A Season of Gratitude for Nursing

Andrea C. Gregg, DSN, RN
President, Florida Nurses Association

As I am preparing to write this message, the weather is cooling and I am looking forward to the coming holidays. This is the time of year when I feel a deep sense of gratitude for all aspects of my life including my family, friends and my profession. Let me talk further about our nursing profession because it is something that we all share.

I am grateful to be part of the nursing profession because it is an altruistic endeavor. Whether by enculturation or by nature, nurses place the needs of others before their own needs. Nurses advocate for other people, particularly those who cannot advocate for themselves. These characteristics of nurses often transcend the care environment and become part of nurses as ordinary people. It is no wonder then that nurses consistently receive highest rankings on ethics and honesty in national consumer surveys.

I am grateful for the variety of roles and employment opportunities that exist in nursing. Considering the current economy, this is a large blessing. As for myself, I have practiced in clinical, administrative and teaching settings. These experiences, perhaps not so different from your own, have cultivated and enriched me as a nurse and as a person. They have given me perspective on issues that frustrate our profession and energy to move forward.

I am grateful for my nursing education. Like many of us, I have moved between practice and student roles over the course of many years until achieving my doctoral degree. Each of my nursing degree programs has deepened my knowledge and critical thinking about health, illness and the nursing response. Each of my nursing degree programs has imparted a heightened sense of my personal responsibility to our profession and the need to make it a better place for those who follow me.

I am grateful for the collective nursing voice of my professional nursing organization. Consider for just a moment the collection of nursing voices within our Florida Nurses Association (FNA). Our core organization is the voice in Tallahassee that speaks for nurses across all roles and settings. Our FNA political action committee (FNPAC) enables this political voice through direct support of legislative and executive candidates who favor our position on nursing issues. We have a collective bargaining voice for those who want representation in the practice setting. We have a workforce advocacy voice for those who want resources in advocating for themselves. We have our Florida Nurses Foundation (FNF) whose voice is heard through nursing student scholarships, practice and research grants, and through bridge grants to nurses who are in need.

Please join me during the holiday season in gratitude for our nursing profession and its gifts to each of us. Give some thought to how you can be more involved in 2009. If you are not a member, join. If you are a member, think of how you would like to contribute and let us hear from you. Think about our staffing and advanced nursing practice issues, and plan now to join us for Lobby Days in Tallahassee, March 17-18. Consider the good that we could achieve through collective giving to FNPAC and FNF. Whether by financial contributions, time or both, know that nursing and our nursing organization is the gift that keeps on giving.

At times our own light goes out and is rekindled by a spark from another person. Each of us has cause to think with deep gratitude of those who have lighted the flame within us.

~Albert Schweitzer
Futures Task Force Makes Recommendations for Change

Willa Fuller, RN  
Executive Director

For several years, many local districts, and particularly district leadership, have been struggling to keep districts active and viable. There have also been problems related to district management, such as districts with few or no existing active board members. In addition, it has been determined that districts may not always be engaged in activities that relate to the core mission of the association. In response to these and other issues, the 2007 House of Delegates passed a motion directing the FNA Board to form a Futures Task Force to look at the structure and function of FNA and to make recommendations for restructuring or re-design. After two productive meetings, the task force developed a plan for action and subsequently the model was approved by the Board of Directors to go forward to the by-laws committee for presentation at the 2009 Centennial Convention for consideration by the House of Delegates.

Process

Prior to the first meeting, the task force reviewed the structure of other state associations, including some non-nursing groups. This is an exciting time for the association and we hope to have members participate and give input to support and facilitate a transition into a more dynamic and effective organization to advocate for our profession. An environmental scan was done to look at information such as current membership, attendance at meetings, financial viability and attendance at programs, structures and recent restructuring efforts in other state associations and function and viability of current FNA Districts. A second meeting was held to refine the work done at the first meeting and after intense discussion, a plan was forged.

Redesign of the Florida Nurses Association

The major components of the re-design include: 1) Refocusing the direction of the association by directing work and activity based on the CORE FUNCTIONS of the association; 2) Dissolution of the districts and restructuring to a regional model (regions to mirror the workforce regions of the Florida Center for Nursing); 3) Reallocating of funds for use by the regions and/or special interest groups to do work and projects based on the core functions of FNA; 4) Move from a biennial convention to an annual meeting of the membership where all members in good standing that attend will be able to vote and participate in the elections process. The major components of the re-design is as follows:

- **Refocusing the direction of the association by directing work and activity based on the CORE FUNCTIONS of the association:**
  - **1)** Dissolution of the districts and restructuring to a regional model (regions to mirror the workforce regions of the Florida Center for Nursing).
  - **2)** Reallocating of funds for use by the regions and/or special interest groups to do work and projects based on the core functions of FNA.
- **Move from a biennial convention to an annual meeting of the membership where all members in good standing that attend will be able to vote and participate in the elections process.**

Continued on page 3
A Year of Reflection; A Century of Advocacy

Leah Nash
Director, Member Services & Leadership Development, FNA

As I think about my first year at FNA, I am overwhelmed by everything that I have learned, as well as, by everything that I still need to learn. I am pleased to be working with a group of eight strong, competent and compatible women on a daily basis and am thrilled to be serving such a generous group of people, nurses.

What have I learned this past year? One small article is not enough space to share all of that with you. I have been exposed to the compassionate nature of our clinical nurses, the passion of our nurse educators and researchers and the excitement of our nursing students. I am in awe of what nurses are capable of and what you are doing every day. You are truly some of our unsung heroes.

One of the big themes that I have learned is that it’s all connected. And there is a common thread that runs throughout those sources: Advocacy.

A lot of times people equate advocacy with legislature. I believe that’s a natural thought progression and FNA certainly provides political advocacy for nurses in the state of Florida. In fact, it’s one of FNA’s major contributions to its members. But to me, nurse advocacy also means supporting nurses by providing a way for nurses to be heard and giving nurses the opportunity to voice opinions in support of the profession. I like to think of FNA—and my role here at FNA—as a tool for nurses to be heard, not to be ignored.

I’ve been with FNA for about one year now. One short year, if you ask me—I know that it feels like it has flown by. I work with the Board of Directors, other volunteers and FNA staff to move the nursing profession forward. And I feel like I have seen a good deal of progress in one year. But then, I take a moment to think about the 99 years of nurse advocacy that happened before me and the mountains of progress that occurred because of those who were passionate enough to push through walls, and I am in awe—again—the second time since I started writing this article.

A century of nurse advocacy is something to be celebrated! I invite you to begin 2009 with this in mind, to remember all of the progress that has been made. This is a pivotal time for FNA, it is a time to keep a clear vision on where the nursing profession should go. I hope that you will keep these thoughts in mind for the entire year of 2009 and plan to join your nursing colleagues at the FNA Centennial Celebration in September.

The FNA Centennial Celebration will be held in St. Pete Beach at the Tradewinds Island Resort, September 22–26. Please see page 18 for details. To join FNA, please visit floridanurse.org.

Notes From Executive Director. . .
Continued from page 2

the meeting; and 5) Provide a new membership menu, which would include an FNA only membership option.

Determining the Focus

The task force identified the core functions of the association as 1) Sustaining the Profession and 2) Quality and Safety. The major issues of concern under Sustaining the Profession are: Practice and Education Redesign, Scope of Practice and Workforce Research. The key issues under Quality and Safety are: Linkages with consumer groups and disaster response. One of the key considerations of the task force is that our tools for work in these areas are legislative advocacy and research. It is important to note that these are all a part of the work and focus of FNA as it now functions. The task force felt strongly that we were too fragmented as an organization and that we needed to pull together in a statewide effort under a regional model to bring more focus on these core issues.

Convention and House of Delegates

Other recommendations of the group include a move from the biennial convention to an annual Membership Meeting. The House of Delegates would be eliminated and the business meeting would be open to participation by all members in good standing. Proposals and bylaws changes would be voted on by this gathering rather than in the traditional House of Delegates, opening participation to all interested members.

Financial Considerations

In regards to the financial considerations, one option presented was that the dues that now pass in the House of Delegates. There will be several conference calls and a Leadership Meeting on February 7 to give local leaders an opportunity to hear more about this proposal and to give input. In addition, there will be a state implementation team and 7 regional implementation teams made up of local leaders to explore the future options for governance and structure in the state. These teams will bring recommendations back to the Board of Directors to facilitate moving forward if this recommendation passes in the House of Delegates. There will be a leadership meeting on February 7 so that interested parties can attend and discuss this proposal, as well as give input into the plan.

There will be more information available and opportunities to participate and have input as this process moves forward. These are exciting times as we plan bold and innovative approaches to improve our organization in order to better serve the profession and healthcare in general. Members may feel free to contact headquarters with questions regarding this process or they may email their input to info@floridanurse.org.

Special thanks to the Futures Task Force for their hard work on following up with this directive from the FNA House of Delegates.

The Florida Nurse

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organization. The regional leaders or special interest groups within the regions could apply for grants to help fund those activities. This and other issues regarding to finance will be determined by the Finance Committee and the FNA Board of Directors.

Local Leader Input

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Mary Lou Brunell
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Maria Seidel
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Marsha Martin
Annmarie J. Farro
Jill Tahmooressi
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Denise McNulty
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Farewell From FNSA President

Devaney M. V. Fort
FNSA Outgoing President

For the past year now, I have had the honor and privilege of being the Florida Nursing Student’s Association (FNSA) president. In the past year, I have had many opportunities and experiences that have shaped my life and the way in which I view nursing. I would like to thank each and every individual who has had a positive impact in shaping my life. My husband and son have truly been my rock and the foundation of support every student needs. This is one of the small reasons I love you both so much. To my family and friends, thank you for everything. If the world was looking down, you were always there with an outstretched hand. To my colleagues at the Central Florida Health Alliance, especially the Cardio Vascular Unit, thank you for your support and encouragement throughout my schooling. You remind me of why I chose this profession.

I would like to take this opportunity to thank the executive board members and liaisons. You have each played a vital role in this year’s growth of the FNSA. Without each one of you, we would not be where we are today, a leading support for Florida’s nursing student population. After a short time we have all grown close and formed bonds of a lifetime. I encourage each one of you to go forward and continue to grown into the amazing nurses I know you are.

Mary Lou VanCott, Willa Fuller, Carol Petrozella, and Toni Link: You are all individuals I have had the honor and privilege to work with these past two years. You have each stood beside this year’s board and encouraged them to do their best as individuals, as well as representatives of Florida’s nursing students. I cannot express our gratitude to you enough, I hope you can understand how much we all appreciate and respect the seconds, minutes, hours, days, months and years you have dedicated to making Florida’s nurses stronger.

To each consultant, thank you. Without you supporting our students on an individual level and encouraging their membership and involvement, there would not be an FNSA today. In all that you sacrifice for your students and careers, it is our hope that you realize how much you have truly touched the lives and hearts of Florida’s nursing students. Without your encouragement and support, we would not be the hope of tomorrow.

To the FNA, thank you so much for your support of the entire FNSA body. Not only have you supported the FNSA through the years, but with your support and encouragement you have empowered the FNSA to become what it is today. Through the years, you have helped each one of us in our quest to become the future of health care. Thank you for the continued support to our students.

Last, but certainly not least, is the entire FNSA body. I would like to thank you for not only your membership and involvement in both the state and local level, but for your visions of making Florida’s healthcare a brighter place for ourselves and our children. With involvement in organizations such as the FNSA, we truly do have a voice and the power to make a difference. I encourage each of you to continue with you quest for a brighter tomorrow, starting today.

Thank you ALL again for allowing me to be such a large part of the Florida Nursing Student’s Association. Through your support, encouragement and empowerment I have been able to have the experience of a lifetime. I wish each of you the best of luck in all that you endeavor.

Josie Schreder-Guhl
FNSA Incoming President

FNSA Annual Convention

The FNSA Annual Convention 2008 was unforgettable and unsurpassed. Every year, Convention gets more exciting, more fun and allows the FNSA to take a step forward!
Michelle Rogers  
FNSA 2nd Vice President

My name is Michelle Rogers, I was the 2007-2008 FNSA (Florida Nursing Students Association) Corresponding Secretary and am the newly elected 2008-2009 FNSA 2nd Vice President. Since the FNSA just finished up its annual convention, I would like to take a moment to thank FNA for all their help and support. You have shown us that while FNSA is a professional organization, it is the first step in our journey. When we join FNA, we will be able to have a positive impact on our profession.

This past week has allowed my fellow nursing students to have a voice in the decisions that are made and the positions that our organization takes toward topics. They made decisions on bylaws and resolutions, and they elected the 2008-2009 executive board. This allowed the students that sat as delegates for their schools to make decisions that will impact FNSA for years to come. There were 7 bylaws changes and 6 resolutions submitted and they were all passed. If a student was not selected by their school to be a delegate, they could attend focus sessions, which are only informative but fun and interesting. It gave students a chance to make new relationships that will live on well past convention. These essays were heartfelt stories about how good health has started at home, with themselves and their families.

The FNSA annual convention this year was not only informative but fun and interesting. It gave students a chance to meet fellow nursing students from other schools, network with vendors and to make new relationships that will live on well past convention. I would like to take a moment to thank FNA and FLN for all that they have done to support FNSA in our endeavors. Your continued support allows us to make Florida Nursing Students Association one of the largest and most active state Nursing Student Associations available.

Special Thanks to the Following Sponsors for their Support of FNSA Convention

Platinum Sponsors
Florida League for Nursing  
(Afternoon Tea, Essay Contest, Chloe Trammel Scholarship)

Hurst Review  
(Conference Bags)

Silver Sponsor
Florida Hospital

Dr. Li Loriz, director of the School of Nursing at the University of North Florida (UNF), was selected as the Director of the Year by the Florida Nursing Students Association for her unending commitment to the support of UNF nursing students and faculty.

Loriz, a Neptune Beach resident, was chosen from out of more than 50 nursing program directors and deans in the state and was recognized at FNSA’s annual state convention in October.

UNF nursing students appreciate her presence and interaction through her consistent demonstration of concern and compassion. “She creates an environment where students and faculty feel free to express their concerns as well as share their triumphs,” said Dr. Kathaleen Bloom, UNF nursing professor. “Her open-door policy and shared governance style sets an example for students and faculty alike.”

Loriz has demonstrated dedication and support to the Student Nurses’ Association (SNA) at UNF consistently over the years by attending chapter meetings and local association functions. She also gave her support in growing the SNA chapter from a handful of students to more than 120 students.

“Dr. Loriz makes us feel like the work we do with SNA is valuable and important by supporting us in everything we do,” said Shane Gaik, UNF nursing student and SNA president.

This spring, Loriz helped facilitate funding, so that 14 nursing students and a faculty advisor could attend the National Student Nurses’ Association meeting in Texas, where the UNF SNA chapter presented three posters and was awarded a Breakthrough to Nursing honorable mention national award.

Loriz has been at UNF since 1996, where she began as an assistant professor in the Department of Nursing. She is a member of FNA and has served as director of the School of Nursing since 2003. She has received numerous honors and awards, including the Greatest 100 Nurses Award, Outstanding Undergraduate Teaching Award, Dean’s Service Award and the Outstanding Achievement Award by the Florida Commission on the Status of Women.

Michelle Rogers

The vendors at FNSA convention were very informative and interested in nursing students. They were from companies from hospitals to NCLEX study aids and everything in between. This gave the vendors contact information for many students and a chance to network with other vendors.

FNSA gives away scholarships each year and this year was no exception. Scholarships were awarded in the amounts of $250 and $500. There were 9 scholarships for $250 and 5 scholarships for $500 awarded and I am sure that those students who won scholarships are grateful for the support of FNSA. There were also two scholarships awarded by FLN (Florida League of Nursing) at the FLN delegate tea on Friday afternoon. These students submitted an essay that related to the convention theme of Good Health Starts Here and all students who submitted an essay scholarship were also invited to the tea. There, they were asked to read their essay to their fellow guests. These essays were heartfelt stories about how good health has started at home, with themselves and their families.

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The FNSA Executive Board of Directors with Dr. Angeline Bushy (FNA District 6 President) at Pre-Convention in at the Hilton Daytona Beach Resort in September.

Students from all over the state of Florida attended the FNSA Convention in October in Daytona.

Heather Woods, Carrie Wallace-MacDonald, Danielle Abukhalaf and Steve Olaf, from Seminole Community College (SCC), competed against 10 teams from nursing schools throughout the state in Nurse Jeopardy, answering health-related questions and playing for points rather than money. In the final round, SCC knocked off Manatee Community College and the University of South Florida, for the win.
Congratulations to the students below for winning scholarships. The scholarships were awarded at the FNSA Convention in October.

Scholarship list:
- Helen Ann Dean Scholarship—Kelly Thacher, Barry University
- Chloe Trevisan Scholarship—Sarah Dycus, Polk Community College
- Mary Tittle Scholarship—Nerissa Rojas, Barry University
- Paula Massey Scholarship—Samantha Garcia, Barry University
- Wills Fuller Scholarship—Summer Howell, Santa Fe College
- Claydell Horne Scholarship—Sarah Linck, Polk Community College
- Heather Scaglione Scholarship—Michelle Rogers, University of Central Florida

FNSA Scholarships:
- Samantha McBride, Santa Fe College
- Melissa Lewis, Santa Fe College
- Kim Dierolf, Polk Community College
- Kelly Powers, Santa Fe College
- Andrea Mobley, Santa Fe College
- Courtney Jones, University of Central Florida
- Glaucia Lima, Santa Fe College

Florida League of Nursing (FLN) Scholarships were distributed at the Afternoon Tea:
- Andriea Schotter, Central Florida Community College
- Jennifer Morales, University of Central Florida, Daytona

The following awards were also distributed:
- Activity Awards—Polk Community College
- Most Creative Breakthrough To Nursing (BTN) Awards—Santa Fe College
- Best BTN Recruitment—Polk Community College
- Best BTN Retention—Barry University
- Commit 2 Fit Group—University of Central Florida, Central Florida Community College, Barry University
- Commit 2 Fit Individual—Diana Gonzalez, Barry University
- Chapter of the Year—Polk Community College
- Greatest % Increase in Membership—Florida Southern College
- Greatest increase from last year in Membership—Bethune Cookman University
- Greatest Number of Members—Palm Beach Community College
- Jeopardy Winner—Seminole Community College
- Legislative Award—University of Central Florida
- Most Creative Penny Wars Jar—Santa Fe College
- Newsletter Award—University of Florida
- Pennies PRN Winner—Santa Fe College
- Penny Wars Winner—Santa Fe College
- Project Award—University of Central Florida
- Website Award—Central Florida Community College

FNSA Scholarships:
- Jennifer Williams Award—Sarah Link, Polk Community College
- Caps Faculty Award—Toni Link, Polk Comm. College
- Community Health Award—Barry University
- Community Health Faculty Award—Gene Majka, Barry University
- March of Dimes School Award—University of Central Florida
- Healthy Heart Individual Award—Alysa Angel, Seminole Community College
- Healthy Heart School Chapter Award—Polk Community College
- CAPS Greatest # Children Screened—Polk Community College

Fast Facts:
- University of Central Florida
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Accelerate Your Career!

Six Common Job Search Road Blocks and How to Avoid Them

Are you having trouble securing second round interviews? Does it seem as though your job search has simply stalled out? You might be making some of the same mistakes that countless other job hunters are making while searching, applying and interviewing for new employment opportunities. The following list examines these common job search related blunders and offers advice on how to bypass them:

Limiting your resources
Relying on only a few job posting resources limits the amount and quality of opportunities that you have access to. Spread your efforts across multiple mediums and multiple sources to ensure a more thorough job search.

Underutilizing your network
When searching for a job, remember to tap into your network of friends and professional contacts to get things moving. It is quite possible that someone in your network has the connections necessary to help you land your dream job.

Not doing your homework
Interviewers want to feel confident that you have researched both the position and the company prior to the interview. Be sure to know what the position entails, what the company does and feel secure in your industry knowledge.

Bad-mouthing previous employers
When asked what you liked least about your previous position, be careful not to sound too negative and definitely do not bad-mouth a past supervisor or co-worker. Keep your answers as positive as possible.

Appearing unprofessional
Dressing appropriately for an interview is just one small part of your professional appearance. Make sure that your email address, outgoing voicemail message and personal web pages make a favorable impression as well.

Forgetting to ask questions
Ask intelligent and open ended questions during the interview that show you have done your research and that you are genuinely interested in learning more about the position and the company.

When it comes to the mistakes candidates make throughout the entire job search process, the list goes on and on. The key to avoiding most of them is using common sense. Now that you are aware of the most common of these errors, you can be sure to steer clear of them to ensure a successful job hunt.

Visit the FNA Career Center at floridanurse.org/services today to view our list of exclusive opportunities!
Florida Nurses Foundation Awards 6 Research Grants and 24 Scholarships.

The Florida Nurses Foundation (FNF) is pleased to announce the recipients of the 2008 research grants and scholarships. This year, FNF awarded funding for six research grants and 24 scholarships to nurses throughout the state of Florida. FNF exists to promote nursing and delivery of healthcare through research and education. Each year, funds are provided to registered nurses and students for scholarships and research grants.

2008 Research grant recipients and their proposals are:

- Jonathan Deckor, MSN, ARNP: Proposal: Parental Self-Efficacy for Enacting Healthy Diet and Physical Activity Behaviors in their Children;
- Jean Hannan, MSN, ARNP: Proposal: Low Income Minority First Time Mothers: Effects of APN Follow-up Phone Calls on Maternal & Infant Outcomes and Health Care Charges;
- Sandra Knapp, Proposal: Evidence-based Family Invention for Promoting Stress Reduction and Coping in Families of Critically Ill Trauma Patients;
- Rhonda Lesniak MA, MS, FNP-BC: Proposal: A Lived Experience of Adolescent Females Who Self Injure By Cutting;
- Catherine Levonian, RN, MSN, Proposal: Translating CBPR into Nursing Practice: Closing the Health Disparities Gap; and
- Susan Salazar, ARNP, CNM: Proposal: Determinants of Follow up After Abnormal Papanicolaou Screening in Low Income and Minority Women.

2008 Scholarship recipients are:

- Bridget Goddles Appow received the Edna Hicks Scholarship Fund;
- Holly Almond received the Agnes Naughton RN-BSN Fund;
- Tiffian Basile received the District 46 Olave Ramsey Memorial Scholarship Fund;
- Linda Bellows received the District 3 Scholarship;
- Mary Bergin received the District 6 Olive Seymour Scholarship;
- Laura Donaven received the District 24 Erma B. Kraft Scholarship Fund;
- Grace Field received the Mary York Scholarship Fund;
- Sharon Henry received the District 46 Ruth Jacobs Scholarship;
- Holly Herman received the District 5 Undine Sams and Friends Scholarship Fund;
- Lauren Hotchkiss received a District 6 Scholarship;
- Jason Melnik received the District 6 Lillian Hall, Friend of Nursing Scholarship;
- Anna Morrison received the District 6 Generic Scholarship;
- Karen Mounger received the District 8 Charlotte Amazzone Scholarship Fund;
- Elizabeth Olafson received the Ruth Finamore Scholarship Fund;
- Rodney Rosello received the Charlotte Liddell Scholarship Fund;
- Mawish Saleem received the District 5 Nina Brookins Scholarship Fund;
- Dennis Sanchez received the Eleanor Bindrum Scholarship Fund (District 5 Charitable Trust);
- Nicole Sanchez received a District 6 Scholarship;
- Amanda Scarcella received a District 6 Scholarship;
- Kimberly Smith received the District 4 Florida Nurses Scholarship;
- Laurie Stark received the District 20 Evelyn Baxter Memorial Fund;
- Bradly Strowse received the District 21 Louise Fliske Memorial Scholarship Fund;
- Debra Wagner received the Great 100 Nursing Scholarship; and
- Cathleen West received the District 5 Connie Dorry Memorial Fund.

FNF was established by members of the Florida Nurses Association (FNA) in 1983 and first grants were awarded in 1986. 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.

Foundation Updates

Policy to Increase Donations

The Florida Nurses’ Foundation is pleased to announce that they have taken the $10,000 limits off of the endowed funds to allow members to donate additional dollars to each fund. The funds will now be “capped” in increments of $5,000 with increased scholarships given at each level. This would mean that when a fund reaches $15,000 the amount of the scholarship given will be increased. Currently, District 3 in Marion County has raised $23,000 to endow their fund. We congratulate this district for their hard work!

We have updated the Foundation page on the website to allow members to donate to the individual funds online. The Foundation Trustees believe that this increase opportunities for philanthropy for nurses while increasing funds for Grants and Scholarships. We hope that each district that has a fund will work to raise funds to reach this goal by the Centennial! This would be a great way to honor the person that the fund was named after.

To donate go to: http://www.floridanurse.org/foundation/index.asp
The Barbara Lumpkin Institute (BLI) held a successful Public Policy Symposium in Orlando on October 11th. Over 100 attendees participated in the conference, learning about topics such as the Physicians for National Health Plan, Media Training 101, Florida's political climate and highlights of upcoming elections, including the presidential race. Attendees included FNA members, FNA Legislative District Coordinators (LDCs), members of other associations and students. "I enjoyed it very much and what I learned was what I could do on a grassroots level, beginning in my local territory and getting in touch with my Representatives and Senators and then taking it on up to Tallahassee when they're in session," says Laureen Mack, FNA member.

Several students also attended the symposium and will be taking what they learned back with them to their respective schools and professional organizations. "I mostly learned that there are issues out there that even though I don't think that they affect me as a student, they really do—as a student and constituent," says Michelle Rogers (Florida Nurses Student Association).

Most importantly, attendees learned about this year's FNA legislative priorities, which include Controlled Substance Prescribing, Safe Nurse Staffing, a Safe Patient Lift Bill and an Economic Stimulus Package that supports faculty recruitment/retention, tuition differential, simulation support and Florida Center for Nursing funding. Attendees also received a Legislative Resource Toolkit, chock full of resources about how to be a healthcare advocate in their own communities. If you are interested in learning more about FNA's legislative priorities, please visit floridanurse.org and click on "Legislative Activities" or go directly to capwiz.com/fln.
On October 24, 2008, the professional staff of the Florida Senate Health Regulation Committee released its report entitled, “Authorization for Advanced Registered Nurse Practitioners to Prescribe Controlled Substances,” a study requested by Senator Jeff Atwater. The study concludes: “Senate professional staff recommends that the Legislature consider extending authority to Florida-licensed ARNPs who have attained certification in a nursing specialty from a nationally recognized certifying entity to prescribe controlled substances under protocols and within the scope of practice for their specialty”—a conclusion FNA wholeheartedly supports and has encouraged legislators to adopt for fifteen straight years.

We will enter the 2009 Legislative Session with renewed optimism regarding our quest to seek controlled substance prescribing for ARNPs in Florida. It is high time this privilege is granted to ARNPs, as Florida will be one of the last two states in the country to improve the healthcare of its citizens by permitting ARNPs to prescribe controlled substances. We come to the table this year with allies in the Florida Retail Federation, the Florida Hospital Association, as well as the support of our patients and many of our individual physician colleagues. We know we have support of some legislators and we look forward to educating others.

The study makes many important points regarding ARNPs including that they are skilled nursing professionals and are qualified primary care providers. Expanding the ability to prescribe controlled substances to ARNPs will also facilitate and enhance the care patients receive from their ARNPs, as well as reduce costs and limit delays.

The study report provides an excellent overview of prescribing laws in other states. The overview discusses supervisory and collaborative relationships, educational requirements for APNs and types of regulations in place regarding prescribing in other states. The report discusses the current medical malpractice liability crisis, but points out that, “if ARNPs are authorized to prescribe controlled substances they would be independently responsible for any negligence that arises from their prescribing activities unless the supervising physician actively conducts an evaluation, treats the patient, or consults with the ARNP over the patient’s care.”

Prescription drug abuse and diversion are significant problems within the state of Florida, but the report points out that “Advanced practice nurses do not appear to be any more susceptible to diversion or inappropriate prescribing than any other prescribing practitioners.” In addition, the study acknowledges that ARNPs are a significant source of primary care in rural areas.

The document produced by the Professional Staff of the Senate Health Regulation Committee is an excellent overview of the important issues surrounding ARNPs and controlled substance prescribing in Florida. The full document is well worth the read and FNA encourages all nurses to become familiar with it and share it with their legislators. The report is available on the Florida Senate website under Publications.
Drs. Marydelle Polk, Mavra Kear, Kay Hood, Gene Schlesinger, Jean Leuner, Jean Wortock, Joanne Masella, and Marianne Rodgers met with representatives from Senators Mel Martinez (Taylor Booth) and Bill Nelson (Gene Schlesinger) to address crucial issues facing nursing education. The nursing leaders were attending the annual fall meeting of the American Association of Colleges of Nursing (AACN) in Washington, DC. AACN’s legislative issues discussed included the decrease in the number of state and national initiatives to support nursing education that threatens the pool of potential nurse educators.

The nursing leaders were attending the annual fall meeting of the American Association of Colleges of Nursing (AACN) in Washington, DC. AACN’s legislative issues discussed included the decrease in the number of state and national initiatives to support nursing education that threatens the pool of potential nurse educators. The current Master’s and Doctoral programs in nursing are not graduating enough individuals to meet the projected need for nursing faculty. In an annual survey conducted by the AACN (2007-2008), there were 40,285 qualified applicants to Baccalaureate and Graduate nursing programs who were denied admission due to the lack of faculty. In Florida, 2,601 qualified students were denied the opportunity to pursue a nursing education due to insufficient number of faculty, classroom space, clinical sites and qualified preceptors for advanced practice students.

Supportive data for U.S. colleges and schools of nursing reveal the average age of doctorally prepared faculty is 55.6 and that 200-300 nursing faculty will retire each year through 2011. Another 220-280 nursing faculty will be ready to retire between 2012 and 2018.

The Florida Nurses PAC is the arm of the Florida Nurses Association that supports the voice of nurses in the political arena. We build our power and influence in several ways, including by our endorsement and support of political campaigns. Each year, the FNAPAC business circuit candidates and make donations to their campaigns. This year we have over 40,285 qualified applicants to pursue a nursing education due to insufficient number of faculty, classroom space, clinical sites and qualified preceptors for advanced practice students. Supportive data for U.S. colleges and schools of nursing reveal the average age of doctorally prepared faculty is 55.6 and that 200-300 nursing faculty will retire each year through 2011. Another 220-280 nursing faculty will be ready to retire between 2012 and 2018.

Each nursing leader spoke of the need to continue and strengthen funding of Title VIII as this provides the largest source of federal dollars for nursing education, practice, retention and recruitment. The programs supported by Title VIII provides funding for nursing education from entry level through graduate preparation and favor those institutions that provide education for nurses to practice in rural and medically underserved communities. Other concerns, such as the need for healthcare reform was voiced. The current infrastructure often fails to meet the health needs of a diverse population. The healthcare system is confronted with major challenges such as growing numbers of individuals who are uninsured/underinsured, millions of baby boomers who will require expanded healthcare, the cost of caring for adverse events related to the obesity epidemic in young children and their families and the rising cost of care for returning soldiers from the Iraq and Afghanistan war. Who will be there to provide the care? If the U.S. Bureau of Labor Statistics are indicative of what is to come, the “nation’s nursing shortage will grow to more than one million new and replacement nurses by the year 2016.”

AAHN sponsored visit highlighted the ongoing need for the government to support and continue funding for all levels of nursing education.


Drs. Marydelle Polk (Florida Gulf Coast University), Mavra Kear (Florida Southern College), Kay Hood (Jacksonville University), Gene Schlesinger (Bill Nelson’s Office), Jean Leuner (University of Central Florida), Jean Wortock (St. Petersburg College), Joanne Masella (Palm Beach Atlantic University), and Marianne Rodgers (Florida Gulf Coast University).
District 1—Escambia & Santa Rosa Counties

Janice Hoff, ARNP

District 1 held a Meet & Greet the Legislators program on Tuesday, October 14, 2008, at the Angus Restaurant on Scenic Highway which was well received. Local legislative candidates who attended each gave a ten minute presentation. A question and answer session was conducted at the end of the presentations.

Legislators in attendance included: Greg Evers, Republican State Representative, District 1; Dave Murzin, Republican State Representative, District 2; Clay Ford, Republican State Representative, District 3; Jim Bryan, Democrat opponent to Jeff Miller for U.S. House of Representatives; and Joshua Joselyn, candidate for the Emerald Coast Utility Authority, District 3. In addition, Mike Burns, Special Assistant to Governor Charlie Crist was also present. We found that our local legislators had limited knowledge of nursing issues. The meeting was a great opportunity to provide an overview of major healthcare and nursing related concerns.

Our final meeting this year was held on December 6, 2008. Contact Janice.hoff@yahoo.com for further information or for a copy of our Legislative Talking Points (adapted from the ANA Policy & Presidential Candidates report of August 18, 2008).

District 3—Marion County

Mary Clark, ARNP

FNA District 3 will have its annual conference on May 16, 2009. The Family Practice Potpourri Encore 2009 is a day long clinical continuing education program. Please visit www.marionnurses.org for updates as they are available.

District 5 - Miami Dade County

Jill Tahmooressi, RN

The last meeting of the year was held on Friday, December 5th in conjunction with the South Florida Organization of Nurse Executives. The meeting included a legislative program. The district is very excited about this first time collaboration with the South Florida Organization Nurse Executives, coordinated by their President-Elect Maria Lina “Bing” Wood. For an update from the meeting, please contact FNA District 5 President, Jill Tahmooressi, at jill.tahmooressi@mch.com or 305.666.6511 X8536.

The 2010-2012 term election ballots will be mailed out the first quarter of 2009 by the Chair of the Nominating Committee, Deborah Wilson. If you intend to run for an office, Board of Directors position or FNA district 5 House of Delegates elected position, please contact Ms. Wilson at wilson3343@att.net to appear on the election slate.

Continue to stay informed by going to the District 5 website www.fna5.org, kept up to date by the Chair of the Public Relations Committee, Bonnie Taggart. The Heartbeat, the District 5 official news publication is also available on the website. Barbara Russell is the Chair of the Heartbeat and is commended for her editions of The Heartbeat. Please send articles and announcements of interest to Barbara at barbarar@baptisthealth.net. Reminder to members of District 5; The Heartbeat is distributed via email so please keep your email address current with FNA Headquarters to avoid missing out on our District’s news and activities. If you do not have access to email and would like a hard copy mailed by U.S. postal service, please contact the District 5 President Jill Tahmooressi.
District 6 – Volusia County

Angeline Bushy, PhD, RN, FAAN

After a short hiatus, the officers and members of FNA District VI are renewed, rejuvenated and again meeting on monthly basis. Officers for the organization are Ms. Barbara Wheeler as Vice President, Ms. Stacey Deluca as Secretary, Ms. Jan Croweover as Treasurer and Dr. Angeline Bushy as President. The District meetings, which include a continuing education offering, are being held at the University of Central Florida (UCF) College of Nursing (CON) on the Daytona Beach (DB) Campus. Nurses having a range of interest and expertise from within the local area are speakers for the programs, including the following individuals.

The September meeting included a continuing education offering by Mary Harper PhD, RN who spoke on International Nursing: Developing Cultural Competence. Recently, Dr. Harper completed her PhD in Nursing at UCF-CON and is currently a faculty member at UCF-CON on the DB Campus. Previously, Dr. Harper held the position of Director of Nursing Education Director at Florida Hospital–Memorial Division. Within the past five years, Dr. Harper participated in several international mission experiences including South Africa and Central America. The focus of her dissertation was on cultural competence among nurses in the clinical setting.

For the October meeting, Ms. Ariana Gross, RN, MSN, CCRN-C presented a continuing education offering on The Role of the Sexual Assault Nurse Examiner (SANE). The SANE program originated in the 1970s. Within a community, these nurses are active members of Sexual Assault Response Teams (SARTs). Ms. Gross currently is an active SANE volunteer in Volusia County, as well as a faculty member at UCF CON on the DB Campus. Previously, she held the position of Coordinator of Clinical Education at Flagler Hospital, St. Augustine, FL.

For the November meeting, Ms. Pat Dewsbury, BSN presented a continuing education offering to update the membership on the Florida Baker Act Process. Ms. Dewsbury recently was promoted to the position of Vice President of Nursing of ACT-Stewart Marchman inpatient facilities. Prior to this, for almost 10 years she served as the Director of Nursing for ACT inpatient services.

On another note, the Florida Student Nurses Association Convention was held at the Hilton in Daytona Beach in late October. With three programs of nursing in Daytona Beach (UCF, Daytona State College and Bethune Cookman University) several District VI members were also involved with the SNA chapters in those institutions.

District 17 – Indian River County

Phyllis T. Burke, RN

Regular meetings are at Royal Palm on the first Monday of each month. The Annual Dinner will be held at the President’s Home in Sebastian. See you all there.
September was a month filled with surprises for me this year. I was honored to have been appointed to the Credentialing Committee for the Special Session of the National Labor Assembly (NLA) and had the unexpected fortune to again attend the 2008 Labor Leader Institute (LLI) held in Chicago this past September. This allowed me the rare occasion to spend the week with four other Labor Leader Nurses from our great State of Florida, Mary, with the State Unit, along with those remarkable nurses, Ginny, Linda and Marcia from the Wuesthoff Memorial Hospital Unit who attended this week more valuable than I could have ever imagined. Each of us were at different plateaus in our experience with LLI, our involvement within our individual units and even in our nursing careers, making it very interesting to interact together. It was comforting to realize that we share more in common than we ever knew. Networking with other like-minded nurses from around the country has always been a huge part of LLI, but this year’s LLI was profoundly special because of the bonds made with the nurses in my home state.

Having attended the LLI in the past, I knew I was in for an enlightening experience and I was not disappointed. The courses that I selected this time focused more on the Legislative, Economic and Health & Safety training. At first glance, one would have thought that I was in for a long and boring week, but this was not the case.

In fact, it was wonderful…. each instructor was an expert in their field, plus every session was complimented with the UAN Executive Committee Members and was truly enjoyed by the interactive participants of each course.

I left each course with so much more useful knowledge, a better understanding of the topic and a deeper feeling of empowerment as a labor nurse.

I have the unique role in my unit at Shands UF to have the “Health and Safety” go to person. This year in the Health and Safety courses that I took, I met one of the true Health and Safety icons that have been educating nurses for Veteran’s Health System safety in the workplace settings for decades. Bettye Shogren, who has many years of research and experience in this field, was more than a delight to listen to in “Assess Your Back, Save my Back: Safe Patient Handling, Legislation and Implementation.” I actually saw one of the slides I have borrowed along the way in my own presentation used in this course.

Elise Gould was able to transform “The Economics of the Health Care Industry” course into an informative and creative class that invoked many conversations at our lunch round tables.

In Witter, our UAN lobbyist in Washington DC, presented “The Lobbying and Legislative Process” course and “Building Our Political Power, Political and PAC Training.” This course turned out to be the most interesting to me—go figure—informing me of elections and a new body of knowledge, how lucky can one activist be! It was also beneficial to me to have this newly acquired solid base of knowledge when I attended the Barbara Lumpkin Legislative Symposium in October. I finally felt adequately equipped to understand the state legislative issues after having so many hours of training on the national level.

It is a struggle at times to find the balance between the Association side and the Union side of our nursing organizations, but the UAN Labor Leader Institute is comprised of nurses who are at the bedside, committed to being the patient’s advocate, and are a nurse first. The difference is that these nurses have taken it one step beyond that to become leaders and champions for all bedside nurses’ rights so that we can continue to provide the excellent nursing care that we do provide on a day to day, bed to bed case. I left with a renewed belief that yes, we can both complement each other and blend together to move our profession forward.

This is just a short synopsis of the fantastic week that I enjoyed, but the lessons learned will inspire me to continue to stay actively involved for the years to come.

I thank all at UAN and FNA/LLI for this impressive experience and I encourage all of you that are offered this opportunity in the future to accept with high expectations, as it is an encounter that will change you for a lifetime.

Judy Ulrich-Weaver,Virginia Carter and Annmarie J. Farro at the 2008 Labor Leader Institute in Chicago.
I receive numerous calls from nurses who have either had disagreements with their supervisors or received some form of counseling and wonder how they should respond. Many times, if they choose to respond in writing, they will send it to me for review before submitting or sending. In many instances, the member’s first draft is not appropriate. They use this opportunity for venting their anger and frustrations, rather than a thoughtful and professional expression of their feelings. In these cases, what they have written is certainly not going to help and may, in fact, make matters worse. When reviewing the written responses for the individual nurse, or group of nurses, I will usually express to them that it was probably quite helpful for them to articulate their thoughts and feelings, express to them that it was probably quite helpful for them to articulate their thoughts and feelings, and professional way. Remember, supervisors and nurse managers should be viewed as professional role models and set the tone for how communication and problem solving is accomplished in the units they manage. In addition to the points above, the following points should also be followed when addressing an issue(s) with an individual staff member or a group:

- Keep your comments/discussion to the point.
- When the need arises to discuss an issue(s) with an individual staff member, take the individual aside into a private area. Never confront a staff member in a public area;
- Keep your comments/discussion to the point.
- Stick to why you called the staff person in–address the issue in a calm, factual, and professional manner; and
- Watch your language. Do not yell and/or derogatory comments. As the supervisor or manager, it is your role to maintain a professional environment.

As a professional, there are proper and improper ways to deal with figures or authority, as well as colleagues. Some of the strategies can work in workplace conflict with a colleague. In these tough times, it is a great skill to be able to communicate calmly and professionally in times of stress. If anyone can develop and hone these skills, nurses are the best group to do it. Remember the old adage, “You can attract more flies with honey than you can with vinegar.” While it may be amusing, it can take you a long way in getting what you want.

If you have questions and/or concerns regarding how to address your concerns in the workplace, I can be reached at 407-896-3261 or by email at lhomsted@floridanurse.org.
Being happy at work is a fundamental element of a person's life satisfaction. Because work is an integral part of a person's identity, the professional role that one assumes is frequently the means by which a person feels the most valued and derives their self-esteem. (1) Within the profession of nursing, there is a positive correlation between career satisfaction, self-nurture and life satisfaction. (2) Given work's powerful influence in the measure of one's self-worth, it seems to reason that there are significant positive outcomes of experiencing happiness at work.

The business case for happiness at work

Experiencing happiness at work not only produces significant personal consequences for employees but is also a factor for business success. (3) Business and healthcare organizations are recognizing the direct connection between employee happiness and enhanced productivity and improved outcomes. Jessica Pryce-Jones is the co-founder of iOpener, a British based firm that works with businesses around the world to increase their employee's happiness. “Businesses and teams often focus on success and assume that people will be happy as a result, but success is not the same as happiness. It will not lead to long-term business commitment, loyalty or motivation, whereas being happy at work does.” Businesses value her firm’s mission as demonstrated by Pryce-Jones’ growing client list that includes the World Health Organization, Shell Oil and Baxter Healthcare.

The time you spend at work

Being happy at work is important, in part, because people spend the majority of their time working. According to the U.S Department of Labor, during the work-week, the average employed American spends more time working than with any other activity of daily life. (4) Because so much of a person's daily life is spent at work, it behooves a person to really look at the nature of what they do while they are at work. "A person will not be happy with their job if they are spending too much time in activities that do not engage and energize them," states Pryce-Jones. She affirms that if an individual spends the greatest percent of their day doing what makes them happy, they become much more productive and committed. “You really can complete tasks much more efficiently and to a higher standard if a majority of your day is spent on the work that is most meaningful to you.”

Job satisfaction versus happiness at work

Each year, healthcare organizations spend countless man-hours and considerable financial resources measuring employee satisfaction. Information obtained by these surveys can be valuable, but the danger exists when employees do not see concrete actions as a result of the information (5).

Pryce-Jones notes a distinct difference between satisfaction and happiness. She says, “The major difference between employee satisfaction and happiness is control. Satisfaction is determined by factors such as pay, working environment and benefits. Happiness is a part of job satisfaction but really concerns what you can control and influence.” Pryce-Jones clarifies that control is a fundamental element of happiness at work. "What people are in most control of is reaching their own potential.”

The journey of happiness

Determining how to reach one's own potential and learning what truly makes them happy is an individualized process. It is unique for every person because people bring with them a host of past experiences and a full spectrum of natural tendencies. When healthcare organizations implement a one-size fits all strategy for employee retention, their well-intended efforts often garnish few concrete results because what makes a person happy and fulfilled is different for each individual. The greatest success will come by focusing on helping an employee with their personal journey to happiness.
Wilson had just arrived to the pediatric emergency room that night. I walked up the hill to my car, the organ procurement team was notified and I, like many nurses, worry about if they completed their list. I review my list patient by patient and mark off the task completed, I come into the world, I was infused with a sense of hope. I was infused with a new sense of hope. As Winifred Newman wrote, “There are no hopeless situations, only people who think they are.” This young girl was giving the gift of life and hope, to a new sense of hope. As Winifred Newman wrote, “There are no hopeless situations, only people who think they are.” This young girl was giving the gift of life and hope, to
FNA Flashback

Blast Off With FNA! This image was taken from the May-June 1965 issue of The Florida Nurse.

Photos taken from the 51st FNA Convention in 1960 in St. Petersburg.

FNA Fun Fact:
The First FNA Meeting was held on March 1, 1909 in Jacksonville.

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Mark Your Calendars!

FLORIDA NURSES ASSOCIATION

2009
September 22 - 26

FLORIDA NURSES ASSOCIATION

For more information on the FNA Centennial Celebration, contact conferences@floridanurse.org. Sponsorship opportunities are available.

100 Years?

Centennial Celebration
100 Years of Advocacy

TradeWinds Island Resorts ~ St. Pete Beach

Hotel rooms were only $3.00-$4.50 for the 1961 FNA Convention!
Do you have great ideas, enthusiasm and a healthy appetite for learning new things? Then FNA leadership just may be for you. Please see below for a list of FNA Board of Director position responsibilities, as well as task forces and committees.

If you want to get more involved with FNA, running for office or requesting to be on a task force or committee may be the next step for you. If you are interested or have any questions, please email info@floridanurse.org. If you express interest for running for a Board position, your information will be forwarded to the nominating committee. Elections will be held at the Centennial Celebration House of Delegates in September 2009.

President:
- Formulates an agenda for Board meetings, in cooperation with the Executive Director and with input from the Board and Leadership;
- Presides over FNA board meetings and the biennial House of Delegates;
- Serves as an ex-officio member of all FNA committees;
- Represents FNA at local, state and national meetings when feasible or select a designee;
- Makes appointments to standing and other committees of the association;
- Attends ANA convention and serves as a state delegate;
- Keeps abreast of ANA news and events;
- Attends Constituent Assembly meetings of ANA; and
- Keeps frequent communication with FNA Board, Staff and Structural Unit Leadership.

First Vice President
- Serves as assistant to the President;
- In the absence of the President assumes the duties of the President;
- Serves on and/or chair committees, as needed, and represents the Board at meetings and functions as requested.

Second Vice President
- In the absence of the President and the First Vice President, assumes the duties of the President;
- Serves as the liaison the FNA Consultant to the Florida Nursing Students Association (FNSA); and
- Serves on and/or chairs committees, as needed, and represents the Board at meetings and functions as requested.

Secretary
- Attends each board meeting;
- Takes minutes at Board meetings and other official meetings of the FNA Board;
- Works with FNA staff for the typing, reviewing and dissemination of the minutes;
- Serves on and/or chairs committees, as needed; and
- Represents the Board at meetings and functions, as requested.

Treasurer
- Reports to the Board of Directors the financial standing of FNA at each meeting;
- Serves as the Chair of the Finance Committee; and
- Makes a full report of the financial standing at each FNA convention.

Directors at Large (8)
- Attends the Board Meetings in Orlando;
- Attends the Biennial Convention;
- Reviews all the preparatory reports and material and prior to the Board Meeting;
- Serves as liaison to assigned FNA districts and contacts the Presidents periodically between Board meetings (suggested monthly contact by email or phone);
- Prepares a brief, concise report of any FNA related activities prior to each meeting (template provided);
- Serves on appointed or volunteer committees, as needed;
- Serves as the Chair of Task Forces or committees (with consent);
- Attends conference calls, as needed;
- Serves as an official representative of FNA, when requested; and
- Is accessible through email.

FNA Committees and Task Forces are listed below. To sit on a committee or task force, you must be appointed by the FNA Board of Directors and there must be an open seat available to be appointed. If a seat is not available and you are interested in joining a committee, please express your interest and your name will be put on a waiting list.

FNA Committees and Task Forces include:
- Awards Committee,
- Bylaws Committee,
- Membership Committee,
- Nominating Committee,
- Reference Committee,
- Safe Staffing Committee,
- Barbara Lumpkin Institute Committee (Florida Nurses Foundation) and the FNA Political Action Committee (FNPAC).

Other leadership opportunities include:
- Florida Nurses Foundation Trustee (11)
- Workforce Advocacy (WFA) Commissioners (5)
- ANA Delegates (22)
- CAN Delegates (2)
- NLA Delegate (vote by Bargaining Unit members only) (elect 3)

You must be an FNA member to run for office or be appointed to a committee or task force.
Laurie Van Damme and Mary Ellen Mitchell-Rosen are two of the ten recipients.

Laurie Van Damme

Recognized for Her Devotion to Patients Experiencing Perinatal Loss

For Laurie Van Damme, working as a clinical nurse coordinator at Brandon Regional Hospital simply isn’t enough. In addition to overseeing the delivery of care to patients in labor and delivery, she devotes her time to the facility’s perinatal bereavement program and created Cherished Moments, a touching remembrance for families facing an unimaginable loss, the death of a baby.

Van Damme performed much of her work on perinatal loss on her own initiative simply because she saw a need. As a clinical nurse coordinator, she serves as a charge nurse on the hospital’s labor and delivery unit and also fills the role of bereavement program coordinator. In this latter role, Van Damme provides families with memories they can cherish for the rest of their lives and especially during times of sorrow and grief. One baby’s death about four years ago affected Van Damme so profoundly that it inspired her to change the way the hospital dealt with the bereavement process.

“I had never felt so helpless as a nurse before, and I wanted so badly to be able to do more for this family.” Van Damme says. “I knew we would take footprints and a few pictures, which is what most hospitals do, but for the first time, I felt like this just wasn’t enough. I wanted to make a difference.”

Van Damme wanted to provide parents with an emotional connection to their baby and believed she should invite them to hold their baby and have memories of the baby. She calls them at home to see how they are coping. If the family initially

Nurses in the News

Florida Nurses Win National Cherokee Inspired Comfort Awards

Laurie Van Damme

She encourages the family to spend time holding

the baby to create a memorial DVD and scrapbook.

Van Damme mettlicuously educates other nurses, patients and members of the community on the bereavement process. She trains nurses about the needs of the families and has enlisted their help with the memorial photos and videos. She has also created an educational brochure to prepare families for the difficult moments that can occur during the healing process and speaks on the topic. In 2007, she organized the hospital’s first annual Pregnancy and Infant Loss Awareness Ceremony, which will now occur every October. This year’s ceremony will incorporate a memorial garden where the names of the babies who’ve died in the hospital and surrounding community will be placed on tiles and pillars in remembrance.

As a Grand Prize Winner in the 2008 Cherokee Inspired Comfort Award’s registered nurse category, Van Damme receives an all-expense-paid trip to an all-expense-paid cruise for two, a wardrobe featuring the best of Cherokee Uniforms and Cherokee Footwear worth more than $1,000 and a trophy. She will also be featured in Cherokee’s nationally distributed 2009 Inspired Comfort Award calendar.

Mary Ellen Mitchell-Rosen

Recognized for Feeding the Hungry and During the Sick

When Mary Ellen Mitchell-Rosen isn’t teaching nursing students at Nova Southeastern University, she devotes her personal time to helping the poor and people in desperate need of healthcare. She has made a huge impact not only in her own community, but also abroad.

A Good Samaritan in every sense of the word, Mitchell-Rosen spends much of her spare time teaching nutrition classes as a volunteer for the Cooperative Feeding Program of Fort Lauderdale. She was so dedicated to helping the hungry receive a well-balanced diet that she was inspired to

build box gardens which she paid for herself. She hopes that these gardens would not only provide nourishment for those in need but would improve their health with a constant supply of nutritious food. In addition, the poor were free to grow their own vegetables once the box gardens were built so they were able to provide for themselves. It didn’t take much time for there to be such a high demand for the garden that Mitchell-Rosen had to ask for a grant to help with expenses. Today, about 100 gardens are located throughout Fort Lauderdale—in schools, children’s centers to anywhere there is a need for nutritious food.

This past year, Mitchell-Rosen used her much-deserved vacation time to go on two missions to Haiti. In that brief time, she helped build a school and a clinic and worked to educate people on how to treat various ailments on their own.

Barbara Mac Dougall, Mitchell-Rosen’s nominator and colleague, says, “I admire this nurse who gives and also serves abroad. I also admire the fact that she has an expectation of reward or recognition.”

As a National Winner in the award’s RN category, Mitchell-Rosen receives an all-expense-paid trip to a 2009 medical conference, an annual membership to her preferred clinical association, a wardrobe featuring the best of Cherokee Uniforms and Cherokee Footwear worth more than $1,000 and a trophy. She will also be featured in Cherokee’s nationally distributed 2009 Inspired Comfort Award calendar.

The American Nurses Foundation and the American Academy of Nursing Announce 2008-2009 Nurse Scholar-In-Residence Program Award

Mary Evans

The American Nurses Foundation (ANF) and the American Academy of Nursing (AAN) is pleased to announce the 2008-2009 ANF/AAN Institute of Medicine (IOM) Scholar-in-Residency appointee.

Mary E. Evans, PhD, RN, FAAN, a professor and associate dean for research and doctoral study at the University of South Florida, will participate in a year long program to examine the impact of SB 1070 on health care, and work at the Institute of Medicine at the National Academies. Evans plans to examine the factors which currently do not contribute to more effective implementation of IOM recommendations on mental health into legislative policy.

The Scholar-in-Residency Program is designed to assist nurse leaders in playing a more prominent role in health policy development at the national level.

Evans, a professor of nursing at the University of South Florida’s School of Nursing, also serves as a member of the National Advisory Committee at the University of Massachusetts Medical School Center for Mental Health Services Research. She was awarded the American Public Health Association’s Carl A. Tash Award for Lifetime Achievement in Mental Health Services Research. She earned her PhD in Sociology at the State University of New York at Albany, and was a Health Services Researcher in several studies on systems of care in the field of mental health. Dr. Evans is a member of FNA (District 4) and also serves on the Nursing Research Review Committee for the American Nurses Foundation.

NEW GRADS

FNA extends a warm welcome to those new graduates who have chosen to take the step to join their professional association. We wish you a great start to your career and look forward to working with you in the future! Your voice is important to us. Feel free to contact us at any time with questions. Please find the number for the Members Only Toll Free line in your new member packet or email info@floridanurse.org.

Jamie Blackman, Cape Coral
Erica Brown, Orlando
Courtney Hogan, St. Petersburg
Christopher Johnson, St. Petersburg
Travis Martin, Miramar Beach
Jose Rodriguez-Leiva, Hialeah
Jorge Triana, Miami
Nurse Attorney Notes

Advance Directives: Following the Patient’s Wishes

M. Elizabeth Lanier, BSN, RN, JD

The information 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.

Most nurses, at some point, deal with advance directives (or their absence), and an entire chapter of Florida law, is devoted to the subject. However, even patients with perfectly prepared advance directives have no guarantee that their wishes will be carried out. Sometimes, the patient’s family members pressure the healthcare team to ignore what the patient wanted, particularly during end-of-life situations.

When a patient lacks the capacity to consent to his or her medical care, the healthcare team first looks to the patient’s designated healthcare surrogate to make those decisions. If there is no advance directive or designated healthcare surrogate, the team will consult a proxy about the incapacitated patient’s healthcare decisions.

A proxy also makes healthcare decisions for the incapacitated patient, but is not someone the patient has chosen; he or she is appointed from a list of people set forth in the Statute, in order of priority.4 If there is no living will, the decisions regarding life-sustaining procedures are made by the designated healthcare surrogate or by the healthcare proxy, if there is no designated surrogate.5

Both healthcare surrogates and proxies have the duty to act in accordance with the patient’s wishes.6 If a dispute arises about a surrogate’s or proxy’s decision[s], the patient’s family, the healthcare facility, the attending physician or any other interested person who might be directly affected by the decision(s) can seek expedited judicial review of those decision(s).7 Generally, the person seeking judicial review must believe that the patient’s wishes are not being carried out, that there has been an abuse of power, or that there are technical defects in the appointment of the surrogate or proxy.8

A preliminary hearing is held in the probate court of the applicable county within 72 hours after the petition for expedited judicial intervention is filed.9 The judge will either rule immediately after the preliminary hearing, or will conduct a full hearing, no later than four days after the preliminary hearing, to take evidence (which can include witness testimony) in the matter. The judge will then rule on the petition immediately after the evidentiary hearing.

For example, an Orange County man executed a living will, making known his desires not to be kept alive by machine, and also appointed his wife as his healthcare surrogate.10 Years later, he was hospitalized, in a terminal state, with no medical probability that he would regain capacity to make his own decisions and no hope of recovery. His surrogate, despite his living will, refused to allow the withdrawal of life support. The hospital sought judicial intervention and, after a full evidentiary hearing, its petition to comply with the patient’s living will was granted, with the judge emphasizing the surrogate’s responsibility to respect the patient’s wishes, regardless of her feelings.11

Nurses have the duty to be advocates for their patients, but that does not mean that each and every nurse should be prepared to race to the courthouse whenever a dispute arises over an incapacitated patient’s health care wishes. Review your facility’s policies and procedures regarding the enforcement of advance directives, learn how and to whom these disputes should be reported, and know who at the facility is responsible for seeking expedited judicial review, if necessary.

Liz Lanier is a nurse attorney and President of Lanier Law, P.A., in Tampa. She may be contacted at liz@lanierlawoffice.com. She is admitted to practice law in Florida and in Georgia. She is a member of the Tampa Bay Chapter of The American Association of Nurse Attorneys and of the Hillsborough Association for Women Lawyers.

1 Chapter 765 of the Florida Statutes.
3 Fla. Stat. § 765.401(1).
4 Id.
5 Fla. Stat. § 765.305(1); Fla. Stat. § 765.401(3).
6 See Fla. Stat. § 765.105(1).
8 Fla. Stat. § 765.105 contains six specifically enumerated grounds.
9 Florida Probate Rule 5.900(d).
11 Id. at page 5.
PBCC Belle Glade Nursing Students Educate Children on Tobacco’s Dangers

Fourteen first semester nursing students at Palm Beach Community College (PBCC) Belle Glade took a giant step forward in service learning this spring by volunteering to participate in a pilot tobacco education program for elementary students at four area schools.

The students were trained in the tobacco education program by Marilyn Leeds, Director of Tobacco Education and Cessation Services for the Everglade Area Health Education Center (EAHEC), on the PBCC-Lantana campus. They learned how to communicate and present the material to elementary and middle school students. Beverly Robinson, PBCC-Belle Glade student nurse coordinator, and Nat J. Shuler, EAHEC and nursing student program partnership.

Working in teams of four, the nursing program students gave a 45-minute interactive demonstration on the effects smoking has on the body to sixth grade students at Moorehaven, Lake Shore, Gove and Pokoke elementary schools.

To demonstrate how smoking affects lung capacity, for example, the students had the children stand inside a rope lasso placed on the floor. A lasso represented a healthy blood vessel: as the rope was made smaller, it forced the children to bunch closer and closer until they could no longer fit inside. This helped them visualize firsthand how smoking cases blood vessels to constrict and eventually block off blood flow, also known as vasoconstriction. The children also were shown how smoking prematurely ages the skin, teeth and gums through hands-on exercises and a multimedia program.

Another exercise had a group of five children standing inside a rope lasso placed on the floor. The lasso represented a healthy blood vessel; as the rope was made smaller, it forced the children to bunch closer and closer until they could no longer fit inside. This helped them visualize firsthand how smoking cases blood vessels to constrict and eventually block off blood flow, also known as vasoconstriction. The children also were shown how smoking prematurely ages the skin, teeth and gums through hands-on exercises and a multimedia program.

UNF Receives Award for Innovative Nursing Education

The School of Nursing at the University of North Florida (UNF) has been selected as a recipient of the Innovations in Professional Nursing Education Award by the American Association of Colleges of Nursing (AACN).

UNF’s School of Nursing was selected to receive the 2008 award in the “Public School without a Health Center” category and will also receive a $1,000 monetary award. The awards program recognizes the outstanding work of AACN member schools, such as UNF, to re-envision traditional models for nursing education and lead programmatic change.

The feature setting UNF’s nursing program apart from other programs is its distinctive curriculum. The nursing program refined its curriculum in 2002 to correspond to changes in healthcare delivery where students are required to learn not only the science of nursing but also how individuals and families with health challenges reintegrate into their home communities, in keeping with today’s healthcare providers.

UNF’s nursing program is distinguished by its community-campus partnerships with 50 local agencies, where students work with faculty, community partners and residents to plan and implement activities that meet community-identified priorities. Partnerships within areas and neighborhoods include the Beaches, Pine Forest, Northwest Jacksonville, the urban core, as well as with agencies like the American Red Cross and Jacksonville Children’s Commission.

SCHOOL OF NURSING AND HEALTH STUDIES

On its Diamond Anniversary, the University of Miami (UM) School of Nursing and Health Studies was honored by Miami-Dade County for its commitment to academic excellence and service to our society, Miami-Dade County Mayor, Carlos Alvarez and the Board of County Commissioners declared Tuesday, October 7, 2008, as University of Miami School of Nursing and Health Studies 60th Anniversary Day. The presentation was made by County Commissioner Carlos Gimenez.

Established in 1948, the school was the first in the region to offer a bachelor’s degree in Nursing. Throughout the years, it has continued to set the standard for quality nursing and health studies in South Florida and now offering master’s and doctoral degrees. In 2007, the school received a $7 million, five year grant from the National Institutes of Health (NIH) for Minority Health and Health Disparities. The funds support the University of Miami Center for Excellence for Hispanic Health Disparities Research, El Centro.

UM School Of Nursing Named World Health Organization Collaborating Centre

The University of Miami School of Nursing and Health Studies has received designation as a Pan American Health Organization/World Health Organization (PAHO/WHO) Collaborating Centre for Nursing Human Resources Development and Patient Safety.

The designation comes after years of planning between the School of Nursing and Health Studies and PAHO, the regional office of the WHO. During that time, the school developed and implemented several independent projects in Latin America and the Caribbean (MaidHC) in West Palm Beach. They learned about and improved their living standards in the region.

WHO Nursing Collaborating Centres, which number just 8 in the U.S. and 48 worldwide, serve as resources for nurses and other health care professionals in the promotion of global public health. Center personnel work with the WHO in its efforts to promote health development, foster health security, strengthen health systems, and enhance international partnerships.

Located in the M. Christine Schwartz Center for Nursing and Health Studies at UM, the WHO Collaborating Centre will work to develop an understanding of the impact that the nursing shortage and migration have on patient safety in the Caribbean and Latin America. The WHO Collaborating Centre will promote nursing education and capacity building, encouraging technological innovation to improve patient care throughout the PAHO region.

The new partnership connects UM faculty and students to health experts, data and authoritative sources in the Americas and the Caribbean. Among the many significant projects proposed through this partnership is the creation and expansion of research partnerships, the development of collaborative doctoral courses, increasing capacity for nursing education throughout the region and the establishment of student exchange programs.

Other planned initiatives include the integration of content on HIV/AIDS and substance abuse into undergraduate nursing curricula and the development of post-baccalaureate certification for nurses in areas ranging from HIV/AIDS and family health to anesthesia. The nursing collaborating center is the second WHO Collaborating Centre to be established at UM.
On August 14, 2008, Florida International University (FIU) College of Nursing & Health Sciences (CNHS) and Florida Memorial University struck a historic accord, targeted at increasing diversity in the nursing workforce. The collaboration between FIU and Florida Memorial University consists of three programs offered to honor students at Florida Memorial to complete their studies and degrees at FIU, with a 2+2+1 Bachelor of Science in Nursing program being launched last fall.

The collaboration between FIU and Florida Memorial University was selected as a subcontractor for this program by ENSYNC Diversified Management Services, Inc. B-CU School of Nursing was selected as a subcontractor for this program by the U.S. Department of Health & Human Service's Office of Women's Health. B-CU was the first of three Historically Black College & Universities to be selected for this program, along with Howard University and Edward Waters College.

Additional programs in transition to the Collaborative Diversity in Nursing Program (CDN) are being created with partners in the private sector, in other states, and with other universities and institutions. The program will help students achieve new degrees specifically to foster diversity in the health professions.

The collaboration between FIU and Florida Memorial University is part of a grant entitled, "END Violence Against Women," which was awarded to ENSYNC Diversified Management Services, Inc. The purpose of the grant is to implement an American Cancer Society, Retirement Community, and a collaborative research project with the Parish Nurses. The program will be implemented with $18,000 in recently awarded federal grant funding to develop and implement one year of programs aimed at increasing awareness of and preventing violence against women.

The funding is part of a grant entitled, "END Violence Against Women," which was awarded to ENSYNC Diversified Management Services, Inc. The purpose of the grant is to implement a simulation-based learning experience for the students.

S C C Professor Presents at International Nursing Conference

More Men Entering SCC’s Nursing Program

Daniel Prieto is a goal-oriented type of guy. The Seminole Community College student was told he would never be a nurse, but he proved them wrong when he graduated from SCC this past spring. He is now working as a RN at the University Hospital in Apopka. He has worked in the fields of surgery, orthopedics, and critical care. He is currently working in the NICU on the 7th floor at the hospital. He says, "It’s really amazing how you can change the life of someone by the little details of what you do. You change that by the little details of what you do." He plans on continuing his education and becoming a nurse practitioner.

Graduates of Seminole Community College’s Nursing Program continue to exceed state and national averages on their licensure exams, according to results released in October by the Florida Board of Nursing.

This summer, 89 percent of SCC Registered Nursing graduates passed the National Council Licensure Examination (NCLEX), exceeding the state (86 percent) and national averages (87 percent). Among Practical Nursing graduates, SCC’s rate of 94 percent also exceeded state (82 percent) and national averages (87 percent) on the NCLEX-PN.

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NEWS from UCF College of Nursing

UF Dean Receives National Nursing Award

Kathleen Long, Ph.D., R.N., F.A.A.N., dean of the UF College of Nursing, was recently selected as the 2008 recipient of the American Association of Colleges of Nursing’s Sister Bernadette Armiger Award. This award recognizes a nursing leader who has made significant contributions to the AACN and its goals, to nursing education and to the advancement of the profession. Nominated by a group of peer deans from across the country, Long was recently presented with the award at AACN’s Fall Semiannual Meeting in Washington D.C.

Long has served several terms on the board of directors of the American Association of Colleges of Nursing and was AACN’s president from 2002 to 2004. She was a member of the AACN Task Force that authored “Nursing Education’s Agenda for the 21st Century.”

Long has been nursing dean since 1995 and has won national recognition as a leading thinker about the future of the nursing profession in a rapidly changing healthcare landscape especially threatened by a shortage of nurses. She has been an invited member of several national task forces focused on interdisciplinary education, health professions shortage issues and patient safety.

Long’s research has focused on child and family mental health, rural health and innovations in nursing education. She is a member of FNA and has been elected to membership in Phi Beta Kappa as well as Sigma Theta Tau, Phi Kappa Phi and Delta Omega. She is a fellow of the American Academy of Nursing and a life fellow of the American Orthopsychiatric Association.

UF Assistant Professor Named ‘Public Health Nurse of the Year’

Nancy Tigar, Dr.P.H., R.N., a clinical assistant professor in the University of Florida (UF) College of Nursing, was recently named the 2008 Florida Public Health Nurse of the Year by the Florida Association of Public Health Nursing. Tigar was presented with the award at the organization’s annual meeting.

Tigar is the coordinator of the College of Nursing’s master of science in nursing public health nursing specialty track and was the lead faculty member in securing grant funding from the Health Resources and Services Administration for the degree program at UF. This program is one of only two in Florida filling a need for more master’s degree-prepared public health nurses in Florida.

Tigar is a member of FNA, Delta Omega Society (National Honor Society for Public Health) and Sigma Theta Tau International Society. She is also a member of the Editorial Review Board of Nursing and Healthcare.

UCF Program News: GRE Requirement Change Just Announced!

UCF College of Nursing has eliminated the GRE as a requirement for application to its MSN and RN-to-MSN programs. Both programs are fully accredited by the Commission on Collegiate Nursing Education (CCNE). The GRE is still required for the non-nursing bachelor’s and doctoral program applicants (PhD and DNP), and any student wishing to pursue a fellowship.

WPMH Auxiliary Donates Additional $25,000 to UCF Nursing Scholarship Fund

The Winter Park Memorial Hospital (WPMH) Auxiliary, a team of dedicated hospital volunteers, donated an additional $25,000 to an existing Winter Park Hospital Nursing Endowed Scholarship fund to UCF College of Nursing—thereby creating the Winter Park Memorial Hospital and Auxiliary Nursing Endowed Scholarship fund. This scholarship fund benefits nursing students at UCF who demonstrate academic promise and financial need.

First established in June 1985 with a $10,000 charitable donation from WPMH, this fund has provided countless nursing scholarships over the years. Knowing first-hand how important nurses are to their hospital and to their community, the WPMH Auxiliary aimed to increase the fund so more UCF nursing students can benefit from tuition assistance.
is never limited by the demands of a day.

Patricia Quigley, PhD, MPH, ARNP, CRN, FAAN, graduated in University of South Florida College of Nursing's charter class in 1975 as the first graduating nursing baccalaureate class in the Tampa Bay area. All of Dr. Quigley's nursing program graduations were from charter nursing classes. Quigley was also a member of USF College of Nursing's first graduating class of master's students in 1982, completing all 3 tracks: Nurse Practitioner, Clinical Nurse Specialist and Nurse Educator. Quigley received a PhD in nursing from the University of Florida in 1992, the first doctoral program for nursing in Florida. Today, The University of South Florida College of Nursing has both a PhD and Doctorate of Nursing Practice (DNP) doctoral degrees.

Quigley’s specialty is rehabilitation. Through her work, Quigley helps those with disease and trauma regain their maximum potential and “keep on, keeping on—to be the best they can with the abilities one has.” She feels that nurses have a special opportunity to help others during vulnerable times in their lives: to teach, support, and encourage. Quigley helps rehabilitation patients “feel special and feel whole—that someone is no less of a person just because of disabling disease or trauma” not only through physical care, but also by touching their heart and soul.

Quigley enjoys being highly involved with various nursing organizations, such as FNA, in order to shape, give back, and influence the field of nursing today and in the future. She believes that nursing is a team effort. The nursing profession today is more globally involved and engaged, according to Quigley. She believes that this influences each nurse’s place of work. As a nurse researcher, Quigley still provides direct patient care.

CANDLE shines light on Nursing Life: USF College of Nursing Forms Community Organization

USF College of Nursing Alumni and Friends Board is excited to announce the formation of a community organization, CANDLE (Community Awareness Nursing Development Leadership Education). Through the efforts of CANDLE, the College of Nursing will have support in the area of fundraising and enhancing public awareness of nursing as a profession. “Just as a candle provides illumination, members of CANDLE will illuminate the community with information about nursing and USF College of Nursing,” said Joanne Angel, CANDLE member and Executive Community Awareness Nurse. CANDLE was given the unique privilege of viewing the over 2,000 dedicated square feet of space that is currently under development on the 3rd floor of the College which will soon be home to the Biodiagnostic Laboratory.

Patricia Quigley, PhD, MPH, ARNP, CRN, FAAN, graduated in University of South Florida College of Nursing’s charter class in 1975 and is the District 4 FNA President.
Regional Diversity in Florida’s Nurse Supply, Demand, and Education

Jennifer Nooney, Ph.D.
Associate Director: Research

As you know, Florida is a large and very diverse state. The issues and problems faced in the Panhandle are not the same as those in South Florida, and different solutions to the problem might also be needed. Understanding and planning for our nurse workforce is no different: the regions of Florida have been affected in different ways by our state’s nursing shortage. In addition, they have different resources to help resolve the shortage.

The Florida Center for Nursing has conducted a number of statewide studies over the past year describing our state’s nursing supply and demand; analyses of licensure and nurse workforce data, a survey of major nurse employers and a statewide forecast of supply and demand through 2020. Recently, we published a series of reports describing nurse supply, demand and education within six large regions of Florida. Although we do not have enough data to accurately forecast supply and demand at the regional level, these reports provide a “snapshot” of the situation in each region from ongoing recent studies. Our regions are based on Workforce Florida, Inc. regional workforce boards, which are comprised of counties with substantial economic and workforce ties. For a map showing the counties in each region, and to download the regional reports, visit http://www.flcenterfornursing.org/workforce/data.cfm.

Analysis of licensure data over calendar year 2007 showed that the state’s nurse workforce was comprised of those with an active license, eligibility to practice and a Florida address—grew marginally over the course of the year: about 3.6 percent for RNs and 5.4 percent for ARNs. There are stark regional differences, however, in potential nurse workforce growth rates. For example, the number of RNs grew by 5.6 percent in the South but by only 1.6 percent in the Southeast. Growth in the ADN supply was highest in the Central region (7.4%) and lowest in the South (3.9%). The regions also differ dramatically in the proportion of the potential nurse workforce identifying with a minority racial or ethnic group, with the highest rate (12%) in the Northwest region and the lowest in the state. The Northwest region, on the other hand, turned away the lowest percentage of qualified BSN applicants (82.0%) and the highest percentage of qualified ADN applicants (8.2%).

For more information on nurse supply, demand and education, please visit our website at www.flcenterfornursing.org. As always, the Florida Center for Nursing is proud to be your source of information on the nursing shortage—both statewide and in the region of interest to you!

Figure 1. Full-time Equivalent Vacancy Rates for RNs as of June 30, 2007

A statewide concern for resolving the nursing shortage is the capacity of our nursing education system to graduate new nurses for vacant positions and those we expect to be created over the next few years. About 42 percent of qualified applicants to associate degree programs in nursing (ADN) and 59 percent of qualified applicants to baccalaureate degree programs (BSN) were turned away in Academic Year 2006-2007 due to limitations in the number of new students programs could accept. As supply growth and vacancy rates, there are regional differences in the percentage of students turned away, shown in Figure 1.

The North, more than 75 percent of qualified applicants to BSN programs and 62 percent of qualified applicants to ADN programs were turned away—the highest in the state. The Northwest region, on the other hand, turned away the lowest percentage of qualified ADN applicants at 8.2 percent. Since many nurses choose to work in the area where they received their initial nursing education, regional differences in education capacity are important for solving regional nursing shortages.

Figure 2. Percentage of Qualified Applicants Turned Away in Academic Year 2006-2007

For more information on our programs and services, contact our organization at 407.277.5515 or fone@fncf.org.

The Florida League for Nursing (FLN) Recognizes Florida’s Leaders in Nursing Education

The Florida League for Nursing continues to accept applications for its four nursing excellence awards in Florida and is sponsoring programming to enhance the quality of education in our state. The faculty who maintain standards of nursing education and academic rigor are the key to a sound nursing education. Florida ranks tenth in the nation with 40 certified nurse educators (http://www.nln.org/facultycertification/CNEs.pdf). Out of the 1042 currently certified educators in Florida, 150 hold the CNE®, the top contender. Thus, the FLN recognizes those educators who have accepted the challenge for certification. (September 2005 through March 30, 2008). If you see a colleague whose name is on this list, consider taking a brief moment to send an email or make a personal phone call of congratulations. They deserve our individual and corporate CONGRATULATIONS!!!!!
in the State of Florida Department of Health. Dr. Green, also with the Office of Public Health Nurses, spoke to the group about the Leadership Research Report: PHN Competencies. The final speaker for the day was Dr. Rani George, an Associate Professor at the University of South Florida. Dr. George's topic was Oral Health Assessment of Children in the primary care office. This topic created a lot of interest as the nurses which was emphasized through the review of the program evaluations.

FAPHN bestowed its Public Health Nurse of the Year award on Dr. Nancy L. Tigar. Dr. Tigar is Associate Professor at the University of Florida, College of Nursing and a public health nurse many years.

FAPHN honored Mrs. Bobbie Thackeray with the Outstanding Public Health Nursing Leadership award. Mrs. Thackeray recently retired from the Hillsborough County Health Department after 38 years of public health nursing in many capacities. These two professionals are examples of Champions For Public Health Nurses and, indeed, are champions for the rest of us to admire and learn from.

FAPHN's mission is to provide leadership for the nursing profession and promote quality healthcare for consumers through education, advocacy and influencing public health practices in the State of Florida. FAPHN's new President is Stephanie Vick, MS, BSN, RN who is employed at the Collier County Health Department. President Vick reminds the membership that the FAPHN Voice is the organization's quarterly newsletter and encourages the membership and non-members to submit articles of interest. Articles may be submitted to Amalia Kane-Crawford, FAPHN Treasurer/Editor at flintstonecrawford@comcast.net. Membership includes regularly, which is for registered nurses and a $50 annual dues payment with voting privileges. Nursing students, retired RNs and LPNs pay $25.00 in annual dues. The nursing student and LPN categories do not have voting privileges. There is an Associate Membership that welcomes anyone or any business or organization interested in public health and supportive of public health nurses and it is $25.00 a year with no voting privilege.

Next year’s conference will be the first week of August 2009 and is scheduled to be at the PGA Hotel and Resort located in Palm Beach County.

Inspiring the Inspirational

New Collection of Short Stories and Quotations by Nurses for Nurses

In her new compilation of short stories by professional nurses around the United States: The Inspirational: Words of Hope from Nurses to Nurses, Sue Heacock shares the hopes and joys of nursing in her collected stories, including the humorous adventures from school nurses to the poignant tales from the emergency room and intensive care.

Inspiring the Inspirational is a heartwarming compilation of funny and inspirational stories full of advice and includes captivating quotes to accompany each touching memory. One of the more delightful stories in Inspiring the Inspirational comes from JT Hayes in Palm Springs, Calif., titled “Suddenly Stricken”.

It’s not your typical school nurse. I am male, six feet-two inches tall, and weigh 200 pounds. Frequently parents, school visitors, and new teachers mistake me for a campus security officer or an administrator. One day several years ago, I looked up to see a small girl walking down the hall toward the health office. What was unusual was that with her head tipped back, eyes closed; and was erratically waving both extended arms in care of her. She was accompanied by two other girls from her class.

What was the reason for the second grader’s visit to the health office? She had been suddenly stricken blind when the teacher handed her an arithmetic test. Her two companions were all atwitter in their concern, right up until the “blind” girl’s eyes popped wide open and she blurted out, “You can’t be the nurse, you’re a BOY!”

Inspiring the Inspirational reminds us that nurses are caring, selfless people who give much of themselves every day for the benefit of others, and it’s about time they were given some inspiration as well. Heacock hopes that by sharing these stories, she will lead and inspire other nurses in their noble endeavor.

Sue Heacock was a military police officer in the U.S. Army and worked in human resources and equal employment opportunity before becoming a nurse. Heacock has over 12 years of nursing experience, including work in research, pediatrics and occupational health. A certified occupational health nurse specialist, she currently resides in Florida and is a mother to a 15-year-old daughter and a 19-year-old son in the Marines.
Our Bodies and the Legacy of “Better Living Through Chemistry”

Barbara Sattler, RN, DrPH, FAAN, Professor and Director of the Environmental Health Education Center at the University of Maryland School of Nursing

Every year, the Center for Disease Control (CDC) samples the U.S. population to see how we’re doing. The people who are selected represent a mix of Americans, varied by race, age, socio-economic status and geography. Those who are selected are given a physical exam and asked about their lifestyles, their homes, their work and their health behaviors. In the last several years, the CDC has added a new dimension to this effort, known as the National Health and Nutrition Exam Study. They started to send people’s blood, urine and breast milk samples to the lab to be tested for chemicals that should never be in the human body—chemicals that are emitted from smoke stacks, chemicals that are in our drinking water and chemicals that are in our everyday products—all of which are finding their way into our bodies.

The results of this study tell a story. They tell us that the Dichloro-Diphenyl-Trichloroethane (DDT), a pesticide associated with breast and other cancers that was banned in this country in 1972, is still found in most American’s bodies. This is the tale of persistence. Many of the man-made chemicals that have been invented since the middle of the 20th century do not break down, but rather stay in tact and stay around—in our air, water, soil, food and in our bodies. Of the more than 80,000 chemicals that have been introduced into industry and commerce, virtually none of them were required to be tested for their potential human health effects.

Another story line is that chemicals can accumulate in our body over time, especially chemicals that are not easily excreted by the body. These chemicals can be stored in a variety of places in the human body—in our fatty tissues (many pesticides), in the hard part of our bones and teeth (lead), in our endometrial tissue (dioxins) and in our breasts (DDT). Sometimes these chemicals mobilize within our body. For example, during pregnancy and breast feeding, chemicals can be transferred to the fetus and infant, respectively.

The plot thickens when we begin to understand that many of these chemicals are associated with health risks. Some of these chemicals are associated with a range of health risks, not just one. There is at least one study about the potential toxic effects for over 80,000 chemicals that are in our environment and for many of these chemicals there are studies indicating a number of risks. These chemicals are not just being emitted by factories, but rather are chemicals that are commonly found in our personal care products, cleaning products, in toys and even our pets supplies.

So what’s the conclusion of this unfolding story? The conclusion includes a population that is now suffering from a variety of ailments at greater rates than in previous generations—higher rates of asthma, autism, certain childhood cancers, infertility and obesity. The good news about breast cancer is that the most recent rates appear to be slowing and some of this change appears to be concurrent with women’s choice to stop using hormone replacement therapies. The bad news is that there is still way too much breast cancer.

As a nurse, I look at my aging profession, which is predominantly women, and think about our collective risk for breast cancer—12% of us are likely to be diagnosed with breast cancer. In addition to the personal crisis that breast cancer can befall an individual nurse, the collective loss of nurses due to illness will worsen the already critical shortage of nurses.

And what’s the moral of this story? Our environmental and chemical policies have failed to protect us and we need to change this. We need policies that reduce and eliminate potentially toxic chemicals, including carcinogens, from our daily lives. And we need to make the healthiest choices possible when we are making decisions about what we eat, drink, and slather on our bodies. While the Race for the Cure is an amazing success story regarding its ability to raise funds for research, we also need a Race for Prevention to fund a campaign to get the carcinogens and other toxic chemicals out of our every day products, out of the air and water.

On the policy side, a new chemical reform act has been introduced in Congress that will help to decrease and/or eliminate some of the toxic chemicals that are being used in commerce. While the title of the bill is the Kids Safe Chemical Act, the truth is that we will all be better protected by its passage. This act calls for chemical manufacturers to test their products before they will be allowed to bring them to market—a policy that is now in place in Europe. For more information about this bill and what you can do, go to http://www.ewg.org/kidsafe.

Another way in which we can all make small but significant changes is by becoming informed consumers. There are a great many sources of information about being “green” which is often synonymous with least toxic. Here are a few that can help guide you to choosing less and non-toxic options:

- Green Seal—greensell.org
- Green Cleaning—grist.org/advice/
- Green Buildings—globalgreen.org/
- Green Urbanism

And for general information on environmental health, check out ToxTown, presented by the National Library of Medicine: http://toxtown.nlm.nih.gov.

Our Bodies and the Legacy of “Better Living Through Chemistry” is an amazing Race for Prevention. And we all need to do our part to make the world a safer place for ourselves and our children.
Lasting Bonds: A Famous Pearl Harbor Nurse Survivor Remembered

Patricia R. Messmer, PhD, RN-BC, FAAN Children's Mercy Hospitals & Clinics, Kansas City, Mo & Marydelle Polk, PhD, CNE, ARNP-BC, Florida Gulf Coast University

Monica begins to recall that long ago morning with her eyes closed and a voice full of emotion. She speaks with precise clarity, vividly recalling the horrifying events that transpired on the “Day of Infamy,” with the bombing of Pearl Harbor on December 7, 1941 and her husband Barney’s service in the Army/Navy. “I will never forget the day I stood with the utter disbelief as I watched and cared for the hundreds of wounded and dead soldiers that were brought to Hickam Air Force Base in Hawaii.”

Monica Benning is the only living nurse who was on duty the day Pearl Harbor was attacked. Monica met her future husband, Barney (married 63 years) on duty the day Pearl Harbor was attacked. Monica and Barney’s love story formed the basis of the film, Pearl Harbor. Bernard Benning Lt Col, USAR was buried at Arlington National Cemetery with full military honors on June 5, 2005. Monica also wrote, A Real Nurse’ Dream: An Army Cemetery with full military honors on June 5, 2005.

She speaks with precise clarity, vividly recalling the events with her eyes closed and a voice full of emotion. Monica shared her memories with several area schools. The event was held at Florida Community College at Jacksonville. Debra Brabham, FNA Membership Director and Marydelle Polk and Patricia R. Messmer, with 2nd LT (FNA Executive Director) and Anna Small (FNA Lobbyist) asked FNA to participate in this special assignment. The group is trying to increase awareness of the Florida Nurses Association. Theresa Stanton, FNA lobbyist spoke with the group regarding not being aware of all the work FNA has done on behalf of nurses.

Best Places To Work, Florida Weighs In

Modern Healthcare, a leading publication in healthcare business news, opinion and commentary, recently released its first list of Best Places to Work in Healthcare supplement. Its new honors are a rewards program recognizes workplaces in healthcare that enable employees to perform at their optimum level. The company chose the best places to work and customers with the best possible care and services. To determine those workplaces, Modern Healthcare entered into a partnership with the Best Companies Group, a firm that conducts regional “best places to work” programs across the country. Organizations and companies from all segments of the healthcare industry with a minimum of 25 full-time employees were eligible.

Florida weighed in heavily on this list with six workplaces listed in the 100 listed across the nation. FNA extends congratulations to the following workplaces and their rankings:

- Baptist Health South Florida in Coral Gables, ranking at #98
- JSA Healthcare Corp. in St. Petersburg, ranking at #82
- Baptist Health in Jacksonville, ranking at #56
- Lakewood Ranch Medical Center in Bradenton, ranking at #57; and
- Tallahassee Memorial Healthcare in Tallahassee, ranking at #92

For more information on the entire list, please visit modernhealthcare.com.

FNA Leaders on the Road

President Andrea Gregg. Legislative Council Anna Small and Executive Director Willa Fuller were pleased to travel to Jacksonville to do a presentation on the role of the Florida Nurses Association in advocacy for nurses across the state. Theresa Stanton, a member of FNA District 2 and a graduate student, asked FNA to participate in special assignment. The speakers gave presentations and then fielded questions from registered nurses and students who came from several area schools. The event was held at Florida Community College at Jacksonville. Debra Brabham, FNA Board member was also on hand to participate in the discussions. Several of the attendees commented regarding not being aware of all the work FNA has done and continues to do on nurses’ behalf.

It was a very positive and rewarding day.

Participants learned about FNA from several different points of view.

Willa Fuller (FNA Executive Director), Andrea Gregg (FNA President), Anna Small (FNA Lobbyist) and Terry Stanton (FNA District 2).

Social Networking:

A Few “Do’s” and “Don’ts” Online

It has never been easier than it is today to have a personal online presence. Websites like MySpace, Facebook, blogs and all sorts of other social sites allow anyone to easily share and publish anything online.

Rob Williams, Orangejack, LLC

Consider going online and joining a community of like-minded people. It can be a lot of fun and quite rewarding. You can connect with your friends and colleagues both locally and long distance. I’ve found that being online has not only strengthened local friendships/collegues, but also I’ve been able to reconnect with old friends/colleagues, stay in touch with family and have even made some good friends with people I’ve “met” online.

However, when you venture online there are a few things you should keep in mind.

Do find one website community that you’d like to join and sign up. It’s usually free and easy. The decision of which one to join should be based on where your friends are or what you want to do. For instance, Facebook.com is great for keeping in touch with friends.

LinkedIn.com is great for professional networking. Don’t sign up for every social website or blog right away. You’ll end up spreading yourself too thin. Pick one or two and start there.

Do tell others a bit about yourself. Most sites give you an area to fill out a personal profile. Feel free to tell what some of your interests, hobbies and biographical information are. It is about being social and we want to get to know you.

Don’t tell us everything about yourself. There are some things that should stay offline. Ask yourself what you believe should be protected. Not everyone has the same answer. Use discretion when deciding to publish contact information like your email addresses, phone numbers and home address.

Do upload a nice photo of yourself so your friends can recognize you.

Don’t use a photo that is potentially offensive or unprofessional.

Do add value to your profile by uploading or sharing things that are interesting. Communicating virtually can actually be quite real. Social media sites are about having online conversations so participate.

Don’t post just anything online. Remember that if it is on the Internet, anyone can find it even if it is password protected. You wouldn’t want a perspective employer to see all the skeletons in your closet before an interview. Some have found it helpful to use a measuring stick before publishing anything such as “Would it be okay if my kids, spouse or parents saw this?”

Reconnect with friends/colleagues and strengthen your friendships online. Reach out and meet new people on the Internet. It can be fun, rewarding and productive! Be yourself but use discretion. Just like in your offline practices, stay friendly and professional at all times.

Orangejack LLC is an Internet consulting group based in Orlando, Florida. Started by Bob & Patricia Williams, Orangejack helps others use the Internet well through effective strategy, marketing, design, and social media. Learn more at www.orangejack.com.

Get online with FNA at myspace.com/floridanursesassociation and on Facebook. Check out bulletins, blogs, photos and more!.
Are You A Member of FNA?

This may seem like a silly question, but it's one that I and the FNA membership team encounter almost every day. A call comes into FNA, a FNA staff person answers and the conversation goes something like this:

Caller: Yes, I receive The Florida Nurse and am licensed through the Board of Nursing.

FNA Staff: Thank you for calling the Florida Nurses Association, this is Zayra, how may I help you?

Caller: I had a question about CE hours.

FNA Staff: Are you a FNA member?

Caller: Yes, I was referred by: ____________________________

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