A Look Back Over the Past Two Years

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

It seems like only yesterday that I was installed as your FNA President. These past two years have been challenging, rewarding and have flown by quickly. While it would be much to cover my presidency in detail, I thought it might be useful to take this opportunity before Convention to summarize key events and processes that watermark my term.

I have worked toward strengthening our collaboration with other organizations on issues of importance to nursing. I represented FNA on the state attorney generals’ nursing advisory committee, which produced a set of nursing legislative priorities for the Florida Surgeon General. I served as FNA representative to the TEAM Florida initiative, which engaged multidisciplinary regional groups in strategic planning to expand nursing educational capacity throughout the state. I have actively represented FNA at the national level through the American Nurses Association (ANA) Constituent Assembly, where issues of collective importance to state associations are deliberated. Throughout, I have worked in tandem with FNA staff and the Board of Directors to address planned and emergent matters of importance.

One major undertaking has been the formation and work of the FNA Futures Task Force, which was commissioned by the 2007 House of Delegates. For the first time in many decades, our state leaders have considered FNA’s structure and its fit with the present and future. Various committees subsequently have conducted due diligence on key recommendations from the Future’s Task Force to minimize unanticipated outcomes and maximize transition should the task force recommendations be adopted. The Future’s Task Force recommendations will be presented at the September House of Delegates for vote, along with considerations for implementations by our President Leadership Council, the Bylaws Committee and other Board committees.

Another major challenge was the change in ANA’s affiliation with the Center for American Nurses (CAN) and the United American Nurses (UAN) organizations that occurred at the ANA House of Delegates in Summer 2008. As leader of our state delegation to the national House of Delegates, I engaged several leaders with historical perspectives to help me better understand the issues underlying the proposed disaffiliation bylaws. Subsequently, our state delegates were briefed on the various issues and each delegate assumed ownership of 1-2 bylaw changes and were prepared to speak on them at the national house. Despite our best efforts, the disaffiliation bylaws were adopted. Since Florida is a blended state of CAN and UAN members, the financial and emotional impact of the ANA decision has required much attention and thoughtful.

President’s Message continued on page 2
deliberation. While our advocacy and collective bargaining leaders continue working with their respective national organizations to assure viability, my work has focused on FNA’s viability. Of particular importance is a need for our bylaws to accommodate national dues changes (that are outside of our control) in a timely manner. Our Bylaws Committee has drafted a pass-through bylaw change that will be proposed at our September FNA House of Delegates.

The impact of the national economy on FNA’s budget and investments has been a matter of continuous importance to the Board and FNA staff. I engaged several of our FNA Past-Presidents in an advisory forum to consider and make recommendations for changes in operations that would better fit with our income. As a result, office staffing was restructured, other expenses were reduced and a revised budget was approved by the Board in early 2009. As well, FNA staff and the Finance Committee identified need for closer monitoring of our investments and responsiveness to concerns amid a changing financial market. Following interviews with several financial planning firms by the Finance Committee, the Board approved a change to the Edward Jones firm. Our Edward Jones financial planner will be at Convention to meet our members.

I am pleased to report major successes with our Lobby Days event for the past two years, as well as, the Barbara Lumpkin Institute Public Policy conferences. The synergy of these two educational events has been affirmative for FNA’s mission and image as THE advocate for nurses in Florida. A task force of our Board also undertook study of the nurse staffing issue early on and made recommendations to our lobbyist staff for a nurse staffing bill in 2008. We collaborated with leaders from several nursing administration organizations during pre-session to refine bill language. Although the nurse staffing bill faltered amid more pressing financial challenges for the state, the collaborative process helped span gaps in understanding on the staffing issue and paved a way for continuing work in this area.

Thank you for this extraordinary opportunity to serve our professional organization.
Is Nursing on the Menu?

By Willa Fuller, RN

Recently, I was caught up in the Google abyss, looking for a good quote for my daughter, and I ran across the following statement, “If you’re not at the party, then you’re probably on the menu.” This made me chuckle because it made me think of the current commercial where the big M & M is in the grocery bag reading the grocery list and assuming that they were on the guest list instead. But after more serious consideration, it really brought home some of the issues that have occurred recently over the years in the area of nursing advocacy and legislative action. In the frenzy of each legislative session, there are bills, amendments and other events that FNA is watchful of so that we can intervene and protect nursing’s interest when necessary. Some years we are more successful than others, but I can say with certainty that each year we have made a difference. But even with our hard work, bills sometimes pass that have either a negative impact or unintended consequences in the area of nursing or healthcare in general. When that occurs, we immediately begin work with key players so that we are well prepared before the next session starts. And just so you know, “we” consists of not only our team of lobbyists and leaders, but also a network of nurses across the state called Legislative District Coordinators (LDCs) who maintain relationships with their local legislators throughout the year.

The next session promises to be no less of a challenge as we continue with our major issues of Safe Staffing and Prescribing Privileges for Controlled Substances for ARNPs. There are also other critical issues lurking and we will remain vigilant in that regard. However, we need help from all nurses to advance the issues related to our profession. We will continue to contribute to keeping an accurate view of the nursing shortage by supporting the existence of the Florida Center for Nursing. The Center gives credence to the claims that there is a potential crisis in terms of the future nursing workforce in spite of the current decrease in vacancies which has been skewed by mature nurses delaying retirements due to the economy as well as other factors. It is essential that we continue to have an ongoing resource for these kinds of data projections.

We need to make sure we are “invited to the party.” One of the most important ways we do that is through our Florida Nurses Political Action Committee (FNPAC) and through fundraisers for candidates who are supportive to our issues. This is one way that we keep the lines of communication open with legislators and have our issues heard. As we prepare our war chest for the next session, we are embarking on a fundraising campaign in which our goal is to raise $100,000 minimum. To reach this goal, we are asking every FNA member to donate $20.00 to FNPAC. In addition, we would like to see non-members, who are interested in the future of nursing, donate $5.00 to FNPAC. Perhaps this could be your first venture into nursing advocacy and politics or your first contribution to the future of nursing and healthcare in Florida. We also hope that it would be a first step to exploration into joining your professional association. Involvement in politics is not for everyone, but everyone must be aware that politics affects every aspect of our lives whether we are involved or not! Making a contribution allows others to advocate on your behalf. Be an advocate and help us to make sure we are ALWAYS invited to the party!

(Please see the E-Roll form on page 10 of this issue.)

Are You Current with the Board of Nursing?

Each renewal cycle we hear from nurses who forget to renew their license because they did not get a notice. Remember, if you move, you are required to change your address with the Board of Nursing. You can do this online at: http://www.doh.state.fl.us/mnp/nursing/. Please note that the Florida Nurses Association and the Florida Board of Nursing are separate entities. The Board of Nursing exists to protect the public. The FNA handles nursing licensure and discipline. The Florida Nurses Association is the professional advocacy group for nurses.
The Toe Approach To Joining FNA

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

As I work longer with FNA, it is inevitable that I get to know FNA members more and more. And vice versa, people are getting to know me too through articles like this, anecdotes passed on, personal experiences, etc. One thing that you may not know about me is that I am a native Floridian—born and raised—and that I've only lived one year outside of sunny Florida. Like a lot of Native Floridians, I’ve also swam for most of my life, competitively and leisurely.

The funny thing is that even though I have grown up around water my entire life, I have never been the type of person who dives into things headfirst, literally and figuratively. I prefer what I call the Toe Approach, I test the waters with my toe first and then gradually sink in. It even takes me a few tries to submerge myself completely, getting my hair wet all the way. I do this with a lot of things in my life—getting to know people, trying new foods… sometimes I even observe for awhile first before trying things for the first time.

I figure that there are probably a lot of people like me out there who may be considering FNA membership and looking for the Toe Approach way to join. If you're reading this article, you may be one of them. You may be perusing through each issue of The Florida Nurse that you receive (since each nurse in the state of Florida receives it, regardless of FNA membership), observing what FNA has to offer before diving in. Perhaps you're looking for a way to make a small splash in the membership pool instead of taking a huge plunge.

If so, FNA has some Toe Approach options for you. Think of these options as ways to get your feet wet with FNA before completely jumping in and making waves.

Toe Approach #1: State Only Membership

One option is to join FNA as a state only member. State only membership is $190 annually and provides member benefits only related to FNA. Full ing at membership is $279 annually and includes American Nurses Association (ANA) membership. At this reduced cost, the state only membership provides full membership benefits with FNA, including discounts on FNA programs and the opportunity to participate at the local and state level. FNA state only members are not ANA members and do not receive ANA member benefits, such as American Nurses Credentialing Center (ANCC) discounts and ANA publications. It may be the perfect way to try out association membership, possibly as a stepping stone to full annual and ANA membership.

FNA state only membership is a brand new option that your state association started offering just this year. Unfortunately, this option is not available for bargaining unit (including state employees) or VA hospital employees.

Toe Approach #2: ADP Monthly Option

Another option that you may not know about it the ADP option, which is the monthly automated bank withdrawal option. The ADP option is available to full annual members ($25.25 monthly), state only members ($16.83 monthly) and FNSA renewing members. FNSA members may select the ADP option for a period of over one or two years, making it as low as only $6.83 a month.

With today's unstable economy, the ADP monthly option is a way to become a member of FNA without feeling the full effect on your wallet right away. Depending on your membership option, you already know what you're paying, so you can plan for that expense. The ADP monthly option is also convenient—since it is automated, you don't have to worry about writing a check monthly or sending it in.

Making The Membership Splash

Not everyone needs the Toe Approach—and that's okay too! If you are interested in FNA membership and want to dive in, please feel free to do that too. No way to join is the wrong way and FNA is always looking for active members to get involved on task forces and committees.

When you join your professional organization, you should feel comfortable with your decision. Ask questions. Do your research. Explore your options. Whether you’re taking the Toe Approach or diving right in, it is very easy to join FNA. Visit floridanurse.org and fill out the online application or fill out the application on page 7 and send back to FNA Headquarters.

In a way, I guess that you can say that I am also taking the Toe Approach along my journey with FNA. I am continually learning about nursing and have observed a lot. I’ve been dunked a few times but try to keep my head clear. I’ve managed to get all the way in the water and have enjoyed the cool crisp feeling of knowing that I am helping to facilitate nursing advocacy. I look forward to working with you all in years to come to advance nursing in Florida!

The FNA Staff works hard to provide excellent member services and recruit new members. To reach FNA staff, you may email each individual at the email address below or try their extension. Members may call anytime, Monday–Friday, 8:30 am–4:30 pm. Non-Members may call from 1–2 pm, Monday–Friday. The main number for FNA headquarters is 407.896.3261. Emails are appreciated!!

Willa Fuller, Executive Director: wfuller@floridanurse.org, X304
Leslie Homsted, Director of Professional Practice Advocacy: homstedl@floridanurse.org, X310
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Lael Jones, Executive Assistant: info@floridanurse.org, X304

There has been a lot of confusion lately about the difference between Leah Nash and Lael Jones because of the similarity in their names. For general questions about FNA, the Foundation, continuing education or inquiries dealing with the Executive Director, contact Lael Jones, Executive Assistant to Willa Fuller. For issues dealing with membership recruitment, retention, member communication and conference planning, contact Leah Nash, Director, Member Services and Leadership Development.

FNA space: FNA wants to reach YOU

FNA has taken the plunge and decided to ride the social networking wave with profiles on both myspace and Facebook. These are great ways to find out more information about FNA through bulletins, updates, photos, etc. on a regular basis.

Check out the FNA myspace page at myspace.com/floridanursesassociation.com. If you already have a myspace page, make FNA your friend. FNA is also on Facebook at facebook.com/floridanursesassociation. Become a fan and start receiving updates and a fed right away!

Don’t forget… the FNA myspace page and Facebook pages are YOUR resources. Feel free to make comments, send make comments, reply to updates… FNA wants you to be interactive on these pages. If there is something that you’d like to see on either of these pages, just leave a comment or send a message about it and we’ll try to get it on there for you.
Hello FNA! Greetings from Little Rock, AR! I have recently moved to Little Rock to follow my dreams of a career in pediatric nursing at Arkansas Children’s Hospital. The Florida Nursing Students Association (FNSA) has been working hard over the last few months. We have been diligently planning for our Annual State Convention, October 22nd-24th, 2009 in Daytona Beach, FL at the Hilton Ocean Walk Resort. Our theme this year is Mentorship: Building Our Legacy. We are very appreciative of all of our speakers and exhibitors who have donated time and money to serve the nursing students of the Florida, it is truly inspiring as a lot of these speakers and exhibitors are FNA members! We thank you! I encourage you to come to our Convention and see what you have inspired us to become, as a pre-professional organization and future nurses.

We are very excited to attend FNA Student Day at the FNA Biennial Convention in September. Dr. Kathy Mason, a nursing professor at Florida State University, will be our keynote speaker, and will speak on career mobility within the nursing profession. We are very excited to have her, and encourage everyone to attend this session at the FNA Convention on Wednesday, September 23rd, 2009.

Thanks again for all of the support and guidance you as professional nurses have given to us. I’d like to especially thank our Deans and Directors of Nursing Programs, and our faculty and staff for supporting and encouraging our students to become active in the FNSA by attending convention and using their voice. I look forward to seeing you all at the FNA Convention in September! It will be a great week!

Sincerely,
Josie Schreder-Guhl, RN, BSN
FNSA President

FNA believes that new grads are amazing resources and want you to be a part of FNA so FNA is giving FNSA new grads your very first year of membership absolutely FREE! To receive your free membership, all you have to do is visit floridanurse.org and click on the “Join or Renew” button on the FNA homepage. Fill out the short online application and be sure to select the “Free Membership Dues” option (do NOT enter a credit card number). Joining the voice of thousands of your fellow nurses in Florida is just a few clicks away!

BUT WAIT, THERE’S MORE! If you graduated last year, FNA would also like to offer you a special membership price as well... half off? That’s only $199.50 for the second year of FNA membership for FNSA new grads.

BUT WAIT, THERE’S MORE! FNA heard from new grads and we are listening. One of the requests that the FNA membership department heard repeatedly was the option to pay membership dues monthly. Your FNSA new grad renewal is now available through ADP with a monthly automated bank withdrawal. That’s only $12.63 per month to be a part of your professional association.

BUT WAIT, THERE’S MORE! If you are a FNSA new grad and would like to sign up for your two years of FNA membership now and start paying, you can! That stretches your membership fee of $199.50 over two years AND you have the ability to pay monthly with an automated bank withdrawal, making your monthly fee only $6.81 each month!

Can you spare less than $7 a month to be part of your professional membership and make the voice of nursing in Florida stronger? To take advantage of the ADP monthly automated bank withdrawal, fill out the membership application on page 7 and send to FNA Headquarters or visit floridanurse.org and fill out the online application.

When you join FNA, FNA encourages you to become an active member... go to conferences, join committees, get involved with the legislative program... Select an area of your profession that you are passionate about and concentrate on that arena. You will see that your work will reap results, you will make a difference! If you have any questions about FNA membership, please email membership@floridanurse.org.

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. New grads are:

Mary Busenbark, Tallahassee
Melanie Newton, Pensacola
Willa’s 10 Tips for Nursing Students

Being a nursing student is a tough job. Many students today are not only navigating a tough curriculum, but also are juggling family, jobs and other life demands. Here are a few overall tips that might make your overall experience just a little easier.

1. Join your school chapter of the Florida Nursing Students Association. This can provide an immediate network of support and camaraderie. Be active in the association and take advantage of the leadership and development opportunities it provides. Here in Florida we are fortunate that the Deans and Directors and most faculty are very supportive of these activities and realize that they help to create a well rounded student.

2. Immediately seek out other serious students with whom you can form study groups and partnerships. There is an immense amount of material to cover throughout nursing school. Dependable study groups and study partners are a great strategy for nursing school. Sometimes you can split the work and then come back to study together. Repeating the information out loud to one another or answering questions together is like a mini-lecture allowing you to hear it again and further solidify the information in your brain. If you find that your group is not effective, move on.

3. Don’t use the “dead wood” in any group, be sure to pull your weight and do your part. This applies to voluntary study groups, and especially to group assignments which can impact the grade of everyone in the group.

4. Determine what kind of learner you are. Are you a genius with a photographic memory who can just hear it one time and you have it down pat or do you need to write it, see it and then read it? This will help you to know how you need to study.

5. If you are more comfortable studying alone, formulate a regular study regimen. For example, if you have one hour to study, you want to start out by taking that hour to study all the material you learned that day for that class. The next day, study the new material for ½ hour and the previous material for ½ hour. Then the next day, study the new material for ¼ hour and break the rest up over the other half hour. These increments can be adjusted to what ever schedule you need to use but the overall concept is that when the time for the test arrives you have already looked at the information several times and absorbed it...no cramming necessary. This method actually cuts study time significantly. It also increases retention of the material.

6. You must learn to be too curious to not to ask questions or research any question you might have. As a nurse, it is important to know as much about your patients, their conditions and their care as possible. If you can’t find an answer right away, jot down the question and either ask to look it up later. Every piece of knowledge you tuck away will serve you well in the future.

7. Don’t be confrontational or argumentative with your instructors/professors. If you have a question or concern about a grade or a test item, ask your question calmly and professionally. Use non-threatening language such as, “Please explain to me why this grade is incorrect”. Remember, this person is an envvvy your instructor but is also a person who might to able to recommend you for future employment or even graduate school. You want to leave a good impression. Besides, effective communication skills are essential for nurses. If you have what you feel is a legitimate complaint, learn the policies and procedures for grievances and respectfully follow that process. Follow the chain of command.

8. Utilize learning opportunities available to you. If you have time offered to utilize the school facilities to practice skills, listen to tutorials, etc. take the time to do that, even if it is optional. The extra time you put into these opportunities will pay great dividends.

9. Seek out (and do not avoid) learning opportunities. Usually, once you get over the hurdle of trying something new, everything you have to do after that will come a little easier.

10. Be honest and ethical throughout the educational experience. Nurses are entrusted with the most personal and private aspects of our patients lives. Tell the truth about mistakes so that any untoward effects can be avoided or rectified. One of the reasons nurses are “the most trusted profession” is nursing’s longstanding practice of truth and honesty with patients. Lying or covering up mistakes so that any untoward effects can be avoided or rectified. One of the reasons nurses are “the most trusted profession” is nursing’s longstanding practice of truth and honesty with patients. Lying or covering up mistakes so that any untoward effects can be avoided or rectified. One of the reasons nurses are “the most trusted profession” is nursing’s longstanding practice of truth and honesty with patients.

*Just an extra tip for the truly-obsessed student, I actually used to go home and re-type my notes instead of re-copying them (on an actual typewriter) purchased colored pencils and actually drew pictures when needed. The re-typing was a form of studying for me and then I also had beautiful notes to review when my study partners were absent. When people wanted to just use my typed notes, instead of taking notes on their own, I advised against it because I believe that note-taking is an integral part of the process of learning.

These are just a few tips to help you through the fun, challenging, and exciting journey through nursing school. Onward and Upward!
Florida Nurses Association
Membership Application

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

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

- FULL MEMBERSHIP DUES $279.00
- SEMI-ANNUAL DUES $140.75
- REDUCED MEMBERSHIP DUES $139.50
- FULL time student
- FNSA First Time Renewal - 1 year (if ADP, provide info above)
- FNSA First Time Renewal - 2 years (ADP only)
- New graduate, basic nursing education program (first year only)
- 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 _____________________________
- Visa
- American Express
- Discover

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

FNA STATE ONLY MEMBERSHIP  $190.00
- 60 years of age or older and not employed
- Employment Phone __________________ Date of graduation (student) ________

Credit Card Information
- Card expires: _________ Signature on Card _____________________________
- Visa
- American Express
- Master card

Committee unless by written request, the member designates this amount be paid to the FNA General Fund.

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 (95) 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.

2009 Star Campaign “Starship FNA”

The 2009 Star Campaign is coming to an end, officially ending on August 31, 2009. Please see below for FNA starship superstars who are on board with the Starship Campaign. The results below only reflect the number of recruitments made by August 5, 2009.

The Star Campaign cadets who recruited the most will 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! Winners of the Starship Campaign will have been notified in early September and announced in FNA QuickNews.

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! Keep recruiting so that you may be eligible for prizes in 2010!

- Mavra Kear 3
- Susan Dyesa 3
- Robert Haas 1
- Diane Mayes 1
- Ruby Rose Hutchinson 6
- Susan Fountain 1
- Diane Mayes 21
- Rhonda Lesniak 1
- Denise McNulty 1
- Antonio Thompson 1
- Pamela Moore 1
- Toni Linck 1
- Valeria Thompson 4
- Jennifer Augarten 1
- Cheryl Cicciti 7
- Virginia Carter 3
- Wilson DeJesus 3
- Luke Brown 3
- Carol Riley 1
- Cynthia Archibald 1
- Lashara Moore 1
- Julio Younce 1
- Debra Hunt 1
- John Lowe 1
- Ayden Gregg 1
- Susan Fountain 1
- Emily Brown 1
- Marsha Martin 21
- Daniel Little 1
- John Martin 1
- Tony Linck 14
- Rhonda Lesniak 1
- Lydia Brown 3
- Carey Thompson 1
- Tony Linck 1
- Diane Mayes 1
- Ruby Rose Hutchinson 6
- Carol Riley 1
- Virginia Carter 3
- Kathy Donovan 1
- Kathy Mason 1
- Marsha Martin 21
- Robert Haas 1
- Virginia Carter 3
- Diane Mayes 21
- Ruby Rose Hutchinson 6
- Carol Riley 1
- Virginia Carter 3
- Julia Younce 1
- Janice Neubauer 1

2009 Starship FNA

Membership Only Membership Dues $190.00
- 60 years of age or older and not earning more than social security system allows without loss of your monthly social security payment.

Reduced Membership Dues $139.50
- Full time student
- FNSA First Time Renewal - 1 year (if ADP, provide info above)
- FNSA First Time Renewal - 2 years (ADP only)
- New graduate, basic nursing education program (first year only)
- 62 years of age or older and not earning more than social security system allows without loss of your monthly social security payment.

Semi-Annual Dues $140.75
- 60 years of age or older and not employed
- Full pay members
- FNSA First Time Renewal - 1 year
- FNSA First Time Renewal - 2 years

Employed full time or part time under 62 years of age.

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

Credit Card Information
- Discover | American Express | Master card | Visa
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- Discover

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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 (95) 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.
Introduction

For the past several years, FNA membership has remained static while attendance at meetings and conferences has declined. In September 2008, the membership committee met and discussed options for exploring the needs of our members. In the past, FNA has asked nurses for the reasons they fail to join, become more active or let their membership lapse. By and large, the reports have been consistent: I can't afford it, I don't have the time, FNA devotes too many resources to nurse practitioners, FNA does not do enough for nurse practitioners, and so on. Subsequently, the committee decided that we need to discover the reasons nurses join FNA and why they stay. A survey was sent to members with an e-mail address on file. Approximately 4,200 surveys were sent and 389 responses were received.

Demographic Data

Nurses were asked to provide demographic data including their number of years in practice, highest degree earned and number of years as a member. Just over half of the respondents (55%) reported practicing more than 26 years. 19% of the respondents have practiced ten years or less with the remaining respondents reporting practicing for 11-25 years. The majority of respondents have a masters degree (42%) followed by 31% reporting for 11-25 years. The majority of respondents have the remaining respondents reporting practicing as a narrative fashion. Interestingly, very few commented on reason for attending. Those who commented stated attendance was for professional development and networking. The vast majority of narrative responses concerned reasons for not attending conferences. Cost and time were by far the most common reasons for not attending. Many respondents indicated that they choose to pay for conferences with current clinical content relevant to their area of specialty and expressed the view that the FNA conferences are not clinically relevant.

Reasons for Joining FNA

Members were then asked to rank their reasons for joining in order of importance. More than half of the members (55%) ranked professional responsibility as the most important reason for joining FNA, followed by news and information on healthcare and nursing issues (33%). The respondents were also given the opportunity to respond to this question in a narrative form. Common themes included professional responsibility and commitment to a voice for nurses in Florida and to give a ‘voice’ to nursing, had an influential mentor. When asked about their level of involvement, the vast majority of respondents (80%) reported paying my dues as their level of involvement. Attendance at special events and occasional attendance at meetings was reported by 31% and 30% respectively.

Value of Benefits

Respondents were also asked to rank the value of membership benefits. Legislative advocacy in Tallahassee was ranked as the most valued member benefit (52%) followed by collective bargaining (15%). Members were then asked to indicate the benefits which might be of interest, if offered. Hotel and travel discounts garnered the most interest (71%) followed by discounts on uniforms (42%), medical insurance (39%), disability insurance (37%), discount prescriptions (37%) and long-term care insurance (34%).

Conference Attendance

The next question dealt with conferences offered by FNA. Respondents were asked which conferences they attend. The FNA Convention was attended by 71% of respondents, although members were not asked if they attended on a regular basis. Attendance at the Clinical Excellence Conference was reported by 34% of the respondents followed by the Barbara Lumpkin Institute Public Policy Symposium (25%) and the Lobby Days Conference (24%). This was another question that gave an opportunity for respondents to answer in a narrative fashion. Interestingly, very few commented on reason for attending. Those who commented stated attendance was for professional development and networking. The vast majority of narrative responses concerned reasons for not attending conferences. Cost and time were by far the most common reasons for not attending. Many respondents indicated that they choose to pay for conferences with clinical content relevant to their area of specialty and expressed the view that the FNA conferences are not clinically relevant.

How to Increase Retention

The respondents were then asked to suggest what FNA should do to increase retention. In September, cost was reported as a major factor in retention of nurses. The respondents suggested that FNA does not do enough for nurse practitioners and many state that when there is a choice between a specialty organization membership and FNA, the specialty organization receives the nod. Several respondents suggested establishment of dual membership with specialty organizations as a way to decrease finances. A few respondents indicated to increase activity at a local level was another common theme. Representation in hospital systems with routine information sessions was suggested as was providing education around hot topics at the local level.

A number of respondents voiced concern that the FNA leadership is static and doesn't keep up or respond to local needs. Several respondents reported that state nurses do not feel FNA is adequately addressing the low pay, bargaining unit needs; our salaries are not keeping pace with the cost of living. It was suggested that FNA should be more active in reporting negotiation strategies; if we don't get more money, at least we know FNA is doing something.

Respondents suggested that there needs to be more communication from the state to its members. Several respondents replied that state nurses do not feel FNA is adequately addressing the low pay, bargaining unit needs; our salaries are not keeping pace with the cost of living. It was suggested that FNA should be more active in reporting negotiation strategies; if we don't get more money, at least we know FNA is doing something.

From a collective bargaining standpoint, responses to this question revolved around salaries. A number of respondents reported that state nurses do not feel FNA is adequately addressing the low pay, bargaining unit needs; our salaries are not keeping pace with the cost of living. It was suggested that FNA should be more active in reporting negotiation strategies; if we don't get more money, at least we know FNA is doing something.

Respondents suggested that there needs to be more involvement from faculty in encouraging students to become and remain active in FNA.

The importance of a mentor was suggested repeatedly. However, when members were asked if there was interest in mentoring a new member, 69% responded No. The importance of attracting students and new grads was evident throughout the narrative responses. However, several members reported that FNA needs to work harder to attract seasoned nurses; re-group efforts in the retention of seasoned/practicing and retired nurses, expressing how their voices are as important now more than ever.

Summary

A membership survey was sent to nearly 4,200 FNA members with e-mail addresses on file. A total of 389 responses were received, for a response rate less than one percent. While the response rate was disheartening, the FNA Board of Directors reviewed the results and determined to respond to suggestions for membership recruitment and retention. Several members requested that the board and FNA staff “report” activities on a regular basis. The report from the Executive Director President and staff includes an overview of every issue of the Florida Nurse. However, in future additions, we will feature a bulleted list of “what your organization is doing for you.” Members will be able to read a summary of quarterly activities including legislative updates, bargaining unit updates, report briefs from the board and current membership activities.

The Board is reviewing the member responses and will continue to look for ways to respond to the membership needs. Thank you all who responded. Any member who would like to suggest or discuss recruitment and retention of members can feel free to contact me at dokdeb@gmail.com or 752-250-0073.

This year, in September, we will celebrate our Centennial Convention. As an organization, we are facing some challenging time and making difficult decisions. Every member is encouraged to attend convention as we will discuss many important issues such as, new membership categories, changes to our House of Delegates, and restructuring on a local level.
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Friends and Colleagues Tribute: Contribute AND Help Nurses In Need

Have you had a nurse friend and/or colleague make an impact on you? Would you like to recognize this person AND make a difference in nursing? The Florida Nurses Foundation (FNF) Friends & Colleagues Tribute is the perfect way to do this!

FNF encourages you to take this opportunity to recognize someone who has made a difference in your world. By participating in the Friends & Colleagues Tribute, you are letting others know how special this person is. When you recognize someone through the Friends & Colleagues Tribute, your mentor or supporter will be honored in FNA material such as The Florida Nurse, Members Only, FNA QuickNews and the FNA website.

Not only are you recognizing your friend or colleague, you are donating to the Paula Massey Nurses In Need Fund. In today’s unsure economic times, there are several nurses that need the financial assistance that this fund can provide. The Foundation has already had to turn away Nurses In Need applicants this year because the fund has not yet reached its endowment goal. Please donate today—You can make a real difference in someone’s life!

A contribution to the Paula Massey Nurses in Need fund has been made in memory of Evelyn Barth.

To contribute, please fill out this form or visit floridanurse.org/foundationgrants:

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 407.896.9042 OR conferences@floridanurse.org

More info floridanurse.org | conferences@floridanurse.org | 407.896.3261

Public Policy Education Provided at Upcoming Symposium

The Barbara Lumpkin Institute Public Policy Symposium will be held on November 14 in Orlando (location TBA). The symposium is a great opportunity for nurses to get together and strategize about the upcoming legislative session. Sessions include: What Lobbying Is and How a Bill Becomes a Law; How To Get Politically Involved with FNA; Safe/Ethical Campaigning; and Social Networking to Lobby. You will also learn about 2010 FNA Legislative Priorities and the current Political Climate. FNA Legislative Counsel and Lobbyists, Anna Small and Bob Levy will be present.

Please Check One:
Before 10/23: FNA Member Fee ($70) Non-Member Fee ($115)
Full Time Student/Retired Member ($55)
Clinical Equivalent ($20)*
After 10/23: FNA Member Fee ($65) Non-Member Fee ($115)
Full Time Student/Retired Member ($65)
Clinical Equivalent ($20)*
*Clinical credit is given, per school. Lunch is not included.
Name ________________________________
Please check one: I'm a Legislative District Coordinator. I'm interested in being a Legislative District Coordinator.
Circle Payment Method: Check MasterCard Visa AmEx Discover
Credit Card #: ____________________ Exp. Date ________________ Security Code ________________
Signature ____________________________

This continuing nurse education activity was approved for 4.0 Contact Hours by the Florida Nurses Association, an approved provider of the Florida Board of Nursing 450-5183.

Please send to FNA, P.O.Box 536985, Orlando, FL 32853-6985 or fax 407.896.9042. Questions? Email foundation@floridanurse.org
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FOUNDATION

Haitian American Day at the Capitol

Haitian American Delegation Members from the Haitian American Nurses Association of Florida, Inc. (HANA): Emmanuela Jean-Baptiste, RN, BS, CLNC, Marjorie Lozama, RN, MSN, CDMS, Anna Small, CNM, JD, Yolly Roberson, RN, BSN, Esq., State Representative, District 104, Marie O. Etienne, MSN, ARNP, PLNC, Associate Professor, Senior, Miami Dade College with Alphonse Duffreny, MD, “Doctor of the Day”.

Haitian American Delegation Members from the Haitian American Nurses Association of Florida, Inc. (HANA): Emmanuela Jean-Baptiste, RN, BS, CLNC, Marjorie Lozama, RN, MSN, CDMS, Anna Small, CNM, JD, Yolly Roberson, RN, BSN, Esq., State Representative, District 104, Marie O. Etienne, MSN, ARNP, PLNC, Associate Professor, Senior, Miami Dade College.


Beverly Fray and James Nicholson, FNA members, with Senator Haridopolis.
What is the Role of the Florida Board of Nursing?

by Anna Small, CMD, JD
Legislative Counsel to FNA

All licensed nurses practice in Florida under the oversight of the Board of Nursing, which is a division of the Department of Health. While most of us know this, many of us do not understand the full role of the Board. The Board is made up of members of the general public, most of them nurses, who are appointed to serve at the pleasure of the Governor. The primary goal of the Board is to regulate the practice of nursing in Florida and its primary mission is to protect the public. Nursing practice must be regulated because we care for Florida’s citizens during their most vulnerable moments. The Florida Nurses Association’s mission is advocacy of nurses and we work closely with the Board to advocate for nurses who are regulated. The Board has oversight over pre-licensure nursing education programs, graduate nurse licenses and nurses moving into Florida from other states. The Board also approves continuing education programs for licensed nurses and monitors licensees to ensure that these nurses follow all applicable laws and regulations. The Board has the power to discipline nurses who violate their scope of practice or who engage in unprofessional conduct.

There has been a lot of recent coverage of issues surrounding nursing educational programs. The Board has authority to regulate pre-licensure education programs. These include LPN programs, associate degree programs for registered nurses and baccalaureate programs for registered nurses who do not already have their license. In accordance with a new law, which passed during the 2009 Legislative Session, the Board must review all applications from new educational programs and must place schools whose graduates do not perform satisfactorily on probation. This information will all be posted on the Board’s website by the end of the year, so that the public, prospective students and clinical institutions may view this information about the schools. The Board will have markedly less discretion regarding the approval process for new schools. The legislature’s state intent behind this legislation is to increase the capacity to nursing education programs in order to help alleviate the nursing shortage. It is too early to tell the affect of the new law on capacity of educational programs.

The Board regulates and disciplines nurses who violate the nurse practice act. The Board meets in person every two months in various cities around the state. Much of the Board’s business at that time is to approve various settlement agreements or hear the cases of nurses subject to discipline.

The Board also reviews the protocols Advanced Registered Nurse Practitioners (ARNPs) file at each license renewal. The protocols are reviewed to determine compliance with the requirements under the law and then are placed under the practitioner’s profile on the Department of Health’s website.

All Board meetings and business is conducted under Florida’s very broad open government laws. All meetings are open to the public and public comments are accepted by the Board. The meetings of the Board occur every other month and rotate their location to major cities around the state. For more information on the scheduling of meetings and their agendas, please see the Board of Nursing’s website at www.doh.state.fl.us/mqa/nursing.

Legislative Alert

It is important for nurses and those considering entering nursing school to be aware of the implementation of SB 1986 which is a 160 page Medicaid Fraud bill which was passed in the last moments of session. It contains provisions which got past everyone concerning the licensure of healthcare providers convicted of certain felonies. If a provider or applicant has a history of a conviction for any felony relating to medical fraud, non-medical fraud, or controlled substances, they may not be issued a license for 15 years after their probation has ended. The new law also requires that providers who have these convictions may not be issued a renewal license. This law is going to present serious problems for a number of providers and those who want to be providers. For example, a recent graduate of a nursing program was denied a license because as a freshman in college she had an issue with possession of marijuana. She has been through drug treatment and has successfully completed nursing school. Now she cannot get a Florida license due to this new law. There were a number of cases like this during the last Board of Nursing meeting.
In the initial thirty minute visit, I use the skills I developed during nineteen years as a Registered Nurse and five years as an Advanced Registered Nurse Practitioner (ARNP) to intuitively assess a person’s receptiveness to new concepts related to their care. While evaluating an individual’s readiness to learn, I learn how their illness has impacted them personally, socially and financially. Decisions about their health care are prioritized based on each patient’s unique situation and experience.

One example that illustrates what I do is a case that involves a mother and a son. I met them in early 2005 when we met to discuss the 19 year old son’s diagnosis of Type 1 Diabetes. He had poorly controlled glucoses leading to multiple skin infections. The son had a lot of anger and resentment about his disease and avoided the responsibility of managing his glucose control. He resented about his disease and avoided the responsibility of managing his glucose control. He was angry and, eventually, dropped out of school. I asked him to get through to her son and help him come to a place where he accepted his illness and assumed accountability for his health. As a mother with children of my own, I understood the depth of the feelings she felt for her son. I endeavored to give them my very best care.

I learned that when the son was diagnosed at age 12, the family was shaken to their core. After a midlife and difficult pregnancy, he was their only child, a happy and outgoing person who completely changed in the days following diagnosis. The mother shed tears when she described the early experiences of giving her son insulin, when the father had to tackle him and hold him down for his first injections. The son became withdrawn, angry and, eventually, dropped out of school. I later learned that an uncle had poorly controlled diabetes, with complications that included vision loss, amputations and dialysis. After several visits, the son revealed that he thought this was the natural progression of his disease and how his own life would end, in the not too distant future. It took time for him to accept that these complications were not inevitable.

I focused on building a trusting relationship with the son and tried to instill hope that with good self management skills the complications of Diabetes could be minimized if not entirely prevented. I was able to convince him to use an insulin pump that improved his glycemic control with a subsequent decrease in his skin infections. I worked on his anger management with medications and therapeutic counseling during office visits. After developing a mutually respectful relationship, we discussed concepts that I have shared with other adolescents. The first was that he had a right to feel anything he wanted, as his feelings were true and a part of him. But he also needed to learn how to control his behavior and take responsibility for his actions as a functional and productive member of society. I asked him to celebrate the good things in his life and to forgive himself for his mistakes or perceived flaws. He gained insights into the impact his illness and behavior had on his family by discussing what his reaction would be if the roles were reversed and he was the parent of a child with Diabetes. I gave him hope that he could have healthy children of his own. We are still discussing his education and career options, while working on maintaining good glucose control and a healthy lifestyle.

The central focus of this family had become the son’s illness at the moment of diagnosis ten years ago. By teaching the son to assume responsibility for managing his behavior and health, I was able to help restore some balance in the family dynamics. By treating the son, I was able to help the mother, and help the family.

Both continue as patients under my care. It has been personally rewarding to know that I have helped to make a difference in their lives. They tell me they actually look forward to their visits with me, an astonishing notion when I compare it to how most people view medical visits. I am delighted to continue to have an opportunity to participate in their care.
District 6–Volusia County

In the past year, FNA District VI has continued to meet on a monthly basis. Officers for the organization are Ms. Barbara Wheeler as Vice President, Ms. Debra Jerry, Ms. Jan Crowner as Treasurer and Dr. Angelina Bushy as President. The District meetings, which include a continuing education program, were held at the University of Central Florida (UCF) College of Nursing (CON) on the Daytona Beach (DB) Campus. Nurses having a range of interest and expertise from within the local area were speakers for the following programmatic meetings:

Mary Harper PhD, RN spoke for the 2008 September meeting on, International Nursing: Developing Cultural Competence. Dr. Harper completed her PhD in Nursing at UCF-CON, and currently is a faculty member at UCF-CON on the DB Campus.

Ms. Ariana Gross, RN, MSN, CCRN-C spoke at the 2008 October meeting on Role of the Sexual Assault Nurse Examiner (SANE). The SANE program originated in the 1970s and these nurses are members of local Sexual Assault Response Teams (SARTs).

The Florida Student Nurses Association (SNA) Convention was held at the Hilton in Daytona Beach in late October 2008. With three programs of nursing in Daytona Beach (UCF, Daytona State College and Bethune Cookman University) several District VI members also are Consultants for SNA chapters in those institutions. Dr. Angel Epstein was the key note speaker at the pre-conference planning dinner meeting. Her presentation was entitled, SNA: Stepping Stone for Professional Nursing Development.

Richard Rademacher spoke at the November meeting on the Marchman Act—The Florida Baker Act. Angel Epstein is employed as a psychiatric nurse practitioner at Stewart Marchman-Act Behavioral Health Care. In her presentation she highlighted the prevalence of individuals with mental health diagnoses in the local area, admission processes associated with the Baker Act and identified receiving facilities in Volusia/Flagler County for clients admitted under the Baker Act.

In the spirit of Black History month Ms. Jennie Joseph, LPN, CPM spoke at the well attended February meeting and moderated the film, “Bringing in Da Spirit”—An African American Midwives Documentary by Rhonda Haynes. This film provides an overview of the conceptual origins of TT along with “hands-on experience” with this complementary nursing intervention for attendees.

Angel Epstein, LCSW PMHNP-BC spoke to the group in April about the Florida Intervention Project for Nurses (IPN). She is employed as a psychiatric nurse practitioner at Stewart Marchman-Act Behavioral Health. At this informative program, she provided an overview of Florida Intervention Program for Nurses (IPN), discuss the warning signs of impairment, and present state and local statistics of the IPN program.

Ms. Joseph to inform the audience of the intriguing legacy of African American midwives. She further explored options available to women as a way to improve pregnancy outcomes of moms and their babies.

For the March meeting Stacey Deluca, BSN, RN (Secretary-FNA–District VI) focused on Therapeutic Touch (TT): A Complementary Nursing. She reported on prevalence of substance abuse in the local area, highlighted the admission processes associated with the Marchman Act and informed attendees about receiving facilities in Volusia/Flagler County for clients admitted under the Marchman Act.

A potluck dinner was featured at the December meeting. The camaraderie, along with the array of donated dishes for the potluck dinner was par excellence. The organization’s community activities included collecting socks and shoes for the Volusia/Flagler Coalition for the Homeless on Ridgewood Avenue. Also, individual members donated gift cards the organization provided a monetary donation to the Volusia/Flagler Children’s Medical Services (CMS) for the annual Christmas party for clients (children and their families).

Pat Dewbury, BSN spoke at the January 2009 meeting on the Florida Baker Act. Ms. Dewbury, an active member of District VI, recently was appointed Vice President of Nursing for Stewart Marchman-Act Behavioral Health Care. In her presentation she highlighted the prevalence of individuals with mental health diagnoses in the local area, admission processes associated with the Baker Act and identified receiving facilities in Volusia County for clients admitted under the Baker Act.

On May 16th 2009, the Florida Marlins hosted the 4th Annual National Nurses Night at Marlins Stadium. During the pre-game show, 20 Nurses were honored for their contributions to communities across the state and presented with certificates of recognition. The entire ceremony was broadcast over the stadium on the Jumbo-tron screen. Following the announcement that it was Nurses Night, the crowd showed support and appreciation for nurses with thunderous applause which echoed across the stadium. The crowd applauded and stood up as each Nurse was recognized with certificates of appreciation for nurses with thunderous applause which echoed across the stadium. The crowd applauded and stood up as each Nurse was recognized. The ceremony was one of recognition. The entire ceremony was an active member of District VI, recently was a high point of the meeting. The camaraderie, along with the array of donated dishes for the potluck dinner was par excellence. The organization’s community activities included collecting socks and shoes for the Volusia/Flagler Coalition for the Homeless on Ridgewood Avenue. Also, individual members donated gift cards the organization provided a monetary donation to the Volusia/Flagler Children’s Medical Services (CMS) for the annual Christmas party for clients (children and their families).
District 8–Orange, Seminole, Osceola & Lake Counties

by Jean Kijek, RN

FNA District 8 held its annual Nursing Excellence Awards ceremony at MD Anderson Orlando Health Orlando, FL on Monday, May 11. The Nursing Excellence Awards presentations were preceded by two Student Nurses Association (SNA) Leadership Awards this year.

FNA District 8 2009 Nursing Excellence Awards

Jason Melns, RN, BSN, CCRN: FNA Nursing Excellence Acute Care Registered Critical Care Award by Anne Peach

Mary Jane Magill, RN: FNA Nursing Excellence Program Manager Nursing and Special Projects Award by Phyllis Blyvos, RN, MSN

FNA District 8 2009 SNA Leadership Awards

Sarah Dickerman UCF College of Nursing. Nominated by Sarah Dickerman.

Susan Boyd Florida Hospital College of Health Sciences, Department of Nursing. Nominated by Jennifer Clark, MSN, ARNP-BC

Joanne Eames, ARNP; FNA Nursing Excellence Volunteer Award by Darlone Stevens

Phyllis Hankins, RN, MSN; FNA Nurses Emergency Nurse Manager Award by Phyllis Blyvos

FNA District 17–Indian River County

by Inez Fielding, RN

FNA District 17 celebrated Nurses Week in May 2009 with many activities, including dinner at a member’s home. Patricia Schwartz, ARNP, was recipient of the Nurse of the Year award.

With summer in season, there was a brief recess and some members continued their community work. Inez Fielding attended a health and wellness seminar in Fayetteville, AR, meeting with several Registered Nurses and discussing FNA. A health screening was also done on July 4th at Riverview Park in Sebastian.

District 21–Broward County

by Naomi Benton-Brown, RN and Hector Cintron, ARNP

On May 8, 2009, FNA District 21, diligently honored eight (8) nominees for the FNA Broward County 2009 Nurse of the Year award. This year’s national theme was Nurses Building a Healthy America. Our event was held at Diana’s Banquet Center in Tamarac, FL and was filled with FNA members, corporate sponsors, co-sponsors and several past Nurse of the Year winners such as Christine Browne (2008), Deborah Mizell (2006), Naomi Benton-Brown (2004), and Etorista Sirimans (2003). Our program included two talented students from Dillard High School Performing Arts–Harmony Plus, Jasmine Colon and LaQuasha Powell. Our raffle silent auction was a huge success.

Our inordinate attention goes to our deserving winner, Karen Mulvaney, RN, BS, MSN, a Clinical Nurse Specialist at Coral Springs Medical Center. Karen is a member of the South Florida Disaster Medical Assistance Team, the Southeast Region International Medical Surgical Response Team, National Disaster Medical System Team (DMAT), a full-time Trauma Nurse, a Certified Critical Care Registered nurse (CCU/ED/PCU), Certified Emergency Nurse, Certified Flight Registered Nurse (CFRN) (Level II critical care nurse). Certified and National Registered Paramedic (EMTP) and an adjunct professor at Broward College. In her spare time, she volunteers her time to local functions in need of a nurse, i.e., marathons and the Air and Sea Show. She also lends her time to assist the elderly and likes to read and watch medical shows. Karen also belongs to numerous professional associations, including the American Association of Critical Care Nurses, Emergency Nurses Association and the Air and Surface Transport Nurses Association. Karen was highly praised and nominated by Dr. Marie Rosina.

Our Honorable Mentioned Nominees were: Terri Calabelo, RN,BSN, OCN—Clinical Director of Memorial Cancer Institute; Catherina Chang-Terri Calabello, RN,BSN, OCN—Clinical Director at Broward County Health Department; Debbie Pennington, RN—Hoepic Nurse at VITAS Innovative Hospice Care Florida Medical Center; Deborah J. Hill, RN, BSN, MPA—Executive Community Health Nursing Director at the Broward County Health Department; Barbara Pritchard, RN, MSN, OCN—Clinical Specialist at Broward Health—BGMC; and Inka Weiderman, RN—Regional Nursing Liaison at Broward County Health Department—School Nurse at Riverland Elementary School. Although, these nominees were not selected as the winner, their contributions to the community are of an act of being nominated and recognized, as Broward County’s “Best Leaders” is an immeasurable honor in itself.

Two Wava D. Hartsel Student Nurse Scholarships of $1000 each awarded to Students Nurses Teresa Eklod and Gabriela Mekic-Ruiz, both from Nova Southeastern University (NSU).

Two of our members were honored as FNA Members of the Year: Jeffrey Mack, RN, ACRN, CHPN—Patient Care Administrator of VITAS Innovative Hospice Care, as one of our Corporate Sponsors for his continuous major contributions, and Hector P. Cintron, MSN, ARNP-BC, CWCN, our WEAMSTART Florida.

In spring of 2009, FNA District 21 entered into a collaborative partnership with the Broward County Coalition to End Homelessness. The Coalition’s Mission is to reduce and alleviate the problem of homelessness through advocacy and public education for the motivation and community action of all services. One of the services provided by the Coalition is emergency shelter for the homeless. Local churches have opened up the doors to provide shelter for the homeless. On a rotating basis area churches host displaced families, providing food, shelter and safe haven. Community based programs and community outreach was the vision of District 21 Member Jean Ready, who brought the Homeless Coalition’s needs to the attention of district membership. Ms. Ready recognized the need for health care and referrals for these less fortunate citizens, many of whom are military veterans and homeless women and children on the streets of our City.

Ms. Ready can be largely credited with initiating, developing and instituting a visiting nurse program to help supplement the other services offered by the Homeless Coalition. Ms. Ready has credited outgoing FNA District 21 President Christine Browne, ARNP as being the force out in the community who pets the work that Ms. Browne provides curbside consults to the at risk families during her weekly visits to the emergency shelters. She is at her church, St. Mark Catholic Church, to provide appropriate clinics, provides expert advice for worried Moms, lifts the spirits of disheartened children and has been a ministry of presence whom are military veterans and homeless women and children on the streets of our City.

Our WEBMASTER: Florida Nurse

September 2009

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District 21 continued on page 15

District 17–Indian River County

North Indian River County’s “Best Leaders” is an immeasurable honor in itself.

These nominees were not selected as the winner, but they are highly praised and nominated by Dr. Marie Rosina.

Our Honorable Mentioned Nominees were: Terri Calabelo, RN,BSN, OCN—Clinical Director of Memorial Cancer Institute; Catherina Chang-Terri Calabello, RN,BSN, OCN—Clinical Director at Broward County Health Department; Debbie Pennington, RN—Hoepic Nurse at VITAS Innovative Hospice Care Florida Medical Center; Deborah J. Hill, RN, BSN, MPA—Executive Community Health Nursing Director at the Broward County Health Department; Barbara Pritchard, RN, MSN, OCN—Clinical Specialist at Broward Health—BGMC; and Inka Weiderman, RN—Regional Nursing Liaison at Broward County Health Department—School Nurse at Riverland Elementary School. Although, these nominees were not selected as the winner, their contributions to the community are of an act of being nominated and recognized, as Broward County’s “Best Leaders” is an immeasurable honor in itself.

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Our WEBMASTER: Florida Nurse
District 21 continued from page 14

set a goal to enhance this mission program. For more information about the homeless problem, take a look at the Coalition’s Web Site at www.help4homeless.org or call 954-522-7069. You’ll be glad you did.

If you would like to view the pictures of our FNA District 21 - Nurse of the Year celebration and other events, and learn more information about our professional organization, please go to our web site at www.fna21.org.

District 21 members celebrated Nurses Week at a special Marlins game on May 15, 2009. Pictured: Camille Miske, District 5 President Jill Tahmoressi, Anthony Miller and Hector Cintron.

District 29 – Collier County

2009 Crystal Angel Award Recipients: Linda Donaldson, RN, Carol Hughes, RN, Roberta Wooster, RN, and Ann Thornell, RN

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The Florida Nurse

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Update from the Units

by Leslie Homsted, Director of Professional Practice Advocacy, FNA

National Labor Assembly (NLA)

The American Association of Nurse Attorneys (UAN) NLA was held in March at the Gaylord National Resort and Convention Center in National Harbor, Maryland. FNA LERC was well represented by Marsha Martin RN (Shands @ UF), Debbie Hogan RN, (State Unit) and Diane Mayes, RN (Hills A. Haley VA). Over the 2 day NLA, the delegates brought forth numerous resolutions that were discussed, debated and approved, on a range of topics. Resolutions passed include: Resolution on UAN Legislative Agenda for 11th Congress; Establishing a UAN Dues Policy; Opposing Legislation to Increase the Number of Nurse Visits to address the Nursing Shortage; Influenza Vaccination of Registered Nurses; UAN Nurse Mobility Act; Promoting Environmental Health for Staff. The 2009 United Professional Practice Advocacy, FNA and the bargaining unit leadership worked diligently to fight to retain almost every benefit, strengthened some non-economic language and obtained a continuation of the pay-for-performance raises.

Shands

The bargaining unit had an economic opener this spring and negotiations were difficult. FNA and the bargaining unit leadership worked diligently to fight to retain almost every benefit, strengthening some non-economic language and obtaining a continuation of the pay-for-performance raises.

State Unit

Shands @ UF will be going through some changes this fall, including the closing of Allegheny General Hospital (AGH) and the opening of the South Tower (the new Cancer Hospital) across the street from Shands @ UF. FNA and the Bargaining Unit have executed a Memorandum of Agreement (MOA) between the parties regarding the integration of nurses from AGH to Shands @ UF and/or Shands South Tower. Part of the MOA raises.

UAN Labor Leaders Institute (LLI)

The 9th Annual UAN LLI will be held September 21-24, 2009 in Chicago, Illinois. FNA LERC will have 4 participants-Virginia Carter, RN (Wuesthoff Unit); Mary Sapp, RN (State Unit); Linda Hicks, RN (Miami VA) and Val Thompson, RN (Shands @ UF).

UAN Special National Labor Assembly

There will be a 2 day special NLA November 2-3, 2009 in Orlando.

NURSE ATTORNEY NOTES

The American Association of Nurse Attorneys Tampa Bay Chapter Nurse Attorney Notes

Adverse Incident Reporting in Florida

by M. Elizabeth Lanier, BSN, RN, JD

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

Have you ever heard the term “Code 15 Report” and wondered what it meant? Simply put, it is a report of serious patient injuries that hospitals and health care facilities are required to send to the Florida Agency for Health Care Administration (“AHCA”).1 The Code 15 Reports must be sent within 15 calendar days of the injury. These health care facilities are also required to file an annual report with AHCA that contains a summary of all adverse incidents, including Code 15 events that occurred during the prior calendar year. According to the statute, the definition of an “adverse Incident” is “an event over which health care personnel could exercise control and which is associated in whole or in part with medical intervention, rather than the condition for which such intervention occurred,” and which results in various injuries (including death), unplanned medical or surgical treatment resulting from non-emergency treatment to which the patient had not given informed consent, or transfer of the patient to a facility providing a more acute level of care.1 Surgical misadventures are also considered adverse incidents.4

The types of events subject to a Code 15 Report are set forth in the Florida Statutes. Of the set of possibilities created by the statutory definition of an adverse incident, the specific sub-set of events which must be reported are: a) death; b) brain or spinal damage; c) surgical procedure on the wrong patient; d) surgical procedure on the wrong site; e) surgical repair of injuries or damage resulting from a planned surgical procedure; and h) surgical procedure to remove unplanned foreign object from prior surgery.4 A health care facility must report both incidents that occur totally within that facility as well as incidents that are the result of health care given to the patient prior to admission to the facility.7 Failure to comply with the reporting requirements of the statute can expose a health care facility to consequences ranging from corrective action to fines (not to exceed $250,000).2

The facility’s licensed risk manager is usually the person who ensures that the Code 15 Reports and Accidents or Incidents that are filed with AHCA on a timely basis. However, the risk manager must depend upon the entire health care team to successfully fulfill these requirements. Indeed, the statute makes clear that all health care providers, and all agents and employees of the facility, have an affirmative duty to report adverse incidents to the risk manager within three business days after occurrence of the incident.8

Finally, health care facilities are required to have a system for informing patients or their health care proxies that the patient was the subject of a Code 15 Report2, which may have been filed with AHCA on a timely basis. The health care facility must make clear that the person disclosing this information to the patient or patient’s proxy must be appropriately trained and must be designated by the facility to perform this task.9 If your patient is the subject of an adverse incident, contact your risk manager to discuss patient disclosure with the appropriate person.

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

References

6. Id.
10. Id.
Florida Receives Partners Investing in Nursing’s Future Grant

Mary Lou Brunell, MSN, RN
Executive Director Florida Center for Nursing

Partners Investing in Nursing’s Future (PIN) is a partnership of the Northwest Health Foundation and the Robert Wood Johnson Foundation supporting local foundations to invest in nursing workforce solutions. During the first 3 years of the program, none were received in Florida. The Blue Foundation for a Healthy Florida (TBF) was the only foundation in Florida to have received a PIN award. TBF has long been recognized as a leader across the state in improving access to health centers and outreach programs throughout Florida that serve the neediest people. Since its beginning, it has awarded over 150 grants totaling over $10.5 million. Over 500,000 people have received quality health care in these settings. Blue Cross Blue Shield of Florida has established its Generation RN, to address the nursing workforce shortage in the State of Florida. Since 2004, Generation RN has donated over $17 million to Florida’s nursing schools to increase enrollment. Over 200 nursing students each year are receiving full BCBSF scholarships and 3 schools have endowed professorships. As is required by PIN, the application must be submitted by a foundation and that foundation must commit to a dollar for dollar match of the monetary award. As the applicant, TBF is the recipient of the two-year $250,000 award from PIN. The Blue Foundation will match that amount and subcontract to the Florida Center for Nursing (FCN) where project coordination will be under the direction of Mary Lou Brunell, FCN Executive Director.

The Florida Center for Nursing has been the central coordination point for nursing workforce efforts, both in terms of collaboration with stakeholders as well as conducting research into the nurse shortage. As our number of nursing programs are beginning to utilize simulation labs, and the FCN recognized the need to better coordinate these efforts, new opportunities are emerging. As more and more schools are turning to simulation and availability of simulation resources in Florida is unprecedented. This project is also unique in that 1) it will transition from underutilization of current technology in simulation use for health professional education to maximizing use of current and preparing for future technology, 2) said use will be evident in all geographic regions of Florida through sharing of resources instead of limited to urban clusters or isolated labs and 3) proposed strategies will incorporate the concept of resource sharing and improved return on investment of state and local funds.

The Blue Foundation for a Healthy Florida will contribute to the project’s success by overseeing the project implementation, bringing together stakeholders, funders and other interested parties. TBF has a statewide reputation for improving access to quality health related services, and in partnership with Blue Cross Blue Shield of Florida, has been recognized as a leader in health care delivery across the state. The Florida Center for Nursing has demonstrated success in collaboration and partnership development. The FCN is recognized as the definitive source for information, trends, and forecasting about nurses and the dynamic nursing workforce needs in Florida. The FCN will bring its reputation, connections and skills to this project contributing to the strong likelihood of success. The Executive Director of the Florida Center for Nursing will have oversight of the project. The Center’s Associate Director for Research, an expert in survey methodology, will contribute her knowledge and skills to address the project’s workforce data collection and analysis. Faculty from the College of Nursing at the University of Central Florida will conduct the surveys; complete the analysis and provide support!

However, success will only be achieved with your help and support!

• Encourage others to participate—educators and employers will be surveyed—the more information collected the better the results.
• Follow our progress—www.FLCenterForNursing.org
• Support the recommended outcomes.

BACKGROUND

The Blue Foundation for a Healthy Florida (TBF) was established in 2001 as the philanthropic affiliate of Blue Cross Blue Shield of Florida (BCBSF). Its mission is to increase access to quality health-related services for all Floridians, with an emphasis on the uninsured and underserved. The Blue Foundation is committed to community health centers and outreach programs throughout Florida that need the neediest people. Since its beginning, it has awarded over 150 grants totaling over $10.5 million. Over 500,000 people have received quality health care in these settings. Blue Cross Blue Shield of Florida has established its Generation RN, to address the nursing workforce shortage in the State of Florida. Since 2004, Generation RN has donated over $17 million to Florida’s nursing schools to increase enrollment. Over 200 nursing students each year are receiving full BCBSF scholarships and 3 schools have endowed professorships. As is required by PIN, the application must be submitted by a foundation and that foundation must commit to a dollar for dollar match of the monetary award. As the applicant, TBF is the recipient of the two-year $250,000 award from PIN. The Blue Foundation will match that amount and subcontract to the Florida Center for Nursing (FCN) where project coordination will be under the direction of Mary Lou Brunell, FCN Executive Director.

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"I can't believe how lucky I was." Life was good for me, or so I believed. I had a relationship of 6 years (now going on 29 years), we owned a home, we were financially able to care for both of our mothers during their ailing final years and my nursing career was all I could have asked for. In addition, I had the disease of chemical dependency, which had gone untreated for many years.

The “other shoe dropped” when I opened a letter from the DPR (Department of Professional Regulation) to find out that my license was being investigated, due to a complaint filed against me. The following months were a whirlwind of emotions and I knew that my life was about to take some drastic turns. I contacted the Intervention Project for Nurses (IPN), and knew without a doubt that they would support me, as long as I complied with their guidelines. I was sure that my job was gone and probably my nursing license too. Neither was true and my gratitude today is exponentially more than that afternoon, continuing to grow daily. To this day, I wonder if the woman at IPN ever knew what an impact she had in my life. Her caring and compassion gave me the courage to make many of the choices that I made. There will always be a place in my heart for this woman who reached out... who didn’t know me at all—and reached out.

I went for my IPN evaluation with a bag packed for treatment and I left the evaluation feeling like a weight had been lifted from me. I became willing to do whatever I needed to do to change my life and begin to recover. I signed my IPN Advocacy Contract and made a decision that although I did not have to like what I was being told to do, I had to do it. I realized that from that time forward, everything in my life depended on my attitude.

Gratitude became a part of my daily existence. Although my mother was in a nursing home with only her memories of me left, I was still able to visit her daily. Sixteen years later, there are still tears of gratitude when I get quiet and think back to the day that I had the realization that IPN was my safety net... a safety net that held me accountable, allowed me to learn how to take responsibility for my actions and deal with the consequences of my actions.

Today, I am the facilitator for two IPN Nurse Support Groups. Each week, I experience nurses who are struggling to keep their jobs, maintain their relationships and learn how to maintain their recovery. When I watch one of the nurses reach out to another nurse who is in emotional pain and hear nurses offer suggestions to others that I had offered to them in the past, I realize the value of the support groups and my recovery. I realize that this is not only where I belong, but where I happily choose to be. I walk out every week with gratitude for life, gratitude for recovery and gratitude for IPN. Each morning I awake with one thought. “I can’t believe how lucky I am!”

Signed,
Grateful in Recovery
Happy 25th Anniversary HANA!

On April 18, 2009, the Haitian American Nurses Association of Florida, Inc. (HANA), a non-profit 501 (c)(3) organization celebrated its 25th Annual Scholarship Fundraising and Awards Gala, with the theme of "Celebrating 25 Years of Service, Collaboration and Excellence." As this year’s national nurses’ week theme was Nurses: Building a Healthy America, the new Executive Board Members for 2009-2011 pledged to focus on eliminating health disparities by promoting health and wellness, disease prevention for citizens in Florida and abroad.

The New President of HANA, Mrs. Guerna Blot, RN, MSN, MBA/HCA, OCN, a Nurse Director of Mount Sinai Hospital, challenged its members to embark on their journey for the next two years to continue the legacy of all past presidents, promising to bring innovative ways and ideas to take HANA to the next level for 25 years and beyond. She would like to secure funding to help support HANA health initiatives, while trying to provide media campaigns on health education and screenings for both Hypertension and Diabetes, two most common chronic diseases that negatively affect the African-American populations and others. In addition, she will strive to increase visibility of HANA in nursing schools in Florida and in Haiti. HANA was extremely proud and honored to have the Honorable Yolly Roberson, RN, BSN, Esq., State Representative House District 104, first Haitian American Nurse Attorney in the Florida Legislature, a champion and advocate for nurses across the State of Florida at this august event. Representative Roberson challenged HANA members and all nurses in the audience to get involved politically in addressing health care policies and legislative issues affecting the nursing profession and the well-being of citizens in Florida.

One of the highlights of the evening was the scholarship recipients from various schools who received scholarship from HANA: Tamara Pluviose-Barry University; Marie Lemaire Broward College; Marie M. Nicholas-Florida Atlantic University; Jessica Mondestin-Nova University; a nursing student from the nursing school in Leogane, Haiti sponsored by PMSi; and Jefferson Ganthier-Miami Dade College, School of Nursing-Scholarship sponsored by Hospital Corporation of America (HCA).

Other newly elected HANA officers include: Odiane H. Medacier, MSN, ARNP, 1st Vice-President, Amina Duhuisson, RN, MSN, MBA/HCM, LNHA, 2nd Vice-President, Katiana St. Thomas, RN, MSnc, Treasurer, Lisa Francois, RN, MSNc, Assistant Treasurer, Camala Jourdain, RN, MSB, Secretary, and Nancy Henry, RN, MSN, Assistant Secretary.

Another exceptional moment of the evening was when the president of HANA called upon the "Nurse of the Year 2009"–Mrs. Emmanuela Jean-Baptiste, RN, BS, PLNC, ER nurse at Jackson Health System for her continued support to HANA and for being an excellent caregiver, role model and compassionate human being. Emmanuela was in tears when she received her award, thanking her older sister for guiding and supporting her throughout these years.

The mission of HANA is to provide Haitian-American Nurses and other nurses the opportunity to unite, share and promote involvement in the community by providing services and educational programs relevant to the health and welfare of the community. For more information, please contact HANA at P.O. Box 694933, Miami, Florida 33269, 305.609.7498, info@hana84.org or www.hana84.org.

Philippine Nurses Association of Central Florida

Ghie Alagano, president of PNACF welcome attendees.

Congressman Alan Grayson was a guest speaker and Inductee to the officers of the Philippine Nurses Association of Central Florida.

Newly elected PNACF Officers Inducted by Congressman Alan Grayson.

An appreciation plaque was awarded to Willa Fuller, FNA Executive Director, for speaking on nurse advocacy.
University of Phoenix Hires Teri Chenot as College Campus Chair for the College of Nursing at the North Florida Campus

Chenot to also supervise and administrate College of Health and Human Services

Teri Chenot, Ed.D., R.N., recently joined the University of Phoenix–North Florida team as Campus College Chair for the College of Nursing. In this role, she oversees the delivery of the education curriculum to ensure academic quality, monitors the progress and retention of students, and leads the hiring and training of faculty within the College of Nursing. Chenot will also be supervising and administrating the University's College of Health and Human Services at the local campus, where she will have similar responsibilities.

The U.S. Health Resources and Services Administration Department of Health and Human Services has awarded more than $900,000 to the University of Florida College of Nursing to facilitate transition of its advanced practice nursing education program from the master's to the doctoral level. This strategic move will increase availability of primary health-care providers in underserved areas and help address the critical nursing faculty shortage. The Doctor of Nursing Practice degree, or DNP, is a national initiative led by the American Association of Colleges of Nursing and reflects a significant change in nursing education. Universities have traditionally offered master’s degrees to prepare nurses for advanced practice.

The college admitted post-master’s students to the DNP program in 2006 and will become one of the first schools in Florida and nationally to enable students with a bachelor’s degree in nursing to earn their DNP degree. The three-year grant will support nurses with bachelor of science or master’s degrees in nursing for admission to UF to enter adult acute care, adult, family and pediatric DNP nurse practitioner specialty tracks. DNP graduates will be qualified for academic faculty positions and can serve as clinical preceptors for undergraduate and graduate nursing students.

The UF College of Nursing recently received more than $900,000 from the U.S. Health Resources and Services Administration to expand its doctoral nursing education program. This strategic move will increase availability of primary health-care providers in underserved areas and help address the critical nursing faculty shortage. The Doctor of Nursing Practice degree, or DNP, is a national initiative led by the American Association of Colleges of Nursing and reflects a significant change in nursing education. Universities have traditionally offered master’s degrees to prepare nurses for advanced practice.

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The Nightingale Tribute to Eleanor Bindrim, RN-
One and 1/2 Months Shy of Her 100th Birthday!

Eleanor Bindrim was born August 26, 1909 in Miami, Florida and died June 19, 2009, one and 1/2 months shy of her 100th birthday. Eleanor was a native and great-granddaughter of Miami pioneers, the Wagners, who were documented in an early issue of Tequesta, a publication of the South Florida Museum of History. Since there were no Catholic nursing schools in South Florida, Eleanor started September 1, 1936 in the St. Vincent's Hospital School of Nursing in Jacksonville and graduated August 1939. After passing the state board exam, Eleanor began working as a surgical nurse at the hospital. Eleanor wanted to support the World War II effort by joining the American Red Cross. However, when the nuns at St. Vincent’s learned that she had joined the Red Cross, they told her she could not go to war but must stay in the OR since they could not do without her.

Eleanor joined the Florida State Nurses Association, District 2 in 1939; the nuns withheld her orders during the war. When a gentle touch, a firm push, or an encouraging word was needed, Eleanor was there. When a calming, quiet presence was all that was needed, Eleanor was there. In the excitement and miracle of birth or in the mystery and loss of life or the dying process, Eleanor was there. When a silent glance could uplift a patient, family member or friend, Eleanor was there. At those times when the unexplainable needed to be explained, Eleanor was there. When the situation demanded a swift foot and sharp mind, Eleanor was there. When a gentle touch, a firm push, or an encouraging word was needed, Eleanor was there.

In choosing the best one from a family’s Thank-You box of chocolates or selecting a good cup of coffee, Eleanor was there. To witness humanity’s beauty, in good times and bad, without judgment, Eleanor was there. To embrace the woes of the world, willingly, and offer hope, Eleanor was there. And now, that it is time to be at the Greater One’s side, Eleanor was there.

Eleanor Bindrim we honor you this day and give you a white rose to symbolize our honor and appreciation for being our colleague. © 2004 by Duane Jaeger, RN, MSN.

The Nightingale Tribute is a tribute to any registered nurse to be given during the nurse’s funeral by a nurse college or friend. It was developed by the Kansas State Nurses Association (KSNA) in 2003 and insorded by the American Nurses Association (ANA) Convention House of Delegates in June 2006.

Nursing is a calling, a lifestyle, a way of living, a profession that cannot be lived in isolation; nurses rely on each other for the synergistic effect of teamwork for care giving. It is appropriate that we here today honor Eleanor Bindrim and her life as a nurse and the difference she made during those years by stepping into people’s lives.... by special moments.
**Member Spotlight**

- **Suzanne Edgett Collins, RN, MPH, JD, PhD,** was awarded tenure at The University of Tampa on March 19, 2009. Dr. Collins serves as an associate professor in the Department of Nursing at the University of Tampa. Previously, she held a variety of academic and administrative appointments at Duquesne University, Law Office of John R. Feegel, University of St. Francis, University of South Florida, and the Florida Risk Management Institute. Dr. Collins holds a BS in Nursing from the University of Tampa (1987), MPH from the University of South Florida (1989), JD from Stetson College of Law (cum laude, 1992), and a PhD from the University of South Florida, with a concentration in nursing law, ethics, and nursing error (2001). Dr. Collins is a registered Nurse in both Florida and Pennsylvania and has passed the Bar Examination in both Florida and the District of Columbia.

- **Vicki Marsee, RN, MBA, NEA-BC,** Director of Nursing Systems at the H. Lee Moffitt Cancer Center and Research Institute in Tampa, Florida, has been selected Nurse Leader of the Year for 2009 by the Florida Organization of Nurse Executives (FONE). The Leadership Award was presented at the FONE Conference in Gainesville. To be considered for the award, the nominee must demonstrate creativity in nursing management; promote the profession of nursing; demonstrate leadership through sharing knowledge and expertise within and outside the organization; develop positive intra-institutional relationships with other disciplines and participate in a broad range of community and/or healthcare organizations.

**H1N1: A Nursing Priority**

*by Debbie Hogan, RN*

As nurses, we must all be concerned about the current pandemic affecting our population, and that of the world. We are the workforce that will be needed to deliver the vaccine that will offer protection and care for those infected. In 2007, the Florida Nurses Association delegates voted to accept the proposal, ‘Preparation for Disaster Response ‘advocating for nurses’ involvement in community disaster preparedness plans. Now it is time to prepare for our role. We hope to provide ongoing information and updates to our members.

First, we need to understand more about what makes H1N1 a pandemic. This infection is an epidemic that is geographically widespread, now occurring throughout the world. This Influenza strain H1N1 is a novel strain, which is genetically unique, so there is no pre-existing immunity. It is highly pathogenic to humans, and is easily transmitted from person to person.

What do we know about the virus? As a new virus, it emerged in early 2009 in Mexico. It is H1N1, but not like other recent H1N1s. This new virus came with pieces from birds, pigs and people. Several pieces are descendents of the 1918 virus.

Who is affected? The highest attack rate is in children, young adults 5-24 years of age and pregnant women. Adults born before 1957 seem to be spared, unlike seasonal flu which affects more of the elderly.

An H1N1 campaign will involve giving a vaccine that may be available in mid October, providing that all goes well with clinical trials and the production of vaccine. It appears that 2 doses of vaccine will be necessary, since no one has any immunity to this virus. Priority groups will be determined based on who is affected, but health care workers will be included, so that they can be protected in caring for those infected.

More information will be available, as the clinical trials proceed, and FNA will provide updates regularly. Stay tuned....

Nurses: Stay Informed on H1N1

FNA is working with the Florida Department of Health to disseminate information on the H1N1 virus.

For updated information please visit www.myflusafety.com.

In addition, there is a hotline number which is 877-352-3581. Please share this information with your colleagues and patients.