

The

F L O R I D A *Nurse*



FLORIDA NURSES ASSOCIATION

OFFICIAL BULLETIN OF THE FLORIDA NURSES ASSOCIATION
CIRCULATION 221,000 TO EVERY REGISTERED NURSE & NURSING STUDENT IN FLORIDA

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1000

Years of Advocacy

1909 *&* 2009

CENTENNIAL CELEBRATION

St. Pete Beach | TradeWinds Island Grand Resorts

SEPTEMBER 23—26 | Register online at FNACentennial.info
Official Call To Convention on Page 5

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PRESIDENT'S MESSAGE

Challenges and Opportunities

*by Andrea Gregg, DSN, RN
President, Florida Nurses Association*

When we meet at our Centennial Convention and House of Delegates (HOD) in September, we have some serious decisions to make that will affect our ability to conduct business in a timely manner, enhance nursing advocacy programs and strengthen our financial health. Driven by the recommendations of the Future's Task Force, formed at the direction of our 2007 HOD, as well as the current economic environment, we will be considering bylaws that:

- Provide a pass-through clause to accommodate in a timely manner any changes in membership dues from one of our national associate organizations. This recommendation emerges from the American Nurses Association (ANA) decision in 2008 to disaffiliate with the Center for American

Nurses and the United American Nurses organizations, while leaving state associations with financial obligations to these groups;

- Change our shared governance structure from a House of Delegates to a Membership Assembly, a structure that better aligns with most associations today and one that will increase the efficiency of our shared business decision-making. This change will eliminate elected delegates, giving every FNA member at an Assembly meeting a voice and a vote;
- Move from a district-based structure to a regional one. A District President's Council task force has been formed to conduct due diligence on this Future's Task Force recommendation, so stay tuned to our Members Only website for updates;
- Create new membership categories, including state-only [currently being piloted] and an organizational affiliate membership option intended to coalesce FNA and other state organizations with whom we already have a relationship, particularly in the political advocacy arena. Both new membership options are aimed at increasing influence on nursing issues and financial support for the advocacy work that we provide for all nurses in Florida.

As you can imagine, this is going to be a momentous HOD in our association's history. Please join us in shaping the critical discussions and choosing our future paths.



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FLORIDA NURSES ASSOCIATION

NOTES FROM THE
EXECUTIVE DIRECTOR

Why FNA (and ANA) Matters

by Willa Fuller, RN
Executive Director, FNA

Nursing is often described as an art and a science. How do you describe what that really means? Every day, direct care nurses take their knowledge of anatomy, pathophysiology, pharmacology & chemistry and psychology, as well as other sciences and creatively synthesize and utilize their vast knowledge to deliver individualized care to multiple patients with a variety of conditions. And then they repeat this every day in a specified block of time, often with inadequate staffing and a myriad of other pressures and interruptions throughout a given day. I have to say that it is impossible to express in words what a nurse's day is really like.

Nurse educators also face challenges in their work. They have workload issues and salary issues. Many educators, who are required to have Masters and Doctoral degrees, often make less than the nurses they have prepared to enter the workforce. With the advent of advanced technology and online education, their work has become an all day affair. Class preparation and planning are labor intensive and time consuming aspects of the job that may not be recognized or acknowledged by those who have not done this work.

Nurse Practitioners have had many long battles over their practice issues. Even the fact that they exist as a profession has been a hard fought battle by state nurses associations and advanced practice advocates across the country. These battles continue today as evidenced by our 15 year fight to achieve prescriptive privileges for controlled substances for Nurse Practitioners in Florida.

The nurses who work for the state fight every year for pay that is commensurate to the valuable work they do. Several years ago, we negotiated a significant pay raise for them and, yet in the three years following, not only have they not received a pay raise but are now facing a pay cut due to a massive budget deficit. This is not acceptable for people who have chosen to serve the public—caring for people who have no other way to access healthcare.

Please note that the examples above are only a few examples that relate to specific areas of practice and we know there are many different kinds of nurses working in diverse work environments. The work that FNA does encompasses all nurses. It is important to acknowledge the activities of the professional association on the state and national level that may not seem like direct intervention but that definitely have an impact on nurses in their everyday work, such as the Magnet Program of the American Nurses Credentialing Center (ANCC), highlighting the importance of nurses and nursing care and the National Nursing Data Quality Indicator (NNDQI) project that collects data demonstrating the difference that nursing care makes on various aspects of patient care. In Florida, FNA worked for the creation of the Florida Center for Nursing (the Center), to collect and disseminate nursing workforce data and project our needs for the future. Before the existence of the Center, we were unable to share this data with legislators and policy makers because it was not available. Decision makers need data and research to help them understand our needs and to give validity to our claims, providing data not only to FNA but to a multiplicity of agencies and organizations on a state and national level.

Sometimes there are challenges to nursing and nursing practice, or other healthcare issues that must be addressed by legislative means. And sometimes, nurses have to intervene when bad legislation threatens nursing or the health and safety of our citizens. FNA is here to educate and intervene, watchful of anything that could adversely affect nurses or the well being of our patients.

The governmental programs of both FNA



Willa Fuller

Executive Director continued on page 4

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NEWS FROM
HEADQUARTERS

Give the Gift of FNA

by Leah Nash, Director, Member Services and Leadership Development, FNA



Leah Nash

I was talking to my mom the other day, a retired nurse who never worked in the state of Florida, and asked her why she was not a member of FNA. She cocked her head to the side and said, "I didn't think that I needed to be." It kind of made sense, she is not working now and she never worked here in Florida. "Don't you want the voice of nursing to be stronger for Florida nurses today?" I asked her. She couldn't deny that, she has lots of friends who are still practicing nursing today.

When I got to work the next day, I was still pondering why my mom hadn't joined FNA when I realized that SHE didn't have to join FNA, I could give her the gift of FNA. I filled out an application then and there. My dollars were going to work for the nurses of Florida but my mom would receive all of the member benefits, including professional publications, e-communications, reduced rates for conferences and networking/leadership opportunities. This seemed to be a win/win situation!

Later that same week, I received a phone call from Pat Messmer, a member of FNA and District 5's Charitable Trust. "Can the charitable trust pay for someone's membership as a gift to them?" she asked. I was pleasantly surprised to find that someone had come to the exact same realization as me the very same week. "Of course!" I answered enthusiastically. "Well, then look for a check in the mail for two new members," she said. I was amazed by the generous nature of the group of women.

I would like to invite you to also consider giving the gift of FNA to a nurse colleague that is close to you. There are several different membership options, including a brand new state only membership that costs \$190 annually. (Other membership levels may be found on page 13 of this publication or at floridanurse.org.)

If you're not sure that you want to give the gift of membership, there are lots of other ways to recognize and engage your nurse colleagues/mentors/mentees/supporters. You can honor them with the Florida Nurses Foundation (FNF) *Friends and Colleagues Tribute* or even

assist someone financially to attend the upcoming Centennial Celebration. Your outreach may be just what that person needed to jumpstart his/her relationship with FNA, making the voice of nursing even stronger in the state of Florida. You have the power to make a difference.

Have you ever had someone in your life make an incredible impact on you and you never got the chance to tell them? Maybe this person had to move on or has even passed away. The FNF *Friends and Colleagues Tribute* may be the perfect way to recognize this person. Any contribution amount is accepted and the tribute will be highlighted in FNA communication tools such as this publication, the FNA *Members Only* e-newsletter, FNA's weekly e-newsletter FNA QuickNews and the FNA website. Not only will you be recognizing your colleague, your financial contribution will count towards the *Paula Massey Nurses in Need* fund, assisting nurses who find themselves in dire financial straits. To contribute to the FNF *Friends and Colleagues Tribute*, please fill out the application on page 14 and send back to FNA Headquarters or email foundation@floridanurse.org.



Tessie Canlas, FNA member, and Leah Nash.

Executive Director continued from page 2

and ANA are the watchdogs and warriors for nursing issues at the state and national level, the organizations that legislators utilize for their information resource and advisors in healthcare issues. It is our leaders and members that interact with local legislators to make sure the voice of nurses are heard during and after the session via FNA's Legislative District Coordinator (LDC) program. FNA and ANA lobbyists are active and visible in their respective legislative arenas year round.

We continue the fight to ensure that Nurse Practitioners practice to the highest level that their scope allows. This year, we had some success with a bill to ensure safe staffing for nurses. While it did not pass due to the focus on a massive budget deficit this year, it made progress, giving us great hopes for the session next year. *We will need your help with these bills in 2010.*

We are also the voice of nursing to the media. We send out press releases on a regular basis to keep nursing in the eye of the public and respond to media requests for interviews, making sure that nursing's voice is heard on issues of importance. Often, we refer media to "experts" within our membership to respond to questions on our issues.

For many years, nursing has earned the designation of one of the most trusted professions, according to the Gallup organization. People know nurses have their best interest at heart. We need to ensure that people know the scope of contribution that nursing makes to the health of the citizens of our country.

Recently, at the 2009 FNA Clinical Excellence Conference, we asked the participants to share their impressions with the audience. This is always an uplifting and inspirational conference because it consists of nurses who tell stories of how they made a difference in patients' lives. The stories are usually emotional and heartwarming, and always filled with examples of exceptional

nursing knowledge, clinical judgment and decision making skills, displaying bravery on the part of the nurse. Their interventions not only make a difference, but save lives. A retired judge (attendee) made the comment that he never knew that nurses were doing all of those things and that he had learned more in that day than he had in all of his thirty years of being a judge. This is a clear indication that we need to educate the public about the impact that nurses make every day. We also need to engage the public as we advocate for nursing issues. Ultimately, FNA's work to improve the nursing workplace is about quality care for our patients.

Why join FNA (ANA)?

We sometimes get emails from nurses sharing their frustration with their work environment and their dissatisfaction with "what FNA is doing or not doing." Often, what we find is they really don't understand the processes that make up a nurse advocacy initiative or even the role, function and structure of an advocacy organization.

We are not a public body funded by the government, by licensure fees or any other means. We do not have a huge pot of funds to support our legislative program. Our work is supported by the members who choose to join. Our members are nurses who understand that THEY are the ones who have to contribute to make our organization strong. We not only need their commitment and leadership, we need their MONEY. Everything we do is a cost, just like in every day life. And much of the work that we do is contingent upon legislature or other policy decision making bodies. We are often going toe-to-toe with groups who are very knowledgeable about this and they put their money where their mouths are. But nurses don't have a lot of money, do they?

The truth is, individually, we may not be as wealthy as some of our opposition, but we could easily outpower them by our numbers and the sincerity of our motives. For example, there are

some groups that donate in excess of \$100,000 to their political parties. How could nurses compete with that? Our answer would be, "Easily!"

Let me paint a picture. There are nearly 200,000 nurses licensed in our state. Let's say for the sake of argument that 140,000 actually live and work here. If every one of those nurses, donated \$10 to the Florida Nurses Political Action Committee (FN-PAC), we would have \$1,400,000 to parlay into political influence. In another scenario, if 50,000 nurses joined FNA, that would be nearly \$14,000,000 between FNA and ANA- not only to provide top-notch member benefits, but also to elevate our advocacy efforts on the state and national level. This would increase exponentially if ALL nurses would join as they did in years past.

Sometimes, the dues are given as an excuse not to join. I would like to know, "What is the value of THE organization whose major purpose is to advocate for and protect the profession?" Dues are less than 77 cents a day—a little over \$5 dollars a week—and a bit more than 24 dollars a month. This is significantly less than some things we choose to do for fun and leisure. This is about your work life and ultimately, your life's work. You may think that we are going to do it anyway. But how much more effectively could we do it with YOU on board?

This is not the first time you have seen an article like this and I am sure it won't be the last. We need nurses to look beyond their everyday lives, their anger about the workplace, their political ideology and personal opinions about unrelated issues, and look into their hearts and consciences to connect to the fact that it is a professional obligation to be a part of nursing voice when it comes to advocacy. We have accomplished a lot in the past and will continue to do so in the future. But as Senator Ted Kennedy once said, "If nursing could get its act together, it could change the face of healthcare." The professional association, speaking as the voice of nursing is the way to accomplish that.

The
A
R
T
Of Nursing

This year, in celebration of FNA's 100 Years of Advocacy, the Florida Nurses Foundation will be holding an auction based on the artistic works of nurses. We are inviting nurses to donate items that they have created or, if you are not artistically inclined, we would like to encourage you to donate nursing related items of an "artistic" nature so that everyone has the opportunity to participate. The following items are suggested donations, but feel free to come up with other appropriate items:

Paintings, Drawings, Quilts, Fiber Arts, Wearables, Photography, Ceramics, Pottery, Dolls (porcelain, ceramic, cloth, art dolls), Knitted or Crocheted Items, Carvings, Posters (particularly historic items), Collectibles, Art Books That Depict Nursing, Etc.

If you would like to donate an item to the FNF auction, please email foundation@floridanurse.org or mail to FNA Headquarters.



FNF

Florida Nurses Foundation

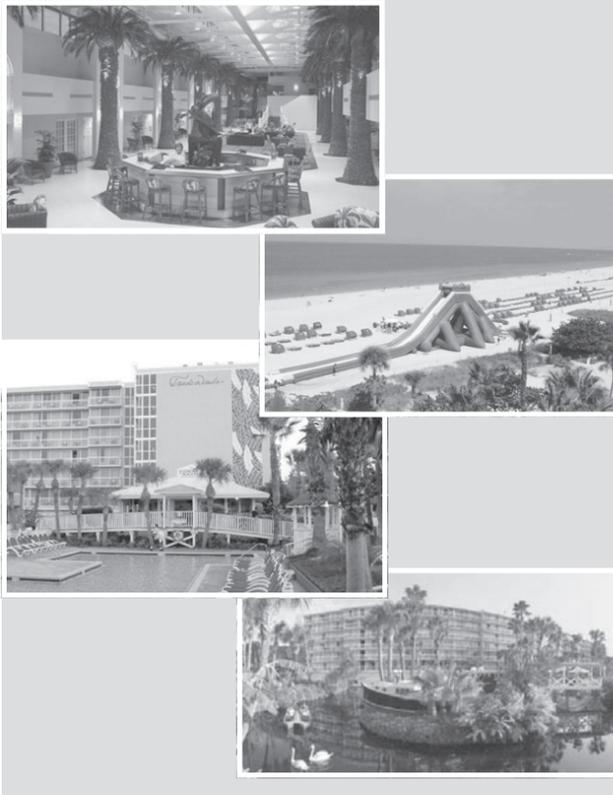
CENTENNIAL CELEBRATION



FNA Centennial Celebration

2009 marks FNA's 100th year in existence! FNA is commemorating this landmark year with a special Centennial Celebration, as well as Association business. The theme for the Centennial Celebration is *100 Years of Advocacy* and will be held at the beautiful TradeWinds Island Grand Resort and Conference Center in St. Pete Beach, September 23-26. For more information on the TradeWinds Island Grand Resort and Conference Center, please visit tradewindsresort.com... families and even dogs are welcome to stay with you at the hotel!

Those attending the FNA Centennial Celebration receive a special room rate of \$154 for a single or double standard hotel room. Upgraded rooms are available for an additional cost. Call 800-808-9833 to make your room reservations. Tell the reservation agent that you are with the Florida Nurses Association (FNA) and reserve your room before August 30 to receive the special room rate.



CALL FOR POSTER ABSTRACTS

FNA invites members to submit abstracts for poster presentation at the FNA Centennial Celebration. Posters will be peer reviewed by volunteer members. Members will be notified by August 31, 2009, of acceptance for presentation at convention. **Submissions are due by June 30, 2009:**

Please submit four hard copies to FNA at P.O. Box 536985, Orlando, FL 32853-6985 OR submit one version to conferences@floridanurse.org.

Guidelines for submission:

Abstracts should be 2-3 double spaced pages in length and should represent completed research, research in progress, or of research design.

Abstracts should include:

- Clearly defined problem statement;
- Significance to Nursing;
- Description of methodology;
- Sample Size;
- Sampling method;
- Research design;
- Description of setting identification of instruments used;
- Data Collection procedures;
- Assurance of protection of human subjects' rights;
- Results for completed research or proposed data;
- Analysis if research is in progress;
- Interpretation of findings;
- Recommendations, or future research if appropriate; and
- Abstracts focusing on research implementation.

Programs should include a description of the purpose of the project, its implementation and other suggestions for its implementation in other settings.

FNA needs three volunteer researchers to review the abstracts for the Annual Poster Session held at the 2009 Convention. If you are interested in doing this, please contact conferences@floridanurse.org or call the Members Only Toll Free Phone Line.

CALL FOR REFERENCE PROPOSALS

If you'd like to submit a reference proposal to be heard at the Centennial Celebration, please send your proposal to FNA at info@floridanurse.org by August 1, 2009. Your proposal will be reviewed by the Reference Committee. Your proposal should include:

- Title;
- Contact Person;
- Statement of Concern;
- Background (limit to 500 words);
- Statement of Position;
- Recommendations for Action;
- Reference;
- Past ANA House Actions (if applicable); and
- Past FNA House Actions (if applicable).

HISTORICAL PHOTOS NEEDED

FNA is looking for historical photos for a presentation at the Centennial Celebration. If you have photos that you'd like to add, please scan them in and send them to conferences@floridanurse.org. If you have hard copies of photos, mail them to FNA at P.O. Box 536985, Orlando, FL 32853. Photos will be returned, upon request.



Centennial Celebration Sponsors

If your organization would like to sponsor or exhibit at the FNA Centennial Celebration or if you know of a potential sponsor, please email the name of this organization to conferences@floridanurse.org.

The Centennial Celebration is the perfect way to get in touch with nurses from all over the state! Opportunities include exposure at the Centennial Celebration, in *The Florida Nurse* (circulation 200,000), in Members Only, in *FNA QuickNews*, the FNA website and other opportunities.

FNA Centennial Sponsors now include Arthur Davis Publishing, Sophia Palmer Nurses RRG, Inc., Bank of America and VITAS Innovative Hospice Care. Thank you to these sponsors for their support!

FNA also appreciates following hotels who have already donated stays for the Star Campaign:

- Hilton Clearwater Resort
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- Hilton Naples
- Hutchinson Island Marriott Beach Resort & Marina
- Hyatt Coral Gables
- PGA National Resort & Spa
- Plantation Inn Golf Resort & Spa
- Quorum Hotel Tampa
- Radisson WorldGate Resort
- Rosen Shingle Creek
- Safety Harbor Resort & Spa



Call to Convention 2009

100 Years of Advocacy

This constitutes the Official Notice of the 2009 Convention of the Florida Nurses Association, September 23-26, 2009 at the Tradewinds Island Grand Resort in St. Pete Beach for the purpose of transacting the official business of the Association. For additional information, see the rest of this issue.

Honoring Longevity: FNA Lamplighter and Diamond Awards



Have you been a member of FNA for 25 or 50 years?

FNA will honor the Lamplighters (25 years) and the Diamond Award Members (50 years) at the 2009 Centennial Celebration. Please let FNA know if you qualify for this honor!

(If you think you missed letting us know please contact us to be added to the list of honorees.) Email Lael at info@floridanurse.org to notify her that you qualify.

CENTENNIAL CELEBRATION

2009 FNA Candidate Biographies and Statements

Please find your current candidates for office as of May 28, 2009. For a final list of candidates with bios, please visit the Centennial website at <http://FNACentennial.info>. This year, elections will be conducted through online voting only and you will be able to access the ballot from the Centennial website. You will receive a postcard in the mail from the election vendor with instructions on how to access the ballot. For those that do not have computers we encourage you to go to your local library to vote. Districts might also want to hold voting parties. We hope this will encourage greater participation in the election process while decreasing cost. Voting will occur in August. Only members in good standing will be able to vote and voting is by secret ballot. Winners will be announced at the Centennial Celebration in September.

PRESIDENT: (elect 1)

Andrea C. Gregg, RN

If elected to a second term as President, I will endeavor to positively represent FNA in Florida and ANA, addressing challenges and seeking new opportunities.



- ❖ School(s) of Nursing: University of Alabama at Birmingham; Medical College of Georgia; Armstrong State College; St. Joseph's School of Nursing.
- ❖ Degree(s): DSN, MSN, BSN, Diploma
- ❖ Place of Employment and Position: University of Florida College of Nursing, Associate Professor and Director, Jacksonville Campus
- ❖ Professional Organizational Activities: President (2007-2009)/First Vice President (2006-2007)/Second Vice President (2005-2006)/Director-at-Large (2003-2005)-FNA; Appointed Member (FNA Representative)-Nursing Workforce Ad Hoc Advisory Committee to the State Surgeon General; State Steering Committee Member (FNA Representative)-Team Florida; FNA Future's Task Force; Founding Committee Leader-Barbara Lumpkin Institute (FNA); ANA Delegate; ANA Constituent Assembly; Sigma Theta Tau; Past Chair/Chair-American Association of Colleges of Nursing; Chair of Board-Florida Center for Nursing; First Coast Nursing Leaders Coalition; Director-Great 100 Nurses of Northeast Florida; First Vice President (2000-2004)-FNA District 2.

1ST VICE PRESIDENT: (elect 1)

Bonnie C. Sklaren, ARNP

Continue work on the Board to solidify the LDC Network and strengthen the Public Policy mission of FNA; and to participate in the ongoing efforts to strengthen the Florida Nurses Association through the re-organization efforts.



- ❖ School(s) of Nursing: Bronx Community College; California State University (Los Angeles); University of South Florida
- ❖ Degree(s): MSN, ARNP
- ❖ Place of Employment and Position: Laser Spine Institute, Part Time ARNP
- ❖ Professional Organizational Activities: FNA District 46 Legislative District Coordinator; 1st Vice President-FNA Board of Directors; FNPAC Trustee; Barbara Lumpkin Institute Representative; FNA Representative-Florida Nurse Practitioner Coalition; American Academy of Nurse Practitioners.

2ND VICE PRESIDENT: (elect 1)

Susan Hartranft, ARNP

I would like to continue the work started on the FNA Board of Directors this term. To apply experience gained through recent Board of Director service.



- ❖ School(s) of Nursing: Albright College; University of South Florida.
- ❖ Degree(s): PhD, MS, BS (all in nursing)
- ❖ Place of Employment and Position: Morton Plant Mease HealthCare, Responsible for Research Center
- ❖ Professional Organizational Activities: FNA Director-at-Large; FNA Workforce Advocacy Commissioner (Chair); FNA Bylaws Committee, Sigma Theta Tau.

Debi Hunt, ARNP

Thank you for giving me the opportunity to serve as your 2nd VP. We are facing many changes as an organization. I offer you a commitment to provide strong leadership as we move to restructure our organization in order to better meet the needs of our membership.



- ❖ School(s) of Nursing: Valencia Community College; Southern Adventist University; University of Central Florida
- ❖ Degree(s): ADN, BSN, MSN
- ❖ Place of Employment and Position: University of Central Florida, Nursing Instructor
- ❖ Professional Organizational Activities: 2nd Vice President/Chair of Membership Committee-FNA Board of Directors; FNPAC Trustee; SNRS, AANP, GSA, GAPNA, Sigma Theta Tau.

SECRETARY: (elect 1)

Mary Lou Brunell, RN

I value the accuracy and history of the association's records. It would be an honor to serve the association in this capacity.



- ❖ School(s) of Nursing: Kent State University; University of Pennsylvania
- ❖ Degree(s): BSN, MSN
- ❖ Place of Employment and Position: Florida Center for Nursing, Executive Director
- ❖ Professional Organizational Activities: ANA Delegate; Center for American Nurses Delegate; Chair, FNA Workforce Advocacy Commission; Chair-FNA Nominations Committee; Member-FNA Bylaws Committee; Chair-Forum of State Nursing Workforce Centers Steering Committee; Member-Forum Conference Planning Committees (2004-2009); Member-Champion Nursing Council; Member-FNA Finance Committee; Florida Organization of Nurse Executives; Sigma Theta Tau.

Robert D. Elliott, RN

I wish to advance the nursing profession in Florida and nationally, strengthen our voice and participation in decisions regarding the best care for our patients.



- ❖ School(s) of Nursing: Palm Beach Community College
- ❖ Degree(s): AS (Registered Nursing)
- ❖ Place of Employment and Position: Columbia Hospital, Relief Charge Nurse, Staff Nurse
- ❖ Professional Organizational Activities: FNA District 40 member; Past President-FNSA; NSNA Past Exec. Board member-National Student Nursing Association (NSNA).

TREASURER: (elect 1)

Mavra Kear, ARNP

These are challenging times that require effective funds management. I am prepared to work with FNA staff and accountants to ensure financial stability and protect our future.



- ❖ School(s) of Nursing: University of Florida; University of South Florida
- ❖ Degree(s): BSN, MSN, PhD
- ❖ Place of Employment and Position: Florida Southern College, Associate Professor
- ❖ Professional Organizational Activities: President (2004-2005)/Director (1999-2007)/Webmaster (2000-Current)-FNA District 12; FNA Delegate; Director (1988-1993)/Newsletter Editor (1989-1993)/1990 Nurse of the Year-FNA District 10; Director-at-Large (2005-2009)-FNA Board of Directors; FNA Finance Committee (2005-2007); FNA Future's Task Force; FNA Challenges & Opportunities Committee (2006); FNA Reference Committee Chairperson (2004-Current); ANA Delegate; Sigma Theta Tau International.

DIRECTORS: (elect 8)

Cindy Boucher, RN

My passion is nursing and it would be my honor to continue representing you at the state level. I would like to continue the work began this past legislative session, letting your voice be heard. I look forward to the incredible opportunities before us to take our professional organization to new heights.



- ❖ School(s) of Nursing: Santa Fe Community College, Jacksonville University, Duke University
- ❖ Degree(s): ADN, BSN, MSN, NEd
- ❖ Place of Employment and Position: Associate Professor of Nursing, Santa Fe Community College, Gainesville, Florida
- ❖ Professional Organizational Activities: District 10 Treasurer; FNSA Executive Board Consultant; FNA Executive Board Director-at-Large.

Edward Briggs, ARNP

FNA is the voice of nurses in Florida. I would like to continue to be involved in representing nurses and ensuring that our issues and concerns are heard by our state leaders and administrators.



- ❖ School(s) of Nursing: University of South Florida; University of Florida
- ❖ Degree(s): BS, MS-Nurse Practitioner
- ❖ Place of Employment and Position: Largo Medical Center ER, Nurse Practitioner
- ❖ Professional Organizational Activities: FNA District 46 President; FNA Director-at-Large; Florida Nurses Foundation Trustee; ACNP, AANP

Angeline Bushy, RN

I am committed to sustainment of the professional nursing organization, and willing to represent District VI in issues that are relevant to Florida Nurses Association.



- ❖ School(s) of Nursing: University of Texas at Austin; Montana State University; Northern Montana College; University of Mary
- ❖ Degree(s): PhD; MN; MEd; BSN
- ❖ Place of Employment and Position: University of Central Florida College of Nursing (Daytona Beach Campus), Professor
- ❖ Professional Organizational Activities: President (2005-2008)-FNA District 6; President/Board of Directors (2003-2008)-Northeast Florida AHEC; Board Member (1996-Present)-Saint John's Rural River Health Network; National Multicultural * Minority Task Force-National Rural Health Association; Research Committee/Member-at-Large (Southern Region)-Association for Community Health Nurse Educators; Member-at-Large/Board of Directors (1999-Present)-Rural Nurses Association; Sigma Theta Tau.

Teri Chenot, RN

My nursing leadership expertise, with a focus in health outcomes and patient safety nursing education, will be an asset to the ANA and FNA goals and initiatives.



- ❖ School(s): Florida Atlantic University
- ❖ Degree(s): APN, BSN, MSN, BHS, MS, M.Ed, Ed.D
- ❖ Place of Employment and Position: Florida Community College, Adjunct Faculty
- ❖ Professional Organizational Activities: Member-FNA District 2; Member-Jacksonville Area Nurses in Education; Past President-Northeast Florida Association for Healthcare Quality; Member-Florida Hospital Association; Member-Florida Society for Healthcare Risk Management and Patient Safety; Member-American College of Healthcare Executives; Member-American Educational Research Association; Member-American Society for Healthcare Risk Management; Sigma Theta Tau.

Annamarie J. Farro, RN

I have been a dedicated and active FNA member since 1989. I am a strong advocate for our professional association and the bedside/direct care nurse. I am ready to continue to strive for excellence and know my commitment and involvement will help enhance our vision.



- ❖ School(s) of Nursing: Central Florida Community College
- ❖ Degree(s): ADN
- ❖ Place of Employment and Position: Past Charge Nurse/NRP Instructor at Shands at UF, Neonatal ICU
- ❖ Professional Organizational Activities: FNA District 10 Legislative District Coordinator/Past President; FNA Delegate; Shands Collective Bargaining Unit Vice President; ANA Past Delegate; FNA Futures Task Force; Past NLA Delegate; Current NLA Alternate Delegate/Legislative Committee/Head Teller Nominations Committee.

Janice Feenstra, RN

The call to serve our District and state will help me to continue to mentor others and to lead by the example I have learned from those before me.



- ❖ School(s) of Nursing: Cuyahoga Community College; Huron School of Nursing
- ❖ Degree(s): ASN, RN, BS
- ❖ Place of Employment and Position: Premiere Home Health Care of Florida, Administrator
- ❖ Professional Organizational Activities: Nominating/Fundraising Committees-FNA District 29; AAMSN; Sigma Theta Tau; HCAF; District Advisory Group.

Vicky Stone Gale, ARNP

I feel my past experiences as an ARNP will give me an opportunity to bring ideas to the FNA Board that may help with positive changes.



- ❖ School(s) of Nursing: Massillon Community Hospital School of Nursing; Barry University
- ❖ Degree(s): Diploma, BSN, MSN
- ❖ Place of Employment and Position: John B. Hylton, MD-ARNP/Int. Med.
- ❖ Professional Organizational Activities: ARNP Task Force; Past President/Advisory Board/Legislative Representative-South Florida Council of Advanced Practice Nurses, Inc.; Past Chair and ARNP Member-Florida Board of Nursing.

Shirley Hill, RN

I have always been a firm believer in belonging to my professional organization. I would like to be a part of the decision making body of FNA.



- ❖ School(s) of Nursing: University of Central Florida
- ❖ Degree(s): BSN, AS (Applied Sciences and Education)
- ❖ Place of Employment and Position: CMS, Senior RN Nursing Supervisor
- ❖ Professional Organizational Activities: Past President-FNA District 6; Test Development Committee for Community Health (1987)/Certified in Community Health/Certified in Case Management, Licensed Healthcare Risk Manager (Florida)-ANCC.

Deirdre Krause, ARNP

I have a very strong passion for nursing and truly believe that nursing is America's best kept healthcare secret. Now is the time for action!



- ❖ School(s) of Nursing: King's County School of Nursing; Hunger College School of Nursing; New York University; University of Miami.
- ❖ Degree(s): Diploma, BSN, MA, PhD
- ❖ Place of Employment and Position: Take Care Health Systems FNP, Clinic Coordinator.
- ❖ Professional Organizational Activities: Past President/Past Board Member-FNA District 9; ANA Delegate; Navy Nurse Association; Navy League; AMSUS; FNP.

Bonnie Marting, ARNP

I would like to continue to work to strengthen the profession of nursing both in Florida and nationally. Additionally, increase FNA awareness.



- ❖ School(s) of Nursing: Rush University; Graceland University; Barry University;

Milwaukee Area Tech College.

- ❖ Degree(s): DNP, MSN, BSN, ADN, LPN
- ❖ Place of Employment and Position: Anushka Comedical Centre, Director of Nurse Aesthetics.
- ❖ Professional Organizational Activities: FNA Director-at-Large (2005-2008, 2008); Co-Chair-Florida Coalition of Advance Practice Nurses.

Tammy Martineau, RN

I have been an RN for 20 years. I would be able to offer services to this position and encourage legislature to become more evidence-based focused.



- ❖ School(s) of Nursing: Valencia Community College; University of Phoenix; University of Central Florida
- ❖ Degree(s): ASN, BSN, MSN.
- ❖ Place of Employment and Position: Sante Fe Community College, Associate Professor of Nursing
- ❖ Professional Organizational Activities: FNA District 10; AMA; Sigma Theta Tau; Delta Epsilon.

Regina Mirabella, RN

I want to use my skills and experience with FNA and the Florida Nurses Foundation and my passion for nursing to serve and support all registered nurses.



- ❖ School(s) of Nursing: Kingsborough Community College
- ❖ Degree(s): ADN, BSN, MSN
- ❖ Place of Employment and Position: Pasco Hernando Community College-Associate Professor of Nursing; University of Phoenix-Educator; United States Army Reserve-Training Officer
- ❖ Professional Organizational Activities: FNA District 36; President of Florida Nurses Foundation; National League of Nursing Ambassador (2007-present); Sigma Theta Tau, International Honor Society of Nursing.

Barbara Russell, RN

Nursing has always been and always will be my passion. I want to make sure that today's and tomorrow's nurses have the same opportunities that I have had.



- ❖ School(s) of Nursing: Jackson Memorial Hospital Miami
- ❖ Degree(s): Diploma, BS (Health Science Administration), MPH
- ❖ Place of Employment and Position: Baptist Hospital of Miami, Director of Infection Prevention and Control
- ❖ Professional Organizational Activities: Editor for FNA District 5 newsletter, The Heartbeat; Trustee-District 5 Charitable Trust; ANA Delegate; FNA 2nd VP; WFA Commissioner; ANA Standards and Guidelines Committee; GIA Grants Committee/Nominating Committee-Center for American Nurses.

George Byron Smith, ARNP

As a Board member I would seek out member input in critical issues facing healthcare and nursing. FNA/ANA have an opportunity to shape the future of healthcare by being a positive force in ensuring meaningful healthcare reform.



- ❖ School(s) of Nursing: Houston Community College; University of Texas; University of South Florida.
- ❖ Degree(s): ADN, BSN, MSN
- ❖ Place of Employment and Position: Pinnacle Health Group, Gero NP
- ❖ Professional Organizational Activities: Director-at-Large/Past President-FNA District 4; FNA Delegate; ANA Delegate; Past Director-American Psychiatric Nurses Association; Sigma Theta Tau; American Academy of Nurse Practitioners.

Sharon L. Smith, RN

The dynamic changes in healthcare and nursing require knowledgeable and interested members. I have great fears for nursing's future and would like to stay on the forefront of the changes.



- ❖ School(s) of Nursing: Florida Community College at Jacksonville; University of Phoenix; University of North Florida
- ❖ Degree(s): Generic; MSN; MBA (Health Care Management)
- ❖ Place of Employment and Position: Flagler Hospital, Inc., Director
- ❖ Professional Organizational Activities: President-FNA District 11; Practice Council; Academy of Med/Surg Nurses; NEFONE, Sigma Theta Tau.

Susan E. Williams, RN

I want to gain more knowledge about ANA and FNA to expand my professional knowledge of our organization and share it with co-workers.



- ❖ School(s) of Nursing: Brantford General Hospital School of Nursing
- ❖ Degree(s): MS, BSN, Diploma
- ❖ Place of Employment and Position: Good Shepherd Hospice, Staff Nurse
- ❖ Professional Organizational Activities: FNA District 12; Commission on Certification Commissioner/Member-at-Large-American Nurses Credentialing Center.

ANA DELEGATES: (elect 24)

Linda Bell, ARNP

To provide and voice input into the practice of nursing. To collaborate with other healthcare professions in a positive way to benefit all the professions.



- ❖ School(s) of Nursing: Shelby State; University of Phoenix; University of North Florida; Graceland University
- ❖ Degree(s): LPN, RN, BSN, MSN, ARNP
- ❖ Place of Employment and Position: Take Care Health Clinic, ARNP/Coordinator for Educational Programs/Consultant Services
- ❖ Professional Organizational Activities: Task Force #3, Northeast Florida, Chairman AHA; State Florida Committee AHA; Florida Regional Faculty for BLS, ACLS, PALS, AHA; Adjunct and National Committee Member-NAEMT; Emergency Pediatric Course Committee; Sigma Theta Tau.

Naomi Benton-Brown, RN

To strive to make a difference in our Profession; empower my colleagues to help make an impact in our Communities via education and prevention.



- ❖ School(s) of Nursing: Florida A&M
- ❖ Degree(s): BSN
- ❖ Place of Employment and Position: Broward County Health Department, Nursing Program Specialist/Nurse Educator
- ❖ Professional Organizational Activities: 2nd Vice President-FNA District 21; 1st Vice President-FAPHN; Member-FPHA.

Edward Briggs, ARNP (See Directors)

Mary Lou Brunell, RN (See Secretary)

Teri Chenot, RN (See Directors)

Barbara Thoman Curtis, RN

Since 1968 I've attended every ANA HOD, consistent level of involvement although active in four states prior to Florida. I'd like to be a Florida Delegate.



- ❖ School(s) of Nursing: Independence Sanitarium and Hospital; Graceland University
- ❖ Degree(s): Diploma and Nursing Degree
- ❖ Place of Employment and Position: Retired
- ❖ Professional Organizational Activities: Previous District President/Board Member; President/Chair of State Legislative Committee/State Director/PAC Chair-Washington/Illinois/Missouri Nurses Associations; Secretary/Board Member/Bylaws Committee/WOM Committee-ANA; Chair/Trustee-ANA PAC.

Ann-Lynn Denker, ARNP

I am a life-long committed nursing profession advocate. I work to support clinical nurses and excellent patient outcomes.



- ❖ School(s) of Nursing: University of Florida; University of Miami
- ❖ Degree(s): BSN, MN, PhD
- ❖ Place of Employment and Position: Jackson Health System, Magnet Project Director/Research Coordinator
- ❖ Professional Organizational Activities: Board Member/Vice President/President (twice)-FNA Board of Directors; Chair-FNPAC; Chair of Constituent Assembly-ANA; Board Vice Chair-ANA PAC; Board Member-South Florida Nursing Consortium; Sigma Theta Tau International; Member-Florida Board of Nursing.

2009 FNA Candidate Biographies continued from page 7

Frances Civilette Downs, RN

I would work for fair, equitable salaries for nursing faculty, safe staffing and mentorship programs to provide support to retain young nurses within the organization.

No Photo Available

- ❖ School(s) of Nursing: Miami Dade College; University of Miami; Barry University
- ❖ Degree(s): ADN; BSN; MSN
- ❖ Place of Employment and Position: Miami VA Medical Center, Quality Manager
- ❖ Professional Organizational Activities: Director-FNA District 5; Past Chair Legislative Affairs-Miami-Dade Directors of Nursing Association; Reviewer-FNA 2009 Clinical Excellence Conference; Member-ANA; Member-American Holistic Nurses Association; Member-American Geriatrics Society; Member-Society Light Treatment & Biological Rhythms; McMaster Online Peer Reviewer for articles focusing on Adult Health & Geriatrics (2008-Present); Past President-Sigma Theta Tau (Beta Tau, University of Miami Chapter).

Robert D. Elliott, RN (See Secretary)**Catherine P. Emmett, ARNP**

I am interested in representing nurses in my district, as well as nurses caring for older adults and/or that work in Hospice and Palliative Care.



- ❖ School(s) of Nursing: Duke University; University of Florida
- ❖ Degree(s): BSN; MSN
- ❖ Place of Employment and Position: HPC Healthcare, Nurse Consultant
- ❖ Professional Organizational Activities: Secretary/Newsletter Editor/Board of Directors-FNA District 20; FNA Representative-Florida Panel for the Study of End of Life Care; American Geriatrics Society; Gerontological Society of America; Hospice and Palliative Nurses Association; National Hospice and Palliative Care Organization; Sigma Theta Tau; Sigma Phi Omega.

Janice Feenstra, RN (See Directors)**Vicky Stone Gale, ARNP** (See Directors)**Andrea C. Gregg, RN** (See President)**Susan Hartranft, ARNP** (See 2nd Vice President)**Janice Hess, ARNP** (See Nominating Committee)**Shirley Hill, RN** (See Directors)**Mavra Kear, ARNP** (See Treasurer)**Deirdre Krause, ARNP** (See Directors)**Brandy Lehman, RN**

I am passionate about the importance of my professional organization. I care about my profession, association, colleagues and those I serve.



- ❖ School(s) of Nursing: Thiel College at Greenville, PA; University of Wisconsin-Milwaukee; University of Florida
- ❖ Degree(s): PhD, MS, BSN
- ❖ Place of Employment and Position: University of South Florida College of Nursing, Assistant Professor
- ❖ Professional Organizational Activities: President/Vice President/Secretary/Director/Nominating Committee-FNA District 4; Vice President/Secretary/Director-AORN; Member-Southern Nursing Research Association; Sigma Theta Tau International; Member-Psychoneuroimmunology Research Society; Member-Society of Behavioral Medicine; Florida Nurses Foundation Board of Trustees.

Janet Marshall, RN

I served as a delegate several years for District 23. At the time, I felt like I was just learning the process. I think I am now more prepared to actively be involved and would enjoy the chance to do so again.

No Photo Available

- ❖ School(s) of Nursing: University of Virginia; University of North Carolina at Greensboro; Rush University
- ❖ Degree(s): BSN; MSN; PhD
- ❖ Place of Employment and Position: Florida A&M University, Associate Professor
- ❖ Professional Organizational Activities: Delegate-

FNA District 23; Faculty Senator/Steering Committee/Organizational Analysis Task Force/Chair of Admission, Progression and Retention School of Nursing Committee/Promotion and Tenure Committee/School of Nursing Research Committee/University GEAC Committee/Fall Evaluation Committee/Curriculum Committee/Pinning and Convocation Committee-Florida A&M University; Reviewer-FNA 2009 Clinical Excellence Conference; Planning Committee (2007)/Awards Judge for Doctoral Dissertations (2007)/Past Chapter President-Sigma Theta Tau; Association of Community Health Nurse Educators; American Public Health Association.

Tammy Martineau, RN (See Directors)**Diane Mayes, RN**

I would like to serve as a delegate to the ANA because I believe staff nurses must be involved in decisions that shape nursing practice.



- ❖ School(s) of Nursing: Kennesaw State University, University of Phoenix
- ❖ Degree(s): BSN, MSN
- ❖ Place of Employment and Position: James Haley Veterans Hospital, Clinical Educator
- ❖ Professional Organizational Activities: ANA Delegate; FNA District Delegate; FNA Director, Nominating Committee; FNA Tampa Unit Bargaining Unit President; LERC Secretary; Director for National VA Council; American Association Critical Care Nurses; Emergency Nurses Association

Patricia R. Messmer, RN

My commitment to ANA is exemplified by serving as an ANCC Magnet appraiser/mentor since 2000. I was appointed trustee/treasurer of the American Nurses Foundation (ANF). I am trustee/secretary of the ANA-PAC and I serve as chair/trustee of the Nurses Charitable Trust, District V, FNA.



- ❖ School(s) of Nursing: Presbyterian Hospital School of Nursing; University of Pittsburgh; Edinboro University of PA
- ❖ Degree(s): Diploma; BSN; MSN; MA (Rehabilitation Counseling); PhD
- ❖ Place of Employment and Position: Children's Mercy Hospital & Clinics, Director PCS Research Professional Organizational Activities: Past President (2005-2007)/Trustee (1999-2007)-Florida Nurses Foundation; District II Liaison-Kansas State Nurses Foundation; Parliamentarian (2000-Present)-Southern Nursing Research Society; Trustee (2004-Present)/Treasurer (2006-Present)-American Nurses Foundation; Trustee (2007-Present)/Secretary (2006-Present)-ANA PAC; ANCC Magnet Appraiser/Mentor; ANA/NNSDO Professional Development Scope and Standards Task Force; American Academy of Nursing Fellow (serving on the Advancing Magnet and Theory Expert Panels); Former Chair of Research Committee/Member-Society for Pediatric Nursing; Commissioner/Vice Chair/Program Evaluator-NLNAC; Virginia Henderson Fellow/Planning Committee for Emerging Technology/Nursing Research Congress-Sigma Theta Tau International; Editorial Board Journal of Continuing Education in Nursing; Chair/Trustee-FNA District 5 Nurses Charitable Trust; Society for Pediatric Nursing; Southern Nursing Research Society; Midwest Nursing Research Society; National League for Nursing.

Regina Mirabella, RN (See Directors)**Patricia A. Quigley, ARNP**

1. *Serve as your voice at ANA*
2. *Share FNA's successes with other ANA entities*
3. *Shape ANA's present and future*
4. *Enhance ANA's role in Patient Safety Innovation*



- ❖ School(s) of Nursing: University of South Florida; University of Florida
- ❖ Degree(s): PhD, MS, BS
- ❖ Place of Employment and Position: VISN 8 Patient Safety Center, Associate Chief of Nursing Research; Assistant Director, Patient Safety Center
- ❖ Professional Organizational Activities: President (2006-2009)/Vice President (2004-2006) FNA District 4; FNA Delegate; ANA Delegate; Sigma Theta Tau International; AAN; STIPDA; NOVA; AAGNPS; ARN; AANP's; FNP.

Barbara Russell, RN (See Directors)**Patricia Seabrooks, ARNP**

It is my desire to serve the Florida Nurses in whatever way I can. I am retiring and will have a bit more time, and willing to fill positions that are not filled. I have a long history of working with the Association and would like to keep involved in some way.



- ❖ School(s) of Nursing: Miami-Dade College; University of Miami; University of California San Francisco
- ❖ Degree(s): Associates; BSN; MSN; Doctor of Nursing Science
- ❖ Place of Employment and Position: Seabrooks and Associates, Inc.
- ❖ Professional Organizational Activities: FNA District 21; FNA District 5; Sigma Theta Tau International; NBNA; AANP.

Bonnie C. Sklaren, ARNP (See 1st Vice President)**Elaine Slocumb, RN**

During the most interesting biennium since first becoming an ANA member (1973), I remain committed to representing FNA during economic times that challenge our profession.



- ❖ School(s) of Nursing: University of Massachusetts; Boston University
- ❖ Degree(s): Generic; BSN; MSN
- ❖ Place of Employment and Position: Keiser University, Nursing Program Director
- ❖ Professional Organizational Activities: President (2002-2006)/Treasurer (2006-Present)-FNA District 20; Workplace Advocacy Commission (2005-Present)-FNA; Sigma Theta Tau; National League for Nursing; Capital Area Roundtable in Nursing Informatics; Florida Associate Directors Deans and Directors (FCNEA).

Anna Small, CNM

I would like to participate more on a national level in nursing issues. I believe my involvement with FNA will allow me to be a voice for Florida's members at ANA HOD.



- ❖ School(s) of Nursing: Columbia University; Swarthmore College; Florida State University College of Law
- ❖ Degree(s): BSN, MSN, BA, JD
- ❖ Place of Employment and Position: Broad and Cassel, Associate Attorney
- ❖ Professional Organizational Activities: Legislative Counsel to FNA and Florida Council of Nurse Midwives; Governmental Affairs Committee-American College of Nurse Midwives; American Association of Nurse Attorneys; American Health Law Association.

George Byron Smith, ARNP (See Directors)**Sharon L. Smith, RN** (See Directors)**Mary Tittle, RN**

It is important to have a voice in the American Nurses Association. The ANA is the voice of professional nursing. I have had the opportunity to participate at the national level as the President of FNA and as a delegate to the ANA convention. I am interested in assisting Florida to have a voice at the national level.



- ❖ School(s) of Nursing: Sinclair Community College; University of Florida
- ❖ Degree(s): PhD, MSN, BSN, Associate Degree (Nursing)
- ❖ Place of Employment and Position: St. Petersburg College, Faculty-RN to BSN Program
- ❖ Professional Organizational Activities: Board of Directors-FNA District 46; FNA Delegate; Policy Work Group-Center for American Nurses; ANA Delegate; Chairperson-FNA Future's Task Force; FNA Finance Committee Member.

Gail Tracey, ARNP

Continue representing the members of FNA at the national level, actively participating in the process of shaping policy for the organization and the nursing profession.



- ❖ School(s) of Nursing: Edison Community College (now Edison State College); University of South Florida; University of Central Florida
- ❖ Degree(s): ADN, BSN, MS
- ❖ Place of Employment and Position: Edison State College, Nursing Program Specialist and Faculty
- ❖ Professional Organizational Activities: Treasurer/Vice-President/Chair, Nursing Clinical

2009 FNA Candidate Biographies continued from page 8

Excellence Recognition Program—FNA District 7; FNA Director-at-Large and Chair of FNA Membership Task Force; ANA Delegate; Board—Sigma Theta Tau International; National League for Nursing.

Carla Whaley, RN

Mostly I would like it to help out FNA. To successfully complete the duties of the office and promote and participate in team building.

- ❖ School(s) of Nursing: Miami Dade Community College
- ❖ Degree(s): ADN
- ❖ Place of Employment and Position: Retired/School District of Hillsborough County, CNA Teacher
- ❖ Professional Organizational Activities: FNA District 4; National Association of Parliamentarians; Past Treasurer—Local Alpha Parliamentarians.

No Photo Available

Susan E. Williams, RN (See Directors)

NOMINATING COMMITTEE: (elect 5)

Naomi Benton-Brown, RN (See ANA Delegates)

Catherine P. Emmett, ARNP (See ANA Delegates)

Kay Fullwood, ARNP

Get to know more of the FNA membership and encourage them to run for offices for leadership, and become active in the organization. Share my experiences of being involved with FNA in the past 30 years, and how being involved leads to knowledge about the nursing profession statewide.



- ❖ School(s) of Nursing: Helene Field School of Practical Nursing; Florida Junior College Jax; University of North Florida; University of Florida
- ❖ Degree(s): BSN; MN; ARNP; LPN; ADN
- ❖ Place of Employment and Position: University of North Florida, Clinical Nurse Educator
- ❖ Professional Organizational Activities: Nominating Committee—FNA District 2; Secretary—Florida Nurses Foundation Board of Trustees; Sigma Theta Tau; Geriatric Nurse Practitioners (District 2); NEFLARNP.

Janice Hess, ARNP

I am always advising my students to get involved and I feel there is more that I can do to work toward furthering the professional goals of our organization.



- ❖ School(s) of Nursing: Orange Memorial School of Nursing; Brigham Young, Provo, Utah; Southern Missionary College; University of Florida
- ❖ Degree(s): Diploma RN; NP Certificate; BSN; MSN
- ❖ Place of Employment and Position: Daytona Veterans Administration Outpatient Clinic, Primary Care APN Gold Team and QI Coordinator
- ❖ Professional Organizational Activities: Past Treasurer—FNA District 6; Past Chair—Advanced Practice Nursing Group (Orlando and Volusia); FN-PAC; FNP.

Keri Hockett, ARNP

To be a part of improving the professional and economic stature of nurses in Florida; to be mentored by seasoned colleagues in the legislative and political agendas for nursing in Florida; to improve the health of Florida's citizens by advancing Nursing's agenda for healthcare reform.



- ❖ School(s) of Nursing: PhD; MSN; BSN
- ❖ School(s) of Nursing: Villanova University; University of South Florida
- ❖ Place of Employment and Position: Sarasota Memorial Health Care System, Director, Education, Clinical Practice & Research
- ❖ Professional Organizational Activities: Past President—Florida Gulfside Chapter Oncology Nursing Society; ARNP Member (2000-2004)—Florida Board of Nursing; AOCN Test Development Committee/Associate Editor of ONSOnline website—Oncology Nursing Society; Sigma Theta Tau.

Brandy Lehman, RN (See ANA Delegates)

Katherine Mason, RN

I would be pleased to serve FNA by assisting the nominations committee to assure the integrity of the election process and facilitate nomination of nurse leaders to guide the organization in the future.



- ❖ School(s) of Nursing: Duke University; University of North Carolina, Chapel Hill; University of Florida
- ❖ Degree(s): BSN; MPH (nursing); EdD
- ❖ Place of Employment and Position: Florida State University and University of Florida College of Nursing, Professor

- ❖ Professional Organizational Activities: Co-Chair—FNA Centennial Planning Committee; ANA Delegate; Florida Association of Public Health Nurses; Florida and American Public Health Associations; Association of Community Health Nurse Educators.

Patricia Seabrooks, ARNP (See ANA Delegates)

Carla Whaley, RN (See ANA Delegates)

WFA Commissioner: (vote by WFA members only)

Susan Hartranft, ARNP (See 2nd Vice President)

Barbara Drummond-Huth, RN

Being a commissioner provides the opportunity to assist in providing a healthy work environment for all nurses.



- ❖ School(s) of Nursing: Orange Memorial School of Nursing; University of North Florida; Jacksonville University
- ❖ Degree(s): BSN, MSH, MSN
- ❖ Place of Employment and Position: Flagler Hospital
- ❖ Professional Organizational Activities: Past President—FNA District 11; Past President—Florida Organization of Nurse Executives; Co-Chair—Northeast Florida Nurse Leaders Consortium; Sigma Theta Tau; Great 100 Nurses of Northeast Florida; Nurse Advisory Program—St. John's community College and Jacksonville University.

Barbara Russell, RN (See Directors)

CAN Delegate: (elect 2)

Mary Lou Brunell, RN (See Secretary)

Barbara Drummond-Huth, RN (See WFA Commissioner)

Susan Hartranft, ARNP (See 2nd Vice President)

NLA Delegate: (vote by Bargaining Unit members only)

Annamarie J. Farro, RN

Deborah Hogan, MPH, RN

Ruby Rose Hutchinson

Marsha Martin

Diane Mayes, BSN, MSN

Marcia Stroud, RN

Lynda Vaughn, RN



CENTENNIAL CELEBRATION

FNA Elections 2009 BALLOT

PRESIDENT: (elect 1)

Andrea Gregg, RN (District 2, Jacksonville)

1st VICE PRESIDENT: (elect 1)

Bonnie Sklaren, ARNP (Dist 46, Gulfport)

2nd VICE PRESIDENT: (elect 1)

Susan Hartranft, ARNP (District 46, Clearwater)
Debi Hunt, ARNP (District 8, Clermont)

SECRETARY: (elect 1)

Mary Lou Brunell, RN (District 8, Apopka)
Robert Elliott, RN (District 40, Lake Worth)

TREASURER: (elect 1)

Mavra Kear, ARNP (District 12, Lakeland)

DIRECTORS: (elect 8)

Naomi Benton-Brown, RN (District 21, Fort Lauderdale)
Cindy Boucher, RN (District 10, Gainesville)

Edward Briggs, ARNP (District 46, St. Petersburg)
Angeline Bushy, RN (District 6, Daytona Beach)
Teri Chenot, RN (District 2, Jacksonville)
Annamarie J. Farro, RN (District 10, Gainesville)
Janice Feenstra, RN (District 29, Naples)
Vicky Stone Gale, ARNP (District 21, Davie)
Shirley Hill, RN (District 6, Ormond Beach)
Deirdre Krause, ARNP (District 9, Loxahatchee)
Bonnie Marting, ARNP (District 9, Jupiter)
Tammy Martineau, RN (District 10, Gainesville)
Regina Mirabella, RN (District 36, Hudson)
Barbara Russell, RN (District 5, Miramar)
George Byron Smith, ARNP (District 4, Tampa)
Sharon L. Smith, RN (District 11, St. Augustine)
Susan E. Williams, RN (District 12, Lake Wales)

ANA DELEGATES: (elect 24)

Linda Bell, ARNP (District 2, Middleburg)
Naomi Benton-Brown, RN (District 21, Fort Lauderdale)
Edward Briggs, ARNP (District 46, St. Petersburg)
Mary Lou Brunell, RN (District 8, Apopka)
Teri Chenot, RN (District 2, Jacksonville)
Barbara Thoman Curtis, RN (District 6, Daytona Beach)
Ann-Lynn Denker, ARNP (District 5, Miami)
Frances Civilette Downs, RN (District 5, Miami)
Robert Elliott, RN (District 40, Lake Worth)
Catherine P. Emmett, ARNP (District 20, Sarasota)
Janice Feenstra, RN (District 29, Naples)
Vicky Stone Gale, ARNP (District 21, Davie)
Andrea Gregg, RN (District 2, Jacksonville)
Susan Hartranft, ARNP (District 46, Clearwater)
Janice Hess, ARNP (District 6, Lake Helen)
Shirley Hill, RN (District 6, Ormond Beach)

Mavra Kear, ARNP (District 12, Lakeland)
Deirdre Krause, ARNP (District 9, Loxahatchee)
Brandy Lehman, RN (District 4, Dade City)
Janet Marshall, RN (District 23, Tallahassee)
Tammy Martineau, RN (District 10, Gainesville)
Diane Mayes, RN (District 4, Tampa)
Patricia Messmer, RN (District 5, Hollywood)
Regina Mirabella, RN (District 36, Hudson)
Patricia Quigley, ARNP (District 4, St. Petersburg)
Barbara Russell, RN (District 5, Miramar)
Patricia Seabrooks, ARNP (District 21, Pembroke Pines)
Bonnie Sklaren, ARNP (District 46, Gulfport)
Elaine Slocum, RN (District 20, Bradenton)
Anna Small, CNM (District 23, Tallahassee)
George Byron Smith, ARNP (District 4, Tampa)
Sharon L. Smith, RN (District 11, St. Augustine)

Mary Tittle, RN (District 46, Largo)
Gail Tracey, ARNP (District 7, Cape Coral)
Carla Whaley, RN (District 4)
Susan E. Williams, RN (District 12, Lake Wales)
NOMINATING COMMITTEE: (elect 5)
Catherine P. Emmett, ARNP (District 20, Sarasota)
Kay Fullwood, ARNP (District 2, Jacksonville)
Janice Hess, ARNP (District 6, Lake Helen)
Keri Hockett, ARNP (District 20, Palmetto)
Brandy Lehman, RN (District 4, Dade City)
Katherine Mason, RN (District 23, Tallahassee)
Patricia Seabrooks, ARNP (District 21, Pembroke Pines)
Carla Whaley, RN (District 4)

Barbara Drummond-Huth, RN (District 11, Palm Coast)
Barbara Russell, RN (District 5, Miramar)

CAN Delegate: (elect 2)

Mary Lou Brunell, RN (District 8, Apopka)
Barbara Drummond-Huth, RN (District 11, Palm Coast)
Susan Hartranft, ARNP (District 46, Clearwater)

NLA Delegate: (Vote by Bargaining Unit members only)

Annamarie J. Farro, RN (District 10, Gainesville)
Deborah Hogan, RN (District 40, West Palm Beach)
Ruby Rose Hutchinson, ARNP (District 5, Tamarac)
Marsha Martin, RN (District 10, Gainesville)
Diane Mayes, RN (District 4, Tampa)
Marcia Stroud, RN (District 32, Melbourne)
Lynda Vaughn, RN (District 32, Rockledge)

WFA Commissioner: (Vote by WFA members only)

Susan Hartranft, ARNP (District 46, Clearwater)

CENTENNIAL CELEBRATION

2009 FNA Proposed Bylaw Changes

This is the official notice of 2009 Proposed Bylaws changes of the Florida Nurses Association. It is recommended that you review these changes with a current copy of the bylaws in preparation for the discussion in the upcoming House of Delegates in September. This document along with a copy of the current bylaws may be downloaded from the special Centennial website at FNACentennial.info.

CURRENT BYLAW	PROPOSED CHANGE	Revised Bylaw would read if passed:	RATIONALE
ARTICLE III Membership, Dues, Membership Year Section 1. Composition A. Membership in FNA shall consist of members of the district associations who meet the qualifications and responsibilities specified in these bylaws. B. Membership shall be unrestricted in accordance with ANA Bylaws.	ARTICLE III Membership, Dues, Membership Year Section 1. Composition A. Delete district associations and insert state regions To read: See next column Insert new B To read: See next column Re-letter old B to C and add ENA To read: See next column	ARTICLE III Membership, Dues, Membership Year Section 1. Composition A. Membership in FNA shall consist of members of the state regions who meet the qualifications and responsibilities specified in these bylaws. B. Membership options: 1. Full Membership includes ANA, FNA, and Region 2. State Only Membership includes FNA and Region 3. Organizational Affiliate includes nursing organizations that affiliate for associated benefits and have voice but no vote. C. Membership shall be unrestricted in accordance with ANA/FNA Bylaws.	Replace district associations with regions and add new B to describe new membership options as full, state only and organizational affiliate. If concept of regions is passed, then all other references to districts will be editorial changes.
ARTICLE III Membership, Dues, Membership Year Section 2. Qualifications B. Who has completed a nursing education program that qualifies the applicant to take the National Council Licensure Examination (NCLEX) for registered nurse licensure as a first time writer; and,	ARTICLE III Membership, Dues, Membership Year Section 2. Qualifications Delete B Re-letter	ARTICLE III Membership, Dues, Membership Year Section 2. Qualifications Delete B	There is no category of graduate nurse as NCLEX can be taken soon following graduation and results are quickly available. If failure occurs, then we have a member who does not meet criteria ie RN
ARTICLE III Membership, Dues, Membership Year Section 3. Membership Privileges and Obligations A. Members who have joined through district associations shall have privileges as follows: 1. Voting for: a. Delegates to ANA and FNA meetings; b. FNA Officers; c. FNA Directors; and d. Executive Committees of other structural units to which they affiliate; 2. Serve as a delegate or in any other appointed position. 3. After six months of membership of either FNA, ANA/CMA, nominated to an Officer or Director position. 4. Attending conventions, Board of Directors and Committee meetings, other unrestricted functions of FNA/ANA; 5. Receiving regular ANA and FNA communications; 6. Having representation through FNA in the ANA and International Council of Nurses (hereinafter referred to as ICN); 7. Attending the Congress of the ICN; and 8. Affiliating with ANA Councils.	ARTICLE III Membership, Dues, Membership Year Section 3. Membership Privileges and Obligations A. Delete Members who have joined through district associations and insert Full Members Insert ANA; A 1 A Delete and FNA; Delete A1d A 2 (editorial) Change Serve to Serving; Insert ANA; A 3 Delete either and ANA/CMA, being nominated to an Officer or Director position; Insert Being nominated to an Officer or Director position prior to after; A 4 Delete conventions, insert and voting in Membership Assembly after Attending; insert attending prior to Board. Delete 6, 7, 8 6. Having representation through FNA in the ANA and International Council of Nurses (hereinafter referred to as ICN); 7. Attending the Congress of the ICN; and 8. Affiliating with ANA Councils. B. Insert Full before members, before membership votes, and before Membership C. Delete: Members of district associations and insert Full Members; C 1 and 2 editorial changes Insert new D: To read: See next column	ARTICLE III Membership, Dues, Membership Year Section 3. Membership Privileges and Obligations A. Full Members shall have privileges as follows: 1. Voting for: a. Delegates to ANA meetings; b. FNA Officers; and c. FNA Directors 2. Serving as an ANA delegate or in any other appointed position. 3. Being nominated to an Officer or Director position, after six months of membership in FNA. 4. Attending and voting in the Membership Assembly, attending Board of Directors and Committee meetings, and other unrestricted functions of FNA/ANA; 5. Receiving regular ANA and FNA communications B. Full members of FNA shall continue to have all the rights of membership in ANA as provided in the ANA bylaws, until such time as 2/3 of the entire FNA membership votes to disaffiliate from the ANA. Full membership is defined as individual members of FNA who have ANA rights and privileges of membership as a result of their FNA membership. The vote may occur by mail, phone or electronic ballot, with appropriate notice and procedures to protect the integrity and validity of the vote. C. Full Members shall have membership obligations as follows: 1. Abide by FNA and ANA Bylaws; and 2. Abide by ANA Code of Ethics for Nurses. D. State Only Members shall have privileges as follows: 1. Voting for: a. FNA Officers; and b. FNA Directors; and c. Executive Committees of other structural units to which they affiliate; 2. Serving in any FNA appointed position. 3. After six months of membership in FNA being nominated to an Officer or Director position, excluding President and President-Elect. 4. Attending and voting in Membership Assembly, attending Board of Directors and Committee meetings, and other unrestricted functions of FNA; 5. Receiving regular FNA communications; E. State Only Members shall have membership obligations as follows: 1. Abide by the bylaws of FNA. 2. Abide by the ANA Code of Ethics for Nurses.	Identify and list privileges and obligations for three types of membership. Change references to FNA delegates and convention and replace with membership assembly If passed, other references to delegates and FNA convention will be editorial. To identify full member association with ANA.
ARTICLE III Membership, Dues, Membership Year Section 5 Dues A. The annual dues for members of FNA shall be established by the FNA House of Delegates. These shall include: 1. The ANA Assessment as set by ANA, 2. FNA dues as set by the House of Delegates which shall include a standard allocation to be returned to the District Nurses Association (herein referred to as DNA), and 3. local unit dues, if applicable.	ARTICLE III Membership, Dues, Membership Year Section 5 Dues Delete A 1 and 2 Insert new A and B Re-letter Delete 3	ARTICLE III Membership, Dues, Membership Year Section 5 Dues A. Full Membership dues include ANA Assessment as set by ANA House of Delegates, assessments as set by affiliate organizations to which FNA or its structural units belong and FNA dues as established by FNA members participating in the Annual Membership Meeting B. State only FNA Membership dues include FNA dues as set forth in FNA bylaws and policies.	To define "Full" and "State-only membership" dues. Individual units currently determine their local dues.
Section 5 Dues B. Nurses who qualify for one of the following categories may elect to pay fifty percent (50%) of the annual dues: 1. Nurses who are not employed; 2. Students who are registered nurses in full-time study; 3. Graduates of basic nursing programs for the first year of membership, if initiated within six months following graduation; or 4. Nurses sixty-two (62) years of age, or older, who are not earning more than the Social Security system allows without loss of Social Security payments. C. Members sixty (60) years of age or older, who are not employed, may elect to pay twenty-five (25) percent of the annual dues. D. The Board of Directors may initiate pilot dues recruitment strategies with a report to the following House of Delegates for action. E. Members shall be notified in <i>Call to Meeting</i> of the FNA House of Delegates of a proposal to change the dues at least sixty (60) days prior to the meeting of the House of Delegates at which the proposal will be presented. F. A vote of two-thirds (2/3) of the Delegates present and voting and previous notice of sixty	Section 5 Dues 4. Delete sixty-two and replace with sixty-five; Delete who are not earning more than the Social Security system allows without loss of Social Security payments. Delete C Insert new D and re-letter To read: See next column Re-letter D to E; Editorial changes Re-letter E to F Delete House of Delegates and insert Membership Assembly; insert ENA before dues; delete of the House of Delegates and insert membership prior to meeting to read: To read: See next column Re-letter F to G	Section 5 Dues B. Nurses who qualify for one of the following categories may elect to pay fifty percent (50%) of the annual dues: 1. Nurses who are not employed; 2. Students who are registered nurses in full-time study; 3. Graduates of basic nursing programs for the first year of membership, if initiated within six months following graduation; or 4. Nurses sixty-five years of age or older. C. Dues to Affiliated Organizations The annual dues shall be set forth in dues policy and shall include the present rate of dues paid by the FNA to the ANA and other organizations to which the structural units affiliate. D. The Board of Directors may initiate pilot dues recruitment strategies with a report to the following Membership Assembly for action. E. Members shall be notified in <i>Call to Meeting</i> of the FNA Membership Assembly of a proposal to change the FNA dues at least sixty (60) days prior to the membership meeting at which the proposal will be presented. F. A vote of two-thirds (2/3) of the voting members present and previous notice of sixty days (60) shall be required to change the dues.	More accurately reflects current standard and social security restriction no longer applies. 50% dues are already allowed for members not working and those over 65. Need language to accommodate dues increases by organizations our structural units affiliate with. clarity
ARTICLE IV Officers and Directors Section 1. Officers shall be a President, a First Vice-President, a Second Vice-President, a Secretary, and a Treasurer.	Article IV Officers and Directors Section 1. Officers Delete First and Second Vice-President Editorial changes To read: See next column	Article IV Officers and Directors Section 1. Officers Delete First and Second Vice-President Editorial changes To read: See next column	For purposes of planned succession for the top office of the organization, an identified and elected president elect would serve this purpose. All members would have the opportunity to run for this office, serve for two years working directly with the president, and then be prepared to assume the office of the president. The office of second vice president has not had a functioning job responsibility for many years, requires funds to maintain, and is unnecessary. With only one Vice President, there is no need for the term First.
Article IV Officers and Directors Section 3. Qualifications C. No member shall be elected to serve as an Officer or Director who would at the same time be serving as a Chair of a Council.	Article IV Officers and Directors Delete and re-letter D to C	Article IV Officers and Directors Delete and re-letter D to C	Councils no longer exist
Article IV Officers and Directors Section 5 C. The President shall be: 1. Chair of the Board of Directors; 2. Chair of the Executive Committee; 3. Chair of the Advisory Committee; 4. Ex officio member of all committees except the Nominating Committee; 5. FNA's representative at meetings of the ANA Constituent Assembly; 6. Responsible for appointing members to committees and designating the chairs, with the approval of the Board of Directors, except as hereinafter provided in these bylaws; and 7. Concurrently elected as a delegate to the ANA House of Delegates. D. The First Vice-President shall: 1. Act as assistant to the President; and 2. In the absence of the President, assume the duties of the President. E. The Second Vice-President shall: 1. In the absence of the President and First Vice-President, assume the duties of the President; 2. Be chairperson of the FNA Membership Committee	Article IV Officers and Directors Insert new 1 and re-number To read: See next column	Article IV Officers and Directors Insert new 1 and re-number To read: See next column	Must have both FNA and ANA membership to serve as ANA delegate.
Article IV Officers and Directors Section 6. Vacancies in Office A. A vacancy in the office of President. A vacancy in the office of President shall be filled by the First Vice-President for the remainder of the unexpired term. B. A vacancy in the office of First Vice-President shall be filled by the Second Vice-President; C. 1. In the event of a simultaneous vacancy in the offices of President and of the First Vice-President, the Second Vice-President shall fill the office of President. 2. In this event, vacancies in the offices of First and Second Vice-President shall be filled by election from the Board of Directors from the membership of the Board. D. Vacancies in the offices of Second Vice-President, Secretary, Treasurer shall be filled by election from the Board of Directors E. Vacancies in the office of Director shall be filled by election by the Board of Directors	Article IV Officers and Directors Delete First-Vice and insert Elect following President Insert new 1 and re-number To read: See next column Delete C 1 and 2	Article IV Officers and Directors Delete First-Vice and insert Elect following President Delete First-Vice and insert Elect following President To read: See next column Delete C 1 and 2	The President elect will function as the former First VP. The VP will function as the former Second VP for succession and Membership Chair.
Article VI Nominations and Elections Section 2. Nomination Process D2. The Committee shall propose a tentative WFA ballot containing nominees for WFA Commissioners and CAN Delegates.	Article VI Nominations and Elections (old format was incorrect and has been corrected) Insert and will be voted on by those FNA members not represented by collective bargaining, following delegates. To read: See next column	Article VI Nominations and Elections Section 2 E. E. The Committee shall propose a tentative WFA ballot containing nominees for WFA Commissioners and CAN Delegates and will be voted on by those FNA members not represented by collective bargaining.	clarity
Article VI Nominations and Elections Section 3. Election Process B. Elections shall be held by secret ballot by mail, electronic and/or phone ballot. C. A plurality of votes cast by those entitled to vote, and voting, shall constitute an election; 2. In the case of a tie, the choice shall be determined by lot at the convention. D. The ballot containing the slate shall be sent to each member six weeks prior to the opening of the convention. E. A second ballot shall be sent to a member upon request, provided that: 1. A ballot has not been received; and 2. A statement to that effect is sent to FNA no later than four weeks prior to the opening of the convention. 3. FNA shall notify the tellers of the name(s) of the member(s) to whom a second ballot has been sent; and 4. In the event a recipient of a second ballot should return two marked ballots, the second ballot shall be declared illegal F. Members may vote for persons other than those whose names appear on the ballot by writing in the names of qualified candidates who have signed the consent-to-serve form. G. The marked ballot shall be received no later than midnight of the twenty-eighth (28th) day prior to the first day of the convention. H. Each ballot shall be sealed in an envelope marked "ballot", which shall be enclosed in an outer envelope bearing the name and address of the voter in the upper left hand corner. I. The Tellers shall: 1. Verify membership and tabulate the votes; 2. Compile a report of all votes received; and 3. Send the results by certified mail, in duplicate, to the FNA Secretary at the convention site. J. The Secretary shall announce the election results at the House of Delegates; K. The President, First Vice-President, Second Vice-President, Secretary, Treasurer, Directors and FNA Nominating Committee shall be elected at the convention. L. Officers, members of the Executive Committees, Nominating and any other elected committees shall be declared elected.	Article VI Nominations and Elections (formal error C 1 is corrected as editorial) Section 3B Delete by-mail insert via To read: See next column (reformat C1 and 2 to B 1 and 2 editorial) Delete current D and E Former F becomes new C Former G/New D: G. Delete marked-ballot and received; insert voting and completed To read: See next column	Article VI Nominations and Elections Section 3 B B. Elections shall be held by secret ballot via electronic and/or phone ballot. D. The voting shall be completed no later than midnight of the twenty-eighth (28th) day prior to the first day of the convention.	Members have access to electronic or phone technology. These methods have been offered for the past several years. Mailing of ballots is very expensive. Pertains to mailed ballots. Establish deadline for completion of voting.
Article VI Nominations and Elections Section 4 ANA Delegates A. All FNA members may vote for ANA delegates.	Article VI Nominations and Elections Section 4 ANA Delegates Insert with full membership To read: See next column	Article VI Nominations and Elections Section 4 ANA Delegates A. All FNA members with full membership may vote for ANA delegates.	Clarify FNA Delegates

CURRENT BYLAW	PROPOSED CHANGE	Revised Bylaw would read if passed:	RATIONALE
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Section 5 Dues B. Nurses who qualify for one of the following categories may elect to pay fifty percent (50%) of the annual dues: 1. Nurses who are not employed; 2. Students who are registered nurses in full-time study; 3. Graduates of basic nursing programs for the first year of membership, if initiated within six months following graduation; or 4. Nurses sixty-two (62) years of age, or older, who are not earning more than the Social Security system allows without loss of Social Security payments. C. Members sixty (60) years of age or older, who are not employed, may elect to pay twenty-five (25) percent of the annual dues. D. The Board of Directors may initiate pilot dues recruitment strategies with a report to the following House of Delegates for action. E. Members shall be notified in <i>Call to Meeting</i> of the FNA House of Delegates of a proposal to change the dues at least sixty (60) days prior to the meeting of the House of Delegates at which the proposal will be presented. F. A vote of two-thirds (2/3) of the Delegates present and voting and previous notice of sixty	Section 5 Dues 4. Delete sixty-two and replace with sixty-five; Delete who are not earning more than the Social Security system allows without loss of Social Security payments. Delete C Insert new D and re-letter To read: See next column Re-letter D to E; Editorial changes Re-letter E to F Delete House of Delegates and insert Membership Assembly; insert ENA before dues; delete of the House of Delegates and insert membership prior to meeting to read: To read: See next column Re-letter F to G	Section 5 Dues B. Nurses who qualify for one of the following categories may elect to pay fifty percent (50%) of the annual dues: 1. Nurses who are not employed; 2. Students who are registered nurses in full-time study; 3. Graduates of basic nursing programs for the first year of membership, if initiated within six months following graduation; or 4. Nurses sixty-five years of age or older. C. Dues to Affiliated Organizations The annual dues shall be set forth in dues policy and shall include the present rate of dues paid by the FNA to the ANA and other organizations to which the structural units affiliate. D. The Board of Directors may initiate pilot dues recruitment strategies with a report to the following Membership Assembly for action. E. Members shall be notified in <i>Call to Meeting</i> of the FNA Membership Assembly of a proposal to change the FNA dues at least sixty (60) days prior to the membership meeting at which the proposal will be presented. F. A vote of two-thirds (2/3) of the voting members present and previous notice of sixty days (60) shall be required to change the dues.	More accurately reflects current standard and social security restriction no longer applies. 50% dues are already allowed for members not working and those over 65. Need language to accommodate dues increases by organizations our structural units affiliate with. clarity
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Article IV Officers and Directors Section 6. Vacancies in Office A. A vacancy in the office of President. A vacancy in the office of President shall be filled by the First Vice-President for the remainder of the unexpired term. B. A vacancy in the office of First Vice-President shall be filled by the Second Vice-President; C. 1. In the event of a simultaneous vacancy in the offices of President and of the First Vice-President, the Second Vice-President shall fill the office of President. 2. In this event, vacancies in the offices of First and Second Vice-President shall be filled by election from the Board of Directors from the membership of the Board. D. Vacancies in the offices of Second Vice-President, Secretary, Treasurer shall be filled by election from the Board of Directors E. Vacancies in the office of Director shall be filled by election by the Board of Directors	Article IV Officers and Directors Delete First-Vice and insert Elect following President Insert new 1 and re-number To read: See next column Delete C 1 and 2	Article IV Officers and Directors Delete First-Vice and insert Elect following President Delete First-Vice and insert Elect following President To read: See next column Delete C 1 and 2	The President elect will function as the former First VP. The VP will function as the former Second VP for succession and Membership Chair.
Article VI Nominations and Elections Section 2. Nomination Process D2. The Committee shall propose a tentative WFA ballot containing nominees for WFA Commissioners and CAN Delegates.	Article VI Nominations and Elections (old format was incorrect and has been corrected) Insert and will be voted on by those FNA members not represented by collective bargaining, following delegates. To read: See next column	Article VI Nominations and Elections Section 2 E. E. The Committee shall propose a tentative WFA ballot containing nominees for WFA Commissioners and CAN Delegates and will be voted on by those FNA members not represented by collective bargaining.	clarity
Article VI Nominations and Elections Section 3. Election Process B. Elections shall be held by secret ballot by mail, electronic and/or phone ballot. C. A plurality of votes cast by those entitled to vote, and voting, shall constitute an election; 2. In the case of a tie, the choice shall be determined by lot at the convention. D. The ballot containing the slate shall be sent to each member six weeks prior to the opening of the convention. E. A second ballot shall be sent to a member upon request, provided that: 1. A ballot has not been received; and 2. A statement to that effect is sent to FNA no later than four weeks prior to the opening of the convention. 3. FNA shall notify the tellers of the name(s) of the member(s) to whom a second ballot has been sent; and 4. In the event a recipient of a second ballot should return two marked ballots, the second ballot shall be declared illegal F. Members may vote for persons other than those whose names appear on the ballot by writing in the names of qualified candidates who have signed the consent-to-serve form. G. The marked ballot shall be received no later than midnight of the twenty-eighth (28th) day prior to the first day of the convention. H. Each ballot shall be sealed in an envelope marked "ballot", which shall be enclosed in an outer envelope bearing the name and address of the voter in the upper left hand corner. I. The Tellers shall: 1. Verify membership and tabulate the votes; 2. Compile a report of all votes received; and 3. Send the results by certified mail, in duplicate, to the FNA Secretary at the convention site. J. The Secretary shall announce the election results at the House of Delegates; K. The President, First Vice-President, Second Vice-President, Secretary, Treasurer, Directors and FNA Nominating Committee shall be elected at the convention. L. Officers, members of the Executive Committees, Nominating and any other elected committees shall be declared elected.	Article VI Nominations and Elections (formal error C 1 is corrected as editorial) Section 3B Delete by-mail insert via To read: See next column (reformat C1 and 2 to B 1 and 2 editorial) Delete current D and E Former F becomes new C Former G/New D: G. Delete marked-ballot and received; insert voting and completed To read: See next column	Article VI Nominations and Elections Section 3 B B. Elections shall be held by secret ballot via electronic and/or phone ballot. D. The voting shall be completed no later than midnight of the twenty-eighth (28th) day prior to the first day of the convention.	Members have access to electronic or phone technology. These methods have been offered for the past several years. Mailing of ballots is very expensive. Pertains to mailed ballots. Establish deadline for completion of voting.
Article VI Nominations and Elections Section 4 ANA Delegates A. All FNA members may vote for ANA delegates.	Article VI Nominations and Elections Section 4 ANA Delegates Insert with full membership To read: See next column	Article VI Nominations and Elections Section 4 ANA Delegates A. All FNA members with full membership may vote for ANA delegates.	Clarify FNA Delegates



Worried That You Won't Make the Centennial Celebration? START SAVING NOW!

Here is a breakdown of some Centennial Celebration costs (estimated):

Single Attendee:	
• Registration*	\$ 300
• FNA Member Price	
• Hotel (3 Nights @ \$154)	\$ 465
• Travel	\$ 150
	\$915
Save by traveling with a colleague!	
• Registration*	\$300
• FNA Member Price	
• Hotel (3 Nights @ \$154)	\$ 233
• Travel	\$ 75
	\$608
Really on a budget? Split it 4 ways!	
• Registration*	\$300
• FNA Member Price	
• Hotel (3 Nights @ \$154)	\$116
• Travel	\$ 38
	\$454

Proposed Bylaws continued from page 10

B. The FNA President shall be concurrently elected as a delegate.	B. Insert and President-Elect after President and adjust for grammar. To read: See next column-	B. The FNA President and President-Elect shall be concurrently elected as delegates.	Attending ANA Convention is part of preparation for role of President.
C. ANA delegates-at-large, delegates and alternate delegates shall be elected by secret ballot by plurality vote.	C. Insert and be full members of FNA To read: See next column-	C. ANA delegates-at-large, delegates and alternate delegates shall be elected by secret ballot by plurality vote and be full members of FNA.	Privilege of full membership
Article VII Section 1 Biennial Meetings Section 1. Biennial Meetings The official meeting of the Florida Nurses Association will be held biennially. It will consist of the House of Delegates and Council meetings.	Article VII Section 1 Biennial Meetings Delete Biennial Meetings and insert Membership Assembly. Before: biennially, insert at least. Delete the House of Delegates and Council meetings and insert Board of Directors, Regional, and Committee Reports; adoption of bylaws and proposals. Additional activities may include educational programs; networking, and professional updates. To read: See next column-	Article VII Section 1. Membership Assembly The official meeting of the Florida Nurses Association will be held at least biennially. It will consist of Board of Directors, Regional, and Committee Reports; adoption of bylaws and proposals. Additional activities may include educational programs; networking, and professional updates.	Define Membership Assembly
Article VII Meetings Section 3 Call to Meeting of the FNA House of Delegates The official Call to Meeting of the FNA House of Delegates shall be mailed at least sixty (60) days before the first day of Convention.	Article VII Meetings Delete mailed and insert noticed via mail or electronic communication Editorial changes To read: See next column-	Article VII Meetings The official Call to Meeting of the FNA Membership Assembly shall be noticed via mail or electronic communication at least sixty (60) days before the first day of the Membership Assembly.	To provide more flexibility with technology.
Article VII Meetings Section 4 Special Meetings B. Notices of special meetings shall be mailed at least fifteen days before the first day of the meeting.	Article VII Meetings Delete Notices-of, and mailed; insert noticed via mail, telephone, or electronic communication To read: See next column-	Article VII Meetings B. Special meetings shall be noticed via mail, telephone, or electronic communication at least fifteen days before the first day of the meeting.	To provide more flexibility with technology.
ARTICLE VIII Representation at State Meetings Section 1. Membership The voting body at all conventions and special meetings of this Association shall consist of the Board of Directors and the accredited delegates in attendance from the DNAs.	ARTICLE VIII Representation at State Meetings Delete the accredited delegates; insert all FNA members in good standing who are and delete from the DNAs. To read: See next column-	ARTICLE VIII Representation at State Meetings Section 1. Membership The voting body at all Membership Assemblies and special meetings of this Association shall consist of the Board of Directors and all FNA members in good standing who are in attendance.	Changes the voting body from elected delegates to all members in attendance. Recommended by transition team and FNA BOD.
A. Each DNA shall be entitled to three (3) delegates-at-large and one (1) delegate for every twenty (20) members or major fraction thereof.	Delete Sections 2-4 regarding delegates		
B. DNA delegate representation shall be computed on the basis of members in good standing in FNA on June 30.			
C. All delegates shall be elected by ballot; mail ballot is permitted.			
Section 3. Delegate Verification A. Not later than the first Tuesday in August, the Secretary of FNA shall notify each DNA of the number of delegates to which it is entitled.			
B. The Secretary of each DNA shall send a list of the accredited delegates to the Secretary of FNA at least fifteen (15) days before the opening day of a meeting of FNA.			
C. If all of the accredited delegates from a DNA are not in attendance at a convention or special meeting, alternates shall fill the vacancies. Alternates shall become delegates in the order of votes received in the election beginning with the alternate who received the next highest number of votes.			
Section 4. Credentialing of Delegates A. All delegates shall present credentials at the time of registration.			
B. No delegates, Officer or Director shall be permitted to cast more than one vote on any matter coming before a convention or special meeting.			
Article IX Section 3. Quorum A majority of the Board of Directors, including the President, or the First Vice-President or the Second Vice-President, shall constitute a quorum at any meeting of the Board of Directors.	Article IX Section 3. Quorum Delete First-Vice and insert Elect; Delete or the Second-Vice-President. To read: See next column-	Article IX A majority of the Board of Directors, including the President or the President-Elect shall constitute a quorum at any meeting of the Board of Directors.	Establishes quorum for Board of Directors if President Elect is established as an officer.
Section 4. Duties of the Board of Directors The Board shall:	Section 4 A. Delete in the interim between meetings of the House of Delegates; and insert of the organization following business. See next column-	A. Establish major administrative policies governing FNA and provide for the transaction of general business of the organization.	Gives the elected board of directors the authority to make decisions for the organization. Bylaw changes and election of officers will remain as membership decisions.
A. Establish major administrative policies governing FNA and provide for the transaction of general business in the interim between meetings of the House of Delegates;	J. Insert and any other appropriate boards following Nursing. See next column-	J. Recommend to the Governor nominations for appointments to the Florida State Board of Nursing and any other appropriate boards.	To add to and to clarify new A
K. Report to FNA the business transacted by the Board of Directors;	K. Insert members after FNA To read: See next column-	K. Report to FNA members the business transacted by the Board of Directors;	Clarity
L. Establish and dissolve Councils in accordance with these bylaws;	Delete L and M and reletter		No longer have councils if new structure is approved.
M. Consider for approval all fund raising projects of the Councils prior to implementation;		P. Establish regional boundaries.	Relates to structure change
P. Establish, approve and dissolve DNAs in accordance with bylaws;	P. Delete approve-and-dissolve DNAs in accordance with bylaws and insert regional boundaries. To read: See next column-	S. Assume such other duties as may be provided elsewhere in these bylaws, and as directed by the FNA membership.	Defines where direction is originated.
S. Assume such other duties as may be provided elsewhere in these bylaws, and as directed by the FNA House of Delegates.	S. Delete HOD and insert membership. To read: See next column-		
Article XI-Committees Section 3. Membership Committee The composition of the Membership Committee shall be the Second Vice-President as chair, the Treasurer and at least five (5) members appointed after each election by the President with approval of the Board of Directors.	Article XI-Committees Section 3. Membership Committee Delete Second	Article XI-Committees Section 3. Membership Committee The composition of the Membership Committee shall be the Vice-President as chair, the Treasurer and at least five (5) members appointed after each election by the President with approval of the Board of Directors	Change chair to VP if Second VP is eliminated.
Section 5 B Bylaws Committee 2. DNA Bylaws - The Committee shall:	Delete 2 a, b, and c		If the Regional model passes, regions may not save bylaws and all members will be guided by FNA bylaws.
a. Review the bylaws of any DNA making application to become a district association of FNA. The committee shall report its findings to the FNA Board of Directors, whose decision shall be final.			
b. Review the bylaws of each DNA on a periodic rotating basis; and			
c. Recommend areas of conformity of DNA bylaws with FNA and ANA bylaws.			
ARTICLE XII District Associations Section 1. General A. FNA shall be composed of Districts. B. There shall be DNAs which meet the following requirements:	ARTICLE XII District Associations Delete District Associations; insert Regions Section 1 A Delete Districts; insert Regions B 1 Delete which are and shall be recognized-as-district-associations-of FNA-Insert must be	ARTICLE XII Regions A. FNA shall be composed of Regions. B 1. Regions must be in conformity with the bylaws of FNA	Recommendation of the Transition Task Force
1. DNAs which are in conformity with the bylaws of FNA shall be recognized as district associations of FNA.	Delete B 2, 3, 4		If this concept is passed, transition teams will work out more specific details. Further bylaw changes can be made at a later date/meeting. Current ideas are that the regions will be self governed, develop their individual structure and governance, and managed by regional budgets.
2. A DNA shall serve a geographic area of Florida where there is no other recognized DNA.	Delete Sections 2 and 3 in their entirety		
3. Each DNA shall have a membership of at least twenty (20), unless exception to this is made by the FNA Board of Directors.			
4. Limited district status (District 99) may be granted, upon review by the Board of Directors, to any member whose geographical location makes it impractical to participate in full DNA activities. A limited district association shall have representation at the FNA House of Delegates and its members shall have full membership rights.			
Section 2. Boundaries Boundaries of newly formed DNAs shall:			
A. Be clearly defined by the DNA involved;			
B. Not deplete the membership of established DNAs;			
C. Be approved by the FNA Board of Directors; and			
D. Be recorded in the FNA Headquarters office.			
Section 3. Disqualification A. A DNA which fails to comply with the requirements of these Bylaws, or for other cause deemed sufficient, may be disqualified as a district association of FNA by a two-thirds (2/3) vote of the Board of Directors, provided due notice has been given the DNA at least three (3) months before the vote is taken.			
B. A DNA which has been disqualified may be reinstated by a two-thirds (2/3) vote of the Board of Directors.			
C. After all debts have been paid, any funds remaining in the treasury of a dissolved DNA shall be handled in one of the following ways:			
1. In the event that all the members of the dissolved DNA join another DNA the balance of funds shall go to the operating fund of that DNA;			
2. If the members of the dissolved DNA join more than one DNA, the funds shall be divided proportionally among the DNAs involved;			
3. If all members do not join any DNA, the remaining funds shall be sent to FNA to be placed in the general operating fund;			
4. Within sixty (60) days after the DNA has been dissolved, a final report shall be sent to FNA by the President and/or Treasurer of the dissolved DNA indicating what disposition has been made of the funds.			

ARTICLE XIII. Labor and Employment Relations Commission Section 1. General A. The Labor and Employment Relations Commission shall consist of the elected President of each local Collective Bargaining Unit organized and certified under the FNA. B. In the absence of the unit president, the unit vice-president shall serve as a voting member of the Commission.	ARTICLE XIII. Labor and Employment Relations Commission Delete Section 1 subsection A & B Insert new section 1 General To read: See next column-	Article XIII. Labor and Employment Relations Commission Section 1. General The Labor and Employment Relations Commission shall exist for the purpose of overseeing the conduct of FNA's labor/employment relations and collective bargaining program which shall include the formation of appropriate policies and procedures. Section 3. Responsibilities The Labor and Employment Relations Commission shall:	This is included in LERC policy and not appropriate in the FNA Bylaws
Section 3. Responsibilities The Labor and Employment Relations Commission shall:	Delete B and re-letter	A. Oversee the conduct of the FNA's labor/employment relations and collective bargaining program, which shall include the formulation of appropriate policies and procedures;	
B. Set standards of conduct for the operation of local bargaining units;		B. Formulate programs of assistance and training for local bargaining units;	
I. Receive and review the bylaws of any Collective Bargaining Unit making application for FNA to be its bargaining agent. The committee commission shall report its findings recommendations to the FNA Board of Directors, whose decision shall be final;	I becomes H Delete The committee-commission shall report its findings-recommendations-to-the FNA-Board-of-Directors, whose decision shall be final	C. Consider and adjudge requests for legal assistance involving employment issues and contract grievances from members of local bargaining units;	
Section 4. National Labor Assembly (NLA) Delegates. A. All Collective Bargaining Unit (CBU) Members may vote for NLA Delegates. B. NLA Delegates will be elected by secret ballot by plurality vote. C. Each delegate and alternate will be elected for a two year term. D. Each Collective Bargaining Unit may nominate up to 2 candidates for delegates.	To read Section 3: See next column-> Delete Section 4 A, B, C, and D	D. Make preliminary annual budget projections and recommendations to the FNA Finance Committee prior to adoption of the budget by the FNA Board of Directors;	
		E. Establish, when needed, subordinate Councils to conduct studies and make recommendations in specific substantive areas of labor and employment relations;	
		F. Assist FNA staff in the development of local unit organizing activities; and	
		G. Communicate with the Board of Directors concerning economic and general welfare issues relative to the nursing profession;	
		H. Receive and review the bylaws of any Collective Bargaining Unit making application for FNA to be its bargaining agent; and	
		I. Receive and review the bylaws of each Collective Bargaining Unit on a periodic basis.	
Article XIV. Workforce Advocacy Program Section 5. WFA Commission The WFA Commission shall provide leadership for the WFA Program. C. Authority The WFA Commission shall:	Article XIV Workforce Advocacy Program Section 5 C. 6 -Insert and facilitate after the word recommendations; delete in before areas. To read: See next column->	Article XIV Workforce Advocacy Program 6. Establish committees and/or task forces to conduct studies and make recommendations and facilitate areas of Workforce Advocacy.	Clarity
6. Establish committees and/or task forces to conduct studies and make recommendations in areas of workforce advocacy.	Section 5 C. Insert new item 8 To read: See next column->	8. Designate two CAN delegates from the WFA Commission.	Ensures that delegates are involved and informed regarding Commission and CAN activities.
Article XIV. Workforce Advocacy Program Section 5 G. Chairperson The WFA Commission shall designate a chair.	Article XIV. Workforce Advocacy Program Section 5 G. Chairperson After commission insert who does not currently sit on the FNA Board of Directors. Insert new #2 To read: See next column->	Article XIV. Workforce Advocacy Program Section 5 G. Chairperson 1. The WFA Commission shall designate a chair who does not currently sit on the FNA Board of Directors.	
		2. The WFA Commission Chair shall serve as the WFA representative to the FNA Board of Directors.	
Article XIV. Workforce Advocacy Program Section 6- Nominations and Elections F. CAN Delegates 1. All WFA members may vote for delegates to CAN. 2. CAN delegates shall be elected by secret ballot by plurality vote. 3. Each delegate and alternate shall be elected for a two-year term or until a successor is elected.	Article XIV. Workforce Advocacy Program Section 6- Nominations and Elections Delete entire Section 6 F	Article XIV. Workforce Advocacy Program Section 6- Nominations and Elections	Same rationale as above. CAN delegates need to be knowledgeable about the work of the Commission and CAN
ARTICLE XV. Advisory Council Section 1. Composition A. The FNA Board of Directors and the Presidents of the DNAs and Collective Bargaining Units, or their designees, shall constitute an Advisory Council to consider and promote the interests of FNA.	ARTICLE XV. Advisory Council Delete the Presidents-of-the-DNAs; Insert representatives from Regions, WFA To read: See next column->	ARTICLE XV. Advisory Council Section 1. Composition A. The FNA Board of Directors and representatives from Regions, WFA, and Collective Bargaining Units, or their designees, shall constitute an Advisory Council to consider and promote the interests of FNA	To comply with new structure and to include Work Force Advocacy.
ARTICLE XVII. Relationship of FNA to ANA Section 4. Member Privileges Each member of FNA shall receive: A. A constituent FNA/ANA membership card; and B. The American Nurse.	Delete Section 4		Information contained in Article III Membership
Article XX Amendments Section 1 B. All proposed amendments shall be in the possession of the Secretary of FNA at least sixty (60) days before the date of the Convention, and shall be published in the Call to Meeting of the FNA.	Delete Secretary and insert Executive Director. Delete in-the-Call-to-Meeting-of; Insert at least 30 days prior to To read: See next column->	All proposed amendments shall be in the possession of the FNA Executive Director at least sixty (60) days before the Membership Assembly, and shall be published at least 30 days prior to the FNA Membership Assembly.	



Centennial Speakers and Topic Descriptions

Wednesday, September 23

Keynote Speaker:
Nightingale on Nursing Now & Blessing of the Hands, Sandra Jones Campbell, PhD, RN

What would Florence Nightingale say about nursing in the 21st century? Discover how you can continue Nightingale's leadership legacy. Accept her gratitude for your advocacy and work in our profession as her address closes with a blessing of the hands, hearts and minds that care for others every day.

1:30-2:30 pm
Nursing Advocacy: It Takes a Team, Pamela S. Chally, PhD, RN

Discuss the essentials of teamwork as a means to improving healthcare quality and outcomes. In the model developed by the author, teamwork results from the combination of critical thinking, competence, care, courage, communication and collegial collaboration.

1:30-2:30 pm
On The Shoulders Of Giant: How Do We Move From Apathy to Political Activism?, Janice B. Hess, FNP-C, MSN

Why are many nurses apathetic about political activism? The discussion will include nursing's rich political and social reform history, possible contributing factors to present day apathy and strategies for change.

2:30-3:30 pm
Did You Know? Shift Happens, Ann-Lynn Denker, PhD, ARNP

Information, knowledge and technology are changing at such a rapid rate that professionals are stressed and losing control of their time. A perspective of how times are shifting

CENTENNIAL CELEBRATION

Centennial Speakers continued from page 11

can help to stabilize our lives and begin conversation on how to set priorities for literacy, education and success for the 21st Century.

2:30–3:30 pm
Servant Leadership in Nursing, *Frances Civilette Downs, MSN, RN*

Servant leadership emphasizes the leader's role as steward of the resources provided by the organization. It encourages leaders to serve others while staying focused on achieving results in line with the organization's values and integrity. Nurse leadership has a powerful impact on professionalism, job satisfaction and retention.

3–4 pm
Understanding the "So-Called Nursing Shortage": Why Florida's Nursing Shortage Persists in Spite of Temporary Changes to the Job Market, *Angie Ross, Ed.M.*

Nursing is often referred to as a "recession-proof" career, yet the economic downturn has made it more difficult for many Florida nurses, especially recent graduates, to secure work. Though the challenges to our economy have led to the appearance that the nursing shortage has been resolved, these improvements are temporary. Florida still faces a critical shortage of nurses—a shortage that could rise to more than 52,000 RNs by 2020. Florida Center for Nursing research will be highlighted, including efforts to improve retention/recruitment of nurses in Florida.

4–5:30 pm
ARNP Controlled Substance Prescribing in Florida: Is Our Trade Restrained?, *Anna Small, CNM, JD*

The presentation will cover alternatives to seeking ARNP controlled substance prescribing privileges through legislative change. A variety of other possible options and their viability will be discussed. The focus will be on Restraint of Trade, Class Action and Anti-Trust litigation. Participants will be led through the various possible causes of actions in order to determine if these are methods Florida's nurses should consider pursuing.

4–5:30 pm
Financial Rules of the Road, *Matt Buckland (Edward Jones)*

Financial dependence begins with a few simple rules. You are invited to learn common investing mistakes, investing strategies to help reach your long-term goals and what you can do now to prepare for retirement. Matt will also go over the current market and economic update.

Thursday, September 24

8:30–10 am
Panel Discussion on HB 1209 and its Effects on Nursing Education

A panel of experts from FNA, the Florida Association of Colleges of Nursing, the Florida Council of Nursing Education Administrators and the Board of Nursing will be on hand to discuss what the passing of HB1209 means for the future of nursing.

9:30–10:30 am
Infectious Agents, 2009 and Beyond, *Barbara Russell, RN, MPH, CIC*

This session will review specific infectious agents that are impacting the world in 2009 and beyond. Discussion will address some new agents, as well as some old ones with a twist. Emphasis will be placed on practical approaches to their prevention and control.

10:30–11:30 am
Standing Orders—Friend or Foe?, *Cynthia Mikos, ESQ., RN*

This is an overview of the types of legal issues created by standing physician orders and the possible ramifications to the registered nurse who relies upon them. Special settings such as occupational health, public health and other places where drugs are dispensed based on standing orders will be compared to traditional settings such as intensive care and PACU situations.

1:30–2:30 pm
The Essence of Alternative Healthcare, *Donna Peters, PhD, RN, FAAN*

This thought provoking presentation will exhibit various kinds of healthcare available, including Modern Medicine and Complementary, Alternative and Integrative Healthcare.

1:30–2:30 pm
Choosing and Using Pain Behavior Scales, *Mary Kathleen Ebener, PhD, RN*

Patients have the right to appropriate assessment and management of pain, yet there are many vulnerable populations who don't report their pain such as pre-verbal infants, those with significant cognitive impairment and/or emotional disturbance, dementia, delirium, etc. A wide variety of pain behavior assessment scales will be reviewed.

Friday, September 25

9:30–10:30 am
Dispute Resolution: An Essential Element in SN to RN Role Transition, *Louise Zeuli, JD, MSN, ARNP and ErmyLynn Kiehl, PhD, ARNP, CNS*

Scant research exists on educating nursing students about conflict resolution. During this presentation, you will learn about an actual conflict resolution workshop that occurred at the University of Central Florida, preparing students for their roles as registered nurses in the workplace.

9:30–10:30 am
Workplace Violence: Aggressive Patients, *Jackie Whiting, ARNP, MSN, CNS, CARN, CS*

Increasing violence in the workplace threatens safety and satisfaction in the nursing profession and other patients/



SEPTEMBER 23—26



5500 Gulf Boulevard | St. Pete Beach | FL 33706



Fill out this registration form and submit to FNA Headquarters or register online at FNACentennial.info.

Name: _____ Credentials _____

Address: _____

City: _____ State: _____ Zip: _____

Day Phone: _____ Email _____

Convention Package Registration: Convention package contains all CE offerings, convention materials, refreshment breaks and Great 100 Awards Dinner.

	Before August 7	After August 7
FNA Member	\$300	\$350
Non-Member	\$400	\$450
Student (Generic)	\$220	\$275
Retired Member	\$220	\$275

Daily Registration: Daily registration contains CE offering, convention materials, forums and meetings, refreshment breaks, and package meal functions.

	Wednesday	Thursday	Friday	Saturday
FNA Member	\$125	\$150	\$125	\$125
Non Member	\$225	\$250	\$225	\$225
Student (Generic)	\$ 90	\$115	\$ 90	\$ 90
Retired Member	\$ 90	\$115	\$ 90	\$ 90

Optional Events Registration	Cost	# of Ticket (s)	Day
<input type="checkbox"/> Sigma Theta Tau Luncheon	\$45	_____	Wednesday
<input type="checkbox"/> FNF Luncheon	\$45	_____	Thursday
<input type="checkbox"/> Guest Registration, Awards Dinner	\$45	_____	Thursday
<input type="checkbox"/> FNPAC/LDC Luncheon	\$35	_____	Friday
<input type="checkbox"/> Advocacy Breakfast	\$35	_____	Saturday

Grand Total Amount Enclosed:
 \$ _____

Please indicate any needs, physical, dietary, etc. _____

Please circle method of payment: Check MasterCard Visa AmEx Discover

Card #: _____ Exp. _____ SecurityCode _____

Signature: _____

Complete and Return to: Florida Nurses Association, P.O. Box 536985, Orlando, FL 3285-6985
E: conferences@floridanurse.org | F: 407-896-9042 | P: 407-896-3261 | W: floridanurse.org

No telephone registration will be taken. No refunds will be given after August 25, 2009. This conference is sponsored by the Florida Nurses Association and is approved for contact hours by FNA provider FBN - 50-3103. I give FNA authorization to use my likeness in photo or video.

Please mark the functions you will be attending*: *You may only mark learning sessions when there is an option to attend more than one or if there is an optional event that requires an additional fee. See above.*

WEDNESDAY, SEPTEMBER 23

This is Traditional Student Day, 8 am–5 pm. Please encourage students to attend, their registration is free! Registration begins at 7 am and Exhibits are open 8 am–4 pm.

- _____ **Orientation for New Delegates** 8–9 am
- _____ **Opening Session/Keynote**, 9–11:30 am 1 CH
- _____ *Nightingale on Nursing Now, Sandra Jones Campbell, RN, PhD*
- _____ **Lunch On Your Own**, Noon–1:30 pm OR
- _____ **Sigma Theta Tau Luncheon**
- _____ **Nursing Advocacy: Takes A Team**, 1:30–2:30 pm 1 CH
- _____ **On The Shoulders of A Giant: Apathy to Political Activism** 1:30–2:30 pm 1 CH
- _____ **FNSA Student Forum** 1:30–3 pm
- _____ **Did You Know? Shift Happens** 2:30–3:30 pm 1 CH
- _____ **Servant Leadership in Nursing** 2:30–3:30 pm 1 CH
- _____ **The So-Called Nursing Shortage** 3–4 pm 1 CH
- _____ **ARNP Restrain of Trade** 4–5 pm 1 CH
- _____ **Financial Rules of the Road** 4–5:30 pm 1 CH
- _____ **Networking Reception/1st Time Delegate Recognition, Silent Auction Fundraiser**, 6:30–8 pm
- _____ *Dinner On Your Own*

THURSDAY, SEPTEMBER 24

- _____ **Exhibits**, 8:30 am–3 pm
- _____ **HB1209 Education Panel** 8:30–10 am 1 CH
- _____ **Infectious Agents, 2009 & Beyond** 9:30–10:30 am 1 CH
- _____ **Standing Orders, Friend or Foe?** 10:30–11:30 am 1 CH
- _____ **Foundation Recognition Lunch** or Lunch on Your Own
- _____ **Essence of Alternative Healthcare** 1:30–2:30 pm 1 CH
- _____ **Choosing & Using Pain Behavior Scales** 1:30–2:30 pm 1 CH
- _____ **Hearings, Bylaws, Proposals** 2:30–4:30
- _____ **Great 100 Awards Gala** 6–9 pm

FRIDAY, SEPTEMBER 25

Registration begins at 7 am.

- _____ **Advisory Council Meeting**, 7–9:30 am
- _____ **Dispute Resolution: An Essential Element in SN to RN Role Transition** 9:30–10:30 am 1 CH
- _____ **Workplace Violence: Aggressive Patients** 9:30–10:30 am 1 CH
- _____ **Spice Up Your Workforce With the Seasoned Nurse: Valuing the Mature Nurse Workforce Advocacy Topic** 10:30–11:30 am 1 CH
- _____ **FNPAC/LDC Luncheon** or Lunch on Your Own
- _____ **House of Delegates** 1–5 pm
- _____ **Breastfeeding Among African American Women in the Florida Panhandle** 5:30–6:30 pm 1 CH
- _____ **Vaccine Protection, Not Autism** 6:30–7:30 pm 1 CH

SATURDAY, SEPTEMBER 26

Registration begins at 7 am.

- _____ **Nurse Advocacy Breakfast**, 7:30–9 am 1 CH
- _____ **Staff Nurse Forum**, 9–10 am
- _____ **House of Delegates**, 10 am–Noon. Elections results announced at this time.

An application has been submitted to the Ohio Nurses Association. Please call Lael Jones at the Florida Nurses Association for more information about contact hours.

**Times, speakers, topics and CH are subject to change.*

FNA CENTENNIAL REGISTRATION IS JUST A CLICK AWAY AT FNACentennial.info!

clients. Hospitals need to help identify high risk for violent patients and to provide nursing with tools and resources to cope with the threat. Experiences at an inner city hospital in Florida will demonstrate effective ways to prevent injuries and help with nursing retention.

10:30–11:30 am
Spice Up Your Workforce With The Seasoned Nurse: Valuing the Mature Nurse, Workforce Advocacy Commission

The mature experienced nurse is an essential part of any healthcare environment that desires to provide safe, quality care to patients. It is believed the current system does not consistently provide an environment in which this nurse can continue to practice. The FNA Workforce Advocacy Commission will present findings from a survey about the mature nurse that went to RNs over the age of 40 and chief executive nurses.

5:30–6:30 pm
Breastfeeding Among African American Women: Factors Facilitating and Interfering With Breastfeeding Initiation and Duration, *Barbara Hansen Cottrell, ARNP, MSN, CNE*

This presentation includes the Healthy People 2010 goals with regard to breastfeeding and the disparity between breastfeeding rates between Caucasian and African American women, including reasons why women chose to breastfeed or

bottle feed; the most common reasons for breastfeeding mothers introduced the bottle; factors facilitating breastfeeding; and factors interfering with breastfeeding.

6:30–7:30 pm
Vaccine Protection, Not Autism, *Deborah Hogan, MPH, BSN, RN*

Due to the growing concern about autism and its effects, it is essential that nurses understand that vaccines are not associated with this condition. Discussion will include what autism is, explore major misconceptions about the vaccine and the disease and the imminent risk of contagious disease if children are not vaccinated.

Saturday, September 26
Nurse Advocacy Breakfast; 7:30–9 am
Nurses in the Workplace: Advocating For and Protecting Your Rights as an Employee, *Anna Small, CNM, JD*

Learn what your rights are as a nurse employee under Florida law. Discussion will include the differences between the rights of public and private employers and between those represented in collective bargaining and unrepresented nurses. Focus will be paid to dealing with workplace issues like violent or aggressive patients, rude or aggressive physicians and supervisors, as well as how to deal with employer policies and remain in compliance with the Nurse Practice Act.

MEMBERSHIP

Florida Nurses Association Membership Application

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

ADP Option (Available to Full Pay and State Only members) Authorization is given to withdraw \$24.25 per month for full pay members or \$16.83 per month for state only members which includes \$1.00 service charge) on or before the 20th of each month. **Enclosed is the first month's payment along with a voided check for processing of further deductions.** FNA is authorized to charge the amount by giving the undersigned thirty days written notice. **The undersigned may cancel this authorization by written notification of termination to FNA within 30 days prior to deduction date.**

Authorizing signature _____

- FULL MEMBERSHIP DUES** **\$279.00**
Employed full time or part time under 62 years of age.
- SEMI-ANNUAL DUES** **\$140.75**
- REDUCED MEMBERSHIP DUES** **\$139.50**
 - Not currently employed
 - Full time student
 - FNSA First Time Renewal (new promotion!)
 - New graduate, basic nursing education program (first year only)
 - 62 years of age or older and not earning more than social security system allows without loss of your monthly social security payment.
- REDUCED SEMI-ANNUAL DUES** **\$71.00**
- SPECIAL RETIREMENT DUES** **\$69.75**
60 years of age or older and not employed
- FNA STATE ONLY MEMBERSHIP** **\$190.00**

Choose the payment plan you desire:

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

Credit Card Information

- Discover American Express Master card Visa

Credit Card Number _____ 3 digit security code _____

Card expires: _____ Signature on Card _____
Please make your check payable to Florida Nurses Association,
P.O. Box 536985, Orlando FL 32853-6985.

I was referred by: _____

Graduate Nurse/FNSA ID # _____

District Number: _____ Amount enclosed _____

Last Name _____ First Name _____ Middle Initial _____

Address _____

City _____ State _____ Zip Code _____

Telephone (____) _____

Email address _____ Circle one: RN ARNP

Major Area(s) of Practice _____

Employer _____

Address _____

City _____ Zip _____

Employer Phone _____ Date of graduation (student) _____

License number _____ Date of Birth _____

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

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



2009 Star Campaign "Starship FNA"

3-2-1 BLAST OFF! The 2009 Star Campaign has officially launched! Please see below for FNA superstars who are on board with the Star Campaign.

Don't forget, Star Campaign cadets who recruit the most receive special prizes, such as free registrations to FNA conferences, including this year's Centennial Celebration. This year, we are also awarding top recruiters with hotel stays from all over the state of Florida!

Thank you to those of you who have been working hard to recruit new FNA members. Remember, FNA only gets stronger with the more members that we have. As we grow in numbers, we grow in strength and voice!

Mavra Kear	2	Denise McNulty	1	Flordaliza Collaza	1
Carol Riley	1	Anne Boykin	1	Carolyn Lightner	1
Jill Winland-Brown	2	Andrea Gregg	1	Kathleen Rudolph	1
Casey Hense	1	Cynthia Thomas	1	Sherry Sharp	1
Susan Bedinger	1	Toni Linck	1	Diane Mayes	16
Kathy Donovan	1	Susan Dyess	1	Annmarie J. Farro	8
Virginia Carter	2	Cynthia Archibald	1	Maria Lourds Lledo	1
John Lowe	1	Robert Haas	1	Elizabeth Cleveland	1
Sandra Thompson	1	Susan Forbes	1	Lee Brown	3
Pamela Moore	1	Andrew Seaman	1		
Marsha Martin	19	Deborah Chapa	1	FNSA	
Lisa Girourard	1	Wilson DeJesus	2	Meg Marcus	1
Ruby Rose Hutchinson	2	Jennifer Augarten	1	Bill Ahrens	1
Susan Fountain	1	Virginia Carter	1	Debra Hunt	1
Valeria Thompson	4	Cheryl Cicotti	7	Toni Linck	12
Rhonda Lesniak	1	Leah Nash	1	Diane Mayes	1

District Listing

Dist. #	Name	Dist. #	Name	Dist. #	Name
1	Escambia, Santa Rosa	11	Flagler, St. Johns	25	Monroe
2	Baker, Nassau, Duval, Clay, Bradford	12	Polk	27	Highlands
3	Marion	15	Walton, Holmes, Jackson, Washington	29	Collier
4	Hillsborough	16	Columbia, Union	30	Hamilton, Suwanee, LaFayette
5	Dade	17	Indian River	32	S. Brevard, N. Brevard
6	Volusia	20	Sarasota, Manatee, Hardee	35	Gadsden, Liberty, Calhoun, Franklin
7	Lee, Charlotte, DeSoto	21	Broward	36	Pasco, Hernando, Citrus, Sumter
8	Orange, Seminole, Osceola, Lake	22	Gulf, Bay	38	Okaloosa
9	N. Palm Beach	23	Leon, Jefferson, Madison, Taylor, Wakula	40	S. Palm Beach
10	Alachua, Gilchrist, Levy, Putnam, Dixie	24	Martin, St. Lucie, Okeechobee, Glades, Hendry	46	Pinellas

FNA Launches Exciting New 2009 Membership Drive

The 2009 Star Campaign is underway but this year we are working to make recruiting doubly worthwhile to both the organization and *especially* the recruiters with bigger and better rewards for the top recruiters. These prizes (to date) will include hotel weekends, prizes from Florida attractions, provided by the following sponsors:

Hotels

- Hilton Clearwater Beach Resort-Clearwater Beach, FL.
- Hilton Daytona Beach Oceanfront Resort- Daytona Beach, FL
- Hilton Naples- Naples, FL
- Hutchinson Island Marriott Beach Resort
- PGA National Resort and Spa-Palm Beach Gardens, FL
- Plantation Inn Golf Resort and Spa- Crystal River, FL
- Quorum Hotel-Tampa, FL
- Radisson WorldGate Resort
- Rosen Shingle Creek, Orlando, FL
- Safety Harbor Resort Spa-Safety Harbor, FL
- Mission Inn Resort and Club-Howey in the Hills, FL
- Hyatt Hotels Coral Gables-Coral Gables, FL

Attractions

- Homosassa Springs Wildlife S
- Ripley's Believe it or Not Museum
- Butterfly World
- Central Florida Zoo and Botanical Gardens
- Gator Land
- Canoe Outpost-Peace River
- Florida Aquarium
- Bok Tower Gardens
- Museum of Science and History
- Wet and Wild

Sophia Palmer Risk Retention Group

Two \$100 bills in celebration of our Centennial to go to the two Grand Prize winners!

The two Grand Prize Winners will also receive registration to the Centennial Convention and three nights in the hotel during the convention as in previous years.

The prize packages are still growing, so start recruiting today! You never know what you might win!



SAVE THE DATE!

The Barbara Lumpkin Institute Public Policy Symposium will be on November 7 in Orlando. Venue TBD. Mark your calendars now!

Limits Removed to Provide Additional Funding

The Florida Nurses' Foundation (FNF) is pleased to announce that the \$10,000 limits have been removed from endowed funds, allowing 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 means that when a fund reaches \$15,000, the amount of the scholarship given will be increased.

The FNF website page has been updated to allow members to donate to the individual funds online. To donate online, please visit floridanurse.org/foundationgrants/donate.asp.

Friends and Colleagues Tribute In support of the Paula Massey Nurses in Need Fund

The Foundation Trustees have been diligently working on ways to increase the Foundation's funding, including for *Nurses in Need*. For the first time, in 2008, the program ran out of money and was unable to fund grants throughout most of 2008. For this reason, the Trustees voted to continue raising money to increase the *Paula Massey Nurses In Need Fund* endowment to \$15,000.

In order to raise those additional funds, the Florida Nurses Foundation is initiating a special program where nurses may pay tribute to a friend or colleague who they feel has been a mentor or supporter to them, or has made significant contributions to nursing in Florida. For this tribute, the Foundation would like to encourage nurses to donate any amount they can afford and the name of their honoree will be highlighted in *The Florida Nurse*, *Members Only*, *FNA QuickNews* and the FNA website. This is a great way to say thank you and recognize a colleague. If you would like, you can tell the story of how this colleague supported you and some stories will be selected to be featured in *The Florida Nurse*.

To contribute, please fill out this form:

Name _____

Address _____

Phone _____ Fax _____

Email _____

I would like to honor _____

Donation amount: _____

____ Check enclosed ____ Credit Card

Circle one: MC Visa AMEX Discover

CVV code _____ Expiration Date _____

Signature _____

_____ I am attaching /enclosing a story about my honoree. (optional)

Please send to FNA, P.O. Box 536985, Orlando, FL 32853-6985 or fax credit card payments to 407.896.904. Questions? Email foundation@floridanurse.org

LEGISLATIVE UPDATE

Successes and Challenges of the 2009 Session

by Anna Small, CNM, JD,
Legislative Counsel for FNA

The 2009 Session was heavily influenced by the economic crisis. Despite this, FNA was able to make some advances on nursing issues and successfully pushed two bills through the legislative process. Assuming they are both signed by the Governor, and we anticipate no problems in this regard, they will become law on July 1, 2009.

Senate Bill 408 by Senator Mike Fasano and Representative Luis Garcia will mandate clinical

laboratories accept specimens on the order of an Advanced Registered Nurse Practitioner (ARNP). Labs have long been required to accept specimens on the order of most other healthcare providers. Representative Garcia made this his priority bill and passed it on the House floor in the final week of session. Once the new law goes into effect, Florida's citizens will benefit because they will more easily be able to get their lab tests accomplished, get their test results and ARNPs will be able to insure the appropriate follow up is accomplished on their patients. *Thank you to Representative Garcia and Senator Fasano for their tireless advocacy on this issue.*

House Bill 1139 by Senator Nan Rich and Representative Yolly Roberson, RN is intended to assist in funding the Florida Center for Nursing (the Center). The original language would have assessed a \$3.50 fee on every nurse renewing his or her license, but the legislators were opposed to what they saw as a tax. During FNA's Lobby Days conference, nurses stressed the importance of the Center. Representative Roberson undertook an effort to find compromise language which would still serve the original intent of the bill, but be acceptable to the Republican leadership which has a general aversion to taxes. Ultimately, the language which began to move will require additional information about the Center be provided to nurses when they renew their licenses and encourage the nurses to donate to the Center. Serious negotiation and work had to be done by both Representative Roberson and Senator Rich since this bill had to be removed from various committees of reference. Ultimately, what had appeared an impossible task was accomplished, and the bill passed both the House and Senate floors unanimously.

Another accomplishment, which at one time seemed impossible, was keeping funding for the Florida Center for Nursing in the budget. Despite the severe economic crisis, legislators were convinced of the need to preserve funding for the Center. A myriad of nurses spoke out in person, in emails and in telephone calls to convince the legislature that the future of the Center is critical to the future of a healthy nursing workforce in

Florida. *The Center is fully funded.*

FNA's staffing bill did move through two committees in the Senate. Senator Aronberg's bill would require acute care centers to have a collaborative council, with participation from direct patient care nurses, and develop a staffing plan for each patient care unit. We expect to meet with stakeholders in the interim and see this bill again next session.

There were some challenges this year. As has been true for many years now, the controlled substance prescribing bill did not even get a hearing in a committee. Despite what we felt was an auspicious start with the presentation of the senate interim report, which recommended the legislature consider granting controlled substance prescribing privileges to ARNPs, optimism plummeted when the Senate Interim Committee did not file a committee bill. Fortunately, Senator Mike Bennett, a powerful voice for ARNPs, filed the bill. Despite extensive advocacy on the part of nurses and extensive lobbying on the part of the FNA team and other nursing associations, there was no further movement on this bill. FNA recognized that the controlled substance bill was not moving and we threw our efforts behind a bill which will establish a controlled substance monitoring program in our state. Since this is an argument which is most often used against us, we considered it a victory when this bill passed.

The FNA Lobbying Team thanks all those nurses who made the effort to make their voices heard during session. We look forward to working with you to develop a strategy for next year!

Visit floridanurse.org/legislative for FNA TV, weekly updates of FNA's progress during this year's legislative session.



Anna Small

LEGISLATIVE UPDATE

FNA Lobby Days Gives Florida Nurses a Voice

FNA members, students and affiliates banded together at the 2009 Lobby Days Conference on **March 17 & 18** in Tallahassee. The conference provided the opportunity for nurses to learn about issues related to nursing and healthcare, review pending legislation and meet with state Legislators about these issues. Learning sessions included: the American Nurses Association (ANA) perspective on healthcare issues such as staffing presented by ANA Director of Government Affairs, Rose Gonzalez, MPS, RN; Data on ARNP prescribing, presented by Stefanie Coffey, ARNP; Storytelling as effective communication presented by Michelle Lagos Ubben of Ron Sachs Communication; and How to communicate with legislators from a previous politician's point of view presented by Janegale Boyd, RN.

Over 120 nurses attended the 2009 Lobby Days Conference. This year, issues of nursing interest included: the clinical laboratories bill, ARNP controlled substance prescribing, RN staffing in hospitals, safe patient handling and exploration of funding for the Florida Center for Nursing. To learn more about the FNA legislative program, please visit www.floridanurse.org/legislative.



Several Lobby Days attendees met with Senator Nan Rich.



Students Allison Hocking, Jenna Benyounes and Sarah Dickerman attended the 2009 Lobby Days Conference.



Annmarie J. Farro and Barbara Lumpkin at the Legislative Reception at the Governor's Club.



FNA President Andrea Gregg and Phillis Oeters at the Legislative Reception at the Governor's Club.



Ann-Lynn Denker speaks to Holly Benson, from the Florida Agency of Health Care Administration, at a networking breakfast.



Don't Bet On It...

Legislative District Coordinators (LDCs) are the lifeline of FNA's legislative program and the voice of Florida nurses. LDCs meet with legislators, are FN-PAC liaisons and make sure that the nursing issues are at the forefront of political issues.

If you care about the legislative future of nursing in your district and in the state of Florida, don't place your bet on someone else. *Take the future of nursing into your own hands and become FNA LDC today!*

How Do You Become a FNA LDC?
Contact govt@floridanurse.org or visit floridanurse.org and click on *Legislative Activities*.



**Thank You to Our
2009
Lobby Days
Sponsors!**

STUDENT FORUM

Josie Schreder-Guhl
FNSA President



Josie Schreder-Guhl

Hello FNA!

Florida Nursing Students Association (FNSA) is very grateful to have been invited to FNA Lobby Days held in Tallahassee on March 17th and 18th. It was a great learning experience for over 50 FNSA members. We were able to see the importance of our organization on a legislative level, as we spoke with numerous members of the Florida House of Representatives and the Florida Senate, and were able to sit in on the Senate committee of Health Policy.

FNSA students were informed on several bills FNA is advocating for, including narcotic prescriptive authority to advance practice nurses, funding for the Florida Center for Nursing and nursing workforce data collection, and the clinical laboratories bill. One particular bill of interest for the students is a bill being opposed by FNA, a piece of legislation that would take away the authority to regulate nursing programs from the Florida Board of Nursing. This bill was heard in the Senate committee on Health Policy. One of our own students, Sarah Dickerman (Region 3 Director and Nominations/Elections committee chair of the FNSA), a student of the University of Central Florida, was able to speak against this bill in the committee. Unfortunately, the bill was passed through this particular committee and was then referred to the committee on Higher Education. We also had the opportunity to network with professional nurses from all over the state and state legislators at the Governor's Club reception on Tuesday evening.

FNSA also just came back from the National

Student Nurses Association (NSNA) Annual Convention in Nashville, TN. Several exciting things happened at this year's convention:

- The FNSA Executive Board submitted a resolution to the House of Delegates, authored by FNSA 1st Vice President, Summer Howell from Santa Fe College and FNSA Region 6 Director and Resolutions Chair, Jennifer Sastoque from Barry University titled *In Support of Nursing Workforce Data Collection*. The resolution passed.
- The Barry University Nursing Student Association (NSA) also put forth a resolution, authored by Felicia Gonzalez and Jennifer Sastoque, supporting the usage of early intervention and rapid assessment programs in healthcare facilities, which also passed.
- Congratulations are in order for Polk Community College, as they received the school chapter award for best website!
- NSNA elected the 2009-2010 Board of Directors and Nominations and Elections Committee. Kenya Haney of St. Louis, MO is the 2009-2010 NSNA President.
- At the second plenary session, the FNSA Executive Board was invited to make a special presentation to the members of the NSNA.
- The 58th Annual NSNA Convention will be held in the great state of Florida next year at Disney's Coronado Springs Resort in Orlando, FL on April 7-11, 2010. The FNSA executive board sang the M-I-C-K-E-Y M-O-U-S-E song, and welcomed NSNA to Florida, with open arms.

We appreciate all of the support we receive from FNA, and look forward to participating in FNA Student Day at the 2009 FNA Convention! We have a great day planned, with Dr. Kathy Mason from Florida State University to speak on career mobility as our keynote speaker on Wednesday, September, 23rd! See you there!

Nursing Students Learn About the Importance of Legislation

by Schevy Pierre

Wow! The last couple of months have been rather busy for the Florida Nurses Student Association (FNSA)—FNA Lobby Days in Tallahassee in March and the National Student Nursing Association (NSNA) National Convention in Nashville, Tennessee in April. Both events were well attended and a fun learning experience was had by all.



Schevy Pierre

FNA Lobby Days offered a unique opportunity to meet and speak with our legislators on the issues that are important to nurses and the future of nursing. Lobby Days provided us with a first-hand view into the busy worlds of the individuals we have elected to represent our interests in Tallahassee. There, we also learned that it is up to us, the nurses and future nurses of this great state to stand together in order to enact the changes that we need for our careers. It is there that we got the full understanding of the work and dedication it takes to change the laws that affect our future careers.

National Convention in Nashville was phenomenal!!! Nationals offered the opportunity to network with other nursing students, attend focus sessions (the NCLEX review was my favorite of all), meet with prospective colleges and employers—and of course, best of all were the “freebies.” I attended many focus sessions and many meetings of The House of Delegates. One of my favorite sessions was the legislative education sessions geared towards State E-board representatives. Here we discussed the role that legislation had in our careers (and future careers) and discussed ways to increase awareness of legislation and the need for students to be active in their local and state legislative bodies. We discussed the roles that nurses and nursing have in shaping the future of our country. After all, who is better suited to make decisions related to the type of care that patients should receive but the individuals who are the providers of that care?

National Convention gave us all an opportunity to meet with our peers, eat lots of good (even if expensive!) food, kick back and relax, raise funds and awareness—and most of all—enjoy a fun filled learning experience.

Hope to see you at our state convention in October!

Ark, Boucher Appointed State Consultants to FNSA; Linck Continues to Serve

University of Central Florida's Nursing Assistant Professor Dr. Pamela Ark and Santa Fe Community College's Cynthia Boucher have been nominated and elected by the Florida Nursing Students Association's Executive Board to serve as their new state nursing consultants in 2009. Toni Linck, from Polk Community College, will continue as a FNSA consultant.



Cynthia Boucher



Pamela Ark



Toni Linck

As a consultant, Ark, Boucher and Linck will serve as guides, mentors and resources to SNA members at Florida educational institutions. They will also collaborate with other student

and executive members to help organize events such as the FNSA state convention and work to contribute ideas, strategies, and resolutions to the National Student Nurses Association.

fna wants to help you bloom

ATTENTION NEW GRADS!

-If you were a FNSA member, your first year of FNA membership is free!

-If you were not a FNSA member, your first year of FNA membership is 1/2 off, only \$139.50!

-If you have graduated since January 2006, your second year of FNA membership is only \$139.50... 1/2 off the regular member price!

Membership Doesn't Cost... It Pays!
Join or renew online today at floridanurse.org



Questions?
membership@floridanurse.org | 407.896.3261



FNSA members attended the NSNA convention in Nashville in April.

You Told Me That I'd Be OK

by Patricia Calhoun, ARNP

I first met O on her initial visit to the clinic. She walked into the room with bright eyes, a beautiful smile, slight frame, gorgeous hair and an easy presence. She presented for evaluation of a breast mass that she had noticed two and a half months prior, not seeming too concerned about the mass as the physical exam and history was completed. She shared that she was a student in the field of aviation and had a bright energy about her, cheerful throughout the initial assessment. She was 29 years old, able to multitask, participating in a conversation with me, while answering incoming text messages.



Patricia Calhoun

The physical exam revealed a 3cm by 1 cm left breast mass. Characteristics of the palpitation of this mass led me to suspect this was not a benign mass. I explained my findings and also the rationale for further tests to examine this mass. O was mildly curious about the next steps and asked a few questions. The ultrasound exam confirmed that this mass was suspicious for malignancy and a biopsy was performed. O was most concerned about whether she would be able to attend school the next day in order to stay on track with her classes, requesting a letter to explain her absence from school during the hours of her visit in the clinic.

The day that O presented for the results of her breast biopsy, she came into the room

unaccompanied. Part of my job that day was to share with O the pathology results of her breast biopsy. Pathology analysis revealed that the cells in the breast mass biopsy sample were infiltrating breast cancer cells. I clearly remember the look in O's eyes when I relayed the biopsy results. The room was very quiet, as her disbelief filled her big eyes and the surrounding space and sound. Her beautiful shining eyes now registered fear. She shed a few tears. I inquired if there was someone to call to be with her, but she declined. I offered to call and explain the results to a family member or friend, with her permission, but she declined. Instead, I held her hand as she slowly asked a few questions... Will I be able to live? Do I have to have my breast removed? Will I lose all of my hair? Can I still go to school? When it seemed as though there were no more questions, I asked O if she would like me to call someone to be with her while she went to the laboratory and radiology department for additional testing. Again she declined. We stepped into the hallway to meet the Nurse Navigator, O started to sob and stumbled. We walked into another room and just sat together while O cried. She again declined the suggestion to call family or friends. I let her know that her cancer was treatable, we would help her and that she would be OK.

O then met with the Nurse Navigator who also offered to call a family member or friend. This offer was declined. O then went off to have her labs drawn and chest x-ray performed. Prior to leaving the hospital that day she did stop by to let me know she had completed her preliminary testing. I reminded O that she could call for any concerns or questions. I asked her to stop by on the day she returned for her CT scans.

O did stop by and informed me that she had started to tell some of her friends and cousins and

that they had been very supportive. She also came by at a later date to let me know that she "now was OK." I hugged her and shared her delight. She was adamant to explain that when told the diagnosis, she was devastated. She did not know how she was going to "get through this." She had fought to be independent and that was a characteristic of herself that she was most proud of. She was afraid that with the diagnosis of cancer she would lose some of her independence that she had fought so hard to achieve. She explained her appreciation of my respecting her decision to not call someone to be with her at the time of diagnosis and during her initial testing. She closed the visit recounting that, "You told me that my cancer was treatable, that there was help and that I would be OK. Anytime I felt scared I would remember what you told me and felt reassured. Now, I know that I will be OK."

I share this story as it is one of the many joys of practice. Our careers are rich with these stories. They allow reflection and reinforce the reasons we practice nursing. I remember clearly one of my early nursing professors describing the importance of *meeting the patient where they are* and then going from that point. Initially, I wasn't quite sure what that meant. I hoped that I would be able to do that, to recognize exactly where the patient was and the go on from there. Thirty years later, I am still learning about the importance of meeting someone right where they are at in that moment... and moving from that point. I have to resist advancing from that point until the patient is ready.

The practice of silent presence is helpful for me. It allows a gentle expression for caring. It expresses to the patient that you are sharing the experience with them instead of masterminding the next steps before they are ready. I have been practicing nursing for thirty years and I continue to be amazed at the ability to rediscover the joy of practice daily.

FNA Celebrates Clinical Excellence in Nursing

FNA celebrated clinical excellence in nursing at the 22nd Annual Clinical Excellence Conference in April. Over one hundred nurses were nominated for this professional recognition and over 35 submitted exemplars, sharing their personal stories of how they made a difference in their clinical practice. The exemplars were given to a panel of professional nurse reviewers from various clinical backgrounds and 17 were selected for presentation at the conference. These outstanding nurses are:

- Elsa Barilec—Moffitt Cancer Center, Tampa
- Patricia Calhoun—Jackson Health System, Miami
- Eugenie Cardenias—Naples Community Hospital, Naples
- Betty Chew—HCF Manorcare at Lely Palms, Naples
- Denise Fletcher—Baycare Healthcare, St. Joseph's Hospital, Tampa
- Ruth Girlando—Endocrine Specialists, Naples
- Pearl Schooler Glenn—Veterans Outpatient Clinic, Cape Coral
- Mary "Mimi" Jenko—Lakeland Regional Medical Center, Lakeland
- Jenneine Lambert—Physicians Regional Medical Center, Naples
- Jo Mathis—Lakeland Regional Medical Center, Lakeland
- Becky Pearson—Moffitt Cancer Center, Tampa
- Libby Peters—St. Joseph's Women's Hospital, Tampa
- Rajani Rao—Moffitt Cancer Center, Tampa
- Carol Rice—Orlando VA Medical Center, Orlando
- Amber Stevens—HealthPark Medical Center, Fort Myers
- Monica Wells—Shands Jacksonville Hospital, Jacksonville
- Yvette Whelanhan—Florida Cancer Specialists, Cape Coral

In addition to the individual nurse honorees,

Moffitt Cancer Center in Tampa was awarded the association's Frances Smith Award for their promotion of clinical excellence in the workplace. Criteria is based on how the facility creates an environment which encourages nurses to become clinically excellent through provision for education, clinical ladders, recognition events, rewards for certifications, formal programs of recognition for preceptors/mentors and any other factor that nurses feel help them to develop their skills and ascend to the level of "expert."

A panel of clinical excellence professionals and FNA members commented on each exemplar. The panel included Kay Fullwood (who also acted as the conference emcee), Teresa Knight, Sue Moore, Rose Rivers, Frances Smith and Jackie Whiting. Exemplars were reviewed and rated by a committee of FNA members including: Laura Brown, Kristina Burger, Karen Ciurla, Fran Civilette Downs, Anastacia Coyle, Dorothy Dunn, Susan Dyess, Annmarie J. Farro, Janice Feenstra, PJ Floyd, Keri Hockett, Kelley Jackson, Linda Lawson, Anita Lymburner, Barbara MacDougal, Janet Marshall, Nancy McGovern, Marlee Nieves, Joy Parchment, Patricia Posey-Goodwin, June Robinson, Marjorie Pound, Leslie Rogers, Pat Seabrooks, Jean Shinner and Daryle Wane. Thank you to all panelists and reviewers for their commitment to FNA and clinical excellence!



FNA would also like to extend special thanks to Brita Edlbauer of Floral Art Studio for donating centerpiece for this uplifting event.



Sixteen nurses presented their exemplars at the 22nd Annual Clinical Excellence Conference.



Kay Fullwood, Sue Moore, Jackie Whiting, Teresa Knight, Frances Smith and Rose Rivers (not pictured) sat on a panel, commenting on exemplars.



Frances Smith, Mary Beth Reardon from Moffitt Cancer Center and FNA Executive Director, Willa Fuller. Moffitt Cancer Center received the 2009 Frances Smith Clinical Excellence Award.

DISTRICT NEWS

District 1 – Escambia & Santa Rosa Counties

by Janice Hoff, ARNP

District 1 held a New Graduate Reception on Tuesday, April 18, 2009, at the Angus Restaurant on Scenic Highway which was well attended. New Graduates representing three local nursing programs were present. After an ice breaker, Geneva Minor, ARNP, a specialist in Women's Health and Family Care gave a motivational speech. Information regarding FNA and current nursing issues were discussed as well. We are excited to welcome these new members to the nursing profession and stand by to provide mentoring and encouragement as they transition into their new role.

District 1 is submitting Carol Cobb, MA, RN as our nominee for the Great 100 Nurses Centennial Celebration and plans to be represented at this historic event. Carol has been a long time member and supporter of the local FNA and is a past president as well. She has taught and mentored many of us in District 1.

Our next membership meeting will be on August 11 with a program on Mental Health issues.

We continue to welcome students to attend our meetings/programs and plan to have a joint FNA/FNSA meeting in October. District 1 provided an information table at the 12th Annual Nursing Assembly of Registered Nurses held at University of West Florida on March 19. In addition, the District

president gave welcome remarks at the conference. We sent 2 representatives to Lobby Days and continue to actively follow and work on nursing legislative efforts. Our community outreach plans include providing Shingles Prevention classes to local retirement facility groups.

Click on local leadership at the FNA website to keep informed of upcoming events/programs in the Pensacola/Milton area. Contact Janice.hoff@yahoo.com for further information.



New Graduates 2009



Dr. Diane Gardner and Patricia Posey-Goodwin, MSN & doctoral candidate, University of West Florida faculty.



District 6 – Volusia County

by Angeline Bushy, PhD, RN, FAAN

The officers and members of FNA District VI continue to hold monthly meetings with a continuing education offering at the University of Central Florida (UCF) College of Nursing (CON) on the Daytona Beach (DB) Campus. Officers for the organization are Barbara Wheeler (Vice President), Stacey Deluca (Secretary), Jan Crownover (Treasurer) and Angeline Bushy (President). Individuals having a range of interest and expertise from within the local area have been speakers at our meetings.

In the spirit of Black History month, our February FNA-District meeting was held on February 10, 2009 and Ms. Jennie Joseph, LM, CPM was the speaker and moderator of 'Bringin' in Da Spirit, An African American Midwives Documentary. Bringin' in Da Spirit by Rhonda Haynes presents the history of African American midwives in the U.S., as well as their challenges and triumphs. Through the presentation of this film and the discussion that followed, health professionals and the general public understood the intriguing legacy of African American midwives and explored the various delivery options now available to women to improve the birth outcomes of their babies. Following the documentary video, Ms. Joseph shared her insights as a midwife in the African American community in central Florida.

For the March meeting, the two hour continuing education program focused on Therapeutic Touch (TT): A Complementary Nursing presented by Stacey Deluca, BSN, RN (Secretary, FNA –District VI). For this meeting, the speaker provided an

overview of the conceptual origins of TT during the first hour and the second hour provided an opportunity for hands-on experience with this complementary nursing intervention. Stacey Deluca is a certified practitioner and teacher of Therapeutic Touch (TT). As for her preparation in this complementary therapy, Stacey has been under the direct tutelage of Dr. Dolores Krieger and Dora Von Gelderkunz since 1974. She served on the 1st Board of Directors for the Professional Nurse Healers Association (1975). Currently, she is listed in the "Therapeutic Touch International" and remains an active member in that organization. Stacey has presented at national conferences on TT, conducted workshops at numerous universities throughout the U.S., as well as locally. She is an instructor at the Annual Invitational Advanced TT Workshop in New York. The extension of TT in her professional practice truly embodies Dr. Krieger's description of "the renaissance nurse."

For the April Meeting Angel Epstein, LCSW PMHNP-BC presented a CE program focusing on the Florida Intervention Project for Nurses (IPN): Q & A. Angel R. Epstein became a RN at Miami-Dade Jr. College in the 70's. In 1995, she received her BSN from UCF. In 1997, she completed her certificate in gerontology and Master's degree in social work. From 1999 to 2008, she was in private practice as a psychotherapist (LCSW) in Ormond Beach. Upon returning to school for her MSN (2008), Angel closed her practice. She graduated from Vanderbilt University and passed her certification exam. Now, Angel is working as a psychiatric nurse practitioner at Stewart Marchman-ACT Behavioral Health. She has been a nurse support group facilitator for IPN for 7 years in Ormond Beach. In this meeting, the speaker

District 5 – Miami-Dade County

by Jill Tahmooressi, RN

Interested in serving District 5 as an elected delegate to the FNA biennial convention and House of Delegates? Please contact Jill Tahmooressi immediately at jill.tahmooressi@mch.com to be placed on the ballot. Intent and Consent to serve forms must be received by District 5 Secretary Gene Majka. Contact Mr. Majka at GMajka@mail.barry.edu. Ballots will be prepared and mailed out for return to Gene Majka, Barry University School of Nursing, 11300 NE 2nd Avenue, Miami Shores, FL 33161 on or before 8/1/2009. Write-ins on the ballot with a vote are welcomed. The slate of officer's ballot for District 5, FNA Term 2010-2011 will be suspended until vote at the House of Delegates/Convention which will solidify the future of the district, as the districts may be converted to regions with a broader reaching scope of representation.

Continue to stay informed of the House of Delegate District 5 election results by going onto the District 5 website at www.fna5.org, kept up to date by Chair of Public Relations Bonnie Taggart. *The Heartbeat*, the District 5 official news publication is available on the website. *The Heartbeat*, first edition of 2009 was distributed via email in February and again in March. Please keep your email address current with FNA Headquarters so you may stay informed. If you do not have access to email and would like the edition mailed to you by hard copy please contact District 5 President at jill.tahmooressi@mch.com or 954-254-4762.

Awardees of the District 5, Florida Nurses Association annual 2009 award, were honored on field during the Marlin's pre-game show on May 16th. Other meetings planned for this year include October 8th at 5 pm and December 8th at 5 pm at Miami Children's Hospital Auditorium, Classroom A. The District is looking forward to your active participation in moving nursing and healthcare forward in the Miami-Dade area!

provided an overview of Florida IPN, discussed the warning signs of impairment and presented state and local statistics of the IPN program.

Consistent with the nation as a whole, members of District VI also were actively engaged in national, state and local election activities and one of our members attended the inauguration of Mr. Obama for President of the United States. Three District VI members attended FNA Lobby Days at the Florida Legislature in Tallahassee; Sandra Brooks, ARNP, Kathleen Vacchelli, ARNP and Mary Harper, PhD, RN. At the May meeting, the topic was District VI member Legislative Activity Reports. Along with a pot luck social, two members (speakers) updated participants on recent District VI legislative/policy activities:

Mary Harper, PhD, RN completed her PhD in Nursing at UCF-CON and is currently a faculty member on the Daytona Beach Campus. Previously, Dr. Harper held the position of Director of Nursing Education Director at Florida Hospital—Memorial Division.

Ms. Barbara Curtis, MSN (retired) held various positions at the American Nurses Association (Washington, DC), including serving as a lobbyist for the organization. She was invited to, and attended the recent inauguration for President Obama in January 2009.

Finally, a sincere thank you goes to District VI members who presented at our monthly meetings. Their efforts and time have enabled the chapter to provide continuing education credits to attendees. During the summer, the organization will not be meeting. Our next meeting will be held on September 8, 2009.

Angeline Busy is available via email at abushy@mail.ucf.edu.

District 7 – Lee, Charlotte, DeSoto Counties

by Donna Lewandowski, RN

FNA District #7 is celebrating another successful year of monthly dinner meetings, the second Wednesday of the month. Members enjoy a chance to socialize and network as the sun sets over the Caloosahatchee River at the Royal Palm Yacht Club in Ft Myers. Our programs this year have included topics which affect all types of nursing practice. Some of the programs presented included such timely topics as CHF Core Measures, sleep disorders, stroke awareness, SW Florida disaster preparedness, mission nursing and organ transplants. Next year's programs are being planned to be just as interesting and relevant to all of our members and visitors alike.

For the past fifteen years, FNA District 7 has celebrated nursing with an annual banquet honoring excellence in clinical nursing practice. This year's celebration was held during Nurses' Week on Friday May 8th, at the Royal Palm Yacht Club in Fort Myers, Florida. The 16 members of our Clinical Excellence Committee, chaired by Gail Tracey, went through a rigorous selection process based on Benner's Novice to Expert criteria. Nominees this year have included individual nurses and nursing teams from all areas of patient care in Lee, Charlotte, Hendry and DeSoto counties.

Our Nurse Exemplar for 2009 is Renee Gallik RN, who works at Gulf Coast Medical Center, Lee Memorial Health System. Runners-up are Jennifer Barbour RN from Joanne's House, Bonita Springs and Susan Ratterree, RN, Hope Hospice House, Cape Coral. All three presented their exemplars during our program.

"Most nurses who are nominated and asked to write an exemplar find it difficult to write down on paper the experiences they have had that deeply affect their patients and their families. To these nurses, going above and beyond their job duties, becomes a routine part of daily patient care. Yet to the patient, the care and compassion and extra things they do, make these nurses special in the eyes of their patients," states Donna Lewandowski, President FNA District 7. "Sometimes they provide very technical insight, but many times it is the caring support in so many other aspects to those in need that makes the difference. Capturing that and writing that down on paper is extremely powerful to show just how important expert nursing care is for the patient."

It is truly an honor to celebrate nursing excellence in our district. Congratulations to all of our nurses!

District 17 – Indian River County

by Inez Fielding, RN

FNA District 17 celebrated National Nurses Week with a Nurse Week Proclamation read at the Fellsmere City Council meeting on April 16th, the Sebastian City Council meeting on April 22nd by each Mayor and the Vero City Mayor on May 5th. Inez Fielding, RN, District President Phyllis Burke and Susan Leonard were in attendance to receive the proclamations. Flowers were also placed in area churches in honor of Nurses Week and blood pressure screenings and exercise classes were held throughout the community.

A special dinner was held May 4th in Celebration of Nurses Week and Judy Davies, RN was the guest Speaker. Indian River County Graduating Nurses were welcomed into the nursing profession.

Inez Fielding, RN was honored as North Indian River County Volunteer of the Year by the Visiting Nurse Association, where she serves as Chairman.



2009 Clinical Excellence Exemplar Presenter Renee Gallik (center), Donna Lewandowski, President and Gail Tracey, Chair.



Clinical Excellence Runner-up Susan Ratterree with Nan Grottanelli, member of Clinical Excellence committee.



Clinical Excellence Runner-up Jennifer Barbour (center) with Gail Tracey (left) and Donna Lewandowski.

District 29 – Collier County

by Denise McNulty, ARNP

Denise McNulty, Judy Nuland, Karleen Hanna, Mary Kelly and Carolyn Kloosterhouse, accepted a Proclamation from the Collier County Board of County Commissioners, designating May 6 through May 12 as National Nurses Week 2009. A special thanks to Judy Nuland for facilitating this on behalf of all the nurses in Collier County. It was truly an honor to be part of this.

Donna Fiala, BCC Chairman Commissioner, made a comment that she was hoping one of us wore our nurses cap. People love nurses!

District 29 also held the Crystal Angel Awards Dinner on May 6 to celebrate Nurses Week together.

District 10 – Alachua, Gilchrist, Levy, Putnam, Dixie Counties

by Angela E. Raiford, BSN, RN



The District 10 Executive Board sends our warm wishes to all Florida Nurses. We hope 2009 has been a wonderful year thus far for every nurse in Florida. District 10 has been busy holding general meetings each fourth Tuesday of every month at Santa Fe College in Building W, room 224. Every nursing student & member of District 10 is encouraged to attend to make their voice heard. The Executive Board is committed to mentoring every member of District 10 as each future nurse and registered nurse maps out their professional journey.

In March, Annmarie J. Farro and I (Angela E Raiford) attended the Lobby Days conference sponsored by FNA in Tallahassee. We had a wonderful time learning how politics operate in our state. We had the good fortune to meet with the honorable Representative Charles S. Chestnut's IV office, the honorable Debbie Boyd's office, Speaker of the House, Larry Cretul and our distinguished Senator Steve Oelrich. We voiced our position on several of the current bills circulating on the Hill. We were encouraged to hear that the Clinical Laboratories Bill-HB53 cleared committee meetings while we were attending Lobby Days. We encourage each District 10 nurse to begin communicating now with elected officials to ensure your ideas are heard. Likewise, we encourage each nurse to consider supporting the FNA Political Action Committee (FNPAC) with a donation to ensure our voice is heard statewide.

In other news, District 10 recently provided a slate of officers for consideration for office. We will provide the results of the election shortly. As this edition of *The Florida Nurse* went to press, the results were pending. We are also working on our Legislative Day conference which has been scheduled for Saturday, October 3, 2009. Our conference will be held at the University of Florida in the HPNP building. We have a dynamic speaker list that includes: Claydell Horne, Anna Small, Barbara Lumpkin and Mary Lou Brunell. We encourage everyone to save the date for this event.

In January, February and March, we hosted several nursing students from Santa Fe College. The attendance of the students at the general meeting helped District 10 reach out and share our vision of inclusion, mentoring and professional development. The students provided a vibrant, youthful vibe to our meetings and the Executive Board appreciated their attendance. We hope to see each new nurse at our local meetings so that we can provide the mentoring they may need to advance their individual careers. District 10 recently celebrated Nursing Week by saluting the Santa Fe College and University of Florida graduating class of 2009 during their pinning ceremonies with a single white rose. The white rose symbolizes the graduating nurse's new beginning and the purity in which each nurse should maintain their practice in nursing as a registered nurse. We celebrate each new nurse and welcome them into our district.

ATTENTION FNA DISTRICTS:

Please send news and/or photos of your 2009 Nurses Week activities to Inash@floridanurse.org for publication in the September issue of *The Florida Nurse* by July 24, 2009. Thank you!

Building A Healthy America

WELCOME NEW GRADS

FNA extends a warm welcome to those new graduates who have chosen to take the step to join their professional association. We wish you a great start to your career and look forward to working with you in the future! Your voice is important to us. Please 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.

Mary Busenbark, Tallahassee
Stephanie England
Amy Hetz, Jacksonville
Easter Johnson, Rockledge
Sarah Landreville, New Smyrna Beach
Cassie Monereau, Port Charlotte
Karen Webb, Hollywood
Lynn Webber, Clearwater

IN MEMORIAM

Arlene E. Sando, 87, passed away on October 17 at St. Anthony's Hospital after a short illness. Born in Ruff and Ready near Sunbury, PA in 1921, she moved to St. Petersburg in 1956 from Windsor, CT. She attended the University of Pennsylvania and was a Registered Nurse. She rose to the position of Director of Education of a nursing school in Reading, PA before marrying Stewart F. Sando and moving to Windsor, CT to start a family. After moving to St. Petersburg and raising her five children, Arlene returned to nursing at St. Anthony's Hospital where she held the position of Head Nurse for the Eye Surgery floor, then the largest eye surgery center south of Atlanta. After retiring a second time from the active duty of nursing, she was elected to the position of Secretary of the Board of Directors for FNA, maintaining her licenses to practice nursing in Pennsylvania, Connecticut and Florida for another 10 years after retiring from her nurses' association activities. She was preceded in death by her husband, Stewart F. Sando and is survived by her sons Stewart F. Sando, Jr., Neil R. Sando and Scott E. Sando; and her daughters Vici C. Hopkins and Janet M. Burel, as well as eight grandchildren. In lieu of flowers, the family prefers memorial donations to St. Anthony's Hospital.

LERC UPDATE

by **Leslie Homsted, RN**
Director, Professional Practice Advocacy, FNA

State Unit

As everyone knows by now, the Legislature passed an Appropriations Bill which includes a 2% pay cut for all state employees making more than \$45,000 a year. We will be meeting with the State in June to discuss the impact of this and any other legislative action that may affect our members.



Leslie Homsted

Throughout the Legislative Sessions, we sent out emails keeping members informed of what was occurring and FNA's activities on their behalf.

Shands @ UF

FNA and Shands @ UF Unit Leadership met with the Hospital in January to discuss the closing of Allegheny General Hospital (AGH) and the opening of the South Tower, both occurring in fall 2009. We are all very pleased that an agreement was reached on how the RNs from AGH will be assimilated into Shands @ UF and look forward to them becoming part of the local bargaining unit. We also came to an agreement that the RNs working in the South Tower will be part of the Shands @ UF bargaining unit.

UAN National Labor Assembly

The 2009 United American Nurses (UAN) National Labor Assembly (NLA) took place March 9-10, 2009 at the Gaylord National Resort and Convention Center in National Harbor, Maryland. UAN meets each year and delegates to the NLA discuss and consider resolutions to set policy for the union. They also participated in the election of Executive Council members. FNA LERC was represented by 3 delegates to the UAN NLA: Debbie Hogan RN, (State Unit), Marsha Martin RN, (Shands @ UF) and Diane Mayes, RN, (James A. Haley VA). In addition, Annmarie J. Farro, RN, (Shands @ UF) attended as Chair of the Nominating Committee.

Election Results: Jean Ross, RN, (Minn) was elected Secretary/Treasurer; Sandra Falwell, RN (DC) and Carolyn Hietamaki, RN (Michigan) were both elected as Directors. They will serve 3 year

terms from 2009-2012. Jennifer Michelson, RN (Minn) was elected to a 3 year term on the Hearing Panel and Becky Sue Baldwin, RN (Michigan) was elected to a 3 year term as Hearing Panel Alternate.

The Delegates considered and passed resolutions including:

- The UAN Legislative Agenda for the 111th Congress;
- Proposed Constitutional Amendment to Article VII.A.1-Dues Amount;
- Resolution Establishing a Dues Policy;
- Proposed Constitutional Amendment-Eligibility for National Office;
- Proposed Constitutional Amendment-Executive Council Meetings;
- Resolution Opposing Legislation to Increase the Number of Nurse Visas to Address Nurse Shortage;
- Influenza Vaccination of Registered Nurses;
- UAN (Alternative) Nurse Mobility Act;
- Promoting Environmental Health for Staff Nurses; and
- Resolution Regarding the Formation of a National RN Union United American Nurses (UAN)/National Nurses Organizing Committee (NNOC), AFL-CIO.

As result of several of these resolutions, committees have been established and FNA LERC is very pleased to announce that several of our members have been selected to these committees. Annmarie J. Farro, RN (Shands @ UF) has been selected as one of 7 members of the Environmental Health Committee and Marsha Martin, RN (Shands @ UF) has been selected as one of 4 members of the Global Positions Systems (GPS) committee.

Annmarie J. Farro with Hawaii Nurses Association member at the UAN National Labor Assembly in March 2009.



Annmarie J. Farro, RN, UAN Head Teller Nominations Committee, giving the Delegates the

Nominating report and directions for voting on Opening Day of the March 2009 NLA

WORKFORCE ADVOCACY

Seasoned Nurses Respond

In the March 2009 issue of *The Florida Nurse*, FNA published a letter from a seasoned nurse who was having difficulty finding employment since she moved to Florida. She received multiple responses echoing her experiences. Some of the shared experiences of the nurses included not receiving responses to their calls or applications and the inability to find part-time work or shorter shifts. The seasoned nurses also mentioned that there were few opportunities for employment away from the bedside and several of the responders mentioned that they do not feel valued for their knowledge and experience.

The Workforce Advocacy (WFA) Commission is working on a project related to the mature, experienced nurse based on a grant from the Center for American Nurses. The WFA Commission will also be presenting on this topic at the upcoming FNA Centennial Celebration, scheduled for September of this year (see page 12 for more information about the FNA Centennial Celebration).

Please watch future publications as FNA reports on this project and develops resources that will be of value to both nurses and employers.



FNA

WFA

WorkForce Advocacy Program

Florida Center for Nursing Research Update



Michelle M. Yore, MSPH
Assistant Director: Research

The Florida Center for Nursing (the Center) is pleased to share with you our newest reports on Florida's nursing workforce. We thank you, the nurses of Florida, for providing the data we use in our reports. These reports use data from the 2008 Nurse Workforce Survey, a collaborative effort of the Florida Center for Nursing, the Florida Board of Nursing, and Medical Quality Assurance; and the nursing licensure database. In order to most accurately identify nurses working in Florida, our reports focus on the potential nurse workforce—those with an active license, eligibility to practice and a Florida address. Our newest reports provide updated information on several areas of interest: an analysis of RN workforce survey data; licensure trends and longitudinal analysis; estimation of the RN workforce; and a summary of our latest information regarding the nursing shortage.

The 2008 Nurse Workforce Survey provided new information on nurse employment characteristics from the approximately two-thirds of RNs and ARNPs who renewed their licenses in 2008. Our survey found that 53% of RNs working in nursing had a Diploma or Associate's Degree, and 28% had a Bachelor's Degree in Nursing. Employment setting and hours worked varied by gender. Almost 86% of men work full-time compared to 78% of women, and a larger proportion of men work in hospitals (80% compared to 70% of women, see Figure 1). The percentage of RNs working in nursing varies with age. Over 90 % of licensed nurses under age 30 are working, while slightly under 66 % over the age of 60 are working.

Detailed data on employment characteristics by age, gender and race/ethnicity can be found in our report, Analysis of Workforce Survey Data from the RN Cohorts Renewing in 2008.

Our report Licensed Nurses in Florida 2007–2009: Trends and Longitudinal Analysis analyzed trends in the potential nurse workforce from January 2007–January 2009. This is our first report to analyze licensure data from a complete two-year renewal cycle. Our data indicates there were over 248,700 nurses (RN, ARNP, LPN) in the potential nurse workforce as of January 2009. New RN and LPN licensees by examination were an average of 33 years of age, consistent with national studies of the nurse workforce. Although more than 25,500 RNs joined the potential nurse workforce, more than 16,500 RNs left, resulting in a net increase of about 9,000 RNs. Unfortunately, the two year increase of 9,000 RNs was insufficient to fill the vacancies estimated for 2007, let alone the expected growth in demand, and initiatives to retain nurses are crucial to increasing the nurse workforce supply.

The report Estimation of the RN Workforce in Florida as of January 2009 estimates that 85%, or almost 162,000, of the potential RN workforce are currently working in nursing and provide an estimated 143,700 full-time equivalent positions (FTEs). Overwhelmingly, hospitals employ the largest number of RNs (an estimated 98,000) and 62.4% of FTEs. Other employers of large numbers of RNs include Home Health Care (7.1% of FTEs), Ambulatory Care (5.1% of FTEs), Physician or other Health Provider Offices (4.8% of FTEs) and Long Term Care (4.4% of FTEs). The average FTE by age group is 0.89 and above for ages 20-60, but after age 60 the average FTE drops to 0.77 as nurses work fewer hours or retire from the workforce. Regional variation is most notable in South Florida, which has fewer estimated numbers of RNs and ARNPs per 100,000 population (Figure 2) and fewer FTEs per 100 hospital beds, compared to other regions and to the statewide average.

The Florida Nursing Shortage: A Summary of Recent FCN Research is updated yearly with the newest nurse workforce information in order to provide you with timely data on the nursing shortage in Florida. Although there are over 246,000 licensed RNs in Florida, we estimate that 161,778 of those nurses are working in nursing in Florida. Approximately 81% of Florida's RNs work 36 hours or more a week, higher than the national estimates of 70.3%. This higher work rate is likely due to a combination of factors, including the state's nursing shortage and the current recession. The average age for all licensed nurses in Florida (RN, ARNP, LPN) is over 46 years, and 44% of RNs are aged 51 or older. We expect many of these nurses to retire in the next 10 years, thus contributing to the nursing shortage and underscoring the need for nurse retention and succession planning. As of 2008, demand for nurses was still strong—we estimated that about 6,500 new RN positions and 1,800 new LPN positions would be created in 2008. Although RN graduates in associate's degree programs have increased, unfortunately, nursing programs do not have the capacity to accept all qualified nursing applicants, thus limiting the future supply of nurses.

We have heard anecdotally that the current recession has impacted demand for nurses, as hospitals close their open positions and attempt to decrease costs. We presently do not have economic data available to perform our own analysis, but we plan to include questions in our Nurse Employer Survey to help us analyze the impact of the economic downturn on Florida's nurses. As always, we work to provide you the most up-to-date nurse workforce data available for your decision-making needs. Please visit our website at www.FLCenterForNursing.org to download our reports, which can be found under the Workforce Information tab. We are pleased to be your source of information on Florida's nursing workforce, and we look forward to working with you in the coming years.

Figure 1. Percentage of Male and Female RNs by Employment Setting

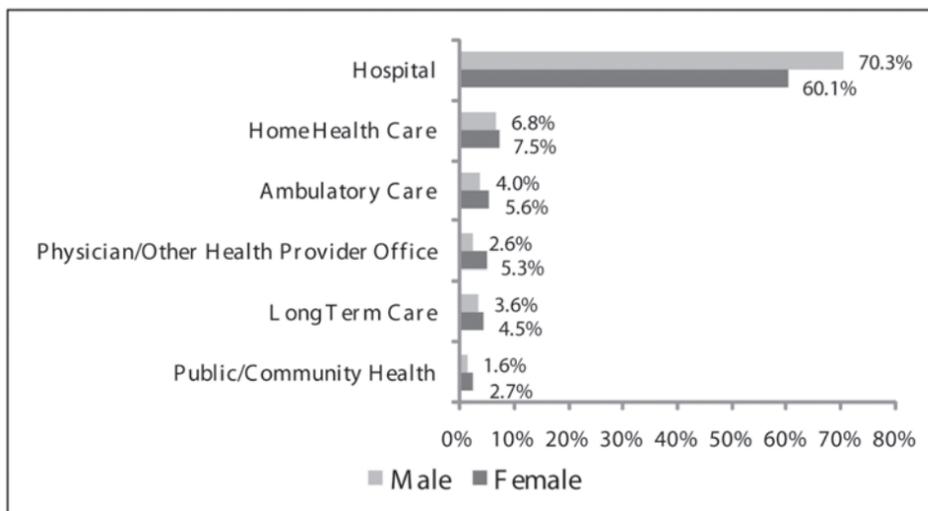
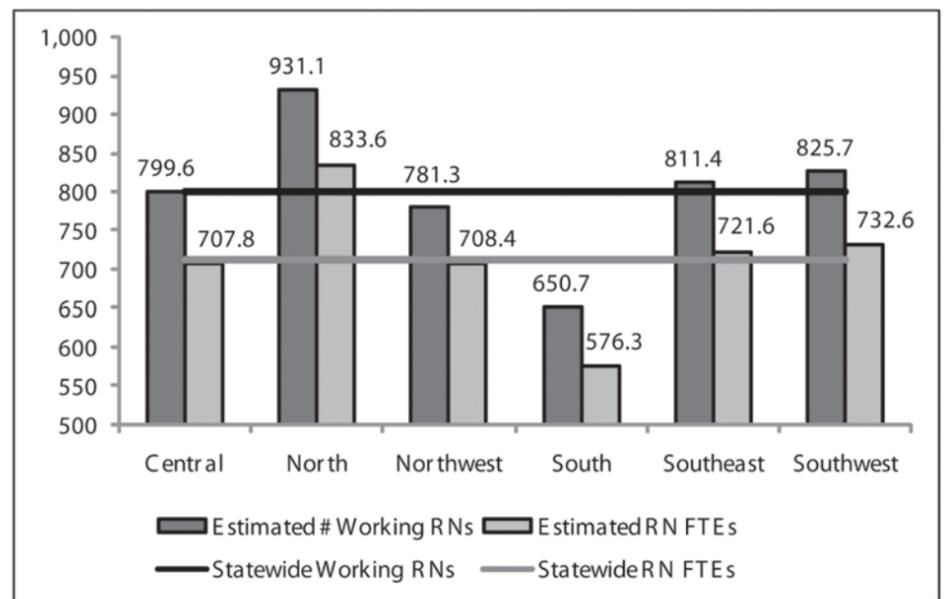


Figure 2. RNs and RN FTEs per 100,000 population by Region of Florida



2009 FPHA and SHA Joint Annual Educational Conference

The Florida Public Health Association and Southern Health Association Joint Annual Conference will be held on August 4–7 at the PGA National Resort & Spa, located at 400 Avenue of the Champions, Palm Beach Gardens, FL 33418.

Visit fpha.org for more information or to register. The room rate is \$127. Call 561.627.2000 for room reservations. The deadline for guaranteed rate is July 13, 2009. The Reservation Center is open Monday–Friday, 8:30 am–6:30 pm, Saturday–Sunday, 9 am–4:30 pm. A deposit equal to the room rate and tax is required with each reservation in order to confirm the accommodations.



PARTNERS IN NURSING

FLANA Changes Name to Florida Professional Association of Care Givers, Inc.

The Florida Association of Nurse Assistants (FLANA) has changed their name with the Department of State, Division of Corporations and is now officially known as the Florida Professional Association of Care Givers. The association began in Winter Haven in 1995 as the Nurse Assistant Educational Support Group and incorporated as a non-profit state membership organization in 1997 as the Florida Association of Nurse Assistants.

"The official announcement of our name change to The Florida Professional Association of Care Givers is set to celebrate the commencement of a membership drive beginning May 15th and lasting through August 31st," notes Terry Bucher, Founder and currently Director of the association's Education Department. "We want all direct care givers, regardless of their title and/or place of employment to know they have a professional membership organization to serve as a resource for matters relative to health careers, to provide opportunities for in-service education, to offer

support and opportunities for leadership within their organization, as well as networking, sharing best practices and working within the parameters of a professional Code of Ethics." The association's Code of Ethics states "the service of which we partake is a privilege and we are to proceed in a manner directed to the well being of the patient. We recognize the worth and dignity of all persons during each stage of their life and death, as well as their rights and responsibilities regarding care and treatment." During the membership drive, individual, supportive, student, retired and other care givers may join for \$25.

The association has always been known for its recognition of the CNA/HHA caregivers, who carry out their duties with knowledge, skill, caring and compassion. It provides excellent on-site and home in-service educational programming to keep CNA/HHAs updated on a variety of health related topics including those required by law for licensing renewal. The association is currently

planning their 14th Annual Convention for October 6th at the Clarion Hotel in Winter Haven and a 16 hr. Advanced CNA Training Program, dates to be established. Local chapters are active in several different areas of the state providing educational programming, care giver support and opportunities to discuss challenges and best practices of the profession.

As the US population continues to age, the demand for direct care workers continues to rise. In 2006, the US had over 3 million direct care workers—a number which is projected to increase by 1 million by 2016. Direct care workers are essential to assisting with the basic and essential activities of daily living for the elderly, disabled and other individuals with special needs. The Department of Labor notes it is one of the fastest growing occupations.

For further information, membership applications, or available educational opportunities, please call the association office at 863-421-5807 or visit www.flana.org.



The Florida Organization of Nurse Executives (FONE) Board of Directors and members of the FONE Research Committee are pleased to announce the availability of a FONE Research Grant. The purpose of the grant is to support novice or beginning investigators in conducting nursing administration and leadership research.

One grant, in the amount of \$1000, will be awarded annually at the Fall FONE Meeting in November. As a condition of receiving the award, recipients will agree to present the findings of their study at a subsequent FONE meeting and provide progress reports to the FONE Research Committee every six months for the duration of the project. Grant recipients are encouraged to attend the FONE Fall meeting to accept the award in person and provide a brief overview of the proposed study.

Applicant Criteria:

1. Applicant must be a FONE member.
2. To qualify as a beginning researcher, applicants may **not** have:

FONE 2009 Research Grant Available

- A. Been awarded more than \$15,000 in external research funding, **AND**
 - B. More than three research based publications in peer reviewed journals in the research topic area.
3. Completed formal preparation in the conduct of research or supervised by a mentor with experience in conducting research.
 4. Students in Master's or Doctoral programs are eligible to apply for the Grant award. A faculty mentor must agree to supervise the student in the project.

Project Criteria:

1. The project must be focused on nursing administration/leadership and aligned with one or more of the strategic priorities for FONE, which include:
 - A. Design of Future Patient Care Delivery Systems: Nurse leaders are active and recognized leaders in the design, implementation and evaluation of future patient care delivery systems that leverage human, financial and technological resources to produce high-quality, safe and patient-centered healthcare.
 - B. Healthful Practice Environments: FONE and its members are state leaders in creating positive and healthful practice environments.
 - C. Leadership: FONE is the state leader in strengthening nursing leadership across the continuum of care in all health care settings.
 - D. Positioning Nurse Leaders as Valued Healthcare Executives and Managers: Nurse leaders are critical to the effective and efficient delivery of safe Patient care within healthcare organizations across the continuum of care.
2. The scope of the project must be sufficiently focused to assure completion within 24 months after receiving the award.
3. The project must represent a new study or an enhancement to a study in process. Funds may not be used for projects in which data collection has been completed.
4. Grant funds may not be used for investigator salary support.
5. Only direct costs are allowed under the grant application. No indirect costs will be funded under this grant.

Application Process:

1. All applications and supporting materials for this grant are submitted electronically to FONEXO@aol.com

2. The application must conform to the formatting and page length guidelines as stipulated by FONE (go to www.fonexo.com to download the application).
3. The application must be assembled as a single PDF file prior to transmission.
4. The applicant must include a signed statement indicating that they meet all criteria for eligibility for the grant (see applicant criteria above)
5. The deadline for submission is midnight EST, September 1, 2009.

Review and Decision Process:

1. All applications will be reviewed for completeness. Applications deemed incomplete will not be reviewed for funding.
2. Applications will be reviewed by a subcommittee of the FONE Research Committee. This subcommittee and the Research Committee may request assistance from outside reviewers with specific expertise as needed.
3. Decisions for each application will be communicated on or before October 5. Applicants will not receive a detailed critique of the submission.
4. The review subcommittee submits a recommendation to the FONE Research Committee, who in turn will submit the recommendation to the FONE Executive Board. The final decision for the award of the grant rests with the FONE Executive Board.

FONE promotes excellence in leadership to shape the future of healthcare delivery, education and health policy in Florida. FONE invites nurse leaders and aspiring nurse leaders to join. FONE members benefit from:

- The latest information about "hot" nursing topics;
- Knowledge of legislative issues impacting professional nursing practice;
- Statewide professional networking;
- Shared best practices and nursing research;
- Educational opportunities;
- Career opportunities;
- Scholarship opportunities;
- Nursing leadership development; and
- Local meetings.

For more information visit FONE's new website www.fonexo.com or email FONEXO@aol.com. Become a FONE member and lead the way for professional nursing practice and patient care in Florida.

NURSE ATTORNEY NOTES



Nurse Attorney Notes Precepting the Pre-licensure Nursing Student: Some Legal Considerations

by Melissa Gainey, RN; MSN, JD and
Suzanne Edgett Collins, RN; MPH, JD, PhD

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.

Preceptor Liability

Florida Administrative Codes 64B9-2.008, *Clinical Training* and 2.015, *Standards of Nursing Education* provide some guidance for establishing and maintaining the preceptor experience¹. To ensure adequate educational preparation of competent nurses beyond nursing school didactic education, traditional pre-licensure nursing education often includes preceptor experiences wherein the student nurse may gain the 'hands-on' experience so essential to the integration of nursing theory. Although multiple potential liability issues may arise from this practice, two common legal considerations will be briefly explored herein: 1) compliance with Florida Administrative Code relevant to current Board of Nursing regulations (N.B. legislative initiatives are underway at this writing [April 2009] that may drastically alter the role of the Board of Nursing in the oversight of nursing education) and 2) liability related to negligent delegation to and supervision of non-licensed personnel.

Compliance with Florida Administrative Code

The nursing school is charged with providing clear clinical objectives to an approved clinical preceptor to enhance overall learning experience of the pre-licensure student. The approved preceptor shall be a licensed professional nurse with demonstrated competence and expertise in his or her practice area. In collaboration with the healthcare agency, nursing program and the faculty member, the clinical preceptor must be provided with clear clinical guidelines and objectives for the preceptor's role and responsibilities prior to the start of the students' clinical training. Administrative rules and regulations also establish parameters that offer guidance to clinical preceptors who perform the essential function of assisting nursing students to 'bridge the gap' between didactic and experiential learning leading to competency. Novice pre-licensure nursing students thus have the opportunity to develop critical thinking and patient care management skills in preparation for board examination and assumption of their new roles as licensed nurses. Nursing students are unlicensed care providers, therefore, it is a requirement that an assigned clinical preceptor must be physically present and available to the student at all times while the student performs nursing care. The mandated use of agreements/contracts that incorporate the above and all the requirements of Florida Administrative Code sections 64B9-2.008, *Clinical Training* and 64B9-2.015, *Standards of Nursing Education* will help all parties to the agreements to understand their roles and responsibilities. These documents may include, but are certainly not limited to, an agency affiliation agreement, a preceptor application form with resume, the specific clinical course syllabus, evaluation assessments for both preceptors and students and a set of student and preceptor guidelines.

Supervision of and Delegation to Unlicensed Personnel

The delegation and supervision of tasks designated to unlicensed personnel specifically described in Florida Administrative Code Chapter 64B9-14². At issue within the delegation process is the suitability of the task delegated by the clinical preceptor to the pre-licensure nursing student. Effective delegation is premised upon understanding state regulations governing delegation, clinical experience and professional judgment to determine the level of supervision required. State regulation governs the role of licensed nurses' transference of appropriate nursing tasks to unlicensed individuals. Moreover, patient acuity and the complexity of the task must factor into the determination of whether the skill set of the pre-licensure nursing student warrants transference. The clinical preceptor must consider the predictability or unpredictability of an outcome including the reasonable potential for a rapid change in the medical status of the patient, the level of interaction required or communication available in the patient care setting, the normal assignments of the unlicensed nursing student and validation of the student's educational training. A preceptor must inform him or herself of the skill set of the student. One way would be to request written documentation/check-off list from the nursing program/student regarding skills previously performed successfully in the skills laboratory or in previous clinical settings. Any assessment or documentation of both didactic and clinical performance may assist the clinical preceptor in properly judging whether the unlicensed nursing student has the requisite knowledge base to perform the skill.

It is the responsibility of each nursing preceptor to use professional judgment and critical thinking skills to ascertain whether a task is safe and appropriate for delegation at the level expected of an unlicensed pre-graduate nursing student. The delegation process identifies expectations of and communications by the delegator: 1) communication of the task or activity; 2) identification of the expected or desired outcomes; 3) maintenance of the limits of authority; 4) communication of the timeframe for the delegation; 5) assessment of the nature of supervision required; 6) verification of the delegate's understanding of the assignment; and 7) evaluative monitoring and supervision of the delegated task.

In addition, consideration of the general principles of professional negligence must be entertained. For potential liability issues to arise, it must be demonstrated that the negligent supervision of a pre-licensure nursing student resulted in a breach of the preceptor's professional duty to supervise and maintain the standard of care. If this breach resulted in harm to the patient, the injured patient may receive monetary compensation via the vehicle of a professional malpractice lawsuit. At issue is 1) whether the preceptor/delegator nurse failed to appropriately consider the educational level and skill set of the pre-licensure nursing student delegate in comparison to the demands of the task assigned; and 2) whether the preceptor/delegator nurse failed to provide requisite guidance or direction, oversight, evaluation and follow-up.

Preceptor Prudence

Clinical nursing experiences are an integral part of nursing school curricula. All nursing school faculty and program directors are immensely appreciative and respectful of the enormous contributions that clinical preceptors make to the nursing education endeavor. Any preceptor nurse is charged with practicing within the legal boundaries of the jurisdiction. This standard is applicable to clinical preceptors whose graciously agree to provide clinical mentorship while supervising to a pre-licensure nursing student. Inherent within the role of a clinical preceptor nurse's responsibilities is familiarity with and basic understanding of these legal boundaries. To access the referenced rules please go online to <https://www.flrules.org/gateway/Organization.asp?OrgNo=64B9>.

- 1 Florida Administrative Code (2008) 64B9-2.008 et seq. *Clinical Training* and 2.015 et seq. *Standards of Nursing Education*
- 2 Florida Administrative Code (2008) 64B9-14 et seq. *Delegation to Unlicensed Personnel*

Author Information

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RNFORMATION YOU CAN USE

FNA Members Edit Book on the Contemporary Nursing Process

FNA members Rozzano C. Locsin, RN, PhD, FAAN and Marguerite Purnell, RN, PhD, AHN-BC, have edited a new book called *A Contemporary Nursing Process, The (Un)Bearable Weight of Knowing Nursing*.

"In this compendium, Locsin and Purnell invite the reader to let go of the traditional nursing process... and to embrace a contemporary, substantive process of nursing grounded in knowing persons as participants in their care, instead of being objects of our care."

—**Anne Boykin, RN, PhD**
Dean and Professor
Florida Atlantic University
Christine E. Lynn College of Nursing
(From the Foreword)

This inspiring, ground-breaking book re-envisions the practice of nursing as more than a practice of clinical assessment and treatment—true, holistic nursing requires knowing the patient *as person*.

The contemporary nursing process, as defined by the authors, involves holistic, human-centered care that distinguishes the person from the disease. It is this burden—having to reconcile an ideal of care with the practical demands of care—that constitutes the (un)bearable weight of knowing in nursing.

Key discussions include:

- The consequences of not knowing the patient as person
- The influence of technology on "knowing" in nursing
- How to connect with patients from diverse cultures and communities
- How human-centered care can optimize positive outcomes and decrease complications

With this book, students and nurses of all levels will learn the extent to which nursing is a complex, creative, and highly relational practice. This book will stimulate, motivate, and guide nurses to improve patient care through human-centered caring.

Entrepreneur Spotlight: Sharon Zelinko

Sharon Zelinko is a Florida nurse-inventor who is 74 years young. Four years ago she began thinking about putting a tool on the market that would assist nurses in opening IV lines.

It took about a year to get the idea from a drawing to a finished product with all the procedures required to get the business registered and online. Sharon

began attending expositions, distributing literature and making phone calls. She consulted with nurses about how they liked the product: *Gripsors*—quality stainless steel medical bandage scissors with fine grooves between the handles that grip.

Operating room nurses shared they would like a hook to pop off metal rings like those on saline vials. This sparked a wave of new products and more uses.

Now *Gripsors* are available in the original form with blunt safety tips, angled blades and fine grooves.

New models also include the requested hook. Even more models are being designed with features requested by EMTs.

In the meantime Sharon was confronted by nurses and friends believed they could be used in other areas. Nurses started this idea by saying they loved *Gripsors* for opening nail polish.

An electrician claimed he carried them on the job for stripping wires. He liked the fact the blunt safety tips wouldn't pierce his pocket.

Now you'll find *Gripsors* everywhere. The stainless steel construction even goes right into the dishwasher.

Look for *Gripsors* online at gripsors.com or in your uniform shop. You'll be very grateful for the efforts of this Florida nurse in our association!

Sharon is a member of FNA District 12.



Zelinko



Member Spotlight

- **Mary Lou Brunell** has been appointed to serve as a member of Workforce Florida's Executive Committee. The role of the Executive Committee is to advise management for Workforce Florida; Review the current governance structure and guide the efforts of the Board to enhance or modify the present governance structure of the Board; Identify alliances and cooperative partners and seek opportunities for private-sector investment in Workforce Florida or the workforce system; and Support the Board-approved Legislative Policy Committee proposals.



- **Ann-Lynn Denker** of Miami, administrator for the Magnet program and registered nurse with Jackson Memorial Medical Center, succeeding Patricia Dittman, has been appointed for a term beginning February 27, 2009, and ending October 31, 2012 to the Florida Board of Nursing.



Ann-Lynn Denker

- **Sue Hartranft, PhD, ARNP** received her PhD from University of South Florida in May 2009.
- **Susan Heacock, RN** has been recognized as Nurse of the Year by Kelly Healthcare Resources. Heacock is currently an occupational health nurse on assignment with Ford Motor Credit Company.
- **Janice Hoff** has been appointed to the Board of Directors for the Florida Center for Nursing. Hoff is an ARNP and is president of FNA District 1.
- FNA welcomes **Bonnie Marting, ARNP**, to the FNA Board of Directors, replacing Ann-Lynn Denker. Bonnie has been a member of FNA since 2003.
- **Houston Pitts** has two free websites: dementiahelponline.com and hgphelp.com as online resources for those who have questions about dementia.

If you are a member of FNA and would like to be spotlighted, please email your recent accomplishments to lnash@floridanurse.org. For submission to the September issue of *The Florida Nurse*, you must submit your information by July 24, 2009.