



FNA
FLORIDA NURSES
ASSOCIATION

Nurses & New Grad Retreat
June 6-8 2014

SAFETY HARBOR
RESORT AND SPA
ON TAMPA BAY



FNA
FLORIDA NURSES
ASSOCIATION

Mission Statement

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



FNA **Advocacy. Action. Effect Change.**

2014 Lobby Days
Tallahassee, March 25 & 26, 2014

The Residence Inn at the Capital Tallahassee, FL.

President's Message

Now is the time...

Edward Briggs, PhD, ARNP

"I don't want any of that Obamacare!" I had just completed a presentation on how the Affordable Care Act would impact nursing practice when the young nurse approached me. His demeanor bordered on anger and he thrust a finger at me. When I asked what he found objectionable in the law he quickly listed a series of grievances, many of which were inaccurate. When I attempted to educate him, he threw his hands up saying, "...don't care!" and walked away.

This brief interaction was an example of where our profession, and our nation, is failing! Too many of our colleagues have allowed themselves to be manipulated by talking points and misinformation. Many of us have fallen into the trap of partisan politics and have ceased advocating for our profession and our community. Increasing numbers of nurses have become disheartened by the state of our politics, and healthcare, and have walked away from being a force for change.

This increasing apathy by many of our colleagues is a disservice to our communities and our profession! The history of our profession demonstrates nursing as a force for social and healthcare change. Nursing has consistently worked to end healthcare disparity and advance social justice and civil rights. The names of Nightingale, Barton, Sanger, and Staupers act as the heritage, and obligation, of our profession.

Increasing costs, the burgeoning numbers of retirees dependent on Medicare, and advancing technology necessitates reconstructing our healthcare delivery landscape. In the coming years, healthcare in our nation must change to meet these changing needs. These changes may lead to new and innovative healthcare delivery systems that improve outcomes and access, or these changes may lead to greater disparity in healthcare delivery and declining outcomes. Our nation will soon begin a journey towards fundamental revisions in healthcare based on national well-being or corporate profits.

Policy makers will soon be forced to decide who has access to healthcare and how that healthcare is delivered. How these decisions are made will greatly depend on who is able to influence these policy makers. Nurses have a choice of being passive observers in the crafting of these changes or a force that crafts these changes.

Influencing these changes requires us to be educated, informed, and above petty partisan politics. When we advocate for change, those we hope to influence must recognize that we speak not from ideology but from a true passion for caring. Those we lobby must recognize that we speak from our hearts and from our science and not from our self-interest.

So, I challenge my colleagues to hold themselves to a higher standard. Stand proud of your profession and your contributions. Strive to be educated, informed, and involved. Become the force for change that our nation needs!

I promise you that in my tenure as president of the Florida Nurses Association, I will commit myself to advancing our profession and the well-being of our community. I ask you to join me in this effort because I know that there is no problem that nurses cannot fix once we are committed to it.



Message from the Past President

Mavra Kear, PhD, ARNP, BC

A few weeks ago, a friend and I went to the movies to see Lee Daniels' *The Butler*. The film had the intended emotional impact on me as I watched the civil rights movement unfold. I was appalled by the outright hatred that was the cultural norm. The violence was hard to watch; I could not imagine



Past President continued on page 4

current resident or

Presort Standard
US Postage
PAID
Permit #14
Princeton, MN
55371

Inside this Issue

President's Message	1	Membership Assembly	8-9
Notes from the Executive Director	2	Regional News	10
News From Headquarters	3	LERC Update	11
Mark Your Calendars!	3	Legislative Update	12
Foundation	5	Members in the News	13
Student Forum	6	Lobby Days	14

Notes from the Executive Director

Willa Fuller, RN, BSN

Congratulations to the 2013-2015 FNA Board of Directors. They are: Edward Briggs, DNP, ARNP-C – President; Leah Kinnaird, EdD, – President Elect; Barbara Russell, MPH, RN – Vice President; Monte Bean, MSN, RN – Secretary; Linda Howe, PhD, RN – Treasurer; Deborah Hogan, MPH, BSN, RN – Director at Large, Southeast; Daniel Berman DBA/HCA, FACHE, Director at Large, Northeast Region; Marsha Martin, RN – Director at Large, North Central; Susan Hartranft, PhD, ARNP –Director at Large, West Central; Shirley Hill, BSN, RN, BC, CCM – Director at Large, East Central; Denise McNulty, DNP, ARNP – Director at Large, Southwest; Patricia Posey Goodwin, EdD, RN –Director at Large, Northwest, and Jill Tahmooressi, MBA, BSN, RN – Director at Large, South. Deborah Hogan and Theresa Morrison will serve as LERC and WFA Liaisons, respectively. **For a Summary of Actions of the 2013 Membership Assembly, please go to the FNA website at www.floridanurse.org and click on the Resources tab.**

Florida Nurses Foundation

The Florida Nurses' Foundation is honoring two past Foundation Board members who recently passed on.

Dr. Suzanne Smith was the President of the Florida Nurses Foundation from 2000-2003. Dr. Smith was an active FNA member, who also served in several leadership roles including



Dr. Suzanne Smith

District President. She has served as an editor of several nursing journals during her career including the *Journal of Nursing Administration (JONA)* and *Nurse Educator*. As president of the Foundation, she helped the Foundation move toward its goal of a million dollar foundation.

Dr. Marydell Polk served on the Foundation from 2004 to 2011. She served as Vice-President during her tenure and was instrumental in redesigning the scholarship and research grant process to make it easier for applicants.

The Foundation has an accruing Trustees Fund that they would like to endow in honor of Dr. Smith and Dr. Polk. Approximately \$2,500.00 is needed to endow that fund which will be named in their honor. The Trustees are asking members to donate what they can to make this fund a reality. Please make checks payable to Florida Nurses Foundation and mail to 1235 E. Concord St. Orlando, FL., 32803 or go to the website at www.floridanurse.org and click on the Foundation link. Special Thanks go to Trustees, Jaibun Earp, Ed Briggs, and Pat Messmer for kicking on this



Dr. Marydell Polk

Executive Director continued on page 4

The Florida Nurse

Owned and Published by
Florida Nurses Association
1235 E. Concord Street,
Orlando, FL 32803-5403
P.O. Box 536985, Orlando, FL 32853-6985
Telephone: (407) 896-3261
FAX: (407) 896-9042
E-mail: info@floridanurse.org
Website: <http://www.floridanurse.org>
Office Hours: 8:30 a.m. to 4:30 p.m.,
Monday thru Friday

For advertising rates and information, please contact Arthur L. Davis Publishing Agency, Inc., 517 Washington Street, PO Box 216, Cedar Falls, Iowa 50613, (800) 626-4081, sales@aldpub.com. FNA and the Arthur L. Davis Publishing Agency, Inc. reserve the right to reject any advertisement. Responsibility for errors in advertising is limited to corrections in the next issue or refund of price of advertisement.

Acceptance of advertising does not imply endorsement or approval by the Florida Nurses Association of products advertised, the advertisers, or the claims made. Rejection of an advertisement does not imply a product offered for advertising is without merit, or that the manufacturer lacks integrity, or that this association disapproves of the product or its use. FNA and the Arthur L. Davis Publishing Agency, Inc. shall not be held liable for any consequences resulting from purchase or use of an advertiser's product. Articles appearing in this publication express the opinions of the authors; they do not necessarily reflect views of the staff, board, or membership of FNA or those of the national or local associations.

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

Editor - Vicki Sumagpang, 1235 E. Concord St., Orlando, FL 32803-5403

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

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

Board of Directors 2013-2015

Officers

- Edward Briggs, PhD, ARNP, President
- Leah Kinnaird, EdD, MSN, RN, President Elect
- Barbara Russell, MPH, RN, CIC, Vice President
- Monte Bean, MPN, RN, Secretary
- Linda Howe, PhD, RN, Treasurer

Directors

- Daniel Berman, DBA/HCA, RN, FACHE
- Sue Hartranft, PhD, ARNP
- Shirley Hill, BSN, BC, CCM
- Deborah Hogan, MPH, RN
- Marsha Martin, RN
- Denise McNulty, DNP, ARNP
- Patricia Posey-Goodwin, EdD, RN
- Jill Tahmooressi, RN, MSN

- Executive Director Willa Fuller, RN, BSN
- Director of Professional Practice
- Advocacy Jeanie Demshar, Esq.
- Director of Programs & Member
- Engagement Vicki Sumagpang, MSN, RN-BC
- Lobbyist Alisa LaPolt
- Lobbyist Robert Levy & Associates



<http://www.floridanurse.org>

Published by:
**Arthur L. Davis
Publishing Agency, Inc.**



FORTIS Nursing Programs

**BSN
RN to BSN
ADN**

- Fully Credentialed Faculty
- Flexibility To Attend On-Campus and Online
- Innovative Curriculum Designed By Academic Leaders
- Access To Campus-Based Student Services And Advising

Programs vary by location

Financial Aid available for those who Qualify

FORTIS Cutler Bay and Pensacola campuses are ACCSC Accredited. FORTIS Pensacola campus is Accredited by ABHES

FORTIS
Your Life. Powered By Learning

(855) 445-3276

www.fortis.edu

For consumer information visit www.fortis.edu



CUTLER BAY CAMPUS
19600 South Dixie Hwy. Suite B
Cutler Bay, FL 33157

LARGO CAMPUS
6565 Ulmerton Rd.
Largo, FL 33771

PENSACOLA CAMPUS
4081 East Olive Road, Suite B
Pensacola, FL 32514

Chipola College

Online RN to BSN Degree

(All Upper Level Classes Online)

Associate Degree Nursing (ADN)

BSN & ADN Programs are Candidates for NLNAC Accreditation

LPN/Paramedic to RN Bridge Program

\$115 per semester hour • In-state Tuition for FL, AL and GA Residents • www.chipola.edu
• Marianna, Florida • 850-718-2316



The Florida HIRE-ED grant can help eligible students pay qualified expenses for examinations and other fees. Complete an online inquiry at uwf.edu/floridahireed/form.ctm. Paid for with funds from HG22727.

News from Headquarters



Announcing the Safe Work Environment Task Force

Violence against nurses and other healthcare providers is increasing and is becoming one of the most significant occupational hazards that nurses face. In light of this, the FNA Membership Assembly of 2013 passed a proposal that directed FNA to take action on this timely issue.

In order to do this necessary and good work, FNA is forming a Workforce Violence Taskforce to work on this issue. You **must be an FNA member** to participate in this taskforce. If you are interested in being a member of this taskforce and being a driving force for change in this crucial area we hope you join our taskforce. We will be

1. Advocating for policy that will protect nurses, other healthcare providers, and institutions;
2. Developing and providing education to the public to educate them on this issue and the seriousness of it;
3. Lobbying the Legislature to expand preexisting legislation to include nurses and all other healthcare workers; and
4. Identifying other stakeholders in this area and work collaboratively with them to develop a plan of action and institute a plan that will educate healthcare workers and the public on this issue and the need for to action.

Please contact info@floridanurse.org to volunteer for this Taskforce.

FNA Welcomes Back

You might hear a familiar voice when you call the FNA office. Leslie Homsted (former FNA staff member) is back in the FNA office assisting us at the front desk. We are pleased that she has come out of retirement to temporarily help us around the office. Retirement means no pressure, no stress, no heartache... unless FNA calls.



Attention FNA Members! Your Email Address Is Needed

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

Save the Date

- **Northwest Region Legislative Workshop:** Jan/Feb 2014 (date to be determined), Pensacola, FL; more details to follow
- **Central FL Legal Symposium Workshop:** February 28, 2014, Orlando, FL; more details to follow
- **FNA Lobby Days:** March 25-26, 2014, Tallahassee, FL
- **Haitian American Nurses Association, Third Annual Leadership and Empowerment Convention:** "Future of Nursing: Leading Change, Advancing Health," April 9 – 11, 2014, Miami-Dade College Wolfson Campus, Downtown Miami, FL (please visit www.hanaofflorida.org)
- **FNA North Central Region Conference:** April 12, 2014, Advent Christian Village, Dowling Park, FL
- **2014 South Region Symposium:** April 12, 2014, still in planning stages
- **2014 Clinical Excellence and Nurses Retreat:** June 5-8, 2014, Safety Harbor Resort and Spa, Clearwater, FL
- **2014 FNA Membership Assembly:** Date, time, & location to be determined



Where career support meets life support.

Advanced degree programs that support you every step of the way.

Find Your Extraordinary

We know it's difficult to juggle work, family and school. Chamberlain provides you with flexible, online programs offering individualized attention and one-on-one support so you can take your career to the next level. You can make it happen, we're right behind you every step of the way. [Find your extraordinary at chamberlain.edu](http://chamberlain.edu)



CHAMBERLAIN
College of Nursing
Extraordinary Care.
Extraordinary Nurses.

BSN | RN to BSN | MSN | MSN-FNP | DNP

Two Florida Locations: Jacksonville and Miramar | chamberlain.edu/florida

Chamberlain College of Nursing | National Management Office | 3005 Highland Parkway | Downers Grove, IL 60515 | 888.556.8CCN (8226)

Chamberlain College of Nursing is accredited by The Higher Learning Commission (HLC) and is a member of the North Central Association of Colleges and Schools, ncaahc.org. HLC is one of the six regional agencies that accredit U.S. colleges and universities at the institutional level. The Bachelor of Science in Nursing degree program and the Master of Science in Nursing degree program at Chamberlain College of Nursing are accredited by the Commission on Collegiate Nursing Education (One Dupont Circle, NW, Suite 530, Washington, DC 20036, 202.887.6791). Program/program option availability varies by state/location. Comprehensive consumer information is available at chamberlain.edu/studentconsumerinfo. ©2013 Chamberlain College of Nursing, LLC. All rights reserved.

Executive Director continued from page 2

fundraiser. We would like to issue a friendly challenge to past Trustees to contribute to this fund, which was initiated by Charlotte Dison when she was Foundation President. Donations to the Foundation are tax-deductible.

New Membership Assembly Model

Exciting News! The Board has decided on a new design for the 2014 Membership Assembly. The Membership Business Meeting will be preceded by and Professional Development Conference with topics based on emerging trends and member feedback. The conference will occur on Friday with the traditional Peer Recognition Awards on Friday night. We will continue with the Advocacy Breakfast as a paid event along with the Foundation Luncheon but members will be able to attend and participate in the Business Meeting at no cost. We hope that this will increase attendance at the business meeting and look forward to member and non-member participation in the Professional Development Conference. Members, please be on the lookout for a call for Speaker Proposal. The Board will be finalizing plans at the December Board Meeting.

FNA Members, Did you know?

We have upgraded our membership software. Members can now go to the Members Only section of the FNA Website to access and update their member record. If you have not already done so, contact Tunala Connell at bookkeeper@floridanurse.org to get your user name and password. Once you are in, you can change the password and update your information. Did you also know that as a member, you can also attend Board meetings? If you are interested, please email Willa Fuller at wfuller@floridanurse.org. We will need members to RSVP for reasons related to space and catering.

Past President continued from page 1

what it felt like to be the target of that bullying.

Or rather, I wished that I could not imagine it. I have endured malicious peer bullying, as have many of you. I am well aware that nurses every day endure inexcusable physical and emotional assaults. I do not mean to imply that such workplace violence compares to the civil rights injustices, but it is just as wrong.

As the film continued, I admired the moral character and personal strength demonstrated by Martin Luther King's followers who adhered to his call for a non-violent response to violence. I was particularly struck by a scene where King asked Louis Gaines what his father did. Louis was embarrassed to say that Cecil Gaines was a butler. You see, Louis had spent his youth riding the Freedom buses, participating in the Woolworth's sit-ins, and marching on Washington. He believed that the path to equal rights for all was through vocal public demonstration.

King, however, reflected that domestic servants were as important, and perhaps more impactful, than the people in the public eye. Those hard-working men and women gained the trust of the prominent dignitaries and politicians who employed them. Over time, their honorable and unimposing behavior eroded baseless beliefs about human inequalities. Their influence was invisible, but powerful, and created a platform for others to be heard.

The work of the Florida Nurses Association is similarly invisible but powerful. The FNA Board of Directors, staff, and paid lobbyists work diligently to deliver a consistent message that registered nurses are intelligent and innovative, care about people and society, and work hard every day to make a difference. At times, we have raised up our voices to object to some specific injustice. For example, the "Dr. Title" bill proposed by the Florida Medical Association in the 2013 legislative session.

More often, our legislative efforts result in stopping bills that would impose unnecessary

restrictions on nursing practice or allow lesser-educated healthcare workers to assume responsibilities that could threaten patient safety. These behind-the-scenes actions are rarely celebrated; but nonetheless, protect the rights and privileges of licensed registered nurses. It is invisible work.

There has been discord among nursing groups over the years. That will always be true. Some FNA members believe that leadership should make different decisions. That too, will always be true. Florence Nightingale once noted, "Were there none who were discontented with what they have, the world would never reach anything better."

FNA has been faulted for "doing nothing" to help expand nursing practice or ensure safe practice environments. That, most certainly, is not true. The volunteer members whom you elect to represent the Florida Nurses Association, the paid staff, and lobbyists work tirelessly to serve as the voice of nursing. However, the legislative process is slow and achieving change requires patience and finesse.

I believe that FNA's years of invisible work are about to shine on Florida. The persistent and combined efforts of all of our predecessors have laid the foundation for legislative changes that will enhance the ability of registered nurses at all levels to practice to the full extent of their education and experience. It is my hope that all FNA members will work together, respectfully and in a unified voice, to accomplish our goals. Do not let past injustices discourage you. I remind you of the valiant efforts of champions for humanity: Martin Luther King, Jr., who had a dream; Florence Nightingale who appreciated genteel discontent; and Nelson Mandela who understood that, "It always seems impossible until it is done."

I thank you for the honor and privilege of representing nurses and nursing in Florida over the past two years. I look forward to sharing our future successes together. May we remain discontented enough to always be in pursuit of something better.

Public Health Online
at
UF UNIVERSITY of FLORIDA



Now you can earn a Graduate **Certificate** or a full **MPH** online through the University of Florida.

See our website for application information and view the variety of public health certificates now offered at <http://publichealth.php.ufl.edu>.

SPC St. Petersburg College
College of Nursing

Program Director II (MS – Nursing required)
Nursing Skills Facilitator
Nursing Faculty Positions

Visit website for more information
www.spcollege.edu

SPECIAL. RESPECTED. APPRECIATED.

Here at **Gulfside**, we value each of our team members not just for their professional expertise, but for the compassion, warmth and understanding shown to the patients and families under their care.

If you're looking for additional income with truly flexible shifts and hours, you owe it to yourself to explore this outstanding opportunity.

PRN RNs, LPNs, and CNAs
Requires current Florida licensure/certification

Apply at:
www.grhospice.org

E0E

NPACE Keeping Pace with Clinical Excellence

ORLANDO

Primary Care Conference
with Workshops

April 6-9, 2014
Walt Disney World Swan & Dolphin, Orlando, FL

FEATURED PROGRAMS

- Challenging Cardiac Case Studies: Diagnostics and Management
- Preoperative Assessment of the Patient in Primary Care
- Menopause Updates
- Managing Allergies and Asthma in Primary Care
- Malpractice From Best to Worst Practices
- Managing the Patient with Anxiety and Depression
- Pain Management in Primary Care
- Updates in Managing the Addictive Patient
- Plus many more!

Nurse Practitioner Associates for Continuing Education (NPACE) is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

22 CONTACT HOURS AVAILABLE

Learn more and register online www.npace.org

HRN SERVICES INC.
A HEALTH SERVICES SUPPORT ORGANIZATION

ALL SPECIALTIES NEEDED!

"The best part of being an HRN nurse is the variety, flexibility and having control over my work schedule. I can't imagine working for any other company."

HRN OFFERS:

- Work Where and When you want
- Local & Coast-to-Coast Travel
- Choices at major hospitals
- Make up to \$ 45.00 per hour
- Company Paid Health / Dental / Vision
- RN Referral Bonus \$800
- Housing & Travel Stipends
- Weekly Pay and Direct Deposit
- Professional Liability

HRN Services Inc. provides local and Coast To Coast travel assignments to nursing professionals. Let our staff help you find the perfect assignment.

Call us today! 888-476-9333
or visit us at www.hrnservices.com

HRN Services Inc. has earned The Joint Commission's Gold Seal of Approval™

FLORIDA NURSES FOUNDATION



2013 Florida Nurses Foundation Scholarship/Grant Winners

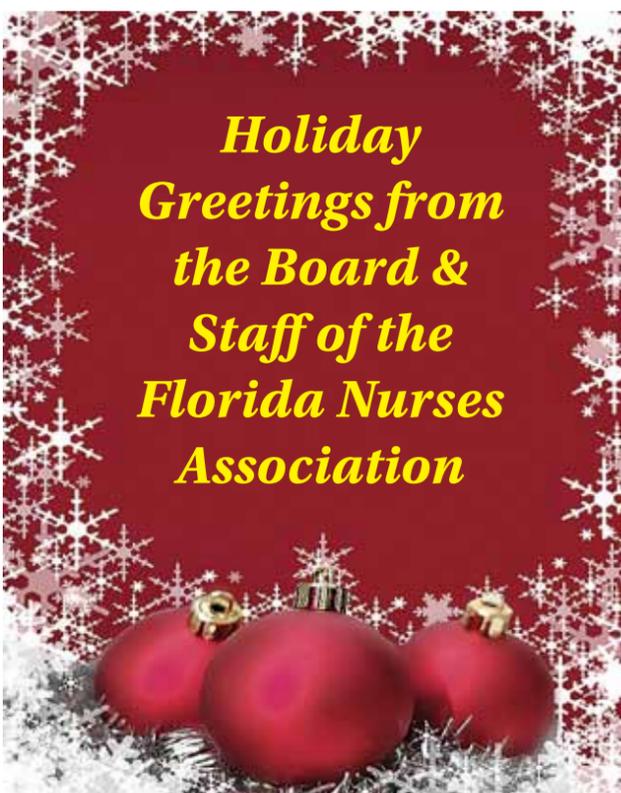
District 4 Florida Nurses Scholarship William Wilcox University of South Florida Hillsborough County	Ruth Finamore Scholarship Tanya Douglas Florida State University Leon County
Undine Sams Scholarship Patricia Larrieu-Briones University of Florida Miami-Dade County	Great 100 Scholarship Evita Allen Nova Southeastern University Lee County
Mary York Scholarship Cheryl Jennett University of Florida Pasco County	Great 100 Scholarship Samuel Almengor University of North Florida Duval County
District 46 Olive Ramsey Scholarship Mary Vencill University of South Florida Pinellas County	Lillian Hulla, Friend of Nursing District 6 (formerly District 18) Generic Scholarship Fund Sharon Molle University of Central Florida Volusia County
District 20 Evelyn Baxter Scholarship Chelsea Coburn Florida State University Manatee County	District 14 Marcy Klosterman Scholarship Snezana Radnovic Florida International University Miami-Dade County
Nina Brookins (District 5 Charitable Trust) Scholarship Betty Baptista Keiser University Miami-Dade County	District 8 Charlotte Anzalone Scholarship Mayra Mercado Seminole State College Seminole County
Ruth Jacobs District 46 Scholarship Michelle Greene-Rhodes University of Central Florida Pinellas County	District 21 Louise Fisk Memorial Scholarship Emmanuel Metayer Florida International University Broward County
District 6 (formerly District 18) Generic Scholarship Fund Tonya Manning South University Tampa Hillsborough County	Connie Dorry Memorial Fund Scholarship Belinda Faustin Florida International University Miami-Dade County
District 6 (formerly District 18) Generic Scholarship Fund Arin Jackson Florida State University Sarasota County	<h3>2013 FNF Grant Winners</h3>
District 6 (formerly District 18) Generic Scholarship Fund Clara Gonzalez-Guevara Nova Southeastern University Palm Beach County	Edna Hicks Research Fund Eric Fenkl Research: HPV and Anorectal Carcinoma Knowledge in MSM Study (MANPAP)
District 6 (formerly District 18) Generic Scholarship Fund Sarah Luce Florida State University Manatee County	Imogene King Research Fund Barbara Dobron Research: The Effects of Acupuncture on Pain, Stress, And Quality of Life: A Systematic Literature Review



FNF Scholarship Winners: (from left to right) Mary Vencill, Holly Ismer (received scholarship for Mayra Mercado), Belinda Faustin-Merrin, and Patricia Messmer (2013 FNF Trustee)



2013 FNF Grant Winner Eric Fenkl with Patricia Messmer (2013 FNF Trustee)



• Nursing License in Trouble?
 • FBN Letter of Investigation?
Know Your Rights
FREE Case Investigation Review
 Call: Donna L. Rooney, JD, BSN, CHC, CPC
 4781 N. Congress Ave. #184
 Boyton Beach, FL 33426
1-888-888-4560 LNC Center®
Hiring a lawyer is an important decision that should not be based solely upon advertisements. Before you decide ask for free written information about our qualifications and experience.

Become an Acupuncture Physician
 • Masters Degree Program
 • Exemption from Select Western Courses
 • Open Your Own Practice After Graduation
 • Financial Aid Available to Those Who Qualify
 • Approved for Veterans Administration Educational Benefits
Florida College of Integrative Medicine
407.888.8689 x15
 www.FCIM.edu or email Admissions at admissions@fcim.edu



Creating Tomorrow's Nursing Leaders
 Jacksonville University's School of Nursing develops talented, caring professionals who practice in a complex healthcare world. At JU, you will acquire critical thinking and strategic decision-making skills through a quality, private education that combines small class sizes with a state-of-the-art facility.
 Discover how you can take charge of your career at JU's College of Health Sciences. Contact us at aga@ju.edu or call Adult and Graduate Admissions at (904) 256-7811 to learn more.
Discover JACKSONVILLE UNIVERSITY

TAKE THE NEXT STEP IN YOUR NURSING CAREER.

At South University, we help put careers in motion, whether it's the first step or your next step. Our College of Nursing and Public Health offers bachelor's, master's, and doctorate degrees. We also have Nurse Practitioner specializations designed with advanced practice nurses in mind, so you receive the knowledge and tools you need to succeed in today's healthcare field. If you've been waiting to take the next step in your nursing career, call us today at 800-504-5278.

Degrees available in West Palm Beach and Tampa:

Healthcare Administration MBA
Bachelor of Science in Nursing
RN to BSN Degree Completion

Degree available only in West Palm Beach:

Master of Science in Nursing with a
Family Nurse Practitioner specialization

Degrees available only in Tampa:

Doctor of Nursing Practice*
Master of Science in Nursing with Nurse Practitioner
and Nurse Educator specializations
RN to MSN with Nurse Practitioner specializations

The **RN to MSN** with Nurse Practitioner specializations offers a compressed path to both the **BSN** and **MSN** with either Nurse Practitioner or Educator specializations.

At South University, when you commit to us, we commit to you.



**South
University**SM
College of Nursing and Public Health



Take your nursing career further. Call us today at 800-504-5278.

800-504-5278 | southuniversity.edu



STUDENT FORUM

The Life of a SNA School Chapter Consultant

by Linda Howe, PhD, RN, CNS, CNE

Most nursing faculty say they are just "too busy" to take on yet another project, especially one that can pop up at any time of the day (or night) requiring action...but in the Spring of 2000, when a group of students asked me to be an SNA consultant at my then university (actually, they begged), how could I say no? I had just started my university career, five years from tenure, and many told me I was crazy to do it. We had 26 members and I saw ways that things could grow. I had a great co-worker who had been a state consultant and taught me a lot. I attended every state meeting each month and read everything I could find about having a successful SNA. Within two years, we grew and started winning awards at state, and then national convention! We had state and national officers. I started Leadership University as an elective course and involved as many students as we could as officers or designers of projects. We opened an SNA Store and started fundraising to the point that we won the High Dollar award at state. I was at SNA activities at least twice a month. Induction of new officers involved a candlelight ceremony, complete with a pledge, and then the transition dinner with the consultants cooking and serving. It was a wonderful experience, and when I left, we had 150 active members. Then about two years ago, I moved to Florida, and I'm at UCF-Orlando. Upon discussing my first assignment, my associate Dean asked me if I'd be interested in working with SNA. No hesitation! I brought the ideas that worked well – like the SNA clubhouse, the Back to School Picnic, a Legislative Director, and Leadership University. I do get a lot of drop-ins from our officers, emails at night, and texts on weekends, but it makes me so proud of them when they accomplish their goals, grow in their leadership skills, and get so excited about their pre-professional organization that they join ANA before they graduate! I do have a great co-consultant who is learning the ropes. We have 212 members now at UCF Orlando, up from 134 last year, and that was up from the previous year. Monthly meetings have great speakers, food, and a room full of students and sometimes faculty. The monthly board meetings are a buzz of activity planning and include great reports of successes. State convention will be awesome this year with about 180 students attending and learning about their profession and the professional responsibility of ANA membership. Oh, and I did achieve tenure after those first five years. But, the greatest outcome of my work with students was the Walk the Walk recognition I received this past September at the FNA state assembly. So, jump in, and teach students how to be a professional and lead! Become a SNA Consultant, or join as a sustaining member and support SNA! Our students are our future leaders in nursing...our legacy to our great profession.

FNA WANTS TO SEE YOU BLOOM

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

If you were a FNSA member & graduated after 2009, your first year of FNA membership is **FREE!**

If you were a FNSA member, your second year of FNA membership is 50% off at \$14150!

The ADP option (taking monthly from your bank account) is also available for FNSA grads so you can spread the payment out over the whole year!

Membership Doesn't Cost... It Pays!

Join or renew online today at floridanurse.org

Or scan the code below to download a membership application and learn more about FNA.

Questions? membership@floridanurse.org | 407.896.3261



FNA[®]
FLORIDA NURSES
ASSOCIATION

*Not all programs are available to residents of some states. To find out if your program is available in your state, please contact an admissions representative prior to enrollment. The Bachelor of Science in Nursing, Bachelor of Science in Nursing RN to BSN Degree Completion and Master of Science in Nursing offered at South University, West Palm Beach are accredited by the Commission on Collegiate Nursing Education (CCNE), One Dupont Circle NW, Suite 530, Washington, DC 20036-1120; www.aacn.nche.edu; telephone: 202.887.6791. The Bachelor of Science in Nursing, Bachelor of Science in Nursing RN to BSN Degree Completion, Master of Science in Nursing, RN to Master of Science in Nursing, Nursing Post Graduate Certificates and Doctor of Nursing Practice offered at South University, Tampa are accredited by the Commission on Collegiate Nursing Education (CCNE), One Dupont Circle NW, Suite 530, Washington, DC 20036-1120; www.aacn.nche.edu; telephone: 202.887.6791. See SUpograms.info for program information. Programs, credential levels, technology, and scheduling options vary. Licensed by the Commission for Independent Education, License No. 2987. You can visit us at 4401 North Himes Avenue, Suite 175, Tampa, FL 33614-7095 and 9801 Belvedere Road, Royal Palm Beach, FL 33411.



STUDENT FORUM

RSNA Members



Rasmussen, Ocala, School of Nursing brought ten future nurse leaders to the Membership Assembly in Orlando. These women have become active members in the Rasmussen Student Nurse Association.

The college is proud to be a part of their nursing journey and praise them for their service to the local community. The students despite a very full course load took time to find out about nursing trends in Florida. Floridians can feel comfortable knowing that there are GREAT nurses in the pipeline. The students will definitely have a positive impact to lead Floridians in healthcare's future.

RN-BSN Student Experiences at the Membership Assembly

Debra Wagner, PhD, CNM, RN-BSN Program Director, University of North Florida

Thirteen RN-BSN students from the University of North Florida attended student day at the 2013 FNA Membership Assembly held at the Florida Hotel in Orlando, Florida. Since participation in one's professional organization demonstrates professional behaviors, the FNA Membership Assembly provided an opportunity for these students to grow in their professionalism as they complete their baccalaureate education. None of these students attended the Membership Assembly in the past, so this gave them the chance to go with their peers and become acquainted with their state nursing organization.

During the opening legislative session, the students were able to learn that FNA was active in lobbying for various political issues in the state, such as the Affordable Care Act and the "Dr. Title Bill." They realized that nurses have clout, and should take an interest in political issues. One student remarked "as nurses become aware of the current issues in nursing, it is easier to take action. The importance of nursing organizations cannot be understated, and belonging to them can give nurses the megaphone they need to impact nursing and the patients they serve."

Next, the students were introduced to Quality and Unity in Nursing (QUIN). Previously unfamiliar to them, the RNs came away with an understanding of the various representative organizations within QUIN and the role each plays in the council.

During the afternoon breakouts, some of the students sat in on the Dangers of Social Media and Nursing session. They gained a new awareness of the pitfalls associated with HIPAA violations through Facebook postings. Others went to the Research Abstracts, Proposals, and Grant Writing: Basics from Start to Finish session, and learned how important it is to choose a research topic one is passionate about and use professional writing skills to find the funds to support the study.

All enjoyed the motivational speaker, Bob Kodzis. The humor he injected into his talk invigorated them and they felt inspired by his message that "nothing is impossible."

When the students had the opportunity to go to one of the SIGs, some attended the Health Literacy

meeting, and were surprised to learn the concepts they applied in their Community Partnerships clinical were discussed. Others attended the Staff Nursing meeting, and were pleased they were able to contribute to the conversation, since the issues were those they were experiencing in their own work environments.

The exhibit hall was a great draw. Several of the RNs spoke with representatives from the various universities about graduate programs they offered. Some were interested in what the Army recruiter had to say about registered nursing options in the military. One RN was especially intrigued by the Women's Health materials offered by an exhibitor, as she felt she could use some of them to educate the population she was working with in the community.

The opportunity for full time nursing students to attend the student day of the FNA Membership Assembly free of charge must be lauded, as it lets them see, up close and personal, what their professional organization has to offer, and how they can get involved. After attending, the students commented, "great conference, I learned a lot," "the whole experience at the FNA Membership Assembly was a learning one," "this was eye opening," and "overall, it was a great experience." Their lives have been touched as one RN stated "I will never forget this." And yes...one even joined FNA after she attended!



RN-BSN students enjoying the Membership Assembly.



2013 Lamplighters

25 years of Continuous FNA Membership

- Carol Blakeman
- Doris Edwards
- Anne Peach
- Maria Seidel



FNLA Associates

- Murielle Joseph
- Michael Roy
- Jennifer Hanson
- C. J. Birge
- Raquel Brown
- Heather Peralta
- Michelle Brennan

They Walk the Walk

- Marie Etienne
- Louanne Harto
- Linda Howe
- Sheron Rowe



"Working at Baptist allows me to be more than just a nurse. I am able to be a positive influence on others whether it be my patients or the people I work with."



MAKE A CHANGE. JOIN BAPTIST.
850.429.6905 / JOINBAPTIST.ORG



Tanner Health System School of Nursing

100% ASYNCHRONOUS ONLINE

ACCELERATE YOUR CAREER WITH A GRADUATE DEGREE FROM THE TANNER HEALTH SYSTEM SCHOOL OF NURSING:

Doctoral Program

EdD in Nursing Education

Master of Science in Nursing Program

Health Systems Leadership, Leader Manager
Health Systems Leadership, Clinical Nurse Leader
Nursing Education

Accepting applications for Fall 2014.

Choose **Health Systems Leadership** to oversee patient groups as a clinical nurse leader or prepare for a variety of nursing management/leadership positions within the ever-revolving healthcare arena. Select **Nursing Education** at the MSN or Doctoral level to develop expertise in health education, patient education, higher education, or professional development.

For more information, contact Embry Ice at eice@westga.edu or 678-839-5115.

<http://nursing.westga.edu>



MEMBERSHIP ASSEMBLY



Thank You!

FNA wants to thank the U.S. Air Force, Florida Health Professionals Legal Expense Insurance, Inc. (FHPLI) and Florida Nurses Foundation for their diamond sponsorship at the 2013 Membership Assembly



U.S. AIR FORCE



Nursing Administration: Nurse demonstrates excellent team building skills, demonstrates excellent management skills, maintains a stable work force and enhances work environment for nurses.

- | | | |
|-----------------|----------------|--------------|
| Irene Alexaitis | Rosa Jaranilla | Lenora Yates |
| Judith Crager | Amy Pettigrew | |

Nursing Education: Nurse is employed as an experienced faculty in a nursing program or as an experienced nurse educator/clinical nurse specialist in a clinical setting, is recognized as an excellent teacher, and applies innovative teaching methods in the educator role.

- | | | | | |
|------------------|-------------------|--------------------|-------------------|------------|
| Yamina Alvarez | Monte Beane | Maureen Johnson | Rosalyn Reischman | Susan Wise |
| Carol Amole | Rita D'Aoust | Joy Longo | Rose Sherman | |
| Barbara Anderson | Patricia Gagliano | Jill Winland-Brown | Guillermo Valdes | |
| Sonia Balevre | Jane Gannon | Carol Petrozella | Debra Wagner | |

Nursing Role Model: Nurses that demonstrate excellence in two or more categories.

- | | | | |
|-----------------|----------------|-----------------------|--------------------|
| Park Balevre | Susan Dyess | Barbara Judkins | Yolanda Niti |
| Zenesha Barkley | Marie Etienne | Mavra Kear | Roxana Orta |
| Yolanda Bone | Annmarie Farro | Gwen Lapham-Alcorn | Lori Overstreet |
| Janegale Boyd | Annette Gibson | Peggy Marker | Yvonne Parchment |
| Laurel Boyd | Jonel Gomez | Dianne Morrison-Beedy | Cynthia Robesky |
| Marlene Chance | Rhonda Goodman | Romeatrius Moss | Marlaine Smith |
| Judy Comeaux | Debra Hain | Michael Nilsson | William Warrington |
| Cindy Driscoll | Janice Hess | Roberta Nilsson | |

Clinical Nursing: Nurse exhibits excellent clinical skills, mentors students/staff, serves on work-related professional activities, problem-solves, innovates patient care, and promotes interdisciplinary collaboration.

- David Meysenburg
George Byron Smith

Nursing Advocacy: Nurse staunchly defends patient safety, actively participates in promoting consumer awareness, consistently exceeds expectations, advocates for patients and families, and serves on community committees as an advocate for nursing.

- Ann-Lynn Denker

Nursing Research: Nurse awarded funding for research, has published in peer-review journals and other periodicals/books, mentors research, and participates in research presentations at local, state, national and/or international level.

- Ann Horgas
Cindy Munro

Community Nursing: Nurse is recognized as a community leader in health-related activities, leads health-related community projects, problem solves/innovates community-based care, and provides care over life continuum.

- Doris Edwards
Bonnie Hammack
Constance Miller

Nursing Entrepreneur: Nurse owns a successful healthcare-related business, serves as officer/manager in a healthcare-related business, and provides valuable consultation to agencies, institutions, or firms.

- Bonnie Taggart



Ann-Lynn Denker speaks out at Bylaws hearing.



Deborah Hogan & C.J. Birge participate in the Bylaws Hearing.

Great 100 Nightingale Tribute

- Carol Alexander
Eleanor Bindrim
Nettie Birnbach
Nina Brookins
Jacqueline Byers
Elizabeth Carnegie
Willa Carson
Jacqueline Catches
Karen Ciurla
Carol Cobb
Judie Coffman
Marge Duchano
Maureen Finney
Sarah Fishman
Louise Fisk
Karleen Gillies

- (Anastasia) Nancy Hartley
Nancy Hartley (Gainesville)
Edna Hicks
Merriet Higgins
Mickey Horton
Imogene King
Charlotte Lidell
Lois Malasanos
Trudy Maurer
Marian McKenna
Evelyn McKnight
Betty Morgan
Agnes Naughton
Frieda Norton
Kathleen Papes
Iona Pettingill

- Donna Pfeiffer
Marydell Polk
Sadie Reading
Carmen Ross
Martha Russell
Undine Sams
Mabel Shepherd
Margretta Styles





College of Nursing and Health Professions

Education in Your Own Time and Place

We offer 18 Online Accredited Certificate Programs including:

- Anticoagulation
- Case Management
- Diabetes
- Health Informatics
- Health Promotions & Worksite Wellness
- Heart Failure
- Pain Management
- Stroke
- Wound Management

health.usi.edu/certificate

Online degree programs RN-BSN, MSN, DNP
health.usi.edu • 877/874-4584

D13-108528

MEMBERSHIP ASSEMBLY



Anne Gallagher Peach
FNA Hall of Fame

Anne has made significant contributions to FNA and has remained a steadfast supporter of the professional association throughout her career. She has served as a volunteer member on the local, state, and national level. Her FNA participation ranged from serving on local committees to serving on the FNA Board of Directors as Treasurer. She served as an FNA Legislative District Coordinator from 1993 until present. She served on the Board of ANA Foundation, supporting the efforts to enhance scholarship and research in nursing. She is well known as a mentor to colleagues and students and has presented on mentoring at conferences for both FNA and the Florida Nursing Students Association. She represents the profession in the community by being actively involved in organizations such as the International Rotary Club. Even though her schedule is busy, Anne is always available to FNA for consultation and assistance whenever needed. She is currently the Vice President of Nursing at Orlando Health.



Anne Gallagher Peach

speaker and author whose expertise continues to contribute to nursing leadership development across the United States and internationally. She was a founding member of the Quality and Unity Council for Nursing, which still exists today. She was a member of the FNA Board of Trustees from 1988-1998, serving as the President of the Board from 1991-1995. She was inducted into the American Academy of Nursing in 1998.

Sandra "Sande" Gracia Jones
FNA Hall of Fame

Sandra "Sande" Gracia Jones is regionally, nationally, and internationally acknowledged as a nursing expert in HIV, AIDS, STIs, and substance abuse. She is an Associate Professor in Nursing, College of Nursing and Health Sciences, at Florida International University (FIU). She serves as Vice Chair of the Nurse Charitable Trust and was instrumental in having the Trustees donate book scholarships to area universities and colleges. She is well respected as a nurse researcher, clinician, educator, and advocate. Her service to her professional community through the Nurses Charitable Trust and the Association of Nurses in AIDS Care is highly visible and well recognized. She has received multiple grants impacting nursing education and practice. She has readily disseminated her findings through peer-reviewed publications as well as speaking engagements. This year, she was honored to receive as an outstanding Healthcare alumnus, Chancellors' Legacy of Leadership Award, from the University of Massachusetts, Dartmouth, MA.



Sandra Gracia Jones



FNLA recipient Jennifer Hanson with Jill Winland-Brown

Dr. Jo Manion
FNA Hall of Fame

Dr. Manion has served nursing and FNA with exemplary commitment over her productive career. In her past role as Vice President of the Florida Hospital Association (FHA), she partnered with FNA in efforts to ameliorate the nursing shortage in Florida. Some of her accomplishments during that time were to create and administrate an FHA Center for Nursing, which conducted four annual research studies on nursing supply and demand and also developed and implemented statewide nurse recruitment and retention projects. She is a nationally recognized



Dr. Jo Manion

Legislator of the Year
Senator Denise Grimsley

Each year, the FNA seeks to recognize Legislators who have made significant contributions to nursing and healthcare. This year, FNA recognizes Senator Denise Grimsley for the work in the 2012 Legislative Session, particularly her work on the bill related to the title "Dr.". Senator Grimsley is also a registered nurse.



Dr. Senator Denise Grimsley

**Join
Florida Nurses
Association Today!**

Visit
floridanurse.org
or scan for complete
information.



Contracted Clinical Educator – Diabetes Trainer

- Experienced teaching patients and healthcare professionals to use injectable medication in individual or group settings
- Flexibility Monday through Friday to conduct trainings
- Licensed RN, NP, APRN, RD, PA or PharmD
- Communication and interpersonal skills to foster partnership with multiple audiences

Apply directly to www.vmsbiomarketing.com/Contact/Careers
Inquiries please call 1-877-867-6677



vms Educate. Empower. Repeat.

**Nurses Needed for
Summer Camp**



FRENCHWOODS
Festival of the Performing Arts

CAMP NURSE

RNs needed for a NY Performing Arts Camp located in Hancock, 2½ hours from NYC. Available for 3, 6, or 9 weeks and include room and board. Families are accommodated.

For info call (800) 634-1703
or go to: www.frenchwoods.com

**KENMONT
KENWOOD**

Join the team of RNs and 1 MD at our premier private Brother/Sister Resident Childrens Camp, at the foothills of the Berkshire Mountains in Kent, CT. We are seeking experienced RNs. Positions are available from June 20 - July 24 or July 23 - August 20 (DATES ARE FLEXIBLE). **Free camp tuition option for children of staff.** We provide air-conditioned facility and sleeping room, board, competitive salary, CT license reimbursement and travel allowance.

Phone: (845) 262-1090, Fax: (845) 262-1091
Email scott@kencamp.com
Website: www.kenmontkenwood.com

Indian Head Camp

We are a traditional co-ed, residential, summer camp in beautiful North East Pennsylvania.

We are hiring Patient, Fun, Energetic and Flexible RNs for summer 2014.

We offer a beautiful setting, great staff community and the experience of a lifetime.

To inquire about joining the IHC team, please contact:
Lauren@indianhead.com • 914 345 2155
www.indianhead.com

IHC – Celebrating 74 years!

**CAMP
CHATEAUGAY**

**Favorite People, Favorite Place
Summer Camp Nurses**

Camp Chateaugay, located in the Adirondack Mountains of northern New York, seeks resident Nurses for 4 or 8 weeks. Private Co-ed camp provides room, board, and good salary. Must be an RN with school, ER, pediatric, or family medicine experience.

www.chateaugay.com 800-431-1184
Join us for a summer of memories that will last a lifetime!



REGIONAL NEWS



Celebrate the Magic of Nursing in Orlando!



JUNE 14-18 • DISNEY CORONADO
AWHONN
2014 ANNUAL CONVENTION
Orlando

Join more than 3,000 nurses and other healthcare professionals in Orlando to discover tools to help ensure excellence in the care of women and newborns.

www.awhonconvention.org

NORTH CENTRAL



North Central Region Update

I would like to thank everyone for their support and confidence in me by electing me to be the representative of the North Central Region (NCR) on the FNA Board of Directors. I had the pleasure and privilege of meeting with several NCR members at the FNA 2013 Membership Assembly.

I would like to express my thanks and appreciation to the past director, Annmarie Farro, who was the pioneer and Director who navigated most successfully the transition from the District structure to the Region structure we are now under. I think you can all agree with me that she did a wonderful job! Thank you Annmarie for your visionary leadership!

Once again, the North Central Region will be having an annual conference. It will be on April 12, 2014. Please save the date and plan to attend. More information will follow soon with the content and speakers. A special thanks to all the members who are working so diligently to put this together.

In closing, I would like to say that I am looking forward to working with all of you and representing our great Region and members on the FNA Board of Directors.

In your service,
Marsha Martin



Marsha Martin

North Central Region Third Annual Conference



2013 2nd Annual North Central Region Conference

Plans are underway for the North Central Region Third Annual Conference to be held on Saturday, April 12, 2014 at the Conference Center of the Advent Christian Village, Dowling Park, Florida. The conference focus will be on quality nursing practice through improved documentation, communication, legal and regulatory compliance. Well known speakers have been selected, so watch for the schedule to be released soon. Five to six continuing education hours will be available and will include the required program on the laws and rules that govern the practice of nursing in the State of Florida. This requirement begins with the 2015 renewal cycle.

A poster session is included with criteria and application form posted on the North Central Region FNA web site. Evidence Based Practice submissions are encouraged as well as student research projects.

The conference site is a wonderful venue for relaxation, networking, and education. Limited rooms are available for Friday evening at reasonable rates. Friday evening meal is provided by the North Central Region with prior reservation as well as an opportunity to visit with colleagues, regional and state leaders, and speakers.

Save the date Saturday, April 12, 2014, make your reservation early to stay overnight on Friday, April 11th and watch the FNA website North Central Region section for more information and registration. Nurses from across the state are invited to join North Central Region nurses for this conference.

SOUTH



South Region



South Region FNA Annual Legislative Event was held on October 14, 2013



Leah Kinnaird and Ann-Lynn Denker presenting "Power and Influence through Advocacy" at the annual South Region FNA Annual Legislative event

LERC/PROFESSIONAL PRACTICE ADVOCACY

Social Media in the Workplace: Part Two

by: **Jeanie Demshar**

Director of Professional Practice Advocacy and Labor Relations

Social networking is increasingly blurring the line between our professional and personal lives. But not everyone is ready to start Facebook “friendships” with their business contacts. Are those friend requests from your coworkers and supervisor still pending? Have you decided whether you will accept those requests? If so, below are some simple tips for keeping it clean and friendly at work.



Jeanie Demshar

DO: Shed a positive light on your company

Many companies like to use your network to build their business and keep people engaged. Therefore, employers may encourage you to connect your network to theirs. However, if you choose to connect, always speak positively about your employer – this is not the place to vent about your workplace.

DON'T: Complain about work

It's Friday night, and your coworker calls in sick. Now you have to stay late to help with a patient while your friends are enjoying happy hour at a new hotspot. Yes, that is frustrating. No, you should not post or tweet on the Internet about your frustration. Keep your complaints out of the virtual world. Tweets show up in a Google search, and you don't want to lose your job because you didn't think before you tweeted.

DO: Learn your company's position on social media in the workplace

If you are at a law firm or doctor's office, they most likely have a different culture surrounding Facebook than a trendy startup company. Read the company's policies. Talk to coworkers. Observe.

DON'T: Be too casual

Make sure your posts reflect the best version of you. That means be professional. Don't be

negative, steer away from catty comments and snarky replies, and don't discuss hot topics like religion or politics that might be inappropriate for some workplaces. Avoid off-color comments and gossip. Keep your language clean and professional. Check for grammatical and spelling mistakes. Just think, “What kind of impression do I want to give others?”

DO: Be cautious about photos of yourself

Remove all compromising photos of yourself. What if your friends decide to post some photos and have tagged you in a few inappropriate ones? Ask the poster to take the photo down. At the very least, untag yourself and change your privacy settings so photos are viewable only by your close friends. Keep photos of yourself to a minimum. Especially photos taken of yourself by yourself, by holding the camera away from your face. Be modest and discreet – hundreds of photos of yourself reveal your vanity – a quality most employers do not favor.

DON'T: “Friend” your boss

As a general rule, employees should let their boss make the first move, rather than proactively sending a “friend” request and facing a potentially awkward situation. Do you really want your boss to see your status update after a frustrating or nonproductive day at work?

DO: Create a “work” list on Facebook

Back to my initial question. Your boss or coworker has friended you, but you really do not want to connect with them. It might be best to avoid slighting them, but you can add them to a “work” list and adjust your privacy settings. This way, you can connect with your colleague without letting them know what you did last weekend or letting them see the goofy comment posted by one of your friends.

DON'T: Play hooky and tell

Whether it's leaving work early for a “doctor's appointment” to attend a movie with friends (which I do not recommend), or calling in sick so you can spend the day at the beach (which I also do not recommend), make sure you don't post about your adventures where everyone can see. This seems obvious, but it's an easy trap to fall into.

DO: Be authentic

Make sure that it's your voice in the status updates and your perspective in your photos.

DON'T: Post about something illegal

Seems like a no-brainer, but you'd be surprised. It is absolutely the most important thing to avoid in the workplace. Whether it's driving without your seatbelt, a silly pose with a stolen street sign that has your name on it, or a photo with you holding an alcoholic beverage (and you're under 21), don't post about it publicly. Just don't. It's one of the quickest ways to get yourself fired – or arrested, then fired.

DO: Be proactive

Make conscious decisions about which of your social profiles, posts, and pictures are public and which are private. Make those choices based on what you are most comfortable with, which histories are most presentable, and what you are willing to make a permanent part of cyberspace. Take some time to go through everything you plan on making public and eliminate things you wouldn't want your supervisor or coworkers to see.

Also, remember that employers are checking out candidates and employees on Facebook, Twitter, and other social media sites. If you post it, someone will read it and that very well could be the wrong person. Take a minute and Google your own name. There is a ton of information online that can tell employers a lot about you. That information can be found in tweets, instant messages, blogs, and the content and photos you (or your friends) post on social networking sites. It's easy for employers to find information you may have preferred and intended to keep private.

Social media when used the wrong way can backfire and jeopardize a job offer or even your current job. It's important to be careful and consider what you shouldn't do, as well as what you should do, when using social media at work. If you still can't decide whether to accept that pending friend request, and you need further guidance, contact me at 407-896-3261 or jdemshar@floridanurse.org.

ALASKA NURSES ROCK!

Join our **ADVENTUROUS** and **COMPASSIONATE** team delivering health and social services to communities above the Arctic Circle!

Maniilaq Association in Kotzebue, Alaska is now hiring:
Certified Nurse Midwife, Inpatient/ER RNs, Long Term Care DON, Long Term Care RN, Chronic Disease Case Manager, Nurse Practitioners, Outpatient RN, Health Aid Instructor – NP/PA



EXCELLENT BENEFITS, AMAZING CULTURE & COMMUNITY!

Apply Now: <https://www.vscyberhosting.com/maniilaq>
 ?s contact tiffany.west@maniilaq.org (206) 304-4552



Enabling America's Best Local Health Care

Venice Regional Medical Center a 312-bed regional healthcare system has been providing compassionate healthcare since 1951. Today Venice Regional Medical Center's healthcare system focuses on providing health care that is cost effective, high quality and convenient for the many patients throughout the region.



Now Hiring: Seasonal RNs, EP/Cath Lab RNs, Case Manager RNs, CVICU-CCU RNs, Medical Surgical RNs, Home Health RNs

Education and Experience: FL State Nursing license; 2 year college degree; BSN preferred; must have 3-5 years experience in the field; must hold both ACLS and BLS certification.

Why consider choosing a career with us? We are committed to helping our employees achieve their goals. As a member of Venice Regional Medical Center, we are confident you will achieve more for your career with industry-leading programs that enhance care and promote superior outcome for patients. You will enjoy the support of a progressive group along with a comprehensive benefit package, competitive pay, and flexible schedule options to fit your lifestyle. If a long tradition of world-class caring is important to you, consider joining our team. You'll feel right at home!

For a list of open positions and to apply, please visit our website at www.veniceregional.com

Venice Regional Medical Center is committed to recruiting and employing qualified candidates without regard to race, religion, color, sex, sexual orientation, age, national origin, veteran or disability status or any factor prohibited by law, and as such affirms in policy and practice to support and promote the concept of equal opportunity and affirmative action in all employment activities.



Cooke & Barrett
 Attorneys at Law

Providing Assistance
 to Florida Nurses
 Statewide

- Licensure Investigation
- Disciplinary Action
- Impaired Nurses
- Medical Malpractice Litigation
- Credentialing
- Employment

We accept most insurances and provide initial free consultations.

Jodi G. Barrett, Esquire
 380 Columbia Drive Suite #108
 West Palm Beach, Florida 33409
 Phone #561/ 444-9309
jbarrett@cookebarrett.com

www.cookebarrett.com

LEGISLATIVE UPDATE

As health care dominates the state and national news, members of the Florida Legislature are taking a renewed interest in the role nurses play in the delivery of health care in our state.

The FNA lobbying team, which is comprised of Alisa LaPolt of Topsail Public Affairs, and Bob Levy and the staff of Robert M. Levy and Associates, are engaged in many conversations with lawmakers about how to advance legislation that empowers nurses to practice to the full extent of their education and experience and ensures our state's nursing workforce has an adequate supply, among other initiatives.

We are happy to report a number of activities are underway:

- The first meeting of the new House Health Care Workforce Innovation Committee was scheduled for the first week in November, with discussions surrounding the pending nursing shortage in our state. On the roster of speakers was Mary Lou Brunell, Executive Director of the Florida Center for Nursing.
- The FNA has partnered with the League of Women Voters of Florida to encourage lawmakers to accept federal money under the Affordable Care Act so more Medicaid-eligible residents can purchase health insurance plans.



Alisa LaPolt

- The FNA also revived the Barbara Lumpkin Institute Legislative Symposium on Nov. 23 in Orlando, which is designed to educate participants about upcoming legislation and ways to reach out to their local lawmakers.
- Plans are already underway for the 2014 Lobby Days, scheduled for March 25 and 26 in Tallahassee.

The 2014 session of the Florida Legislature is scheduled to open on March 4, 2014.

The FNA also adopted a legislative platform, which sets out broad goals for the upcoming session. Our efforts will continue to be fine-tuned as bills are filed over the next four months. The legislative platform is outlined below.

- We will protect and enhance the ability of Registered Nurses (RNs) and Advanced Registered Nurse Practitioners (ARNPs) to practice to the full extent of their education and experience. This includes supporting and advancing legislation that gives nurse practitioners full practice authority to serve the primary care needs of Florida patients. We will also monitor and oppose attempts to authorize use of unlicensed providers or LPNs to perform RN functions without appropriate supervision and oversight by RNs. And finally, we will block legislative proposals to restrict ARNPs from using their educational titles.
- We will support efforts to protect the rights, jobs, wages, pensions, health care coverage, and other benefits of our state-employed health care professionals.

- We will support safe practice environments for all nurses and our patients. To this end, we will ensure that any legislation that requires the certification of surgical technologists also protect the supervisory role of the circulating registered nurse. We will also oppose legislative efforts to reduce Medicaid reimbursements to hospitals, which has happened in previous sessions of the Legislature. We will also pursue legislation that encourages health care facilities to establish collaborative councils to establish evidence-based nurse staffing plans.

- We will protect and promote health-related initiatives that protect the health of Florida's residents. This includes efforts to make sure that nurses play a role in and are reimbursed for telehealth services, which is sure to be an issue in 2014 at the state Capitol.

- We will protect the ability for educators to conduct rigorous reviews and maintain oversight of nursing education programs. Nursing programs will certainly be a key factor in discussions at the Capitol regarding workforce development for nurses.

- We will preserve efforts to research and inform employers, the public, and policymakers about the nursing workforce needs of our state by pursuing sustained funding for the Florida Center for Nursing to achieve its statutory mandates.

We encourage all nurses to get involved in the FNA's efforts at the Capitol. For more information, please email govt@floridanurse.org.

ANA MEMBERSHIP ASSEMBLY

Witness to ANA History: The New Membership Assembly

Pat Quigley, PhD, ARNP, CRRN, FAAN, FAAN
Observer to ANA's Historical Membership
Assembly

To be engaged and have voice in the profession are hallmarks of professional nurses. These beliefs I hold dearly and embody over the years. All of my professional nursing involvement begins and continues with FNA and ANA, with thanks to many of you who have enhanced my involvement over the years.



Pat Quigley

Most recently, I extend thanks to the FNA Board of Directors who selected me to sit with Dr. Ann-Lynn Denker to observe ANA's history in the making, June 27-29, at the First ANA Membership Assembly – the new representative structure of the ANA.

Last year at the ANA House of Delegates, the Membership Assembly was approved to replace the House of Delegates structure. Two voting representatives from each state nurses' association attend the MA, along with their non-voting executive director. For FNA, our representatives were President Dr. Kear and President Elect Dr. Briggs, with Executive Director Willa Fuller present. Each constituent/state nurses association (C/SNA) was allowed two observers to attend

the MA. Observers must submit an application to the ANA Board of Directors for approval. Observers have voice but no vote. Additionally, organizational affiliates were present and have vote. All gathered on behalf of ANA in Washington DC. While each C/SNA had two voting members, state votes are weighted based on membership. FNA was weighted as the 5 highest weights, the 5th largest SNA.

President Dr. Karen Daley led the Membership Assembly with pride for our history, confidence in our presence, and hope for our future. President Daley, the ANA Board of Directors, on which Dr. Andrea Gregg serves, ANA's Executive Director Dr. Weston and staff, continue to lead our organization as responsive, effective, and influential leaders.

With the political landscape of healthcare transformation in play, ANA's presence is integral as reported by President Daley and Executive Director Weston. You will read in this TFN about actions of the MA.

As I gave witness to this historic gather, I reflected on my first ANA House of Delegates that I attended on behalf of FNA in 1982, when then President Barbara Nicoles lead the ANA into the Modified Federation Model, and all the years and house of delegates between 1982 and 2013.

This 2013 Membership Assembly embodied "One Voice": one voice mission and values, one voice our future as the voice of the profession, and one voice for our structure – still a mix of individual membership and the modified federation model where we belong through our C/SNA.

This MA was a milestone for the ANA for the history books. Of the 19 bylaws amendments, 17 (89%) were adopted with 100% approval, 1 with 99% approval, and 1 at 92% approval. Remarkable and amazing. While many of the amendments were editorial in nature, it was still amazing to witness such agreement! Again, history in the making.

Many of you know that all I wanted to do in my lifetime was to be a nurse, and it's been a joy and a privilege. I also always wanted to be involved and have a voice to influence the profession and nursing practice beyond where I went to work. I've been involved in the American Nurses Association (ANA) since 1975 and a delegate or attending the ANA's House of Delegates since 1982 (the former governing and broad policy-setting body), and now the MA as an observer.

Being involved in ANA and the Florida Nurses Association (FNA) has given me the opportunity to lead, network, learn, and bring back new knowledge that I can use in my own practice and share with others, and I am grateful.

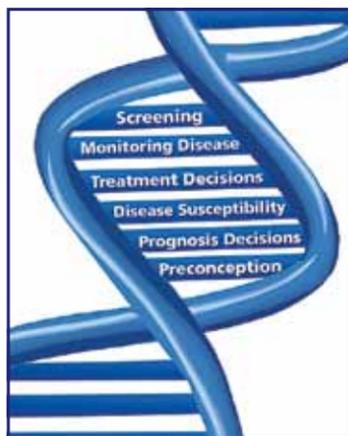
By engagement in the profession, the learning opportunities are tremendous and help us to stretch our potential and actual contributions. I believe in two founding assumptions as a professional nurse: First, because I am engaged in the profession, the profession shapes my practice; second, because I am engaged in the profession, my practice shapes the profession.

As I encourage all nurses to have voice in and shape the profession, I personally and professionally thank the FNA Board of Directors for granting me the opportunity to observe and be part of ANA's history in the making.

The Nurse and Genomic Counseling

by Theresa Morrison PhD, RN, CNS-BC
Part Two of a Three Part Series

Are you prepared to answer the question, "Should I have the genetic test for...(fill in the blank)....?" The public expects that as a nurse you will be able to use genetic and genomic information and understand the technology. This article is a second in a series to help you familiarize yourself with genomics, the "new" genetics. The first series titled, "The History of Genomics-What Nurses Need to Know" (published in the 2013 September issue of the Florida Nurse) helped expand your knowledge of the history of genomics. This second series will explore Genomic Counseling, and the third will identify some of the over 2,200 tests.



Through advances in technology, genomic research findings are moving rapidly into laboratory tests available in the clinical arena. Genetic testing is a cash-based business, some of which has been marketed prematurely to the public through the Internet and other media. Valid and useful tests, such as those for hereditary breast and colorectal cancer, Huntington Disease, and fetal chromosomal aneuploidies have strong scientific research behind them. However, many tests for Alzheimer, Parkinsons, macular degenerative disease, are only beginning to build scientific information to be able to provide valid or useful results.

To avoid misuse of genetic tests and the potential for physical or psychological harms to the public, nurses must have an understanding of their role and the role of the Genomic Counselor. Advance Practice Genetic Nurses (APGNs) and Master's prepared Genetic Counselors are certified in genetics as experts in interpretation and management of test results. All nurses should be trained to identify individuals and families at risk, with the understanding that they can refer the individual to a Genetic Counselor. Counselors assist in building a complete family history, identify if there is a need for and selection of the appropriate test(s), provide education, and present results in an unbiased and safe environment.

What information do you give to a 40-year-old woman who tells you she has two first-degree relatives with breast cancer? Do you know her risk for developing breast cancer? No, not until you create a four-generation family history (pedigree), with age and sex of her relative's pattern of cancer. Are you prepared to discuss issues related to coping with and adjusting to a diagnosis, options of genetic testing, cost of genetic testing, and risks for other family members to carry a mutation? Are you aware that there are many types of genetic testing available, not just BRCA1 and BRCA2? Breast Cancer (BRCA) genes tests look for mutations at different sites along the genes. What if the BRCA1 test result is "variant of uncertain significance?" What further testing would you recommend, BART (BracAnalysis Rearrangement Test)?

You can educate yourself to identify individuals and families at risk, and you can develop genomic competencies essential for your nursing practice, and be comfortable referring the many legal and ethical decisions to a Genomic Counselor. If you are a nursing instructor, or are being asked questions about genetic testing, I urge you to go to the ANA website at <http://www.nursingworld.org/genetics> that addresses genomics and developments in genomics policy.

WORKFORCE ADVOCACY

Dear Commissioner...

Dear Commissioners,

I work at a small facility day shift. Due to staffing there are times the Nurse Manager will work the day shift and change my shift to evenings. I'm not the only nurse sent to another shift but I seem to be switched more often than anyone else. I'm starting to resent my manager and co-workers. How do I deal with this situation?

~ **Resentful**

Dear Resentful,

Your resentment is understandable. You will need to speak to your Nurse Manager. Before you schedule a conference, gather the information that supports your observation. Obtain at least four weeks of scheduling/shift changes for yourself and co-workers. When you have the documentation, look it over. Are you switched more often? Do you need the meeting? Ask your Nurse Manager for a specific date and time and how long you will need, i.e., 15 minutes. Maintain a calm composer when you have the meeting and bring your written speaking points to stay on subject. You may or may not get the answer you want to hear, but you will have presented your concern.

~ **WFA Commissioner**

Dear Commissioners,

I work at a 600-bed facility. Due to staffing/patient fluctuations off "season," there are times I will work a fourth 12 hour shift in 1 pay period. Last week, I worked a fourth "extra" shift. In the same pay period, I was called off on my regularly scheduled shift, and subsequently lost the overtime pay. I'm starting to rethink volunteering for



the extra shift, but don't want to have my fellow nurses work short. Also, I like the overtime. How do I deal with this situation?

~ **Overtime Pay**

Dear Overtime Pay,

Your willingness to work an extra shift shows that you are a team player. You looked forward to the extra pay in return for your effort and now feel penalized. It is bad for morale, yours and the entire unit, if you just sit and stew over something that bothers you. Schedule a meeting with the nurse manager. State the facts of the situation. Stay calm and use "I" statements, such as "I was called off at end of the week and lost my overtime pay." Avoid "you" statements ("you called me off") because they are usually heard as a personal attacks. Then, state your feelings. For example, "I feel (angry, upset, unhappy) about losing the overtime pay after I volunteered to work an extra shift." Confronting a concern openly and honestly is effective communication. You may not like the unit manager's explanation, but you will have presented your concern in a professional manner. Mindtools.com is a helpful resource for tips on effective communication strategies.

~ **WFA Commissioner**

MEMBERS IN THE NEWS

- **Marie O Etienne, DNP, ARNP, PLNC** received the International Red Cross Florence Nightingale Medal in Washington, DC. Marie is shown with Erik Joh, Esq, FAAN of the Skelly Foundation, who is a long-time Red Cross volunteer.



- FNA Members participating in the ANA Leadership Institute

Advisory Council

Rose Sherman, EdD, RN, NEA-BC, CNL, FAAN (CHAIR—Curriculum Review Group)
Associate Professor, Director, Nursing Leadership Institute
Florida Atlantic University
Boca Raton, FL

Curriculum Review Group

Cynthia Gamache, MA, RN, NE-BC
Vice President / Chief Clinical Officer

Leesburg Regional Medical Center
Central Florida Health Alliance
Mount Dora, FL

- **Cindy L. Munro, PhD, RN, ANP-BC, FAAN, FAANP**, professor of nursing and associate dean at the University of South Florida College of Nursing, recently received the 2014 American Association of Critical-Care Nurses (AACN) Distinguished Research Lecturer award. Dr. Munro is the only nurse scientist in the nation to be recognized as this year's Distinguished Research Lecturer.

- **Kathryn Whitson, Rasmussen College School of Nursing instructor**, has been appointed by Governor Rick Scott to the Florida Board of Nursing beginning August 29, 2013 through October 31, 2015.



Kathryn Whitson



Members and Staff of FNA attend the ANA Staffing Conference in D.C.

Marsha Martin, RN; Annmarie Farro, RN; Judy Weaver, RN; Jeanie Demshar, FNA Staff; Karen Daley, ANA President; Marcia Stroud, RN.

The Florida Intervention Project for Nurses (IPN) – Hiring and Firing IPN Nurses

*From the Desk of Linda L. Smith,
ARNP, MN, M.Div., CAP, CARN-AP, CEO*

Some nursing employers won't hire a nurse, sight unseen, who is participating in IPN. Others want to hire IPN nurses and seek them out, what makes the difference?

Several factors enter into the decision-making regarding whether to retain a nurse or hire a nursing colleague who is an IPN participant. Factors include: past experience with individuals with substance use disorders; knowledge and understanding of the disease of addiction and how people recover; and one's attitudes and willingness. In addition, the decision whether or not a workplace can accommodate an IPN nurse, who may have a narcotic key restriction in the initial stage of IPN participation, is another factor.

Seventy-eight percent (78%) of nurses under monitoring agreements with IPN are working in nursing. The majority are doing very well as demonstrated by favorable progress reports from treatment providers, negative random toxicology screens, favorable reports from nurse support group facilitators, and positive work performance reports from the nurse's immediate supervisors. About 9% of IPN nurses have a relapse and an even smaller number may relapse more than once. The remaining may be refrained from practice while undergoing evaluation and/or treatment, while others may be doing well, however continue to struggle to finding even part-time employment.

A nurse executive or manager's exposure, whether positive or negative, to family members or friends who may have addictive disease impacts his/her attitudes and subsequently impacts firing and hiring practices. Lack of knowledge about the stages, course, and characteristics of substance abuse impacts one's attitude. Unfortunately, stigma and lack of knowledge remain common in today's workplaces even when key nursing organizations advocate for the hiring and retaining of nurses who have been successfully treated. The nursing literature outlines the cost benefit of treating and retaining, rather than firing and then recruiting and training a replacement. The Florida Center for Nursing and other experts estimate the cost of recruiting, hiring and training one new nurse averages between \$35,000-50,000. The odds of a newly recruited nurse

Did you know that 78% of nurse participants in IPN are "fit for practice" and employed in nursing positions?

doing well and without problems is unknown. Yet the retention of a seasoned nurse who has been successfully treated for a substance abuse problem is a known entity who, while receiving good monitoring, is actually supervised closer than other nursing personnel. Most businesses and industries recognize the cost advantages of having both an Employee Assistance Program (EAP) and clearly stated policy and procedure regarding such matters.

Many employers who hire a nurse in IPN acknowledge institution wide advantages. First, it becomes known in the institution that the employer is willing to give an employee a chance, under specific conditions. This also sends the message that the employer will help other employees and not necessarily terminate as a first course of action. The literature indicates that employers who fire a nurse or quickly call the authorities to arrest a nurse give a very clear message to other employees that if you have a problem here, you best hide it. In situations like these employees with problems often "go underground" and a conspiracy of silence ensues. Employees do not come forward until they are so out of control that a crisis occurs. Once this occurs, patient care is more easily compromised.

On the other hand, within institutions in which training is provided regularly on workplace topics such as how to self refer for help and how to identify and intervene with a colleague, employees are more willing to come forward. Training encourages managers to talk openly and learn from one another about challenging situations that arise and how to effectively intervene. This minimizes the fear of intervening or "being wrong," and thus the fear of liability is minimized. Clear policy encourages managers to use proactive measures rather than reacting to a crisis. Earlier intervention is more common in workplaces that have open dialogue and training. Knowing help is available and even the possibility of a second chance gives the message to nurses and others that it is safe to come forth and/or intervene with colleagues. Thus, a safer workplace is promoted and maintained.

When monitoring nurses, IPN adheres to Department of Health, National Council and ANA standards and best practices for identifying, intervening, and monitoring nurses in recovery. First, IPN requires each supervisor to have a copy of the nurse participant's monitoring agreement. Conditions of participation are clearly outlined in this document and include daily check-ins with randomized toxicology testing (IPN does urine and hair testing regularly). In addition, IPN receives regular progress reports from the nurse support group facilitator who sits with each nurse in a weekly group meeting.

Should a facilitator have *any concerns*, he/she picks up the phone and calls IPN. Treatment providers in the local area also see nurses regularly as part of IPN monitoring and fill out progress reports. Should concerns arise, the treatment provider also immediately calls IPN. IPN trusts that each nurse is checked in with weekly along with regular random toxicology. If IPN receives a concern related to safety, the employer is the first call made to strategize whether or not the nurse needs to be observed further, or in some cases such as with a positive drug screen, be refrained from practice until all is carefully resolved. *IPN's primary mission is to protect the public.*

IPN nurses are directed to inform an employer of their participation in IPN early in the hiring process. IPN encourages our nurses to first sell themselves on their skills and then should an offer seem imminent to inform the interviewer of his/her participation and provide the name and number of the IPN case manager responsible for overseeing the nurse's case management.

Supervising a nurse in recovery is no different than supervising any employee with the exception of the need to fill out quarterly progress evaluations. Monitoring performance, documenting concerns objectively, looking for patterns, and coaching the employee are all the same whether the nurse is in IPN or not. Providing feedback favorable and otherwise is essential for all employees. Should performance concerns rise to the level of errors being performed and/or safety concerns, IPN wants to be informed.

IPN encourages nurse executives and managers to give more thought to hiring and retaining IPN participants. Please feel free to call IPN at any time to find out more about an individual nurse's status. IPN staff is available for consultation Monday-Friday from 8:00am-5:00pm. IPN offers educating programming upon request.

Employer Resources

www.ipnfl.org 1-800-840-2720

ipnfl.org/employerinformation/html

Scroll down to [Employer Orientation](#)

www.intnsa.org (search peer assistance)

Professional Resource Network-www.FLPRN.org (for all licensed professionals other than Nursing)

New Nurses Set the Record Straight During Lobby Days

by Murielle Joseph, RN, BSN

Many new grads and novice nurses want to participate in what FNA does, but they are not sure how to get started or what they would like to get involved with. Since what happens during the Florida legislative session greatly affects current and future practice across all levels of nursing, nurses should attempt to attend FNA Lobby Days in Tallahassee.

This year, the theme for Lobby Days was Setting the Record Straight, and the nurses that participated certainly did that. *History of Legislative Advocacy: Yesterday and Today*, a presentation by Willa Fuller, Executive Director of FNA, demonstrated FNA's legacy of advocacy for patients, healthcare practices and, of course, nurses and nursing practice. The presentation illustrated how, throughout FNA's history, nurses have actively advocated for those who could not speak out for themselves and have succeeded in garnering the necessary support for our initiatives to pass.

Participants in FNA Lobby Days 2013 were also able to hear from the Florida Department of Health Surgeon General, Dr. John Armstrong; the Executive Director of the Florida Board of Nursing, Joe Baker; the Chairman of the House Health Care Appropriations Committee, Representative Matt Hudson; and the Secretary of the Agency for Health Care Administration, Secretary Liz Dudek. It is rare to be able to hear from such prominent political

figures that deal with the healthcare industry all at once. Of course, we also met countless Representatives and Senators as we lobbied for our causes.

Dozens of nurses wearing FNA white lab coats were certainly impressive as we walked from office to office across the Capitol. Even more impressive was being able to witness how our presence and voice actually made a difference in how some of the legislators viewed the bills that were on the floor at that time. Since the majority of our legislators are not healthcare professionals, they rely on interested parties to inform them of the issues and the possible outcomes of the bills they vote on. Nurses need to be a part of these conversations so legislators could be wholly informed prior to voting, and the legislators want to hear from us.

Beyond actively affecting change for our patients and our profession, attending FNA Lobby Days is also a great networking event, where nursing students, new grads and novice nurses can meet experienced and retired nurses and nurse practitioners who have a wealth of knowledge and wisdom they want to pass on to the next generation of nurses. They want to help younger nurses succeed clinically, professionally and politically; they are approachable and are willing to answer questions and offer guidance.

If you want to gain political knowledge, meet other new and experienced nurses, and get involved with FNA, join others and me in Tallahassee, FL,

March 25 & 26, 2014 as we head on to advocate with one unified voice.

Register at www.floridanurse.org



Rep. Matt Hudson speaking to FNA Lobby Days participants of his support for nurse practitioners to practice to the full extent of their education



Rep. Matt Hudson in the Old Capitol

SPECIAL INTEREST GROUPS



Ethics in Everyday Practice: Creating the Environment You Want to Work In

Jean Davis, EdD, LHRM, FNP-BC, CNS-BC
Bernie Williams McGuire, RN
Ethics Special Interest Group

We influence our environment and it influences us. This fact is acknowledged in the Guide to the Code of Ethics for Nurses: Interpretation and Application (Fowler, 2010). Many nurses come to nursing with common values and virtues – “helpfulness, kindness, courage, compassion, caring, and integrity” (p. 73). How do we use these attributes in creating an optimal environment for health?

Scenario: You are a Registered Nurse assigned to the ICU and are assisting the resident orthopedist with a dressing change on a patient after a spinal fusion. The resident reaches into her back pocket, pulls out a pair of bandage scissors, and proceeds to cut the dressing from the fresh incision before you realize what is happening. You know that sterile scissors should be used and wonder how many other times the doctor has used these same scissors on other patients. What do you do?

Summoning your virtues of caring for the resident as well as her patients, and courage if necessary, you take the resident aside and discuss your concerns professional to professional. Think ahead to be prepared for how the discussion may evolve. Make the important points about patient safety and infection control in a way that acknowledges that you know the resident wants to do the right thing but may have had a bad example or just did not think through her actions to their potential consequences.

Will the resident realize that you are right about something she had done without realizing the implications? Will she deny, explain, or make light of the incident? Although a range of initial reactions may surface, chances are good that the encounter will lead to a better environment – safer for patients because the resident will be less likely to repeat the mistake, and better professionally because you have role modeled professionalism and professional communication for a new health care professional.

Positively influencing the health care environments we work in is our professional duty to our patients, our colleagues, and ourselves. It is also our ethical responsibility.

Reference

Olson, L. (2010). Provision Six. In M. Fowler (Ed.) Guide to the Code of Ethics for Nurses: Interpretation and application. Silver Springs, MD: American Nurses Association.

Nurses, Health Literacy & Patient Engagement

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

A growing body of evidence tells us that Health Literacy and Patient Engagement can have a very positive outcome for our patients, helping them become more resilient and less stressed about their diagnosis and the course of treatment, and helping them understand their role in the treatment plan to improve outcomes and reduce costs.

Health literacy and engaging patients starts with nurses, and begins with **speaking in plain language** – a technique that is vital from diagnosis through the treatment plan, tests, medications and continuing throughout the course of the health condition.

From the onset, using health literacy to more fully engage our patients can help them understand the course of action to take, especially at home, in order to effect more positive outcomes. Nurses can apply health literacy techniques like plain language, the teach-back method, pictographs and other visuals, and other techniques. Being on the front lines of patient care, nurses are well positioned to help patients and families more fully engage in their health care if we can:

- Learn to recognize when the time is right for patient engagement;
- Know how and when to engage the family, a close friend or relative;
- Learn about community resources the patient/client can use at home (most people don't know about community resources until they need help).

The Void, in examples...

These are a few situations I've encountered that demonstrate a void of patient engagement:

- When I ask a patient a question about their health (e.g., about medications they are taking) they frequently answer, “my doctor knows”. By being so dependent on their doctor, many individuals have learned how not to become responsible for understanding their condition.

- Patients say that they don't understand their disease, don't understand what health professionals are saying, and don't ask questions because they feel intimidated. Logically, after they leave the appointment, self-management doesn't happen.
- Patient engagement isn't sufficiently emphasized by health professionals, so patients conclude that they're either not qualified or don't need to engage in self-management.
- Many times family members aren't informed or are reluctant to step into a helpful role.
- Patients with hypertension don't know what their numbers are or what they mean. Diabetics don't regularly monitor and record their blood sugar at home because they don't understand the importance of doing so (they rely solely on their 3-6 month HbA1C and know the name of the test but don't know what it means).

These situations are all-too-common and paint a clear picture of non-engagement, of patients being left out of the “team effort” of care. The Agency for Healthcare Research and Quality, the CDC and other institutions have identified the problems resulting from the lack of patient health literacy and engagement: poorer health outcomes, disease complications, and increased costs running into the billions of dollars.

As nurses we have the capacity to begin to change the status quo – to use health literacy techniques to help patients learn about their health, make better decisions, take charge of their condition, and improve outcomes. In our day to day work, let's redouble our efforts to use health literacy to educate our patients so they become better informed and more enthusiastically engaged in their health care.

Contact mmgynn@aol.com and let me know about your experiences with patient engagement and health literacy. The FNA Health Literacy SIG conference call is on the second Wednesday of the month at 7:00PM. To participate contact vickisumaggpang@floridanurse.org for number and code.




**Attention
Nurse Managers, Psychiatric ARNPs,
RNs and LPNs**

Apalachee Center, Inc.,
located in beautiful Tallahassee, has an opening for a
Psychiatric ARNP in our Outpatient Program.
We have a **Nurse Manager** position open in our
Inpatient Unit. We are seeking both **RNs and LPNs**
for our Inpatient Psychiatric Hospital.

Please visit our web site at
www.apalacheecenter.org or call Becky
at 850-523-3212 for additional information.

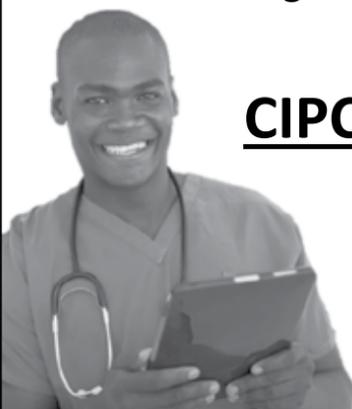


**Earn your Master of Science in
Clinical Informatics
& Patient-Centered Technologies**

- Online Courses
 - Full or Part Time Study
 - Designed for Working Professionals

CIPCT.uw.edu

uwcipct@uw.edu
866.931.1687






Arthur L. Davis
Publishing Agency, Inc.



nursingALD.com
A FREE RESOURCE FOR NURSES

**39 OFFICIAL STATE NURSING
PUBLICATIONS**

nursingALD.com

- Jobs
- Events
- Banners

**Advertise with ALD to reach the
best & most qualified Nursing
Professionals!**
800.626.4081



DON'T BE SILENT ABOUT SMOKING

Patients trust you.
They need your guidance.



Talk to your patients about the dangers of smoking. To get the conversation started, visit tobaccofreeflorida.com/helpsomeonequit