

Mission Statement

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

Advocacy. Action. Effect Change.

Lobby Days, March 19 and 20, 2013
Residence Inn Tallahassee

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Nurses Retreat and Clinical Excellence Conference
Daytona Beach
June 14 and 15

The Shores
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President's Message



Caring and Civility Go Hand-in-Hand

Mavra Kear, PhD, ARNP, BC

I remember when nurses' stories used to be about caring and special patients. Sharing those moments were mentally refreshing as we paused to reflect on why we became nurses. It seems those days are gone. As an educator, I am somewhat removed from the harsh realities of bedside care today. As I listen to nurses talk about their work, I hear stories about the intensity of the work environment, managers who only care about patient satisfaction scores, and administrators who only care about rapid discharge. It is rare to hear a story about the special few minutes spent with a patient: an encounter where in caring for the patient the nurse came away with a renewed sense of nursing spirit.

The nurses who I talk with are not put off by hard work. Nursing school was hard and prepared them for a job that is demanding both physically and emotionally. The concern driving people out of nursing is the overt and covert malicious, intimidating behaviors from co-workers and managers that disrupt workflow and precipitate physiological and psychological illness. Such aggression is not limited to physician on nurse interactions; it is largely nurse on nurse.

We must change this culture of incivility. The Joint Commission identified workplace bullying

in a 2008 sentinel event alert because it threatens patient safety. A CINAHL database search using the terms *bullying* and *nursing* found 550 citations from 2002 to 2012. I was appalled to read the first title on the list: *Using bullying as a management tool in health care environments*. WHAT?! The next two articles were about bullying in undergraduate nursing education where faculty preyed on each other as well as on students. Role modeling bullying behavior is shameful!

Bullying is unprofessional and not to be tolerated. It is up to each individual nurse to find the moral courage to speak up. Report bullying behavior and learn to make assertive statements to those who treat you badly. Do not become part of an organizational culture that condones unprofessional conduct. Stop worrying that you might hurt someone's feelings. Your feelings are as important as the next person's and you have an ethical duty to confront this misconduct. If the hazing behaviors intensify, report that too. You might remind the employer that organizations that have a reputation of workplace bullying experience high turnover, low productivity, and increased medical errors. All of these are costly, preventable outcomes.

Lachman (2010) offers the acronym CODE to actualize moral courage. Show Courage through a willingness to overcome fear and speak up when

witnessing behavior that is morally wrong. Nurses have an Obligation to adhere to the American Nurses Association Code of Ethics for Nurses (2001). Danger management is crucial to confronting uncomfortable conversations. Simple strategies can include venting to friends or journaling. Minimize risk aversion by focusing on the desired outcome and the pride you will feel in contributing to a better work environment and safer patient care. Express your concerns objectively. This takes practice. Use "I" statements, focus on the undesirable behavior and not on the individual enacting the behavior, and then ask for a change. One useful approach is to say, "When you do X, I feel Y. Instead, I would like you to Z." For example, "When you call me incompetent, I feel angry. Instead, I would like you to teach me what I may not know so that I can be a better nurse." "When you talk about me behind my back, I feel humiliated. Instead, I would like you to tell me when you are unhappy with something I have done so that we can resolve the issue and move on."

Nursing is about caring and bullying behavior has no place in healthcare. All nurses have an obligation to create a safe environment for

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Notes from the Executive Director



A Brief Overview of 2012

by Willa Fuller, RN,
FNA Executive Director

This was an eventful year for the Florida Nurses Association Board, Staff and members on the local level. After a challenging transition over the past few years (since 2010) our new structure is taking shape and members are embracing the change with enthusiasm and new ideas. The activities within the Regions are increasing and members are finding ways to bring the new structure to life. Some barriers still exists as some members are still searching for ways to create activities within their local areas. We encourage these members to reach out to staff and their Region Director for guidance and resources. You can see the successful Region activities that have occurred so far later in this publication.

The Special Interest Groups (SIGs) are also evolving and nine of the 11 SIGs have had conference calls and/or face to face meetings. Membership in the SIGs has grown exponentially and some SIGs have leadership groups that have begun to formulate plans for the future. One idea is for the SIGs to create activities on the Regional level giving members more opportunities to participate. Some examples of SIG activities include the Regional Liaisons set up by the Health Policy SIG to facilitate communication from the board to the SIG and vice versa. The New Grad SIG has opted to change its name to the Novice Nurse SIG and they are busy planning their next Nurses' Retreat in Daytona Beach. This fun activity provides both educational opportunities and the

chance to network and problem-solve. The Staff Nurse SIG is the newest SIG on the FNA horizon.

FNA had an active legislative year beginning with an early Lobby Days due to reapportionment. We had some success during session including heading off a bill by Surgical Techs but also continue to have our challenges related to Advanced Practice. We continue to work with the other members of the Florida Coalition of Advanced Practice Nurses on this important issue. Our successful bipartisan *We Care-We Vote* Campaign got some early press and engaged members and non-members alike by encouraging nurses to be visible and vocal about their involvement in the political process. This campaign will continue as we lobby our issues in the upcoming session. (See our Lobby Days registration in this issue). The upcoming year in the legislature promises to be equally challenging and we look forward to making sure that nursing's voice is heard at the Capital. We invite you to be a part of the process.

We have had a challenging time with our State Employees and have spearheaded and participated in two legal challenges on their behalf. We continue to work on these areas and are also negotiating vigorously for these important members.

We also joined the Florida Association of Nurse Anesthetists and intervened in a legal challenge to the rule-making authority of the Board of Nursing by the Florida Medical Association. You can read more about this in a separate article in this issue.

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The Florida Nurse

Owned and Published by,
Florida Nurses Association
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Orlando, FL 32803-5403
P.O. Box 536985, Orlando, FL 32853-6985
Telephone: (407) 896-3261
FAX: (407) 896-9042
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Website: http://www.floridanurse.org
Office Hours: 8:30 a.m. to 4:30 p.m.,
Monday thru Friday

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Published quarterly, March, June, September, and December by FNA, a constituent member of the American Nurses Association.

Editor-Willa Fuller, 1235 E. Concord St., Orlando, FL 32803-5403

Subscription available at \$20.00 plus tax, per year. Members of FNA receive the newspaper as a benefit of membership.

COPIES of The Florida Nurse are available on 35mm microfilm, 106mm microfilm, article reprints and issue copies through Bell & Howell, 300 North Zeeb Road, Ann Arbor, Michigan 48106

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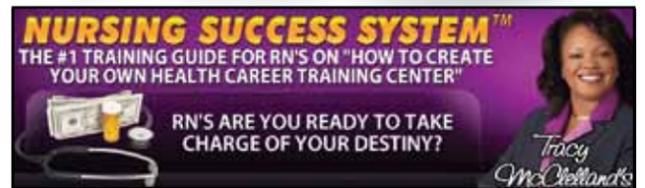


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News from Headquarters

Welcome!

FNA is pleased to welcome Vicki Sumagpang to our team. Vicki will be our new Director of Programs and Member Engagement. Vicki recently graduated with her MSN and is a long time FNA member. She is very passionate about nursing and has already jumped right in and began working on several projects. Some of you may even have met her at this year's Membership Assembly. She will be coordinating communications regarding Regions and Special Interest Groups as well as future FNA conferences. Join us in welcoming Vicki to the FNA family!



Vicki Sumagpang

MARK YOUR CALENDARS!

Plan now on attending these 2012 conferences. Visit floridanurse.org and click on "Conferences" for more information on:

March 19th & 20th, 2013
Lobby Days 2013
Marriott Residence Inn
Tallahassee, FL

June 14-15, 2013
Clinical Excellence Conference and Nurses Retreat
The Shores Resort and Spa
Daytona Beach, FL

February 24-March 2, 2013
Florida Nursing Students Week

June 28-29, 2013
ANA Membership Assembly

April 18-20, 2013
IPN/FNA Conference

September 19-21, 2013
2013 Membership Assembly
Florida Mall Hotel
Orlando, FL

May 6th-12th, 2013
National Nurses Week

November 10-16, 2013
Nurse Practitioner Week

President's Message continued from page 1

nurses and patients, regardless of specialty area, education, or level of responsibility. Stand up for what is right. Speak out against workplace bullying. It is the only way to create a culture of civility and patient safety.

Lachman, V. (2010). Strategies necessary for moral courage. *Online Journal of Issues in Nursing*, 15(3), 1. doi:10.3912/OJIN.Vol15No03Man03

The Joint Commission (July 9, 2008). *Behaviors that undermine a culture of safety*. Issue 40. Retrieved from http://www.jointcommission.org/assets/1/18/SEA_40.PDF

ATTENTION FNA MEMBERS! Your Email Address is Needed

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



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MEMBERSHIP ASSEMBLY



2012 Membership Assembly Awards

The Florida Nurses Association (FNA) honors excellence in professional nursing by recognizing individuals and groups who are recommended and selected by their peers. The awards program enhances the mission of the Association by empowering its members to promote excellence in nursing among their colleagues. This year's winners were honored during the 2012 Membership Assembly Award Dinner on Friday, September 14th, at the Hilton Orlando in Altamonte Springs.

Hall of Fame

FNA is pleased to announce that both **Patricia Messmer, Phd., RN-BC, FAAN**, of Hollywood, FL and **Claydell Horne, PhD, RN**, of Live Oak have been inducted into the Florida Nurses Association Hall of Fame, an honor given to an individual, nurse, organization, or group for actions or programs consistent with the philosophy, goals, and mission of the Florida Nurses Association.



Patricia Messmer

Pat Messmer is a nationally and internationally known member of the nursing profession. She is energetic and politically savvy. Her work as a nurse researcher has contributed to the expanding body of nursing knowledge. She works to develop novice nurses by diligently raising funds for FNF and ANF scholarships and grants.

She has received funding for sixty nursing research studies covering a wide range of areas impacting nursing practice. Her work is creative, informative, fun and engaging to nurses at all levels but especially staff nurses.

Pat started out as a staff nurse, public health nurse, clinical instructor, nurse practitioner, assistant professor, Director of Nursing Research/Magnet Project Director, nursing researcher, Director of Patient Care Services Research and current serves as Nursing Education and Research Consultant at Miami Dade College.

Pat served as president of the Florida Nurses Foundation and as treasurer of the American Nurses Foundation. She currently serves as the chairperson of the Nurses Charitable Trust. She has embraced her leadership role by addressing policy issues and pushing for the passing of health care legislation including safe practice environment of nurses, increased funding for education and improving access to care for all patients.

Claydell Horne is a name synonymous with nursing education and the FNA. Dr. Horne has been an active member of the FNA for more than 50 years. Her contributions over the years have had a significant impact on the nursing profession.



Claydell Horne and Mavra Kear

She has served as the backbone of FNA and the nursing profession in Florida. Her colleagues and students have benefited from her guidance as a consultant for decades and are now contributing leaders to nursing.

Claydell epitomizes the science of nursing with her many grant and research contributions and the heart of nursing by fostering the young as an academician. As an instructor she motivated students to dig deeper into their knowledge base. She encouraged them to start with what they knew and then to utilize the nursing process to gain a measure of success.

She has served as the president and vice president of her local district and as a delegate to FNA conventions and the membership assembly. She chaired the bylaws committee of FNA for 4 years and served as a delegate to the ANA convention as well as serving as state consultant for FNSA for over 25 years. She demonstrated a strong commitment to foster membership as one way of assisting students to grow professionally.

There is no hurdle too high, no challenge too big for Claydell to tackle and for her to recruit the bodies and minds necessary to help her make it work.

Legislator of the Year

Senator Nan Rich was recognized as FNA Legislator of the Year for her commitment to social services, human services and health care throughout her legislative career in the House and Senate.



Nan Rich

Advanced Practice Nursing Award

Marie Etienne, DNP, ARNP, PLNC, of North Hollywood was awarded the FNA Advance Practice Nursing Award for her commitment to providing compassionate care to patients from all walks of life: youth, elderly, migrant workers, homeless and uninsured.



Marie Etienne and Mavra Kear

Community Action Award

Constance Miller, MSN, RN, of Miami, FL received the FNA Community Action Award for her voluntary contribution to the health and welfare of the South Florida community including facilitating community education event planning students and faculty at Miami Dade College and involvement in Miami Rescue Mission Homeless Project.



Constance Miller and Mavra Kear

Heather Scaglione Award

In recognition of her 16 years of service as a consultant to Florida Nursing Student Association **Barbara Anderson, RN**, of Ocala, FL was awarded the Heather Scaglione Award.



Barbara Anderson and Mavra Kear

Mary Cash Award

Annette Gibson, MSN, RN, of Miami, FL was awarded the FNA Mary Cash award recognizing and individual nurse who has made outstanding contributions to cultural diversity in nursing and health care.



Annette Gibson

Nurse Educator Award

Jill Winland-Brown, ARNP, DNP, of Vero Beach received the FNA Nurse Educator Award for her commitment to education through her mentorship and her research efforts aimed at improving professional nursing practice.



Jill Winland-Brown and Mavra Kear

Nursing Administration Award

Loise Kaigle, MSN, RN, NEA-BC, of Orlando was recognized with the FNA Nurse Administration Award for her development of empowered and supported teams who have done phenomenal work toward improving patient outcomes.



Loise Kaigle

Nursing Research Award

In recognition of her significant contribution to both bench and clinical science **Mary Lou Sole, PhD, RN, CCNS, CNR, FAAN**, of Winter Park has been awarded the FNA Nursing Research Award.



Mary Lou Sole and Mavra Kear

Special Recognition Award

Inez Brown Fielding, RN, BSN, of Sebastian received the FNA Special Recognition Award for her actions consistent with the philosophy, goals and mission of the Florida Nurses Association throughout her 50 year nursing career and retired life.



Inez Brown Fielding and Mavra Kear

MEMBERSHIP ASSEMBLY



2012 Diamond Members 50 Years of Continuous Membership



2012 Lamplighters 25 Years of Continuous Membership



Ida Mizel-Gilula



Ann Marie
McCrystal



Clare Good and
Mavra Kear

Frances Aronovitz
Barbara Chasco-Papale
Alice Evans
Jeanne Sandy Oestreich
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More 2012 Membership Assembly Photos...



TSgt Derek Bishop met with members Clare Good, Sue Korsberg and Carolyn Vallone and students to answer questions about nursing in the US AirForce.



Inez Fielding, Phyllis Burke and Judy Brustad enjoy a healthy lunch on the second day of Membership Assembly.



Michelle Yore of the Florida Center for Nursing and FNA LERC Liaison Marsha Martin.



FNA President Elect Ed Briggs and Doreen Cassarino at the Membership Assembly Awards Dinner.



Bibi Lowton, FNA Government and EGTW Program Specialist, Jeanie Demshar, FNA Director of Professional Practice Advocacy, Don Slesnik, FNA Labor Attorney, Ann-Lynn Denker, FNA Member, Marsha Martin, FNA LERC Liaison, AnnMarie Farro, Shands Bargaining Unit Vice President.



FNA Hall of Fame inductee Patricia Messmer stands up to voice her point of view at the FNA Business Meeting during Membership Assembly 2012.



Members of the Florida Nursing Student Association in their signature red shirts at FNA Membership Assembly Awards Dinner.



Students from all of the state gathered at FNA Membership Assembly 2012 to connect to experienced nurses.



Candidate Geraldine Thompson and former FNA Lobbyist Barbara Lumpkin



Former FNA Lobbyist Barbara Lumpkin, Current FNA Lobbyist Bob Levy and FNSA WFA liaison Rosa Yi at FNA Membership Assembly Awards Dinner.

MEMBERSHIP ASSEMBLY



Summary of Actions

The 2012 Florida Nurses Association (FNA) Membership Assembly opened with a keynote address from Barbara Hauser on the topic of Crucial Confrontations. The Successful Communications theme was continued shortly after by an improv presentation from SAK Comedy Theatre.

Throughout the membership assembly, participants were given the opportunity to attend 11 continuing education offerings on issues of importance to experienced and student nurses. We were very happy to have over 300 nursing students from across the state attend on opening day. On the second day we had a special luncheon session where students and seasoned nurses interacted and held a very lively discussion about nursing and nursing education issues. Time and space were arranged for meetings of each region and for each special interest group.

Florida Nurses Association Goals for 2013-2014

1. Maintain a strong nursing organization in Florida to provide relevant services and value.
2. Enhance public understanding of the roles and responsibilities of registered nurses to improve health in local communities and across the state.
3. Serve as the essential resource for career development for Florida's registered nurses.
4. Advance a legislative platform that protects and enhances the ability of all registered nurses to practice to the full extent of their education and experience.
5. Build organizational relationships to advance nursing and healthcare outcomes.
6. Maintain a strong organizational structure that advances nursing.

Adopted by the Membership Assembly
Saturday 9/15/2012

Florida Nurses Association Proposals for Action

Title: Nursing Home Quality of Care and Nurse Work Force Implications

Statement of Concern /Issue:

The moratorium on the Certificate of Need [CON] process for the addition of nursing homes beds in Florida was challenged by the legislature last session and the issue is expected to arise again this legislative session. We believe that maintenance of this moratorium is good for the long term care industry, for nurses who work in these settings, and for the residents who live in nursing homes. The certificate of need and related moratorium on new nursing home beds, nursing home staffing standards, adequate reimbursement, and more stringent enforcement of regulations has contributed to the improvements that nursing home consumers now enjoy.

The CON process in Florida is of significant interest to nurses since it affects the four major areas of employment—hospitals, nursing homes, home health, and hospice. The stable reimbursement of services is important since the majority of nurses are employed by these entities that rely on CON protection. Nurses need to be involved in this debate related to deregulation of health care beds/ settings at both the state and federal level, since funding affects our care settings and thus staffing and ultimately patient care.

Statement of Position—

FNA opposes any legislation that would eliminate the Certificate of Need process for nursing homes in Florida.

Recommendations for Action—

Form coalitions/partnerships with organizations such as LeadingAge Florida [formerly FAHSA, Florida Association of Homes and Services for the Aging] Florida Health Care Association, and AARP.

Submitted by

Janegale Boyd, RN, President / CEO, Leading Age, Tallahassee, FL
Sue Leger Krall ARNP, PhD, River Garden Hebrew Home, Jacksonville, FL

Title: Nurse Licensure Compact (NLC)

Statement of Concern:

The Nurse Licensure Compact (NLC) is an agreement that allows “mutual recognition” of a nursing license between member states in the United States of America. Enacted into law by the participating states, member states allow a nurse that resides in and possesses a current nursing license in a state that is a member of the NLC to practice in any of the other member states without obtaining additional licensure in that state. It applies to both Registered and Practical Nurses and is also referred to as a multi-state license.

Nurses and nursing practice have become more mobile, often extending beyond state lines. Tele-health, traveling nurses, nursing practice and managed care are often conducted across state borders. Licensure for nurses (whose home state does not belong to the NLC) must again go through the licensure process to work in another state. This is a timely and expensive endeavor involving significant paper work.

As Florida is not a member of the NLC, new nurses coming to the state often are delayed due to the licensure procedure and bureaucracy. The NLC works as a driver's license does. If your home state is a compact state, you may work in another compact state with your home state license. You would be bound by the practice laws of that state. Through the NLC nurses have the ability to practice across state lines through a streamlined process without additional applications and fees! State board of nursing reach new levels of cooperation and the public enjoys access to safe nursing care, protected through effective enforcement of licensure laws across a state's boundaries.

Currently there are 24 states as members of the NLC. There is pending legislation in a number of states and many “grassroots” efforts across the country.

Statement of Position:

The NLC enable multistate licensure for nurses. There exists a grassroots effort among nurse case managers to bring the NLC to Florida. The NLC would be a beneficial licensure process for Florida nurses and compact nurses from other states, providing ease of the licensure process in a cost effective manner, while the enforcement of state licensure laws remain intact. The Florida Nurses Association (FNA) serves as the leader, voice and advocate for all licensed nurses in Florida.

Recommendation for Action:

As the voice of nursing in Florida, the FNA will lead the study of the NLC and its value to nursing practice and licensure in Florida. This process will include collaboration with appropriate parties including the Florida Board of Nursing, grassroots efforts, policy makers, legislators, the National Council of State Boards of Nursing and other nursing organizations in the state. Following study goals and an action plan will be established.

References:

- Nurse Licensure Compact (NLC)
https://www.ncsbn.org/2010_NLCA_factsheet_students_licensees...
- Nurse Licensure Compact (NLC). Fact Sheet for Licensees and Nursing Students
www.ncsbn.org/nlc. Background The Nurse Licensure Compact...
- [More results from www.ncsbn.org]

A full copy of the Summary of Action can be down loaded from www.floridanurse.org in the “Resources” section of the website.



Representative Darren Soto, FNA President Mavra Kear and Senator Nan Rich at FNA Membership Assembly 2012.

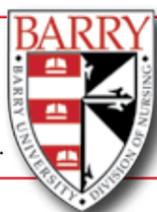


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Inquiries and applications should be sent to: Claudette Spalding, PhD, ARNP, CNAA, Chair, Barry University Division of Nursing, 11300 NE Second Avenue, Miami Shores, FL 33161. You may also email Dr. Spalding, cspalding@mail.barry.edu. For more information, visit our web site at <http://www.barry.edu/nursing>. Barry University is an Equal Opportunity Employer. Individuals of ethnic, racial and/or culturally diverse backgrounds are strongly encouraged to apply.



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MEMBERSHIP ASSEMBLY



THE FLORIDA SENATE
Tallahassee, Florida 32399-1100

SENATOR NAN H. RICH
Democratic Leader
34th District

October 8, 2012

Ms. Vicky Stone-Gale, President
Florida Nurses Association, South Region
1235 E. Concord Street
Orlando, FL 32803

Dear Vicky:

Many thanks to you and everyone at the Florida Nurses Association for recognizing me as the Florida Legislator of the Year. Coming from a group of professionals like nurses, who do so much to serve the people in our community, this recognition is a tremendous honor.

I regret that my schedule prevents me from being with you this evening to acknowledge this recognition in person. Please know, though, that it has been a pleasure as an elected official to work closely with Florida nurses on so many critical health care issues affecting our state.

As I've worked alongside you, I've come to understand the reason the public consistently ranks nurses among the most trusted of all professionals -- it is because of your compassion, your hard work and your integrity. I am grateful for all that you do both for the patients in your care, and as advocates to improve the nursing profession in our state.

Thank you again for this recognition. I look forward to continuing to work with you in the future.

Sincerely,
Nan Rich
Nan Rich
State Senator

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FNA Advocacy. Action. Effect Change.

2013 Lobby Days

March 19 & 20
Residence Inn by Marriot

Contact Marriott reservations at (800) 228-9290 for special discounted room rates through February 18, 2013

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).

Register early for Lobby Days and Receive a Discounted Price!

Check, As Applies	Before 12/15	After 12/15
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<input type="checkbox"/> Non-Member	\$115	\$140
<input type="checkbox"/> Student/Retired Member	\$65	\$90
<input type="checkbox"/> Student (SESSIONS ONLY, NO LUNCHES)	\$30	\$30
<input type="checkbox"/> Legislative Reception Only	\$20	\$20

Name & Credentials: _____
 Address: _____
 Phone: _____ Email: _____

Please check one:
 I'm a Legislative District Coordinator. I am interested in serving as a Legislative District Coordinator.

Do you plan to visit legislators with us during Lobby Days?
 Yes, I plan to promote the FNA legislative Agenda by visiting legislators.
 No, I will attend the conference but not participate in the lobbying activities.

Circle Payment Method: Check MasterCard Visa AMEX Discover

Credit Card#: _____
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Signature: _____
 **Refunds for this conference must be requested by February 28, 2013. No refunds will be made after this date. No telephone registration accepted. Return completed registration form and payment to FNA, P.O. Box 536985, Orlando, FL 32853-6985, email to conferences@floridanurse.org or fax to 407.896.9042.

MORE INFO: floridanurse.org | conferences@floridanurse.org | 407.896.3261

Executive Director continued from page 2

Our lobbyists made it possible for us to represent nursing at the Attorney General's Statewide Drug Abuse and Newborns Task Force. Your President and Executive Director met with the AG's staff to make the case that nursing must be included in this initiative. This important task force has been working all year long to address this issue that has become epidemic in Florida. As the representative on that task force, we also brought out the impact on caregivers to make sure that this is addressed in delivering quality care to these families. The work of this group is ongoing.

We have also been very active with QUIN (Quality and Unity in Nursing) Council. This group is made up of leaders from many nursing organizations across the state. We discuss common concerns and strategize about the ways to address important nursing issues. This group has promoted and collegial relationship among nurses group and serves to keep us informed about nursing issues across the spectrum. The group recently incorporated a bit more structure to assure continuation of activities.

We were present at meetings of the Florida Association of Colleges of Nursing (FACN) and the Florida Council of Nursing Education Administrators (FCNEA) to stay abreast of concerns regarding Nursing Education in our state. We plan to continue to network with these groups on important issues that have an impact on the future of nursing education and the health and safety of our citizens.

We participated in the final Historic ANA House of Delegates and added our voice to the hundreds of nurses who created a new structure and future for the American Nurses Association. FNA was a key player in the outcome of the House and FNA delegates made important decisions with the interests of Florida's nurses at the forefront of their work.

Looking Ahead

- Please see the Calendar of Events and mark your calendar for those events that are of interest to you.
- Our events get great evaluations and most attendees feel that more nurses should have the experiences we provide.
- Membership Survey- please take the time to complete the Membership Survey. The URL is listed in this issue. We already have member input and we would now like some non-member input. Members are encouraged to continue to complete the survey. You will also find a link to the URL on our website at www.floridanurse.org.
- It is an election year for FNA members. Please consider running for a leadership position or encouraging a colleague to do so.

Please join us! 2013 will be better for nursing when you add your voice!



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STUDENT FORUM

Nursing: A Dysfunctional Family

by Lisa Fussell, RN

In speaking with other new nurses about their jobs, horizontal violence is a common discussion topic. Horizontal violence in the workplace is characterized by repeated offenses of intimidation, degradation, or insults from one employee to another, and it seems to be prevalent in nursing. This seems ironic since nursing



Lisa Fussell

is noted as a caring profession. However, the saying "nurses eat their young" is a well-known phrase within the profession.

Most nurses have experienced horizontal violence in some form or another—the eye-rolling when asking questions or giving report, sarcastic or rude comments, attempts to make each other look bad, etc. Many articles have been written on the topic in an attempt to find the reason behind this phenomenon. The answer is complex. Nursing can be a stressful profession with long shifts and sometimes no time to eat or take a bathroom break. Nurses can feel understaffed, underappreciated, and powerless in their roles. Due to stress and frustration, nurses tend to lash out at the most acceptable recipients—their co-workers. After all, it wouldn't be appropriate for them to take it out on their patients or supervisors, as if it would be appropriate to take it out on anyone at all. From there, this horizontal violence becomes part of a cycle of violence, where the recipient of violence carries this behavior on to another.

According to an article in American Nurse Today (2012), approximately 60% of new nurses do not remain in their first nursing position beyond 6 months when they have experienced bullying, and one-third of all new nurses reconsider nursing as a career due to being bullied. Therefore, this problem has a great effect on the bottom line of healthcare organizations, and for this reason many hospitals are now instituting zero-tolerance policies for workplace violence and bullying.

So what advice is there for those of you who are experiencing horizontal violence? First, confront the bully utilizing crucial confrontational techniques because the bully may be unaware of how their actions are being perceived. It is also important to document incidences of horizontal violence; keep a log with dates and details. This will be helpful if the matter needs to be escalated. If the problem is not resolved by confrontation, then report it to your manager. Overlooking the behavior does not do you, your employer, or your co-workers any favors. Finally, make a conscious effort to avoid continuing the cycle of violence. Treat your co-workers how you would want to be treated and remember what it was like to be a new nurse.

Townsend, T. (2012, January). Break the bullying cycle. *American Nurse Today*, 7(1), 12-15. Retrieved from <http://www.americannursetoday.com>

Florida Nurses Leadership Academy

George Byron Smith & Cynthia Harris

The Florida Nurses Leadership Academy (FNLA) is a partnership program of the Florida Nurses Association (FNA) and the Florida Nurses Foundation (FNF) with the purpose of developing future nursing leaders. The goal of the program is to provide tools, education and opportunities to new graduates to mentor them in becoming active and skillful leaders in their professional organization. The inaugural cohort fellows were selected and recognized at the FNA Membership Assembly. The FNLA Fellows and Mentors are:

Fellows	Mentors
Lisa Fussell	Mavra Kear
Justin Maclaasc	Judy Brustad
Carolyn Ward	Annmarie Farro
Allyson Weaver	Patricia Posey-Goodwin
Rosa Yi	Marsha Martin



FNLA Associate Lisa Fussell with her mentor Mavra Kear



FNLA Associate Justin Maclaasc with his mentor Judy Brustad.

Fellows will be guided by their FNLA mentor and will be active in various leadership/advocacy activities during the program year.

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Here are some ways that FNA is offering assistance to new grads:

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For information on all of our available opportunities, please visit our Web site, www.BethesdaWeb.com/careers. For any additional questions, contact Duarte Mendonca, Nurse Recruiter at Duarte.Mendonca@BethesdaHealthcare.com or call 561.737.7733, ext. 84371.



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MEMBERSHIP



MEMBERSHIP APPLICATION



FNA REGIONS

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 Date of Graduation: ____/____/____ Graduate Nurse/NSNA ID: _____
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 Employer Phone: () _____

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- NORTHEAST
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- SOUTHEAST
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Circle Membership Type AND Payment Plan

Membership Type	Payment Plans		
	Annual	Semi Annual	Monthly
Full Membership <i>Employed full time or part-time under 65 years of age</i>	\$283	\$142.75 <i>(Includes \$1.25 Service Fee)</i>	\$24.59 <i>(Includes \$1 Service Fee)</i>
Reduced Price Membership <i>Not currently employed, Full time student, New graduate Non FNSA *Only available to new grads</i>	\$141.50	\$72	\$12.80*
Retiree Membership <i>65 years of age or older and retired</i>	\$70.75		
FNA Only Membership \$190 <i>Registered nurse seeking membership in the Florida Nurses Association only. (No ANA direct benefits)</i>	NA	\$16.83	
FNSA New Grad (graduated since 2008) <i>New Graduate; must have been be a member of FNSA to qualify</i>	Free For The First Year		

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F: 407.896.9042 | membership@floridanurse.org

In Memory of Marjorie Lavigne Duchano

February 14, 1937–October 9, 2012

Marjorie Lavigne Duchano, 75, of Orlando, Florida, passed away on October 9, 2012. Marjorie is survived by her loving daughters Maribeth and Julie Duchano, four grandchildren and a host of other loving relatives and friends. A visitation will take place at Carey Hand Colonial Funeral Home, on Wednesday, October 17, 2012, from 6:00 pm until time of memorial service at 7:00 pm. Arrangements entrusted to Carey Hand Colonial Funeral Home, 2811 Curry Ford Road, Orlando. 407-898-2561.



Marjorie Lavigne Duchano

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We are pleased to announce the association of **Danielle M. Murray, J.D.**

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Membership Rewards!!!

Congratulations to Cassandra Chatfield, winner of the Kindle Fire for the Fall FNA Membership Drive. Welcome Cassandra.

The new Membership Drive will focus on two membership categories. Current and New Members in the MONTHLY automatic dues deduction category will be entered into a drawing for free registration and lodging to the 2013 Membership Assembly at the Florida Mall Hotel in Orlando, September 19 and 20. These members do not have to do anything to enter. All ADP members will be entered in the drawing.

All new STATE ONLY (FNA Only) members who join between December 15 and March 15 will be entered in a drawing for a NOOK color. This is a great way to try out the organization to determine if you want the full membership. Go to the website at [www/floridanurse.org](http://www.floridanurse.org) to join.

Note from the FNA Nominating Committee!

2013 is an Election Year for FNA. Now is the time to start considering running for office. One way to start is to connect with the people who are currently on the board who can tell you about the experience. This is a great way to contribute to the profession and add to your leadership experience. To email a board member, go the Members Only section of the website to access their email addresses. The biographical forms will be available in 2013.

Kathy Mason, Chair
 Nominating Committee



Tina Davis
 Nurse Practitioner Student

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What is FNA?

For over 100 years, the Florida Nurses Association has been the voice of nursing, representing caregivers in all aspects of nursing and in various arenas. We are a membership driven organization comprised of nurses from diverse practice settings and nursing specialties. We are dedicated to quality care for the citizens of Florida and a safe work environment for all nurses.

In the Work Place...

FNA's work force advocacy programs put the strength of our expert staff at our member's fingertips. Consult with a specialist about your work place issues and receive timely, accurate information to help you in your decision making. Florida Nurses Association also advocates for nurses in the workplace through collective action and empowerment.

In the Legislature

FNA has a strong presence in Tallahassee and is the political watchdog for political issues that have an impact on nursing and on the care of the public. It is essential that the voice of nursing is clear and present when these critical issues arise. FNA enhances the political knowledge and power of its members by providing up-to-date legislative information via its network of Legislative District Coordinators and two lobbyists at the capital.

For Your Future...

FNA develops publications with the purpose of helping and supporting nurses in their career progression. Continuing education credits and study preparation courses are available to nurses at a discounted rate. By fostering professional development and enhancing the concept of teamwork, FNA strives to create one powerful voice for nurses. As constituent members of the American Nurses Association FNA members have access to standards of practice that can serve as a guideline for nursing in several specialty areas.

For the Future of Nursing...

Nurses are a vital part of Florida's health care community. Florida Nurses Association works to improve the nursing profession through legislative action, public awareness, professional development, and academic research.

Join the Florida Nurses Association

Make a difference in your life, in the lives of nurses, and in the Florida community. Complete and return the application below or visit our website FloridaNurse.org.

Follow @aldpub on Twitter!
<https://twitter.com/#!/aldpub>



2013 FNA Membership Survey

The FNA is surveying members and non-members regarding membership in FNA. We would really like your input. Please visit the survey at the following URL to share your thoughts with us.

<https://www.surveymonkey.com/s/7928JRQ>

The results will be reported in a subsequent issue of *The Florida Nurse*. Thanks in advance for your participation.



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FLORIDA NURSES FOUNDATION

FNF Announces Recipients of Scholarships and Grants

Florida Nurses Foundation Awards 27 Scholarships and 5 Grants

(ORLANDO/FL/SEPTEMBER 2012)–The Florida Nurses Foundation (FNF) is pleased to announce the recipients of the 2012 scholarships and grants. This year, FNF awarded funding for 27 scholarships and 5 grants, a total of \$16,000, to students throughout the state of Florida. 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 and students for scholarships and research grants.

2012 Scholarship Recipients are:

- Linda Agudu of Bradenton, State College of Florida, received the Agnes Naughton RN-BSN Scholarship
- Curtis Andrews of Tampa, University of South Florida, received the District 4 Florida Nurses Scholarship
- Lauren Ashendon of Jacksonville, University of North Florida, received the Undine Sams and Friends Scholarship(District 5 Charitable Trust)
- Susan Broom-Stone of Jacksonville, University of Florida, received the Iona Pettingill Scholarship
- Leigha Cook of Wimauma, University of South Florida, received the Mary York Scholarship
- Alexandra Copeland of St. Petersburg, St. Petersburg College, received the District 45 Olive Ramsey Memorial Scholarship
- Rasa Deltrain of Cape Coral, Edison State College, received the Ingeborg Mauksch Scholarship
- Barbara Dobron of Bellair Bluffs, Florida State University, received the District 20 Evelyn Baxter Memorial Scholarship
- Marcia Dodo of Miramar, University of Miami, received the Nina Brookins (District 5 Charitable Trust) Scholarship
- Amber Duran of Gainesville, University of Florida, received the Ruth Jacobs District 46 Scholarship
- Lauren Gravious of Sarasota, University of Florida, received the District 6 (Formerly District 18) Generic Scholarship
- Linda Hauzer of Gainesville, University of Florida, received the District 6 (Formerly District 18) Generic Scholarship
- Danielle Hentz of Tampa, South University, received the Edna Hicks Fund Scholarship
- Chelsea Hubler of Sanford, University of Florida, received the Ruth Finamore Scholarship
- Lindsey Johnston of Gainesville, University of Florida, received the District 3 Scholarship
- Cynthia Kepfer of Ft.Pierce, Indian River State College, received the Charlotte Liddell (District

- 5 Charitable Trust) Scholarship
- Saniyya Mahmoudi of Jacksonville, University of Florida, received the Great 100 Scholarship
- Yelena Malibayeva of Jacksonville, University of North Florida, received the Great 100 Scholarship
- Tabitha Oravetz of Ormond Beach, University of Florida, received the Lillian Hull, Friend of Nursing District 6 (formerly District 18) Generic Scholarship Fund
- Stephanie Robinson of West Palm Beach, University of Central Florida/ Seminole State College, received the Mary York Scholarship
- Vilma Rodriguez of East Palmetto, University of South Florida, received the District 20 Evelyn Baxter Memorial Fund Scholarship
- Yessica Patricia Salazar of Miami, University of Miami, received the Eleanor Bindrum (District 5 Charitable Trust) Scholarship
- Crystal Sauders of Minneola, Florida Hospital College of Health Sciences, received the District 14 Mary Klosterman Memorial Scholarship
- Melissa States of Orlando, Chamberlain College of Nursing, received the District 8 Charlotte Anzalone Scholarship
- Amanda Thornton of Davie, University of Florida, received the District 21 Louise Fiske Memorial Scholarship
- Tipiyana Tuvamontolrat of Oviedo, Seminole State College, received the District 6 (formerly District 18) Generic Scholarship Fund
- Lisandra Vidal of Miami, University of Florida, received the District 6 (formerly District 18) Generic Scholarship

2012 Grant Recipients

- Nola Holness–*Effects of Resilience and Social Influences on Preventing a Repeat Adolescence Pregnancy* received the Undine Sams and Friends Research Grant
- Deborah Clarke–*Selected Predictors of Empowerment Among Nurse Managers* received the Blanche Case Research Fund Grant
- Patrick Heyman–*Nurses’ Knowledge of Beta Blocker* received the Edna Hicks Research Fund Grant
- Theresa Morrison–*Will Label Cues Help Nurses Adhere to Central Line Connector Change Recommendation?* received the Imogene King Research Fund Grant
- Angela Ritten–*Influence of Health Care Provider Intervention on Obesity and Lifestyle: The FLIP-FLOP project* received the Evelyn Frank McKnight Grant

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.

The FNA mission is to serve and support all registered nurses through professional development, advocacy, and the promotion of excellence at every level of professional nursing practice. For more information on FNF or FNA, please visit www.floridanurse.org.



Florida Nurses Foundation 2012 Research Grant Winners



Florida Nurses Foundation 2012 Scholarship Winners

FNA thanks the Florida Nurses Foundation for sponsoring the Crucial Confrontations Keynote at the 2013 Membership Assembly!



Dear Commissioner–A New Column Offered by the Workforce Advocacy Commission

We get many questions from nurses regarding workplace issues, including employee relations, legal issues or inquiries surrounding scope of practice. The Commissioners invite you to send your questions in and they will be addressed both personally and in a future issue of The Florida Nurse if they are deemed to be helpful to the greater population of nurses. Your question will remain anonymous and you will be given the option as to whether your question will be published. We would like this column to be a resource to all nurses in any area of work, from

direct care to education or other areas. To submit your question, please email wfa@floridanurse.org

Please note: *Answers to these questions will not constitute legal advice even if an attorney is consulted to formulate the answer.*

Name Our Campaign

The Workforce Advocacy Commission is sponsoring a contest to name our campaign to combat lateral violence and promote civility, collegiality and supportive relationships among nursing colleagues. We are asking nurses to submit ideas for this campaign. The slogan should be short and catchy, professional and positive. We are looking for a theme, but a theme with graphics and/or artwork is also welcome. Please submit your ideas to wfa@floridanurse.org. The winner of the contest will receive a NOOK color.

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LEGISLATIVE UPDATE



Nurses Will Meet Up and “Tweet Up” at 2013 FNA Lobby Days

Alisa Snow, FNA Lobbyist

The Florida Nurses Association is making some exciting changes to its Lobby Days format for 2013, including a social media “tweetup” and pre-training for nurses who want to be lobbyists for a day.

Lobby Days 2013 will be held March 19-20 at the state Capitol in Tallahassee. Our speakers will include former Republican U.S. Congressman Tom Feeney, who served as Speaker of the Florida House of Representatives and is now President and CEO of Associated Industries of Florida.

To increase our visibility, we will also provide blood pressure checks and distribute FNA branded Band-aids at the FNA Lobby Days booth at the state Capitol.

The theme for our advocacy efforts will be “Setting the Record Straight.”

“When we talk to lawmakers about the role nurses can play in healthcare, they respond by saying nurses should have attended medical



Alisa Snow

school if they wanted to become doctors,” said FNA Executive Director Willa Fuller. “Many legislators wrongly perceive nurses as “assistants.”

“It’s time that we set the record straight: nursing and medicine are different but equally important to the health of Florida’s citizens,” Fuller said. “And, nurses have the education and experience to play key roles in patient-centered health care teams.”

Getting that message across to policymakers will be an important mission for Lobby Days 2013. We are taking measures to ensure that our volunteer lobbyists have adequate training before they meet with lawmakers.

- First, lobbying efforts will be limited to those nurses who express an interest in doing so. Nurses can indicate their interest on the Lobby Days registration form (available online at www.floridanurse.org).
- Second, nurses who volunteer to lobby will have training opportunities through one of two webinars that will take place prior to Lobby Days. The first webinar is tentatively scheduled for Friday, Jan. 11, 2013 at 2:00pm and the second will be held Monday, February 4 at 7:00pm. The call-in

number will be sent to members and posted on the website and on our Facebook page as the dates approach. It will also be sent to each Florida nursing program. Third, nurses who choose not to lobby will still be able to experience the legislative session. They will go to the Capitol for a tour, learn how the legislative process works, and get tips about engaging their legislators back home. They may also volunteer at the FNA booth at the Capitol.

Our Lobby Days lineup also includes social activities so that nurses can network. A legislative reception is scheduled for Tuesday, March 19, at the Governor’s Club as well as a “tweetup” for nursing students near the state Capitol.

Please check our website (www.floridanurse.org) for updated information about Lobby Days, including registration, accommodations and an agenda.

Lobby Days 101 Conference Calls
Friday, Jan. 11, 2:00pm
Monday, Feb. 4, 7:00 pm
 Stay tuned to FNA email for the call in numbers.

HEALTH LITERACY



Empowering Our Patients: A Vital Partnership for Nurses and Health Literacy

by Mary Gynn, RN, BSN, MSN/MS, MPH, DE

Health Literacy is the newest prevention strategy to get Americans to live longer, healthier lives. Health Literacy means *the degree to which individuals have the capacity to obtain, process and understand basic health information and services needed to make appropriate health decision*, (Healthy People 2010). Nurses are among *the most essential players* in making health literacy an effective and lasting reality in the U.S. Nurses need to start asking some crucial questions in order to take some proactive steps in the right direction, for our patients and ourselves.

Which Americans need Health Literacy? Who is responsible for providing Health Literacy? How do they provide Health Literacy when their practice includes diverse populations with a variety of literacy levels? These are essential health literacy questions that nurses should ask if we are to develop effective strategies to implement in our practices.

Nearly half of all American adults (90 million people) have difficulty understanding and using health information currently presented to them. Even more striking, **66% of patients over 60 years of age** have inadequate or marginal literacy skills, or some level of hearing loss that prevents them from being health literate. Studies have shown that health-related client **education materials were not understood** by most of the people for whom they were intended. (Center for Healthcare Strategies, 2009). Half of all adults, particularly senior citizens, do not fully understand what is happening to them nor do they understand the health materials handed to them.

We have to minimize the stigma and shame around poor literacy and start using plain language. We need to tailor and adapt our communication to meet each individual’s needs: low income, non-English speaking, hard of



Mary Gynn

hearing, low comprehension, and those who cannot read or write English even though it is their primary language.

Our role is to translate complex scientific and medical information into words and concepts that patients and families can understand. This is a challenge especially when, time is limited and information is complex, ambiguous, or conflicting. Health professionals must learn and perform health literacy techniques. We cannot simply give reports to our patients and trust that they understand. Patients are reluctant to ask questions because they do not want to show that they may not know the answers. It is our job to teach them well.

We need to use interpreters or translators and avoid medical jargon completely to make the encounter less complicated. We need to find pictures and other visuals to make instructions more clear. We need to create a caring environment, engage family and friends for support, and help patients utilize support groups.

Health Literacy techniques must be a basic, essential element in our education and in our practices. The result will be gradual empowerment of our patients through health literacy and better health education, as they start to understand their health at a fuller level and take ownership of their health, or their disease, and work in union as a team with their health providers. Let us make sure that we get and stay at the front of this exciting new development between nurses, patients, and health literacy!

(For more on HHS’s approach, visit <http://www.health.gov/communication/hlactionplan/> and read the “National Action Plan to Improve Health Literacy.”)

Mary Gynn, RN, is a Senior Health Advocate, teaches the “Staying Healthy” program for Seniors, teaches Diabetes Education for Self-Management classes, an expert Health Educator and author of “History of Mastectomy.” She adamantly promotes and teaches Health Literacy to health professionals and literacy tutors to make a positive impact on health outcomes. Her

workshops help people comprehend the facts, navigate the healthcare system, ask the right questions and more fully participate in their health education. Mary holds a Bachelor’s Degree in Nursing, a Master’s Degree in Nursing/Health Education & Prevention and a Master’s Degree in Public Health. Mary has recently retired from her faculty position at the College of Lake County, Bio/Science department. She is a member of the Florida Literacy Coalition, an expert consultant, advocate and presenter. mmgynn@aol.com, www.teachingforhealth.com.

FNA Update on Special Interest Groups

Our New Special Interest Groups (SIGs) are beginning to activate and work on their mission and activities. Some have formed leadership groups and are meeting by conference call. Others are communicating by email. Please find some highlights below:

Health Policy SIG (HP-SIG)—The HP SIGs nearing 150 members and meets by conference call monthly. Leah Kinnaird has agreed to chair the group and Darlene Fritsma serves as the secretary. The group worked on the We Care We Vote Campaign by disseminating information and they have had a presence at the Membership Assembly and some Regional events. They are currently working on a Liaison Program that will assign a liaison from each Region to help communication with the SIG. Please email Bibi Lowton at govt@floridanurse.org if you are interested in this SIG.

Novice Nurse SIG (Formerly New Grad SIG)—This group has held resume and portfolio reviews

FNA Update continued on page 13

REGIONAL NEWS



North Central Region

The North Central Region continues to be a strong voice for nurses in the legislative arena in FL. Annmarie J. Farro has worked closely with Alisa Snow, FNA lobbyist, and with the Florida Hospital Association to address the hospital proposed cuts in the budget, "Heal Florida's Health Care." Annmarie spoke to members of the Senate Health & Human Services Appropriations Committee.

Acknowledgement and Thank You to:

Claydell Horne, Judy Crager, Goldie Fralick, Kathy Rapacki, Cynthia Harris, Ellen Audet, Kathy Whitson, Kathy Mason, Dawn Disalvo, Victoria Chin-Sang, Patricia A. Seabrooks, Lynne Vickery, Sunny Conn, Pat Gardner, Mary Clark, Carol Blakeman, Nora Pleasant, Mai Kung, and Carolyn Mollo.

These "Golden Key" nurse leaders have been instrumental in building this region from an idea to a strong voice and advocate for all our nurses.

Please Save the Date for our Spring Conference Saturday, April 27th, 2014 ~ 8:00 AM-3:00 PM Registration information is below.

Thank you for making this region a strong voice for the nursing profession.

Annmarie J. Farro

FNA North Central Regional Conference Saturday April 27, 2013

8:00 AM-3:30 PM

Location: Advent Christian Village, Dowling Park, FL

<http://www.acvillage.net/>

Check As Applies

- FNA Members: \$25 before April 12, 2013 \$40 after April 12, 2013 as space allows
- Non-Members: \$40
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Registration Includes continental Breakfast, Lunch, and CE's

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Return completed registration form and payment for FNA, PO Box 536985 Orlando, FL 32853, conferences@floridanurse.org or fax to 407-896-9042.

Overnight accommodations can be made by calling ACV Conference Center 386-658-5200 or 1-800-371-8382 (\$65/night)

Four (4) Continuing Education Hours Requested from Florida Nurses Association (provider # 50-3103)

Northeast Region

I want to take the opportunity to wish all of the FNA NE Florida members a Happy Holiday season! The members were able to meet for a NE regional meeting at the 2012 Membership Assembly, plan for the 11/29/12 Nurses Professional Day event, and strategize for the 2013 events including Lobby Days.



Northwest Region

Greetings from the Northwest Region. Please reach out and welcome our newest member, Megan Strause. Megan is a new Registered Nurse, who is new to our area and currently engaged in pursuing a nursing position. Send her a welcome email at: ms15725@gulls.salisbury.edu.

Now that school has started and things have settled down somewhat it is time to begin planning a get-together for the Northwest Region FNA members. If you are interested in helping plan or are willing to participate, please call me (850-380-2189) or drop me an email (ppgoodwin@uwf.edu). I am hoping to invite members of the Florida Student Nurses Association to participate as well. I would like to have the first planning meeting mid November; we can do it as a conference call; Skype; or face to face, with the location TBA. Your input is needed to help activate the Northwest Region.

Happy Holidays to all;
Patricia

East Central Region

I look at my calendar and it's hard for me to believe we are nearing the end of this year and the holidays are so close! Where did this year go! I'd like to take this opportunity to wish everyone a great holiday season!

I look at our region and wonder what is happening in each county/area. Our region has 8 counties covering a large area. I encourage meetings throughout our Region so members can network with others in our nursing profession. It would be great if all members would embrace a non member or student and show them what it means to be a member of this great organization.

I would like to know what our members want as a Region. What can I do to assist members to become active? If you have thoughts please email me shill2000@att.net with your desires, needs and ideas. I will do my best to assist you to make this happen.



Members of the East Central Region met at FNA Membership Assembly to discuss upcoming events and recruiting efforts.

South Region

The Florida Nurses Association South Region's recent Healthcare and Legislative Update meeting was a great success. With the help of the Miami Chapter-Black Nurses Association, Philippine Nurses Association of South Florida and Nation Association of Hispanic Nurse-Miami Chapter approximately 200 nurses met at Miami Children's Hospital Auditorium to discuss Healthcare advocacy and Legislative action.



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REGIONAL NEWS

Southeast Region

The SE Region hosted a CE presentation featuring Dr. Robert Berman as he presented information on the FDA approval of a topical gel to treat MRSA infections in Port St. Lucie in October.

Regional members met in November to plan the following upcoming events:

- 25th Annual Fish Fry Fundraiser scheduled on December 2nd from 1pm-3pm. Please call Inez Felding (772) 589-4480 or Phyllis Burke (772) 4595 to purchase tickets. Tickets are \$7 for adults and \$3 for children under 10. The address is 9040 44th Ave. Wabasso (Massey Rd).
- Legislative forum to be held early in 2013
- Bus trip to Lobby Days in March—open to FNA and FNSA members
- CE cruise to the Bahamas May 17-20, 2013 departing from Port Canaveral (open to all nurses)

Please monitor your email and the regional page on the FNA website for updates.



West Central Region

The Pinellas County Annual Forum to meet with local legislators and discuss issues relevant to nursing has been scheduled for Tuesday, January 29, 2013 at Banquet Masters in Clearwater. For more info, contact edwardbriggs@mac.com



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Southwest Region

Submitted by: Denise McNulty, DNP, MSN, RN-BC, ARNP

Four Members of the Southwest Region attended the September FNA Membership Assembly in Altamonte Springs (Esther Bird, Theresa Morrison, Doreen Cassarino, and Denise McNulty). We were delighted that we had the funds to pay for two of those Members to attend—one from the Royal Palm Coast Chapter and one from the Collier County Nurses Chapter.

On October 4, 2012 (6-8pm), the Royal Palm Coast Chapter hosted a dinner meeting at the beautiful Royal Palm Yacht Club in Fort Myers. 65 nurses attended the meeting. A light dinner was provided, wine, and program at no cost to our Members or their Guests. The presentation topic was: "Every Nurse is a Leader—Take Charge of Your Future!" Each attendee had an opportunity to introduce themselves. We have a talented group of nurses with many years of experience! There were several students in attendance from Edison State College, Florida Gulf Coast University, and Nova Southeastern University. Great networking and an opportunity for professional development!

Southwest Region's Collier County Nurses Chapter hosted a dinner meeting on Thursday, November 8, 2012 from 6-8pm at the elegant Carlisle in Naples.

Thank you to all of our Members for your continued membership! We would not have a Region without you! We wish you and your loved ones a Happy Holiday season and a Blessed New Year 2013!



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Jeanie M. Demshar, Esq.
Director of PPA/Labor Relations

LERC

The FNA and LERC hosted their second annual Labor Institute on September 13 prior to FNA's annual Membership Assembly. Guest speakers included Barbara Crane, RN, President, National Federation of Nurses; and Lorraine A. Seidel, MA, RN, Chief Executive Officer, National Federation of Nurses. Ms. Crane and Ms. Seidel did a wonderful job educating our members on membership building and internal organizing. Don Slesnick, Esq., of Slesnick & Casey; Jeanie Demshar, Esq., FNA Director of Labor Relations and Professional Practice Advocacy; and Leslie Homsted, RN, spoke to the group about the nuts and bolts of filing and presenting grievances. Members of the bargaining units also brainstormed on workplace issues and on membership recruitment and retention. We look forward to next year's institute and hope you will join us!



Jeanie Demshar

STATE UNIT

Legislation and Legal Challenges

Like last year, this year's legislative session brought tough times on our state employed health care professionals and our state unit. Bills introduced this session propose major changes to the state employment system, including eliminating thousands of current state employee positions and millions of dollars from state department budgets. The most significant legislation passed this session that affects state employees is HB 1205, which authorizes state agencies to conduct random drug testing of employees, and HB 1261, which changes the probationary period from at least one year to no more than 18 months and eliminates the carry forward of unused compensatory leave when an employee is transferred from Career Service to Select Exempt.

Gov. Scott has signed HB 5301, which allows state employees on the lower end of the pay scale to buy health insurance for their children through the Florida KidCare program. This would allow eligible state employees to obtain coverage for their children at premiums of \$15 to \$20 per month as opposed to \$180. This legislation was a priority of the FNA.

State employees will continue to contribute 3 percent of their salary toward their pension, although the FNA and other groups representing state employees have mounted a court challenge to this. Last year, the FNA joined as a plaintiff in the lawsuit challenging the requirement that state employees contribute 3% to their pensions. On March 6, the court ruled in favor of the FNA and other plaintiffs, ruling that the 3% contribution is unconstitutional. The state appealed this ruling, and the Florida Supreme Court heard oral argument from the parties in September 2012.

The FNA filed a lawsuit challenging the state's mandate that the Department of Corrections privatize health care services in Florida's correctional system, an action that, if successful, will affect a very large number of health care professionals. Following FNA's lawsuit, AFSCME and The Federation of Physicians and Dentists/Alliance of Healthcare and Professional Employees filed their own suit, and since then, the court has consolidated the cases. A Leon County judge dismissed the case in September 2012.

Shortly after the court dismissed the case, AFSCME filed a subsequent lawsuit in September 2012. The FNA intervened as a party to that lawsuit in October. A hearing was scheduled for November 15; however, that hearing was postponed to November 19. During the November 19 hearing, the parties presented their arguments to the court. The judge has requested that the parties file additional briefs on the issues and scheduled a follow up hearing for November 29.

FNA is also engaging in negotiations with

the state over the impact of privatization on its members. The most recent impact bargaining session occurred on November 15, 2012.

Negotiations

After six month long months of negotiating with the State over the terms of the new collective bargaining agreement, the new contract was ratified by the membership in June 2012. The FNA is the only union that reached an agreement with the Governor, the only unit that the legislature did not dictate the principal economic terms of the contract and the only union to obtain a two year (rather than a one year) agreement. While we did not achieve the economic gains we sought (we got no more and no less than any other union); we were able to keep the job security provisions which are so critically important in these troubling times for public employees. We fully expect the Governor and the Legislature to attack again next year trying to gut the union contracts—but importantly, we will be the only union with a continuing agreement and therefore relatively safe.

The FNA began reopener negotiations with the state on November 15 for the wage article and five other articles.

Representation

We have experienced a rise in disciplinary actions across the state. Representation has been provided to members in disciplinary proceedings including grievances and predetermination hearings. We have saved many employees' jobs over the last couple of months. We continue 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

FNA met with TSHC in July 2012 for the annual reopener for wages, benefits, and two other articles. The reopener agreement was ratified by the membership in November.

SHANDS

Reopener negotiations for the wage article and four other articles were held on May 1 and 2. The agreement was ratified by the membership in June 2012. The Shands Bargaining Unit had elections this year as well. A new board took office in November. The new officers are:

President: Kathy "bill" Donovan, RN

Vice President: Annmarie Farro, RN

Secretary: Dawn DiSalvo, RN (Resigned October 2012); position now vacant

Treasurer: Nancy Dehm, RN

Board of Directors: Cynthia Harris, RN; Mark Welz, RN; Alex Figueroa, RN; Marsha Martin, RN (past President)

Negotiating Team: Lana Henfield-Johnson, RN; Arlene Nash, RN

Grievance Representative: K. "bill" Donovan, RN; Annmarie Farro, RN

WUESTHOFF

FNA's new contract with Wuesthoff/HMA was ratified and is in full force and effect through February 2014. Elections for new officers will be held in December. Labor Management Meetings are held quarterly with management and the unit to discuss and attempt to resolve workplace issues.

PARTNERS IN NURSING

Addressing Substance Abuse Problems

Linda L. Smith, ARNP,
Chief Executive Officer, IPN

The ANA estimates 8-10% of nurses are affected with substance use disorders to the extent that affect the nurse's ability to practice. State boards of nursing recognize the prevalence of these issues as well. Research supports that substance use related practice issues are the number one reason nurses are reported and/or disciplined by Boards of Nursing across the USA. Since the early 1980's, the American Nurses Association, National Council State Boards of Nursing and the American Association of Colleges, the National Organization of Alternative Programs has actively promoted non-punitive approaches for nurses with substance use disorders and related impairment.

Florida's Intervention Project for Nurses (IPN) was the first state-wide program for nurses in the USA. IPN was established after legislation was passed in 1984. The Florida Nurses Association was instrumental in advancing such legislation and has always remained a long-standing advocate of IPN's work. The Florida's Intervention Project for Nurses primary mission is to protect public safety through education, early intervention and monitoring of nurses whose lives may be affected by conditions such as substance abuse disorders and mental health difficulties during some point in their careers. IPN collaborates with employers, treatment providers/programs, schools of nursing and nurse support services throughout Florida.

Following the coordination of rehabilitation efforts, nurses are subsequently monitored by IPN as they transition back into the workplace. The majority of nurses who participate in IPN do remarkably well. Nearly 80% successfully complete program requirements and return to nursing practice. A study conducted by the University of Maryland, cited in the Journal of Addiction Nursing, surveyed nurses participating

in IPN to determine if problem burden in various life areas such as health, family relationships, employment, legal and financial, improved following IPN participation. Participant survey return was high and results showed significant improvement in ALL life areas, with the exception of financial, following IPN participation. The National Council of State Boards of Nursing compared alternative to discipline programs such as IPN, to discipline only programs and found that alternative programs were more successful in retaining nurses in the profession. Programs like IPN do work—still the key to increasing success is getting nursing employers to recognize and refer nurses when appropriate.

Recognizing a Problem

In most cases nurse managers are responsible for recognizing signs of impairment and consulting with available resources in the workplace and/or at IPN. Signs of impairment are not always easily recognized at first but rather are insidious and follow a progressive pattern. Yet once overtly identified, a problem more than likely has been present for some time. Experts note that the workplace is usually the last place problems emerge as the nurse will protect his/her license and livelihood as long as possible. When a problem does spill over into the workplace it is a clear sign of a significant problem and often validates "lack of control" over one's substance use. For example, a nurse who smells of alcohol must be managed immediately along with a nurse who tests positive on a pre-employment and/or for cause drug screen.

In a situation where a nurse demonstrates a pattern of missing from the unit—"on the job absenteeism" and patient complaints, an approach which includes clear documentation and setting

PARTNERS IN NURSING

Addressing Substance Abuse continued from page 16

clear expectations must be set and followed. Should concerns continue and increase into a *pattern of concerns*, increased action will be warranted which may include a fitness to practice evaluation. Each situation must be carefully evaluated and a plan determined. IPN is available to nursing employers, schools of nursing etc. for confidential consultation and for assistance with policy formulation.

Without objective documentation, it is nearly impossible to sort through potential concerns and determine an appropriate plan of action. In addition, setting clear policy and procedure is essential to managing potential impairment in the workplace. With clear policy in place nursing staff are prepared to act rather than *react* haphazardly to problems related to impairment. When formulating policy and procedures associated with managing potential impairment in the workplace several important areas must be considered. Policy statements must include who is responsible for intervention, how documentation is collected and lines of reporting communicated, who coordinates for cause drug testing and fitness to practice evaluation(s), who consults and makes referral to IPN, what are re-entry requirements and lastly what are the consequences of failing to adhere to workplace expectations including but not limited to dismissal and report to the Department of Health.

For more information about IPN, Florida's alternative to discipline program, and issues related to identifying impairment in the workplace and setting clear policy and procedure, please visit www.ipnfl.org or call 1-800-840-2720.

Florida Association of Nurse Anesthetists



Kathleen Thibeault, MSN, ARNP, CRNA
Past-President, FANA

Florida Association of Nurse Anesthetists (FANA) held its Annual Meeting at the Peabody Hotel in Orlando, October 19–21, 2012. With more than sixty on-site registrants, there were almost 300 in attendance. The meeting had many opportunities for activity, involvement, and continuing education. With multiple tracks and breakout sessions, attendees had many choices: Clinical Preceptor Workshop, Ultrasound Workshop, lectures on Pediatric Anesthesia, Wellness, National and State Updates, as well as providing CE requirements for Domestic Violence and Medication Errors. The exhibit hall was a great place to mingle with vendors, network with colleagues, and gather and exchange information.

At the General Assembly and Luncheon, the 2012-2013 FANA Board of Directors was inducted by AANA Region 7 Director, Juan Quintana, DNP, MHS, CRNA.

Presenting the 2012-2013 FANA Board:

President Bruce Weiner,
President-elect Jorge Valdez,
Vice-President Gerard Hogan,
Secretary-Treasurer Laura Martin,
Directors Trey Early, Brian Mears, Alex Oliu,
Gwenn Randall, and Jason Trudell.

FANA's Standing Committees will be represented by:
Communications/Public Relations: Jay Horowitz
Government Relations: Laura Martin
Member Services: Jorge Valdez
Nominating: Kathleen Thibeault

The next FANA Meeting will be held on February 9, 2013 at the Hilton Altamonte Springs. Please watch for updated information in your email and at the FANA Website, www.fana.org. You can "like" FANA on Facebook, or follow us on Twitter: #FLCRNA.

Florida Center for Nursing Update

Mary Lou Brunell, Executive Director,
Florida Center for Nursing
Michelle Yore, Assistant Director,
Florida Center for Nursing
Keith Samuels, Director,
Florida Healthcare Simulation Alliance

Since 2011, the Florida Center for Nursing (FCN) has expanded its role by co-leading the Florida Action Coalition (FL-AC) and supporting the establishment of the Florida Healthcare Simulation Alliance (FHSA) under the direction of Keith Samuels, PhD. Both of these efforts were accomplished in partnership with Susan Towler, Vice President of the Blue Cross and Blue Shield of Florida Foundation.



The FCN has a revised website designed to provide users with access to valuable nurse workforce data (<http://www.flcenterfornursing.org>). The website will allow access to relevant charts and graphs describing significant details of the nurse workforce. The Center's frequently updated regional reports provide a view of the workforce from the perspective of eight geographic regions of Florida. Please explore the new website and see how the FCN can help you address your workforce needs!



Building on a successful Partners Investing in Nursing's Future (PIN) grant to examine the state of simulation in nursing education in Florida, the Blue Cross and Blue Shield of Florida Foundation and the FCN established the FHSA in January 2012. The Alliance will coordinate and expand the use of all forms of simulation in academic settings, healthcare institutions, and agencies across the state to advance healthcare education and to foster patient safety for all Floridians. A primary service planned by the Alliance will be encouraging networking opportunities between regional leadership teams, statewide communities, and special interests groups. The Alliance will offer a series of courses to promote simulation expertise across the state. The core curriculum will begin with an introduction to simulation and progress to more advanced knowledge and skills. In addition to the core, a set of specialized courses will be developed, including courses for simulation technicians.

FHSA is looking for simulation pre-licensure and in-service educators and trainers to join regional teams and committees. Anyone interested in having a voice in shaping the Florida Healthcare Simulation Alliance should contact FHSA Director Keith Samuels at KeithSamuels@FloridaHealthSimAlliance.org. Please visit the FHSA web site to learn more—www.FloridaHealthSimAlliance.org.

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Vision: All Floridians have access to high quality, safe and patient centered care in a health care system where nurses contribute as essential partners in achieving success.

Mission: The mission of the Florida Action Coalition is to provide leadership in advancing the nursing profession so that Floridians can access safe, high quality health care.

The IOM report condensed more than 40 recommendations into eight primary recommendations for advancing nursing in the US. The Future of Nursing: Campaign for Action has assigned the recommendations to one of four focus areas (www.campaignforaction.org). The FL-AC has prioritized these recommendations and adapted them to meet Florida's needs. Each of the focus areas has an Action Team led by representatives of the FL-AC Steering Committee that is working on developing specific goals and objectives, and implementing activities to achieve the desired outcomes—Leadership Action Team; Practice Action Team; Education Action Team; and Healthcare Workforce Data Action Team.

The national campaign is in the process of defining outcome indicators that will serve to establish baselines and provide outcome measures to indicate the level of success of activities implemented to achieve the recommendations. The FL-AC has established a web presence on the FCN's site (www.FLCenterForNursing.org/FLActionCoalition) that will provide state and regional outcome measures for benchmarking purposes and indication of success. Please visit our website to learn more about the Florida Action Coalition and how you may be a part of the action.

The Center has continued to meet its statutory mission and meaningfully expanded offerings in support of Florida's nurse workforce. This was only possible through significant contributions from the Blue Cross and Blue Shield of Florida Foundation and from YOU!! Please accept our sincerest appreciation for the individual nurse and nurse organization contributions received. We thank you for your support and commitment to address nurse workforce issues for the health of Florida.

Mary Lou, Michelle, and Toni

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MEMBERS IN THE NEWS

Congratulations to Patricia Posey-Goodwin (Northwest Region) for successfully defending her dissertation!

The name of her dissertation is:

Exploring Generational Differences in Mentoring Preferences among Registered Nurses in Florida using the Alleman Mentoring Questionnaire.

The Alleman Mentoring questionnaire assumes effective mentoring will need to go through five different stages:

1. Establish the baseline number
2. Ongoing monitoring of the program
3. Measure the impact of mentoring through the questionnaire
4. Evaluation of the results
5. Finally, calculate the return on investment.

Her degree will be a Doctorate in Education from the University of West Florida.

Congratulations to FNA member Dr. Ann-Lynn Denker on her selection to participate in The National Council of State Boards of Nursing (NCSBN) Institute of Regulator Excellence Committee Fellowship Program.

Ann-Lynn is a former FNA President and currently serves on the Florida Board of Nursing.



Patricia Posey-Goodwin



Ann-Lynn Denker

PARTNERS IN NURSING

Conscious Sedation Rule Invalidated by Administrative Law Judge

By Summary Final Order issued November 2, 2012 an Administrative Law Judge ("ALJ") with the Division of Administrative Hearings found that the Florida Board of Nursing ("Board") lacked legal authority to define "unprofessional conduct" to include practicing beyond the scope of the nurse's license by administering certain types of sedatives or anesthetics. At its October 2012 meeting, the Board voted to appeal any unfavorable ruling in the case. If an appeal is to be filed, it must be done by December 3, 2012.

During the past several years, the Board considered a variety of possible regulations to define when a nurse's administration of medications commonly referred to as "conscious" or "deep" sedation exceeded the scope of the R.N. or L.P.N.'s licensure. On April 6, 2012, the Board published the final version of proposed rule 64B9-8.005(15), Florida Administrative Code, which defined unprofessional conduct to include practicing beyond the scope of the nurse's license by administering conscious or deep sedation unless certain clinical conditions were met. The proposed rule was challenged by the Florida Medical Association, the Florida Osteopathic Medical Association, and the Florida Podiatric Medical Association.

The Florida Nurses Association ("FNA") intervened in the rule challenge in support of the Board's ability to define what comprises "unprofessional conduct" for nurses. The Florida Association of Nurse Anesthetists also intervened in the proceeding on behalf of the Board. Both professional nursing associations preferred clarity be established by public rule as to when the nurse's administration of sedatives and anesthetics crossed over into the purview of anesthesia, generally administered by physicians or advanced practice nurses, such as certified registered nurse anesthetists.

Over the last decade, the Board published a series of declaratory statements that addressed individual inquiries as to the nurse's ability to administer anesthetic medications, such as propofol, to patients who are not being mechanically ventilated, consistently finding that the nurse exceeded the scope of practice under the circumstances proposed by the inquirers. Because a declaratory statement binds only the inquirer, the Board preferred a published rule to place all licensees on notice of its position.

The ALJ invalidated the proposed rule on a number of grounds. The judge held that the Board committed a material failure to follow rulemaking procedures when it did not prepare a Statement of Estimated Regulatory Cost ("SERC") or adequately justify its decision not to do so. The judge also found the proposed rule dealt both with unprofessional conduct and with conscious sedation, in violation of the requirement that a rule contain only one subject. Further, the ALJ determined that the Board's statutory authority to define "unprofessional conduct" for purposes of licensure discipline was insufficient authority to promulgate a detailed rule on administering conscious sedation that established clinical standards. Additionally, the ALJ concluded that the proposed rule improperly enlarges the scope of "unprofessional conduct" and modifies or contravenes the scope of practice of a profession. Lastly, the judge found that part of the definition of a "duly authorized practitioner" in the rule was vague because the language could be interpreted that not all podiatric physicians are authorized to order conscious sedation.

An appeal of the decision may be filed by the Board, FNA or FANA triggering review of the case by an appellate court. FNA will advise readers of its decision in the next issue of *The Florida Nurse*.

Florida Organization of Nurse Executives Spring 2013 Conference... Save the Date!!



The Florida Organization of Nurse Executives (FONE) is delighted to announce that Dr. Linda Aiken will serve as the Keynote Speaker at the June, 2013 FONE Spring Conference:

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Linda H. Aiken, PhD, FAAN, FRCN, RN, Claire M. Fagin Leadership Professor in Nursing, Professor of Sociology, and Director of the Center for Health Outcomes and Policy Research at the University of Pennsylvania School of Nursing. An authority on causes, consequences, and solutions for nurse shortages in the United States and around the world, Dr. Aiken also leads the International Hospital Outcomes Consortium studying the impact of nursing on patient outcomes in 13 countries.

Dr. Aiken's presentation: "Impact of Nursing on Patient Outcomes: Implications for Practice, Education, and Policy"

In addition to her Keynote presentation, Dr. Aiken will host a 45 minute Question and Answer session with conference attendees.

The conference will be held at the Caribe Royale, Orlando, Florida on June 13-14th, 2013

Other Confirmed Speakers:

- **Jo Ann Webb, RN, MHA, Senior Director, Federal Relations and Policy, American Organization of Nurse Executives/AHA** will present "Nursing and Healthcare Challenges in the 113th Congress"
- **Patti McCue, RN, MSN, ScD, Senior Vice President, Chief Nursing Officer, Centra, Lynchburg, Virginia** "Outcomes College-Third Generation"

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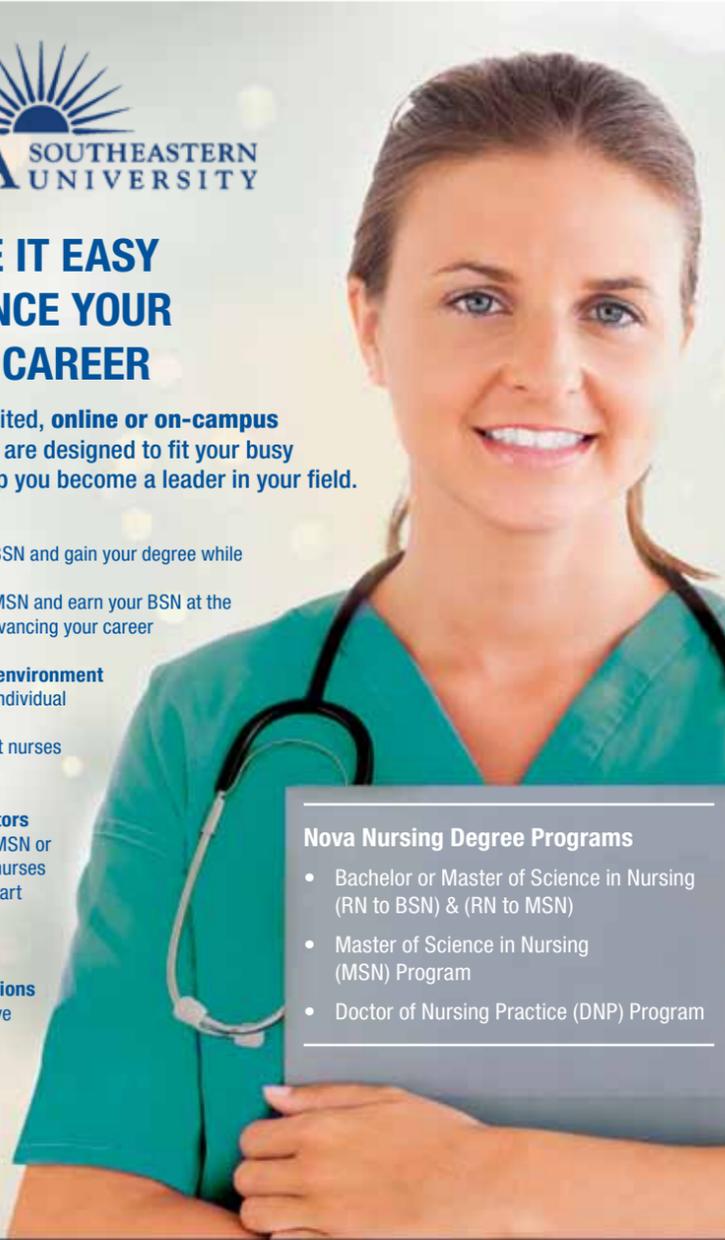
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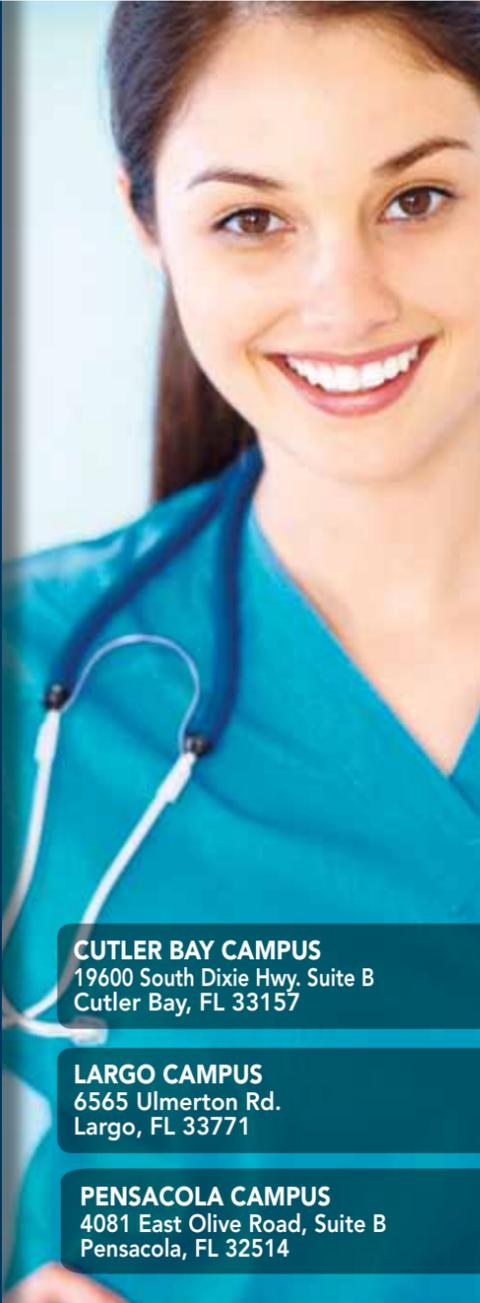
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