deductible as a charitable contribution, rather they may be deductible as a business expense if you itemize your deductions. The exception is that a portion of your FNA and ANA dues used for lobbying purposes that is estimated to be twenty five percent (25%). A portion of a members annual dues ($) 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.

The Florida Nurse newspaper is being sent to you courtesy of the paying members of the Florida Nurses Association. Receipt of the newspaper is not an assurance of membership. To join, please complete and mail in the application on this page or go to our website at www.floridanurse.org to join online.
Florida Nurses Association
Committee/Task Force
Declaration of Interest
2010-2011

This year, FNA has several opportunities to participate at the state level on committees and task forces. Please contact info@floridanurse.org if you are interested in joining any of the following committees. Members may also visit the members only section of the FNA website for an official form.

Bylaws Committee
This committee will work on Bylaws review and revisions for the 2011 Membership Assembly. This year we will also be reviewing the Articles of Incorporation of the Association.

Reference Committee
Solicits and develops issues proposals for consideration by the Membership Assembly at the 2011 Membership Assembly.

Membership Committee
Works with the Executive Director, the Director of Member Services, and the 2nd Vice President on membership retention and recruitment initiatives.

Membership Assembly Planning Committee
This committee will work on the CE offerings and special events for the 2011 Membership Assembly.

Florida Nurses Leadership Academy (FNLA)
Committee
The FNA Board of Directors and the Florida Nurses Foundation Board of Trustees is considering initiating an exciting new program for new graduates who were members of FNSA. These graduates would apply to become “Fellows” in the FNLA and would be required to complete several specific competencies over a two-year period to complete the program and receive a “diploma.” After completion, the Fellows would remain a member of the Academy and mentor the next class of fellows. While draft guidelines of the programs are under consideration, we will need a committee to help develop and oversee this program. The goal is to involve new graduates in the association in the first two years of graduation.

New Graduate Focus Group
We have significant interest in this group which would consist of a new graduate and a seasoned nurse serving as co-chairs. Please let us know if you are interested in this Focus group and if you are interested in either chair.

Embracing Change at FNA
Mavra Kear, PhD, ARNP-BC
FNA Treasurer

Peter Drucker said, “Every organization must be prepared to abandon everything it does to survive in the future.” Facing that magnitude of change can be frightening, daunting, and exhilarating. Some of us embrace change as an opportunity for innovation; others grieve the loss of a way of life that felt safe and comfortable. At the FNA House of Delegates meeting in September 2007, FNA membership asked the Board of Directors to explore the structure and function of FNA. The time had come in the organization’s life to prepare to abandon what was known in order for the organization to survive and thrive in the 21st century.

So, how are you feeling? Excited, worried, uncertain, all of the above? That’s natural. The endnote speaker at the first 2010 FNA Membership Assembly, Tom Laughon, talked about an eight step process for successful change. Tom is President of Catch Your Limit Consulting and a leading expert on creativity and strategic thinking. In my opinion, FNA is poised for success.

According to Tom, it is important to first set the stage for change by 1) creating a sense of urgency and 2) pulling together a guiding team. Membership, via elected delegates, raised awareness that if we persisted in operating the way we always had, we risked a dwindling membership and death of the organization. A proactive group of FNA leaders and active members from around the state gathered to brainstorm ideas. The Futures Task Force, Explorations Team, and Board of Directors worked together to 3) develop a change in vision and strategy. The change was set in motion and 4) widely communicated. We spent a year talking about the vision for the future, helping members understand what was planned, asking for feedback, and gaining buy-in.

We are now in what Tom describes as the “make it happen” stage. Forums at the Membership Assembly were designed to 5) empower members to act. As Tom said, we are not all at the same stage of change at the same time. Some members already have dissolved districts and started coalescing as a new, proactive region. Some members are holding on to the district structure as long as they can. Many members are somewhere in between—slowly shifting their thinking from district to region, from local evening gatherings to regional networking.

In the next year, FNA will have a new look and feel. To “make it stick,” members need to 6) celebrate successes and 7) be relentless with instituting changes until our vision becomes a reality. That is how we 8) will establish a successful culture change.

One of the biggest challenges to overcome in any transformation process is complacency. It is up to every individual to be involved. We each must invest some effort in making FNA a successful organization. What’s in it for you? Power.

FNA has the potential to be a powerful force in guiding professional practice and education standards. There are nearly 230,000 licensed registered nurses in Florida, compared to about 60,000 licensed physicians. Do you realize the potential power in those numbers? Let’s work together to capture that potential.

FNA leadership does what we can with available resources. We contract an outstanding, passionate legislative lobbyist who works tirelessly to promote our agenda in Tallahassee. We employ five loyal, hard-working support staff and two directors, led by a talented Executive Director. We value the dozens of dedicated individuals who volunteer their time as elected leaders and active members who get the work of the association done. We could do so much more for Florida’s nurses and residents if we had more participation.

FNA survives on membership dues and thrives on member interest and activity. If you are a current member of FNA, Thank You for investing in your professional association! If you are not a member right now, please consider investing. As a group, nurses are trusted individuals and persuasive professionals. If we work together and invest in ourselves, nurses can drive changes in professional practice environments and health care delivery systems. Nurses are powerful people.

Thank You for investing in your professional association! If you are not a member right now, please consider investing. As a group, nurses are trusted individuals and persuasive professionals. If we work together and invest in ourselves, nurses can drive changes in professional practice environments and health care delivery systems. Nurses are powerful people.
In 2009, FNA members decided to change their voting structure from a House of Delegates to a membership assembly where each member’s vote counts. At that time, membership also voted to move from a district structure to a regional structure. 2010 marks the first year that these changes are in effect.

Members met in September at the Hilton Orlando to address association business, earn continuing education credit hours, and network with other nurses. At the meeting, proposed bylaws (found in the June issue of The Florida Nurse) were discussed and voted on (passed bylaws can be found in the Members Only section of the FNA website at floridanurse.org).

Award winners were also recognized by their peers at a special awards dinner, including Lamplighter (25 years of continuous membership) and Diamond (50 years of continuous membership) members. Please see below for award winners:

Diamond Members:
- Betty Morgan and Barbara Thoman Curtis

Lamplighter Members:
- Denise Heinemann
- Jean Kijek
- Jean Penny
- Janice Hess
- Nancy Roberts

- FNA would also like to recognize Sheree Rosenbloom as a previous Lamplighter (not mentioned in conference program)

Edward Briggs, ARNP, was awarded the Barbara Lumpkin Award, recognizing a nurse who has made a significant impact in political and legislative issues affecting nurses, nursing, and quality health care.

Annmarie J. Farro, RN, was awarded the Undine Sams Award, recognizing an individual staff nurse, collective bargaining eligible, who has made significant contributions to enhance the rights and welfare of nurses through labor relations and workplace advocacy activities.

Sharon Smith, RN, received the Special Recognition Award, honoring an individual, nurse, organization, or group for actions or programs consistent with the philosophy, goals, and mission of the Florida Nurses Association.

Judy Davies, RN, received the Registered Nurse Practice Award, honoring an individual nurse, working in a role other than an advanced practice role, who has demonstrated excellence in a nursing practice setting.

Carol Blakeman, ARNP, received the Heather Scaglione Award, recognizing an FNA member’s significant and outstanding contribution to support the work of the Florida Nursing Students’ Association and nursing students.

Olivia Hagos, RN, received the Mary Cash Award, recognizing an individual nurse who has made outstanding contributions to cultural diversity in nursing and health care.

Flagler Hospital receive the award for Promoting the Environment for Excellence in Nursing Practice, honoring employers, nursing service departments, or other entities that create a work environment supportive of professional nursing practice.

Kay Fullwood, ARNP, received the Advanced Practice Nursing Award, recognizing an individual Advanced Practice nurse who exemplifies excellence in performing the advanced practice role.

Debra A. Hunt, ARNP, received the Community Action Award, recognizing outstanding voluntary contributions by FNA members (group or individual) to the health and welfare of the community through an organized and systematic effort.

Maureen Groer, RN, received the Nursing Research Award, recognizing a nurse who has produced research of scientific merit with relevance to the practice of nursing.

FNA Looks to the Future continued on page 7
FNA Looks to the Future continued from page 6

- The Christine Lynn College of Nursing at Florida Atlantic University (FAU) received the Education and Advocacy Award, recognizing a nursing education program that promotes professional activities and educates nursing students about advocacy through inclusion of related content in the curriculum and participation in related activities;

Barbara Redding, RN, received the Nurse Educator Award, honoring an outstanding Nurse Educator.

Irene Alexaitis, RN, received the Nursing Administration Award, honoring an outstanding administrative leader in nursing.

Leslie Homsted, Andrea Gregg, and Willa Fuller. Leslie, who retired in 2010, was honored for her 20+ years of serving FNA as the Director of Professional Practice Advocacy.

Judy Davies (accepting the award for Betty Morgan), Andrea Gregg, and Barbara Thoman Curtis. Betty and Barbara were recognized as Diamond members for 50 years of continuous membership.

FNA honored Mike Bennett as FNA Legislator of the Year.

Bill Cotterell from the Tallahassee Democrat received the FNA Media Award.

2011 Call For Leadership

At the 2011 Membership Assembly (September TBD), members will have the opportunity to run for regional leadership. Please consider this leadership opportunity. Regional leaders will sit on the FNA Board of Directors and represent the geographical region that you reside in (see map on page 4). If you have inquiries about regional leadership, please contact info@floridanurse.org.

Special Interest Groups

What is a FNA Special Interest Group (SIG)? A SIG is the opportunity for members across the state to work together on a specific issue or topic. At least 10 members must express interest to form a SIG and a form must be submitted to FNA. Email info@floridanurse.org for the form or download it at the Members Only section of the FNA website. SIGs are statewide groups and give members the opportunity to work with other nurses who have the same passion for particular issues.
The Florida Nurses Association (FNA) was established by members of the Florida Nurses Association (FNA) in 1983. The FNF focus has evolved over time to include support of nursing education and research and to provide assistance to nurses in need, as well as public policy education. Funding for FNF initiatives comes from FNA member donations, entrusted FNA member funds, and FNF fundraising efforts.

The Florida Nurse Foundation (FNF) is pleased to announce the recipients of the 2010 scholarships. This year, FNF awarded funding for 31 scholarships, over $16,000, to students throughout the State of Florida. FNF exists to promote nursing and the delivery of healthcare through the advancement of research, education, and practice. Each year, funds are provided to registered nurses and students for scholarships and research grants.

2010 Scholarship Recipients Announced

- Joann Andrews from Ft. Myers and attending Florida Gulf Coast University, received the Ingeborg Maukisch Scholarship;
- Barbara Green, from Cape Canaveral and attending the University of Central Florida, received the District 6 Generic Scholarship;
- Sophia Khawly, from Miami and attending the Florida State University, received the Undine Sams and Friends Scholarship;
- Leigh Ann Del Rio, from Kissimmee and attending Keiser University, received the District 6 Generic Scholarship;
- Christina Amidei, from Orlando and attending the University of Central Florida, received the District 8 Charlotte Anzalone Scholarship;
- George Byron Smith, from Tampa and attending the Case Western Reserve University, received the District 4 Florida Nurses Scholarship;
- April Hellner, from St. Petersburg and attending St. Petersburg College, received the Ruth Jacobs District 46 Scholarship;
- Catrina Quinn, from Indialantic City and attending the University of Central Florida, received the District 6 Generic Scholarship;
- Snezana Radnovic, from Miami and attending Miami Dade College, received the Agnes Naughton Scholarship;
- Lindsay Capito, from Lutz and attending the Florida State University, received the District 6 Generic Scholarship;
- Giovanna Craverio, from Ft. Lauderdale and attending South University, received the Louise Fiske Memorial Scholarship;
- Lisa Korn, from Tarpon Springs and attending Walden University, received the Olive Ramsey Memorial Scholarship;
- Joann Andrews from Ft. Myers and attending the University of Florida, received the Iona Pettingill Scholarship;
- Felusha Denford, from Jacksonville and attending the Jacksonville University, received the District 3 Scholarship;
- Stephanie Ayres, from Miami and attending the University of Miami, received the Eleanor Bindrim Scholarship;
- Natalie Camara, from Hialeah and attending Broward College, received the Nina Brookins Scholarship;
- Delilah Plate, from Holly Hilly and attending Daytona State College, received the Olive Seymour Scholarship;
- Amanda Hughes, from Melbourne and attending the University of Central Florida, received the May York Scholarship;
- Elisa Rush, from Tallahassee and attending the Florida State University, received the Great 100 Nursing Scholarship;
- Isis Gonzalez, from Miramar and attending Nova Southeastern University, received the Ruth Finamore Scholarship;
- Sadie Abboud, from New Smyrna Beach and attending the Florida State University, received the District 18 Lillian Hull Friend of Nursing Scholarship;
- Jennifer Anderson, from Lauderdalehill and attending Barry University, received the Charlotte Liddell Scholarship;
- Yexica Perez, from Delray Beach and attending the Florida Atlantic University, received the Mary York Scholarship;
- Michela Lambert, from Boynton Beach and attending South University, received the Mary York Scholarship;
- Sanique Brown, from Miami and attending the Florida Atlantic University, received the Connie Dorry Memorial Scholarship;
- Bessy Benjamin, from Naples and attending the Florida International University, received the Mary York Scholarship;
- Suraj Wagh, from St. Petersburg and attending the St. Petersburg College, received the Imogene King Scholarship;
- Eva-Maria Gonzalez, from Miami and attending the Florida International University, received the Mary York Scholarship;
- Cheryl Roche, from Jacksonville and attending the University of Florida, received the Great 100 Nursing Scholarship;
- Lisa Sellars, from Vero Beach and attending the Florida Atlantic University, received the Erma B. Kraft Scholarship;
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FNF was established by members of the Florida Nurses Association (FNA) in 1983. The FNF focus has evolved over time to include support of nursing education and research and to provide assistance to nurses in need, as well as public policy education. Funding for FNF initiatives comes from FNA member donations, entrusted FNA member funds, and FNF fundraising efforts.
Let me take a minute to introduce myself. My name is Shelby Jones, President of the Florida Nursing Students Association (FNSA) and Vice President of the South Florida Community College Student Nurses Association (SFCC SNA). This is the start of my second year serving on the Executive Board for FNSA. Last year, I was Region 7 Director and Community Health Chair. I look forward to an even more exciting year working with the new Board of Directors and with FNA.

This year, FNSA is very fortunate to have twelve new and talented executive board members and 2 consultants:
- Dudley Deshommes, 1st Vice President, University of Central Florida-Orlando
- ReAnna Greene, 2nd Vice President, University of Central Florida-Orlando
- Tailikia Chamberlain, Corresponding Secretary, Barry University
- Samantha Marcato, Recording Secretary, Barry University
- Leon Orwell, Treasurer, Florida Atlantic University
- Judy Frazer, President, University of Central Florida-Orlando
- Murielle Joseph, Region 2 Director/Communications, University of Florida
- Nicole Couzzo, Region 3 Director/Breakthrough to Nursing, University of Central Florida-Orlando
- Lisa Russell, Region 4 Director/Community Health, Polk State College
- Jennifer Bressler, Region 5 Director/NEC, Florida Atlantic University
- Limor Weinberg, Region 6 Director/Legislative, Barry University
- Joshua Budny, Region 7 Director/Resolutions, Seminole State College
- Consultants: Cindy Boucher MSN, RN; FNA Consultant
  Toni Linck, MSN, RN; Polk State College

The National Student Nurses’ Association’s (NSNA’s) annual convention will be held in Salt Lake City, on April 6-10, 2011. In the past, FNSA has had the highest number of delegates in attendance, and I anticipate this year will be no exception. I am challenging all Florida nursing programs to encourage their students to start fundraising early so that they have the opportunity to attend this professional and educational event.

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

You can contact me at fnsapresident@yahoo.com.
Legislative Update

Nurse Staffing Bills: FNA vs. NNU ...Not Really!

by Ed Briggs, ARNP

As chair of the task force that developed the nurse staffing bill that FNA is sponsoring in the Florida Legislature, I was recently amazed by a flyer being circulated by the National Nurses Union (NNU) comparing FNA's staffing bill to NNU's staffing bill. Their flyer seems to suggest that NNU and FNA are in some type of conflict over nurse staffing and working at opposite goals.

Such a suggestion is far from the truth. The difference between FNA's position on nurse staffing and NNU's position is simply philosophy.

First, NNU points out that its bill has a fixed ratio mandate while FNA's bill mandates that hospitals develop a staffing committee composed of nurses providing care. This committee would develop the nurse staffing plan to meet individual unit needs. NNU believes that fixed ratios are the solution to nurse staffing, FNA, and the American Nurses Association (ANA), believe that staffing should be individualized to meet the unique needs of the patient population, experience level of the nurses, and the individual units. Our position is also supported by research that has demonstrated that fixed ratios do not improve patient outcomes or working conditions.1, 2, 3

Second, NNU appears to admonish FNA because FNA's staffing bill requires nursing and administration to work together to develop a staffing plan. NNU appears to view the relationship between hospitals and nurses as an adversarial relationship that requires strict government oversight! FNA recognizes that hospitals and nurses have similar interests and believes that by both collaborating a successful nursing staffing plan, safer working conditions can be developed. The FNA Staffing Bill Task Force met with the Florida Organization of Nurse Executives (FONE) to seek their input in the development of the FNA bill since nurse executives would be responsible for the implementation of any bill. FNA believes that collaboration between vested parties dedicated to improving patient care and working conditions can best achieve positive results.

Third, NNU points out that FNA's staffing bill does not have strong mandates for hospitals to comply with, or penalties to those entities that do not comply, while its bill does. That is true. As stated above, FNA strives to maintain a professional, collaborative dialogue with all stakeholders. Bedside nurses, nurse managers, and hospital administrators are not adversaries; we are all partners in healthcare with a goal to provide high quality care in a safe practice environment. Just as the staffing solution must fit each unique unit, the consequences established for not providing a safe workplace should also be unique and fitting to the institution or area. It is also important to remember that efforts to place nurses and administrators in adversarial roles can lead to conflict, harsh work environments, and barriers to effective patient care environments.

The FNA Nurse Staffing Task Force worked to develop a bill that recognized that nursing must work collaboratively with hospitals to develop a safe and successful work environment. We understood that nursing is unlike any other profession and a “one size fits all” solution cannot resolve our unique challenges. Finally, we sought to craft a realistic bill to improve conditions for nurses across the state without a hidden agenda or objectives.

The FNA Staffing Task Force does not view the NNU bill and the FNA bill as being adversaries. They are demonstrative of two different philosophies and methods to improve conditions for nurses and patients. FNA views nursing as dynamic and challenging, requiring innovation, collaboration, and active participation of nurses in the management of patient care. The FNA Nurse Staffing bill reflects the views of FNA and ANA regarding safe work environments. We hope that after reviewing both bills legislators will realize that the FNA bill is the better bill to improve nursing conditions and patient care.

Nurses Advocating for Better Healthcare

by Mai Kung, ARNP, and Janice Hess, DNP, ARNP

In August of this year, Senator Mike Haridopolos produced a Health Care Solution Tour throughout Florida. According to Senator Haridopolos, the tour sought patient-centered solutions to solve the Medicaid crisis, anticipating the ObamaCare of the Health Reform and adding potentially 1.4 million people to Medicaid. The tour started on August 4 in Miami and Clewiston, continued to Orlando and Tampa on August 5, and ended with a visit to Gainesville and Tallahassee on August 6. The agenda included tours of facilities and roundtable discussions to reduce healthcare costs. Many Advanced Registered Nurse Practitioners (ARNPs) contacted the Senator’s office and found there was no nursing representative on his list of invitees.

Representative Michele Rehwinkel-Vasilinda is a strong supporter for nursing issues and she requested that nurses be invited as part of the Health Care Solutions Tour. FNA worked closely with the Coalition of Advanced Practice Nurses (CAPN) to be sure that ARNPs were present at each stop on the tour.

Even though only one ARNP was invited to participate in the roundtable discussion and one was turned away from the Amerigroup in Tampa, ARNP presence for this tour was undeniable. ARNPs had the opportunity to network with tour participants, including legislators attending to discuss nursing’s role as part of the solution. Nurses were united and advocated to improve access, cost effectiveness, and quality of care.

The nursing response to this tour is a good example of how involved nurses can work together and make a difference. Though the task wasn’t easy, nurses remained united and prevailed in delivering the message that nursing must be a part of the discussion. Imagine the message if all 230,000 Florida nurses joined their voices! We need tactful and professional responses to politicians to advocate for our patients and profession. You can make a difference. We need you and your voice! Here are some of the things you can do:

2. Join professional nursing organizations;
3. Obtain letters of support from physicians, patients, etc.; and
4. Commit to elect legislators who promote better access and patient-centered care.


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Electoral Results, Effects on FNA Unclear

by Anna Small, CNM, JD
FNA Legislative Counsel

The voters sent a resounding message to the Florida Legislative and Executive Branches on November 2, 2010. The cabinet, including the Governor, are now all held by Republicans, and the Republican party now holds a veto proof majority in both the House and Senate. The Democrats lost a number of seats in both the House and Senate, although the Republicans have held the majority in recent years.

So what message have the voters sent? The voters want a fiscally conservative, socially conservative government that limits government spending. How this will affect nursing in our state will be determined during the 2011 legislative session.

The legislature, with the support of Governor Rick Scott, will work this session on Medicaid reform. While the specific details of the reform are not yet clear, it is clear that efficiencies and cost containment will be a priority. With expanding Medicaid rolls, the need for budget cuts, and a fiscally conservative legislature, it will be critical for nurses to be vocal on how proposed Medicaid reform will affect patients. Nurses are patient advocates and are excellent at speaking for their patients who cannot speak for themselves. Please stay alert, and your lobbying team in Tallahassee will update you as the details of the proposals become clear so that you may advocate for your patients.

State employed health care workers will need to remain vigilant from now until the end of the 2011 session. Governor Rick Scott campaigned on a promise to trim excess from state government. State employees are the best sources to determine what functions of government are critical. State employees need to be prepared to offer their opinions as to what functions are vital to the well being of the state. Additionally, state employed health care workers need to be prepared to offer proposals for efficiencies.

The effect of the elections on FNA’s legislative agenda remains unclear. While some of the candidates FNA supported were not elected, others were, and we continue to have supportive friends in the House and Senate. Clearly, permitting ARPNs to practice to the full extent of their education, training, and experience will save the state money. Legislation requiring every hospital to have a staffing plan, developed in concert with direct patient care registered nurses, will increase workplace satisfaction, resulting in less turnover and reducing costs. A plan for sustainable funding for the Florida Center for Nursing where the nursing community pays for the Center may appeal to the fiscally conservative legislature.

As the dust settles from the elections, stay tuned for updates from the FNA team so that you will know how you can best advocate for yourself, your colleagues, and your patients.

Health Care Reform—DC Style

by Bob Levy, FNA Lobbyist

Call it Obamacare, health care reform, comprehensive health care reform, or try the more common name, A.C.A., the Affordable Care Act. Whatever you call it, the Affordable Care Act is the law of the land.

Some have been concerned with the need for health care reform. In Florida, the need is even more pressing. However, health care reform is a complex subject that affects each of us.

FLORIDA VOTES TO OPT OUT

Florida will ask the federal government to waive a requirement that insurance companies meet an 80 percent medical loss ratio for individual insurance policies.

At a meeting in Tallahassee on September 24, the Florida Health Insurance Advisory Board approved a request for a Medical Loss Ratio (MLR) waiver. Medical Loss Ratio (MLR) requirement—part of the Affordable Care Act supported by President Barack Obama.

McCarty said he did not, however, have a concrete proposal to phase in the requirement.

One option on the table is to allow carriers selling individual insurance policies to have a 70 percent MLR until 2011. Currently Florida law sets MLRs at 65 percent for insurance companies—regardless of line of business—and 70 percent for HMOs.

The PHIA is a 13-member advisory board that is dominated by insurance carrier representatives but does have on it people representing consumers, as well as business interests. Not surprisingly, the board supported the move to delay the implementation of the MLR requirement.

The waiver request will apply only to the individual market and not to small group or large group plans. McCarty said it shouldn’t be difficult for large group plans to meet the MLR requirements under the federal law, which is set at 80 percent.

For small group plans, the MLR is set at 80 percent, similar to individual plans.

HEALTH CARE JOBS DEFY RECESSION

Even with Florida’s unemployment rate at record highs, there are jobs to be had, economics and government employment experts say. But you need to know where.

What’s in demand? Try home health aids. Or dental hygienists, physical therapist assistants and aides, veterinarians, and various medical technicians.

The growth in health care jobs is due in large part to baby boomers, who will require more health care as they age. Demand for some health occupations also is being fueled by a growing reliance on lower-paid health workers to cut costs. Tasks previously performed by doctors and dentists, for instance, increasingly are being shifted to medical assistants, dental hygienists, and physical therapist aides. Nurse practitioners now handle some of the less serious cases seen in emergency rooms.

The number of jobs for home health aides is expected to grow by 50% in 2011, according to projections. Medical assistant jobs are expected to increase by 34% and physical therapist assistants by 33%.

Many of the jobs are on the lower end of the salary spectrum—the median annual wage for home health aides is $20,460 as of 2008.

Among the high-growth job: nursing aides, dental hygienists, physical therapist assistants and aides, veterinarians, and various medical technicians.

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The Frances Smith Clinical Excellence Recognition Award

FNA is again honoring facilities that have supported clinical excellence and the FNA Clinical Excellence Conference over its 23 years. The award may be submitted by the facility itself or by an employee of the facility, including past presenters at the conference.

Criteria will include conference participation in the way of nomination, sponsorships and attendance. Also considered will be a summary on the nomination form which outlines how the facility creates an environment that encourages nurses to become clinically excellent. This would include a provision for education, on and offsite; clinical ladders; recognition events at the hospital; rewards/payment for certifications; formal programs or recognition of preceptors/mentors; or any other factor that the nurses feel help them to develop their skills and ascend to the level of “expert.”

Nomination forms will be sent to past participants, both individuals and facilities, but may also be requested from FNA headquarters by email to conferences@floridanurse.org or calling 407.896.3261.

Clinical Excellence in STD and High Risk Behavior Prevention

by Debbie Price, RN, BSN, NCSN

Debbie is a FNA member who presented this exemplar at the 2010 FNA Ingeborg Maukisch Clinical Excellence Conference.

In preparation for National Sexually Transmitted Disease (STD) Awareness month in April 2009, the Santa Rosa County Epidemiologist collected statistical data on STDs for our county. After she presented the STD data for Santa Rosa County teens, it was obvious a problem existed. The gonorrhea rates over the past four years had increased nearly 116% for the 15-19 year old population and the chlamydia rates had increased over 130% from 2004-2008. As a result of these staggering trends, a team was developed to analyze the data and develop strategies to reduce escalating STD rates and high risk behaviors amongst the teens in Santa Rosa County.

As the Nursing Program Specialist over School Health, I did a review of programs being offered in the middle and high schools of the county to determine if gaps in education existed. My review found huge gaps in STD education for the students. The Epidemiologist and I speculated that a correlation existed between the increased STD rates and a lack of educational programs within the schools.

As a means to provide immediate education within the middle and high schools of the county, we sought to use posters provided by the State of Florida STD Bureau which focused on STD prevention. Ultimately, use of these posters were not approved because the Superintendent felt that the contraception/condom messages were not appropriate for use in schools.

Not to be discouraged, I sought the advice of a graphics design instructor at a local high school. I provided key facts on STDs, rates and basic information for use on the posters, as well as parameters to work within to allow approval for use in the schools. The graphics design students provided over 13 excellent samples of work for approval. These poster samples were approved for use and up to seven STD prevention posters were selected.

Seeking to re-establish a STD prevention program in the schools, I did a review of current abstinence-based risk prevention programs in the area and found a Campfire USA peer education program that still existed for middle and early high school age students. The peer education concept, with its interactive component, was intriguing and had great impact potential to meet the needs for a high risk behavior/STD prevention program. However, the program did not have funding to provide support to the Santa Rosa County schools.

I persevered by contacting a fully trained program director who had the opportunity to assist us. Upon my request, she developed an independent program to meet the needs of high risk behavior prevention with a focus on STDs to propose for our schools. The program utilized college-age Awareness Ambassadors for prevention education at the eighth to tenth grade level and was designed to encourage teens to consider the long-term consequences of early sexual activity and other high risk behaviors, including the use of substances. The program received approval by the school board for use in the middle and high schools of Santa Rosa County.

As a result of nearly ten months of intensive work and countless man hours, I am proud to say we have secured enough funding from the Santa Rosa County Health Department to initiate the following STD prevention programs in January 2010. Through perseverance and numerous community collaborations, the students of Santa Rosa County will be offered high risk behavior/STD prevention education for four consecutive years (seventh to tenth grade) with this plan. I am confident there will be a drop in the STD rates for our teen population, as well as a decrease in high risk behaviors as evidenced by review of data from the Florida Youth Risk Behavior Surveys and Epidemiology Reports.

This project is very near to my heart as a parent of teen girls and a community member of Santa Rosa County. I look forward to the continued health promotion and improvement in the health of our students and families through this educational project.
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What has FNA been doing for Members Across the State?

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

FNA strives to keep members informed of any articles, activity, or legislation that may impact the challenges faced that impacts them. I want to take the 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. State employee member communication includes:

• Monthly conference calls for members and member representatives from each major agency to increase opportunities to share information and address concerns. Dates and times for these calls are sent to all members via email and direct mail. Please make every effort to join these calls.
• In September, we published an issue of the State Unit Newsletter (SUN) and will be producing this publication regularly.
• Statewide meetings for members and non-members to provide training, discuss workplace issues, and to seek volunteers as FNA representatives at various work sites. Our first meetings will be in South Florida (Broward, Dade, and Palm Beach counties) in December or January. Continuing education on conflict resolution or collective bargaining will be available at these meetings.

Due to recent budget cuts and layoffs, we have been holding consultation conference calls with the state agencies to ensure that the FNA contract has been honored with respect to ongoing and pending work force reductions. We continue to stress the importance of the Professional Health Care Employees play in providing services to Florida citizens and the need for fair compensation, job security, and the need to organize. We have been very successful in getting very successful in raising wages, under the leadership of my predecessor, Leslie Homsted, along with FNA's legal team.

We have been holding consultation conference calls with management, the Unit, and members on ongoing negotiations for the wage article and three other articles will be held in Tallahassee this month. We continue to be optimistic, we must also be realistic. If not successful during the upcoming negotiations, we will continue to fight for a wage increase (along with other issues) for the new contract in 2012. Florida citizens elected Rick Scott (R), who will take office in January. Scott has made very clear his objectives and views on state employees. This is a critical time for our state employees and our state unit. If there is ever a time that our members need us the most, it is now. We will continue to stress to the legislature the value of its human resources and push the legislature to do the right thing and offer a long overdue wage increase to its state employees.

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, pre-determination hearings, Public Employment Relations Commission (PERC) appeals, and arbitrations. 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 to step 1 of the grievance process. Additionally, we continue on a daily basis to provide consultations to members and non-members, both by phone and e-mail, on workplace issues and concerns that arise through their employment.

Florida State University–Thagard Student Health Center (TSHC)

We provided the Labor Management Meeting in Tallahassee on November 16, 2010. We continue to work with the local leadership of the TSHC Unit and its members to resolve workplace issues and concerns.

Shands

Shands Conference Committee continues to meet monthly to address professional practice and clinical support issues. We have met with the Director of Employee Relations and other members of management continue as a positive way to address issues and concerns in a timely manner. We continue to work with the local unit leadership/members on workplace issues and grievances.

Wuesthoff

Wuesthoff was acquired by Health Management Associates, Inc. (HMA), on October 1, 2010. After meeting with the Senior Vice President of Human Resources and HMA's labor attorney, FNA agreed to recognize FNA as the collective bargaining agent, bargain in good faith, and honor the existing contract. FNA memorialized in a signed Letter of Agreement its agreement to recognize and honor the existing Collective Bargaining Agreement, and offered to begin negotiations. FNA and HMA met prior to the expiration of the existing contract in May 2011. We are working with the local unit leadership and the Wuesthoff nurses on proposals for negotiations, anticipated to begin in January 2011.

In an effort to increase communication with the Wuesthoff nurses and strengthen FNA membership, we sent two mailings to all current and eligible members of FNA's bargaining unit regarding the HMA acquisition, workplace issues, and upcoming negotiations. We continue to work with management, the Unit, and members on ongoing issues on several nursing units, and are working closely with the local leadership on grievances.

Tips for Navigating the Human Nature of Conflict in the Workplace

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

Do you and the people with whom you work share the exact beliefs, perspectives, priorities, and goals? Probably not. Conflict is an ever-present reality whenever people work together. Conflict is a natural byproduct of our environment. It can manifest itself in differences of view, opinion, personality, and interest. And, today’s concerns about the economy are adding to the stress levels we experience, which inevitably leads to more conflict. Left alone, conflict can build and intensify, but fortunately there are many ways to resolve it. Conflict handled well can strengthen our relationships and lead to a healthier work environment. If you want to resolve issues, you need to be willing to try different methods for resolving those conflicts in the face and resolving them the right way. There is a lot you can gain from conflict resolution, so don’t run from it when you can embrace it!

Conflicts may often seem like simple personality differences and not related to work; however, they often have a big impact on the effectiveness of your collaboration, exchange of ideas, and sharing of information in the workplace. Identifying conflict early when trying to address them is far better than the subtle and dangerous patterns of avoidance, denial, passive-aggressive indirectness, and even the silent treatment that get even. The following are tips for handling conflict effectively in the workplace:

• Pick your battles. How important is the dispute really? Does it truly affect you, and is it a chronic problem? If it is a one-time incident or minor transgression, it may be best to let it pass.
• Stay calm. Never approach your coworker or boss when you are angry. In order to ensure a more productive discussion, wait until you have both calmed down.
• Have a game plan. Analyze the situation so that you understand the other person’s point of view and how that person arrived at that view. Resolving conflict involves coming to a mutually satisfactory relationship rather than one person giving into another.
• Focus on the problem, not the person. Never attack or put the other person on the defensive. Focus on actions and consequences. Consider using “I” statements, such as “I feel as though...” or “I believe...” to provide examples of why you feel that way. Try to communicate without placing blame on the other person or the reason behind it. Always be sure to frame the discussion positively.
• Consider what might have caused the conflict. Evaluate how your words or actions may have contributed to the situation. It is always good to look at yourself objectively, but try to place yourself in the other person’s shoes and consider what they might be able to handle the situation differently.

Be respectful of differences. Workplaces today are made up of people from different cultures, backgrounds, etc. What one person might consider acceptable behavior might be considered highly invasive behavior to another. If the conflict is in its early stages, consider asking your coworker or boss if you did anything to upset him or her. Communication is key. While we continue to be optimistic, we must also be realistic. If not successful during the upcoming negotiations, we will continue to fight for a wage increase (along with other issues) for the new contract in 2012. Florida citizens elected Rick Scott (R), who will take office in January. Scott has made very clear his objectives and views on state employees. This is a critical time for our state employees and our state unit. If there is ever a time that our members need us the most, it is now. We will continue to stress to the legislature the value of its human resources and push the legislature to do the right thing and offer a long overdue wage increase to its state employees.

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How Can Nurses Help?
Volunteerism May be the Answer

by Susan Stone, RN

There are over 50 million people in the country that do not have health insurance and over 9% of the Florida population does not have jobs. If there was ever a time that nurses, the most trusted health professional, can impact the health of our country— it is now!

As a nurse educator for the last 25 years, I have had the opportunity to see, first hand, how important education and teaching can influence and change lives. I want to become involved in a mission within Florida and challenge you to help our citizens through education, screening, and preventative interventions on an ongoing basis. It is our responsibility to use our knowledge and expertise to serve those people who have placed their confidence and trust in us. I would like FNA to develop a program to create a health symposium fair in each FNA region. The purpose will be to educate, screen, and refer participants in an ongoing effort to address health needs of Floridians. I know that many nurses feel the same frustration I feel and want to address this concern as well.

Health care coordination is very important. We have many community resources for Floridians. With our help, citizens can use these resources to solve difficult healthcare issues they face. As nurses, we have many contacts within this state who can provide valuable resources and interventions to benefit the health within our communities of interest.

Many nursing students are involved by providing services such as flu injections, blood pressure screenings, and national bone marrow donor screenings at educational health fairs. I think that with an organized plan, we can utilize these students to help us too!

What Can You Do?
Please contact FNA [email info@floridanurse.org] to share your future events so that we can inform Florida nurses about all the worthwhile and creative events our members have developed to serve Florida’s populations. Once FNA receives a fair number of resources, staff will work to place these resources online at the FNA website for consumers and nurses to use. Perhaps these can be replicated in other communities also!

Also, email info@floridanurse.org if you would like to sit on a committee to develop a health fair template that can be replicated throughout the state.

Collaboration is necessary to meet the needs of those uninsured within Florida. Now is the moment! There is no better time to show nursing’s compassionate, caring, and proactive approach to health reform than the present. Please consider joining this volunteer committee of FNA and actively participate in the implementation of our new initiative.

We can make a difference, but it begins with YOU!
Gorzka Receives USF Distinguished Alumni Award
Patricia Gorzka, BSN ’64, ARNP, FAANP, is associate professor and director of continuing education at the College of Nursing, University of South Florida (USF). She received a diploma in nursing from the University of Rochester, a BSN from Frances Payne Bolton School of Nursing, an MS in nursing with a focus on child health from the State University of New York at Buffalo in 1973, and a PhD from Adelphi University in 1988.
She is an elected Fellow in the American Academy of Nursing, a member of the Association of Women’s Health, Obstetric, Neonatal & Pediatric Nurses, and a member of the Nursing Administration and Education Section of the Florida Nurses Association. She has held faculty positions at the State University of New York at Buffalo and Stony Brook, Rocky Mountain University of the Health Professions, and at the University of South Florida for the last 22 years. The Frances Payne Bolton School of Nursing Alumni Association is proud to bestow upon her its highest honor.

Mikos Named Super Lawyer
Cynthia Mikos, RN, JD, was named one of 2010 Super Lawyers in the print and online publication “Florida Super Lawyers.” Cynthia works at Allen Dell, P.A., a law firm in Tampa and specializes in Health Care and Administrative Law. Cynthia is also a long-time member of FNA.

Jacksonville University Professors Attend QSEN Faculty Development Institute
Teri Chenet, Ed.D., RN, and colleague attended the Quality and Safety Education in Nursing (QSEN) Faculty Development Institute in September 22-24, 2010 in Minneapolis, MN. QSEN addresses the challenge of preparing nurses with competencies necessary to continuously improve the quality and safety of the health care systems in which they work. Teri Chenet and colleague will lead the integration of quality and safety competencies into the baccalaureate curriculum at Jacksonville University.

Grossman Recognized by Coral Gables Chamber of Commerce
Divina Grossman, Ed.D., RN, FAAN, Founding Vice President of Engagement at FIU and long-time member of District V FNA, was recently awarded Businesswoman of the Year in the Public Service, Non-Profit category by the Coral Gables Chamber of Commerce and was selected to be in Class XXIX of the prestigious Leadership Florida program. Grossman, who served for 10 years as Director and then Dean of FIU School of Nursing, and later as Dean of the College of Nursing and Health Sciences, was selected because of her long record of professional excellence and stellar achievement in the realm of health care and academic nursing.

Kathleen Blais Ed.D., MSN, RN, Associate Professor, Florida International University, College of Nursing and Health Sciences
Low health literacy skills are associated with poor health outcomes and increased mortality in older adults (Baker et al., 2007). Health literacy is defined as “the degree to which individuals have the capacity to obtain, process and understand basic health information needed to make appropriate health decisions and services needed to prevent or treat illness” (USDHHS, 2010). Health literacy includes not only the ability to read and write, but also the ability to listen, follow directions, fill out forms, calculate using basic math, and interact with professionals and health care settings (USDHHS, 2010). Groups at risk for low health literacy skills include “older adults, minority populations, those who have low socioeconomic status, and medically underserved people” (USDHHS, 2010).

According to the National Library of Medicine (2010) approximately one third of the adult population in the United States has limited health literacy. Additionally, older adults often have vision and hearing impairments that affect their ability to read, hear, and understand health information.

In highly diverse communities, additional factors affect the health literacy of older adults. Immigrants who learned English as a second language will have limited health literacy. Additionally, older adults often have vision and hearing impairments that affect their ability to read, hear, and understand health information.

What can be done? There are many practical approaches nurses can consider in providing care to older adults with low health literacy. We suggest reviewing the “Health Literacy Universal Precautions Toolkit” (AHQR, 2010). The rationale for instituting health literacy universal precautions is that healthcare providers often don’t know which patients have limited health literacy skills. The optimal approach is to assume that everyone may have difficulty understanding and to plan accordingly. Some practical approaches to talking with patients and families include:

1. Use plain language
2. Limit information given at any one time (3-5 key points)
3. Be specific and concrete
4. Demonstrate, draw pictures, and/or use models
5. Repeat/Summarize

References


Yoham worked with other friends and colleagues, another FNA member Mary Alice and her grandnephew Logan. Her good friend nieces Lori (Luis) and Amanda; her nephew Bobby is survived by her two dogs, Salt and Shadow; the therapeutic use of humor in health care. She professional conferences and a strong advocate of Center, and primary care clinics. She was Diabetes Practice Award. She joined the Miami VA Medical Andrew, for which she received the National Nurse Nursing Clinic in South Dade after Hurricane named Professor of the Year. She was co-director the Nurse Practitioner Program. She was twice (1992) from the University of Miami. She was an in 1972. She received her MSN from Case Western Pfeifer (deceased). Donna was born in Bellville, November 5th, 2010. She longtime FNA member passed away. Donna was a devoted nurse and friend to many. She is survived by her sister, her nieces, her nephews, and her favorite dogs, Salt and Shadow. Her legacy will live on through her work and dedication to the nursing profession.

FNA is pleased to announce that a membership development grant was received from ANA. FNA will use these funds to promote a New Grad Special Interest Group and other new grad initiatives, such as sexuality webinars, a New Grad Retreat, etc. If you are interested in sitting on this New Grad Special Interest Group, please contact conferences@floridanurse.org as soon as possible.

The Right to Refuse: Update

The opinion presented by the Tampa Bay Chapter of the American Association of Nurse Attorneys is intended as an overview of selected legal topics and should not be construed as legal advice. The information generally reflects the views of the particular author rather than the organization.

In the June 2010 issue of The Florida Nurse, I wrote about a case that was pending a decision by Florida's First District Court of Appeal. Briefly, the case involved a Tallahassee judge who ordered Samantha Burton, a woman in her 25th week of pregnancy, confined to a hospital, to undergo any and all treatment her physician deemed necessary, including cesarean section. Many of you wrote to me expressing opinions about this case, and I can now report that the court rendered its decision in favor of Ms. Burton this August.

Generally, an appellate court will not hear a case where the controversy has ended, as the issue is considered moot. Here, Ms. Burton had already been confined to the hospital and had undergone the court-ordered treatment, so the controversy between her and the State had ended. However, the court exercised its discretion to hear the appeal because the issue was "capable of repetition, yet evading review." In other words, the court wanted to provide guidance to the lower courts and attorneys in similar cases.

The court then examined whether the State's interest was compelling enough to override Ms. Burton's constitutional right to refuse care. The court noted that the "state's interest in the potentiality of life of an unborn fetus becomes compelling 'at the point in time when the fetus becomes viable,' defined as 'the time at which the fetus becomes capable of meaningful life outside the womb, albeit with artificial aid.'" The opinion makes it clear that establishing viability is the first, crucial step in considering whether any balancing of interests should take place.

In this case, the State had not established, nor had the lower court made a finding that, Ms. Burton's fetus was viable. Instead, the judge determined that the interests of the fetus outweighed any intrusion upon Ms. Burton's constitutional rights. The appellate court clarified that the appropriate standard is whether the state's "compelling state interest is sufficient to override the pregnant woman's constitutional right to control of her person, including her right to refuse medical treatment." Even when the State's interest is found to be compelling enough, the State must show that the intervention it seeks must be "narrowly tailored in the least intrusive manner possible to safeguard the rights of the individual." The opinion is important for its precedential value and underscores the need for patient advocacy by nurses. Patients like Ms. Burton and their physicians sometimes disagree about courses of treatment. An objective third party—a nurse—can help bridge the communication gaps between the two so that the patient's rights can be safeguarded while planning for as positive an outcome as possible.

Liz Lanier is a nurse attorney and a Member of Helms & Greene, LLC, in Tampa. She may be contacted at elanier@helmsagreene.com. She is admitted to practice law in Florida and in Georgia. She is currently the President of the Tampa Bay Chapter of The American Association of Nurse Attorneys and is a member of the Board of Directors of the Hillborough Association for Women Lawyers.

1 Burton v. State, 2010 WL 156842 [Fla. 1st DCA 2010].
2 Burton v. State, 2010 WL 3168124 (Fla. 1st DCA 2010). The opinion can also be found at http://opinions.1dca.org/written/ commons/201008-12-1020959757.pdf
3 The State won the other party in the controversy because the State Attorney, on being notified that Ms. Burton was refusing care, brought the case in the lower court.
4 Burton, 2010 WL 316842 at *2.
5 No presumption of viability is made in the Florida Statutes. "Viability" is defined as "that stage of fetal development when the life of the unborn child may with a reasonable degree of medical probability be continued indefinitely outside the womb." Fla. Stat. § 390.1116(a).
6 Burton, 2010 WL 316842 at *2.
7 Id.
8 Id.
9 Id.
The Future of Florida’s Nursing Shortage Under Healthcare Reform

by Jennifer Nooney, PhD

The Florida Center for Nursing (FCN) prepares long-range forecasts of nurse supply and demand every two years to facilitate the state’s planning in response to changing economic and political conditions affecting the nurse shortage. This year’s forecast takes into account the severe economic recession the state has experienced over the past two years. The recession has caused nurses to delay retirement, return to the workforce after an absence, or increase the number of hours they work in response to spousal job loss and economic uncertainty for the family. At the same time, some nurse employers have experienced a declining patient census as Floridians have lost jobs and health insurance. As a result of both increased nurse supply and decreased demand for nursing labor, the vacancy rate for direct care RNs in Florida’s hospitals was nearly cut in half between 2007 and 2009.

The Center projects a continued tight labor market for RNs for the next few years as the economy slowly recovers. As Figure 1 shows, however, beginning in 2014 the demand for nurses is projected to increase rapidly. Healthcare reform is expected to increase access to Medicaid for around 1,000,000 Floridians, and other provisions in healthcare reform will incentivize hundreds of thousands of others to purchase healthcare insurance. The result will be an increased demand for primary care, elective surgeries, and diagnostic testing that will increase the demand for RNs primarily in ambulatory care and hospital settings.

If no new interventions to increase the nurse supply are implemented, Florida can expect a shortage of around 11,000 RN full-time equivalents (FTEs) in 2015 to grow to more than 50,000 RN FTEs in 2025. Based on the average proportion of an FTE worked by nurses in Florida, this translates into an estimated 56,000 RNs that will be demanded but unavailable for employers in 2025.

We know that concerted efforts to increase the supply of nurses can be successful. After all, our call for expansion of nursing programs in the state two years ago has clearly been answered. In the past two years, the number of pre-licensure RN graduates increased by 27 percent. There are a number of reasons to suspect, however, that continued expansion at this pace is unsustainable. Lack of clinical space, funding, and a shortage of faculty are the major barriers to growth for existing programs. Although new programs are being established in the state, they often compete with existing programs for available faculty and clinical space.

Because of resource limitations in nursing education and our need to retain the wealth of experiential and organizational knowledge held by the state’s experienced nurses, the Center has prioritized RN retention as a top recommendation in its report. Through the dedication of a strong Board of Directors, committed membership, and an outstanding Executive Assistant, FONE has made considerable progress in its journey as the Voice of Nursing Leadership in Florida.

FONE was honored as the winner of the 2010 Florida Association of Nurse Executives Chapter Leadership Award. Many thanks to Hattie Barbour, Director Emeritus, and Michele Drummund-Huth, the FONE Past Presidents, and the Executive Committee Co-Chairs, Teri Chenot and Rose Sherman, for this memorable conference and event.

FONE’s 40th Anniversary has been a year of movement for FONE. Through the dedication of a Board of Directors, committed membership, and a passionate Executive Assistant, FONE has made considerable progress in its journey as the Voice of Nursing Leadership in Florida.

This has been a year of new achievements for FONE. Through the dedication of a strong Board of Directors, committed membership, and an outstanding Executive Assistant, FONE has made considerable progress in its journey as the Voice of Nursing Leadership in Florida.

FONE was honored as the winner of the 2010 American Organization of Nurse Executives Chapter Leadership Award. Many thanks to the Research Committee and Chair Diane Brady-Schwartz for preparing the award application and for their ongoing work.

FONE celebrated its 40th Anniversary at the spring conference: Nursing Leadership: Honoring our Past, Planning for the Future. Many thanks to Hattie Barbour, Director Emeritus, and Michele Drummund-Huth, the FONE Past Presidents, and the outstanding Education Committee Co-Chairs, Teri Chenot and Rose Sherman, for this memorable conference and event.

FONE and its affiliated chapters contributed nearly $7,000 this year in support of FCN in response to its loss of state funding. FONE will support the continued funding of FCN from state license renewal funds.

FONE created a Position Statement on Educational Preparation for Nurses in Florida. Currently Florida has 32% BSN nurses and 56.6% with diploma or associate degrees. This position statement supports the move to 80% of RNs with BSNs in 10 years. This position statement will be presented for membership ratification at the annual membership meeting in Fort Lauderdale. The position statement was presented to the QUIN Council, and, if ratified, will inform FONE’s efforts in the next years.

FONE participated with the Florida Society for Healthcare Security, Safety, and Emergency Management Professionals (FSHSSEM) on two projects:

- Statewide awareness, prevention, and response/recovery program for workplace violence in the hospital environment
- FONE conducted its annual day in the legislature in Tallahassee in conjunction with the Florida Hospital Association’s Legislative Days. FONE continues to gain lobbying experience and recognition from Florida legislators. Thanks to Governmental Relations Committee Co-Chairs Triha Dittman and Gleen Fechtenburg for their leadership in these efforts.

The Leadership Committee, chaired by Vicki Marsee, awarded the Florida Nurse Leader of the Year Award to Innette Sarduy, Chief Nurse for Acute Care, at the James A. Haley Veterans Hospital in Tampa.

FONE 2011 Educational Conferences... Save the Dates: June 8-10 in Jacksonville; November 2-4 in Sarasota.

For more information visit FONE’s website www.foneox.com, email FONE@ox.com or call (407) 277-5513. Become a FONE member and lead the way in professional nursing practice and patient care in Florida.

The Florida Organization of Nurse Executives
Notes from the Intervention Project for Nurses

by Linda L. Smith, RN, MN, M.Div., CAP

Most nurses probably have known a colleague whose ability to practice her or his profession was impaired, usually by drug or alcohol abuse. Often, this is an awkward and challenging situation to address. Many nurses are unfamiliar with the best way to help. The good news is that Florida has a landmark program, the Intervention Project for Nurses (IPN), which can assist nurse colleagues with methods to identify and help nurses.

Florida’s IPN program was the first of its kind in the nation, enacted in 1983 at the urging of the Florida Nurses Association. The American Nurses Association called out to Florida and others to initiate action, instead of strict discipline only, for colleagues with substance abuse disorders and mental health conditions. Today about 75 to 80 percent of the nurses who participate in the IPN program successfully recover and resume their professional practice.

Leu Gardens | Orlando
Committed to Caring for Colleagues

This two-day conference is designed to offer current up-to-date information regarding impairment in the Nursing Profession including the latest in monitoring interventions, policy statements, national nursing trends, treatment approaches, and employment safeguards. This conference is for you if you are a nurse, nurse employer, school of nursing, treatment provider, support group facilitator, recovering nurse(s), and/or if you care about these issues.

Adjunct meetings include an annual facilitator meeting on Wednesday, April 13th, and a participant reception on April 14th. For more information, please call Erica at 904.270.1620 x138.

Greetings from the Florida Association of Nurse Anesthetists

by Jeanne M. Antolchick, CRNA, MS, ARNP

FANA Celebrates 75 Years of Nurse Anesthesia

Over four hundred Certified Registered Nurse Anesthetists (CRNA) can celebrate 75 years of service to Floridians during their 2010 Annual Meeting at the Buena Vista Palace in Orlando on October 29–31, 2010. The meeting offered CRNAs the opportunity to earn 10 CE credit hours, participate in simulation training, and celebrate their 75th anniversary at the “Diamonds are Forever” Monte Carlo Night.

Nurse anesthetists have been administering anesthesia to patients in the United States military men and women on the front lines since WWI, including current conflicts in the Middle East. Additionally, CRNAs are the primary anesthesia providers in rural areas, enabling healthcare facilities in these medically underserved areas to offer obstetrical, surgical, and trauma stabilization services. In some states, CRNAs are the sole providers in nearly 100 percent of the rural hospitals.

The CRNA credential was created in 1956. According to a 1999 report from the Institute of Medicine, anesthesia care is nearly 50 times safer than it was in the early 1980s. Numerous outcomes studies have demonstrated that there is no difference in the quality of care provided by CRNAs and their physician colleagues. CRNAs provide anesthesia in collaboration with surgeons, anesthesiologists, dentists, podiatrists, and other qualified healthcare professionals. As advanced practice nurses, CRNAs practice with a high degree of autonomy and professional respect in every setting in which anesthesia is delivered. These settings include traditional hospital surgical suites and obstetrical delivery rooms; critical access hospitals; ambulatory surgical centers; the offices of dentists, podiatrists, ophthalmologists, plastic surgeons, and pain management specialists; and, U.S. military, Public Health Services, and Department of Veterans Affairs healthcare facilities. Legislation passed by Congress in 1986 made nurse anesthetists the first nursing specialty to be accorded direct reimbursement rights under the Medicare program.

FANA continues to work with multiple organizations to ensure all Americans can visit the health care professional of their choosing. Our state and national associations continue to promote comprehensive healthcare reform that expands patients’ access to high quality healthcare coverage and services that individuals, employers, and our country can afford. America’s ARNPs—which includes CRNAs—remain part of the solution to many of the challenges facing the U.S. healthcare system. We play critical roles in ensuring patient access to high quality healthcare services. Our state and national associations support our profession and our service to our patients. Visit www.FANA.org and www.AANA.com for information on how you can be a part of a winning team of anesthesia healthcare professionals!