As I recently reviewed Steven Covey’s habits of highly effective people, I considered how the Florida Nurses Association practices the behaviors. Covey tells us that our lives are carefully designed by us. Proactive people focus their energy on things they can influence.

The FNA proactively serves all registered nurses at every level of professional nursing. We do this through legislative advocacy, professional development and the promotion of professional excellence. Each year we prepare a legislative agenda that aims to improve the work environment for direct care nurses, allow advanced practice nurses to practice to the full extent of their education, and protect public safety through adequate educational standards and access to quality care. A number of continuing education opportunities are made available each year through regional meetings, annual conferences, webinars, and online self-directed modules. Our annual Clinical Excellence conference highlights some of the quality, patient-centered care provided by Florida’s nurses.

Covey’s Habits of Highly Effective People

1. Be proactive
2. Begin with the end in mind
3. Put first things first
4. Think win-win
5. Seek first to understand, then to be understood
6. Synergize
7. Sharpen the saw

We know where we are going. Not too long ago, the Board of Directors finalized a three-year strategic plan for 2012 to 2015. It is posted on the FNA Community Forum. FNA members may join our networking site at http://community.floridanurse.org. Board members are now seeking out members to help put the plan into action. The action steps are broken down into “bite size” pieces so that individuals may select the groups and projects that support their personal mission and interests.

FNA now has a number of Special Interest Groups (SIGs). Every FNA member belongs to the region where you live or work (we use your address on file). Every member may also choose to join one or more SIGs and there is no added fee. These are workgroups that bring together people with common interests across the state. Much of the work is done through conference call, online forum, or email. The SIGs provide a collaborative and organized framework where members can make a difference and get something back.

For example, members of the New Graduate SIG receive mentoring from experienced nurses. Portfolio and resume sessions will be provided at the second annual New Graduate conference in Daytona Beach on June 30-July 1 and at Membership Assembly on September 14-15. As part of the FNSA Ambassador program spearheaded by this SIG, I proudly inducted 18 new FNA members at my school in May. Members of the Health Policy SIG are helping to draft public education materials about advanced practice nurse education and will lead grassroots initiatives as we head into the next legislative session. We have asked the Research SIG to gather information for a state task force on perinatal substance abuse. Our visibility on this task force was accomplished after a productive meeting at the Attorney General’s office during FNA Lobby Days. You can view a list of all our SIGs and current SIG members on the FNA website. Maybe you’ll find a long lost friend on the list!

Nurses are known for integrity, empathy, and working to meet everyone’s needs. These are the foundation of win-win thinking. It is important that we keep a win-win frame of mind when working with each other. We must agree upon key messages and work with policy makers to achieve the common goal of providing affordable, accessible, high-quality care in a safe environment. When nurses and nursing groups are at odds among themselves, outsiders stop listening.

President’s Message continued on page 3

Covey’s Habits of Highly Effective Nurses Association

Mavra Kear, PhD, ARNP, BC

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President’s Message continued on page 3
Every year, nurses gather at the Clinical Excellence Conference to share stories of how they make a difference in the lives of patients and their families. These nurses are nominated by their peers and selected to write their stories or “exemplars” and submit them for review. They are reviewed by colleagues, sometimes paired with other nurses who have similar stories, and often come to light the stories of everyday nurses who make a difference just by “doing their job.” That brings to light the stories of everyday nurses who make a difference just by “doing their job.” That brings to light the stories of everyday nurses who make a difference just by “doing their job.” That brings to light the stories of everyday nurses who make a difference just by “doing their job.” That brings to light the stories of everyday nurses who make a difference just by “doing their job.” That brings to light the stories of everyday nurses who make a difference just by “doing their job.” That brings to light the stories of everyday nurses who make a difference just by “doing their job.” That brings to light the stories of everyday nurses who make a difference just by “doing their job.” That brings to light the stories of everyday nurses who make a difference just by “doing their 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difference just by “doing their job.” That brings to light the stories of everyday nurses who make a difference just by “doing their job.”
**MARK YOUR CALENDARS!**

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

- June 30 and July 1 – Nurses Retreat, The Shores Resort and Spa, Daytona Beach.
- April 18-19, 2013 – IPN/FNA Conference, One Ocean Hotel, Atlantic Beach, FL.

**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.

**Welcome to FNA Summer Intern!**

Anna Higginbotham from FSU will be assisting with conference planning, membership recruitment/retention, and member communications.

**“Building RN careers – one click at a time”**

Receive contact hours for continuing education from your home computer. E-learnRN®, the premiere online continuing education resource for registered nurses, offers a wide range of courses with your professional advancement in mind. Our courses are written by nurses for nurses, and are the affordable way to stay ahead of the learning curve. A wide range of topics are available to meet your educational needs. A list of a few of our most recent updated courses is below:

- Think, Care, Act: The Role of the Registered Nurse in Organ and Tissue Donation
- Caring for People with Vision Loss (webinar)
- HIV/AIDS: The Effects on an Aging Population
- Malignant Hyperthermia: Recognition and Treatment
- NYS Nurse Practitioners and Midwives

Prescribing Information

Visit us today to view learning objectives and to register. Come back often to see what’s new!

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(Monday – Friday, 8:30 am – 5 pm Eastern)

The New York State Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation. NYSNA has been granted provider status by the Florida Board of Nursing (Provider number 58-1435).

FNA is an active participant on QUIN Council, the Florida Nurse Practitioner Network, and the Florida Action Coalition. These inter-professional groups are working to develop a singular message that will advance the key messages of the IOM report on The Future of Nursing (2010). I am a co-leader with the director of Florida Family Practice Physicians on the Action Coalition practice team. Agreed upon objectives are to educate stakeholders on the value, role, and service that nurses are qualified to provide; to formulate a mutual understanding between Florida’s physician and nursing leaders with respect to the roles and responsibilities of both parties; and to lead the efforts to codify the agreed upon understanding. We now are gathering a team to achieve these goals and anyone, nurse or not, is invited to help. If interested, send me a note at mkeefn@gmail.com.

Effective communication is always paramount to achieving a common goal. It is essential to listen with the intent of understanding another person’s point of view. The FNA Board and delegates to ANA convention are striving to listen with an open mind and understand a proposed organizational transformation. The prospect of any major organizational change is anxiety-provoking. We are reaching out to gather input from FNA/ANA members and will keep you informed. State and national leaders are working diligently to understand differences and to attain what’s best for nurses and the nursing profession.

What Covey refers to as Sharpen the Saw, nursing culture calls work-life balance. Most of us work too many hours and neglect time for ourselves. Self-renewal is important to our capacity to respond to life’s many challenges and opportunities. Professional development is a way to re-charge. Give yourself the gift of colleagues by joining and actively engaging in FNA, the professional association of first choice for every registered nurse. www.floridanurse.org.

**http://hcdpbc.org**

**President’s Message continued from page 1**

Our people are our resources, service is our mission. Dedicated to the Health of the Community

Join our team of caring, highly focused health care professionals. Make a difference and maintain a successful career path! Currently, we have several openings for STATE OF FLORIDA, RN LICENSED, administrative and supervisory individuals to manage staff functions and evaluate day-to-day effectiveness and maintenance of provided patient care.

- DIRECTOR OF NURSING
- NURSING MANAGER
- NURSING SUPERVISOR

For further job details, and to apply, please visit our website at:

- **http://hcdpbc.org**

The Health Care District is an Equal Opportunity Employer and maintains a Drug Free Workplace.
Over 500 students and experienced nurses will meet in beautiful Altamonte Springs for Florida Nurses Association’s 2012 Membership Assembly. Join nurses from around the state as they make important association decisions, network, and earn continuing education credit hours. Be sure that your voice is heard and that you continue to play a vital role in the shaping of the future of nursing in Florida.

Students are invited to attend for free on September 14 for a special FREE Student Day featuring exhibitors, resume review sessions, and forums with experienced nurses.

Early bird registration specials offer a significant discount so be sure to visit floridanurse.org and click on “Conferences” and keep an eye on your inbox for registration opening dates.

A special rate of $99.00 per night has been arranged for us at the Hilton Orlando Altamonte. This rate is available until September 1st, or until it sells out, so be sure to make your reservation ASAP to get the special rate! Make your reservation online at: http://tinyurl.com/FNAMembershipAssemblyHotel or call 407-835-1985 and be sure to tell them you are with FNA.

Lodging, lunch and registration are covered for this event for those selected to attend.
2012 Proposed Bylaws Changes

ARTICLE IV. Officers and Directors

Section 1. Officers - The President shall record the minutes of the meetings of the Board of Directors and shall hold a meeting of the Board of Directors at least biennially. The President shall call to order each meeting of the Board of Directors as required by the Bylaws and shall preside at such meetings. The President shall act as Chairperson of the Board of Directors in case of a vacancy in the office of Chairperson. The Chairperson of the Board of Directors shall be elected by the Board of Directors and shall preside at such meetings. The Chairperson of the Board of Directors shall hold a meeting of the Board of Directors at least biennially. The Chairperson of the Board of Directors shall act as Chairperson of the Board of Directors in case of a vacancy in the office of Chairperson. The President shall act as Chairperson of the Board of Directors in case of a vacancy in the office of Chairperson. The Chairperson of the Board of Directors shall be elected by the Board of Directors and shall preside at such meetings. The Chairperson of the Board of Directors shall hold a meeting of the Board of Directors at least biennially. The Chairperson of the Board of Directors shall act as Chairperson of the Board of Directors in case of a vacancy in the office of Chairperson.

Section 2. Duties - The Secretary shall:
1. Record the minutes of the meetings of the Board of Directors.
2. Prepare and maintain the minutes of the Board of Directors.
3. Conduct the business of the Board of Directors.
4. Advise the Chairperson of the Board of Directors.
5. The Treasurer shall:
6. Serve as Secretary of the Board of Directors and shall hold a meeting of the Board of Directors at least biennially.
7. Advise the Chairperson of the Board of Directors.
8. Advise the Chairperson of the Board of Directors in case of a vacancy in the office of Chairperson.
9. The Chairperson of the Board of Directors shall be elected by the Board of Directors and shall preside at such meetings.
10. The President shall act as Chairperson of the Board of Directors in case of a vacancy in the office of Chairperson.
11. The Chairperson of the Board of Directors shall be elected by the Board of Directors and shall preside at such meetings.
12. The Chairperson of the Board of Directors shall act as Chairperson of the Board of Directors in case of a vacancy in the office of Chairperson.

ARTICLE V. Nomination and Election of Directors

The Nominating Committee shall consist of three (3) members, who shall be elected by the Board of Directors, to serve for one year. The Nominating Committee shall consist of three (3) members, who shall be elected by the Board of Directors, to serve for one year.

Section 1. Nomination Process - The Nominating Committee shall consist of three (3) members, who shall be elected by the Board of Directors, to serve for one year.

Section 2. Nominations - The Nominating Committee shall consist of three (3) members, who shall be elected by the Board of Directors, to serve for one year. A. The Nominating Committee shall consist of three (3) members, who shall be elected by the Board of Directors, to serve for one year. B. The Nominating Committee shall consist of three (3) members, who shall be elected by the Board of Directors, to serve for one year. C. The Nominating Committee shall consist of three (3) members, who shall be elected by the Board of Directors, to serve for one year.

ARTICLE VI. Meetings of the Board of Directors

The Board of Directors shall meet at least biennially. The Board of Directors shall meet at least biennially.

Section 1. Special Meetings - A. Special meetings of the Board of Directors may be called by the Chairperson of the Board of Directors, to serve for one year. B. Special meetings of the Board of Directors may be called by the Chairperson of the Board of Directors, to serve for one year.

Section 2. Quorum - The quorum for any meeting of the Board of Directors shall consist of a majority of the members of the Board of Directors, to serve for one year.

ARTICLE VII. Meetings of the Executive Committee

The Executive Committee shall meet at least biennially. The Executive Committee shall meet at least biennially.

Section 1. Executive Committee - A. The Executive Committee shall meet at least biennially. B. The Executive Committee shall meet at least biennially.

ARTICLE VIII. Officers of the Executive Committee

The Officers of the Executive Committee shall be elected by the Board of Directors, to serve for one year.

Section 1. Officers - A. The Officers of the Executive Committee shall be elected by the Board of Directors, to serve for one year.

ARTICLE IX. Executive Committee

The Executive Committee shall consist of five (5) members, who shall be elected by the Board of Directors, to serve for one year.

Section 1. Composition - A. The Executive Committee shall consist of five (5) members, who shall be elected by the Board of Directors, to serve for one year.

ARTICLE X. Regions

The Regions shall consist of five (5) regions, which shall be determined by the Board of Directors, to serve for one year.

Section 1. Regions - A. The Regions shall consist of five (5) regions, which shall be determined by the Board of Directors, to serve for one year.

ARTICLE XI. Advisory Council

The Advisory Council shall consist of five (5) members, who shall be elected by the Board of Directors, to serve for one year.

Section 1. Composition - A. The Advisory Council shall consist of five (5) members, who shall be elected by the Board of Directors, to serve for one year.

ARTICLE XII. Committees

The Committees shall consist of five (5) members, who shall be elected by the Board of Directors, to serve for one year.

Section 1. Committees - A. The Committees shall consist of five (5) members, who shall be elected by the Board of Directors, to serve for one year.

ARTICLE XIII. Adoption of Bylaws

The Board of Directors shall adopt the Bylaws, to serve for one year.

Section 1. Adoption - A. The Board of Directors shall adopt the Bylaws, to serve for one year.
TAKE CONTROL! YOU Are In The Driver’s Seat

We know you're busy and need a variety of options when accessing your FNA membership benefits. With that in mind we have outlined some options when looking to find your niche in the FNA experience. The leadership created a new structure that gives members the freedom and flexibility to be creative and innovative or to choose more traditional forms of participation.

Merge Onto The Road To Success: FNA Membership. Pay your dues and let us work for you. Membership in the association is a demonstration of your commitment to the profession. Your dues dollars allow leaders and members to carry out the mission and vision of the professional association. With this option, you are still free to volunteer for activities that may arise throughout the year.

Take The 1st Right: Participate At The Regional Level. Regional leaders work with members to plan activities and events within your geographic region. You can choose to participate in existing activities or propose new regional activities to your Region Director. Activities may include continuing education programs, legislative forums, mentoring projects, or other projects as decided by region leaders and members.

Take A Detour To Make A Difference. Special Interest Groups are made up of FNA members who are interested in a specific issue or activity. Funding is available for special projects and activities so that these groups can turn their ideas into action. You can choose to join an existing SIG or suggest your own. Visit the Special Interest Group page on FloridaNurse.org for details.

Guide Legislators On Nursing Issues. Legislative District Coordinators are assigned to a public official from their local area and are asked to be on alert for calls to action from our lobby team during the legislative session and during election years. LDCs are provided to registered nurses (including FNA members) and students for scholarships and research grants.

You Have Arrived At Your Destination: Creating One Powerful Voice for Nursing. Through your support of lobbyists in Tallahassee, professional publications, attendance at conferences, or simply expressing your opinion, you have made a difference in the lives of nurses throughout the state of Florida.

Thank you to those of you who have been working hard to recruit new FNA members. Remember, FNA only gets stronger with the more members we have. As we grow in numbers, we grow in strength and voice! Keep recruiting so that you may be eligible for prizes in 2012!

Mavra Kear 1 Faculty Recruiters: Betty Mayer 11 Nina D’Andrea 5

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Being a Million Dollar Nurse

George Byron Smith, DNP, GNP, ARNP
Treasurer, FNA

We nurses spend our days taking care of others, whether it’s our patients, families, or our friends. We ensure patient safety while providing superior quality care. We assist our patients toward reaching their goals and achieving their full potential. Burke suggests:

• Eliminate consumerism and materialism. Mentality—Practice delayed gratification. Do you really need that new gadget or new-fangled contraption? Determine what is important in your life. What do you need versus what do you want. Eliminating consumerism is a way of thinking and living.

• De-stress your life—What is your life purpose? What makes you truly happy and content? Many times the things that make us the most satisfied in life, cost nothing-time with family and friends, peace of mind, communicating with nature, being present in the moment—to name a few. Living within your means and being able to save for your future provides peace of mind. Now. Take a deep breath, exhale slowly, and put that money away for your financial health.

• Focus on life-long learning—Knowledge is power. Staying informed of current practices and learning new things will position you for success. Life-long learning empowers you to the possibilities of your life.

• Develop your spiritual and giving self—What gives you peace? Determine your and your family’s life priorities. Use your finances to achieve your priorities and ensure you financial future. Prioritize your needs, make a plan, set your targets, live stress free.

As with ourselves, FNA also must be concerned about our financial wellbeing. FNA is the unifying voice for nurses in the state of Florida. We must be good stewards of our finances to ensure a viable future. The Board has recently completed a strategic plan that identifies our priorities and provides direction for our future. FNA has kept a firm course toward creating financial security. FNA relies on your support and commitment to ensuring continued success for nursing today and tomorrow. I am proud to be a member of FNA. Thank you for being a member. And if you are not a member, this is your time, join FNA.

The Florida Nurses Leadership Academy (FNLA) is a partnership program of the Florida Nurses Association (FNA) and the Florida Nurses Foundation (FNF) with the purpose of developing future nursing leaders. The goal is to provide tools, education and opportunities to new graduates to assist them in becoming active members. We encourage diversity in all areas of our leadership academy.

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Health care emerged as a dominant theme for the 2012 Legislature, and the Florida Nurses Association played a role in many policy and budget discussions at the state Capitol.

FNA was part of a coalition created by the Florida Hospital Association to fight deep cuts to the Medicaid program proposed by Gov. Rick Scott. Rick Scott—reflects a 1.25 percent reduction in the budget for 2012-2013—which was signed by Gov. Rick Scott—reflects a 1.25 percent reduction in the budget for 2012-2013—which was signed by the governor.

Personal Injury Protection insurance, PIP is the insurance required of all motorists in Florida. An FNA member will be appointed to a statewide task force created under HB 227 to address the growing problem of babies born addicted to prescription drugs. This task force was a priority of State Attorney General Pam Bondi, who told legislative committees that her discussions with many neonatal nurses about the disturbing trend prompted her to take action. The group held its first meeting April 24 and FNA was represented by FNA Executive Director Willa Fuller.

Applicants for a health care license with a 3rd degree drug possession conviction will wait only five years instead of 15 years to obtain their license. The license ban will be 10 years for other 3rd degree felonies such as fraud.

FNA also supported and lobbied in favor of legislation that would have allowed nurse practitioners to initiate Baker Act proceedings. The bill passed the House unanimously but was not placed on the Senate calendar in time for a floor vote before the legislative session ended March 9.

Lower income state employees can enroll their children in the state’s KidCare health insurance under legislation supported by the FNA, passed by the Legislature, and signed by the governor. State employees will continue to contribute 3 percent of their salary toward their pension, although the FNA and other groups representing state employees have mounted a court challenge to this. A Leon County judge ruled that the required contributions are unconstitutional, and the case has been sent to the Florida Supreme Court for further review.

The FNA is also challenging the Legislature’s decision to place inmate health care services in the hands of private companies. Lawmakers projected cost savings from this in the state’s 2012-2013 budget. A Leon County judge is scheduled to hear FNA’s legal arguments in a May hearing.

Weekly webcasts and videos highlighting FNA’s lobbying efforts are available at www.floridanurse.org. Click on the “Legislative Activities” tab, then on “Capital Wiz.”

Our goal is to raise $25,000 and we believe we can do it with your help!

FNA Political Action Committee (FNPAC) Fundraising Campaign “$20 for 2012”

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Yes, I would like to help support the Fundraising Campaign. Enclosed is my contribution for $ ________________

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P.O. Box 336985
Orlando, FL 32853

Or visit the website @ www.floridanurse.org

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Legislative Activism: Not as Difficult as You Might Think

Jeanie M. Demshar, Esq., Director of Professional Practice Advocacy and Bonnie Sklaren, MSN, ARNP, FNPAC Chair

Becoming active by volunteering in the political arena is not as difficult as many think. Now, does it necessarily mean making a huge commitment of time, a precious commodity for all of us? I have heard all too many times, “I am not interested in politics, you do it” or “They (the politicians) are all crooks so why bother?” or “I don’t know what to do or what I don’t know matter.” As nurses, the issue is not whether you are interested in politics, but whether you can do something to help. No, you cannot be an expert in this area, but you can learn how to go about accessing the legislative arena. How many times do you care for people who are sick and in the hospital because they could not afford the preventative medicine or care that would have helped them be healthy? Many of the decisions regarding these crucial issues are made by your legislators who may or may not be educated on nursing and nurse-related issues.

I know from experience and talking to many nurses that most do feel passionate about issues regarding health care delivery but feel that either their contributions in the legislative arena will not make a difference or they feel intimidated and, therefore, do not get involved.

The key to getting over the intimidation factor is to take the first step. Pick up the telephone and call your state senator and/or representative or talk to his/her aide and tell them you are a nurse and a constituent and you would like to have a few minutes with the legislator. Remember the one thing separating you from your legislator is that he/she has a full-time job. It is not what you are or what I do, it will not matter. As nurses, the politicians (including our fellow nurses) are all crooks so by law and by invitation, so having a meet and greet in your community is greatly appreciated.

FNA Member Runs for the Judiciary in South Florida

Jacci Seskin is an FNA Member who has over 20 years in nursing. After many twists and turns in her life she went back to school to get her baccalaureate degree and received it from Florida International University. She later became an attorney and has served as an Assistant Public Defender and later an Assistant State Attorney. She was committed to representing the vulnerable and underserved. She will be pursuing seat on the bench on August 14, 2012. We know that as a nurse she will take her compassionate and caring background with her to the judiciary. Jacci is a member of the South Region of FNA.

To read her whole story, go to the News and Events page at www.floridanurse.org.

Exploiting ARNPs

Mavra Kear, PhD, ARNP, BC

On May 4, 2012, Governor Rick Scott approved changes to the Motor Vehicle Personal Injury Protection Insurance (PIP) benefits [HB119 / SB1860]. The revisions limit reimbursement for chiropractic care to $2,500, unless the injured person is referred by an authorized medical provider for “an emergency medical condition.” With appropriate referral, a chiropractor may access the full $10,000 of PIP coverage. FNA was successful in preserving Advanced Registered Nurse Practitioners among the list of authorized providers.

Almost immediately after the bill was approved, the FNA office began to receive calls from chiropractors asking about collaboration with nurse practitioners. The callers sought ways to contract with or employ-exploit-ARNPs as a way to access maximum insurance benefits. Per the Nurse Practice Act [55.464]: An Advanced Registered Nurse Practitioner shall only perform medical acts of diagnosis, treatment, and operation pursuant to a protocol between the ARNP and a Florida-licensed medical doctor, osteopathic physician, or dentist [64B9-4.010]. The scope of practice applies to any of those functions which the ARNP has been educated to perform including the monitoring and altering of drug therapies, and initiation of appropriate therapies, according to the established protocol and consistent with the practice setting [64B9-4.009].

Nurse Practitioners beware. A person who knowingly submits false, misleading, or fraudulent information related to a vehicular injury is committing insurance fraud. Do not risk losing your license and livelihood by allowing a chiropractor to exploit your practice privileges.
On Friday, May 4th, nurses from across the state shared their personal Florida Nurses Association 25th Annual Ingeborg Mauksch Clinical Excellence Awards stories of how they have made a difference in a patient’s/family member’s life. Peer nominated nurses representing a variety of specialties and practice areas submitted exemplars, sharing their personal stories of how they made a difference in their clinical practice. The exemplars were given to a panel of professional nurse reviewers from various clinical backgrounds and 16 were selected for presentation at the conference. These outstanding nurses are:

- Maureen Adamson representing Morton Plant Hospital, Clearwater, Florida
- Shannon Atkins representing South Seminole Hospital, Longwood, Florida
- Celia Brannon representing Morton Plant Hospital, Clearwater, Florida
- William Dennis representing Moffit Cancer Center, Tampa, Florida
- Hetal Desai representing Tampa General Hospital, Tampa, Florida
- William-Ann Farro representing South Seminole Hospital, Longwood, Florida
- Rue Hilal representing South Seminole Hospital, Longwood, Florida
- Marianne Martin representing Morton Plant Hospital, Clearwater, Florida
- Marilyn McKelvey representing Moffit Cancer Center, Tampa, Florida
- Linda Northrop representing Tampa General Hospital Advanced Practice Council, Tampa, Florida
- Digy Paul representing Tampa General Hospital Advanced Practice Council, Tampa, Florida
- Judy Pritchard representing Morton Plant Hospital, Clearwater, Florida
- Charlye Tait representing Tampa General Hospital Advanced Practice Council, Tampa, Florida
- Krista Zyskowski representing University of Florida at Shands, Gainesville, Florida
- Linda Northrop representing Tampa General Hospital Advanced Practice Council, Tampa, Florida
- Adam Haines

Morton Plant Mesay BayCare Health System was the recipient of the 2012 Frances Smith Clinical Excellence Award. The criteria for this recognition included conference participation (presentation, attendance) and evidence of how the facility creates an environment which encourages nurses to become clinically excellent.

This year’s Clinical Excellence Conference Sponsor, MorLuv Scrubs, provided custom embroidered scrubs for all of our presenters. Get your own customized scrubs at www.morluvscrubs.com and a donation will be made to Florida Nurses Foundation. Support FNF and receive a great quality, great fitting, and great looking product.

Every fall, Florida Nurses Association members are asked to nominate their peers and facilities as examples of clinical excellence. Be sure to check your email and the Members Only section of FloridaNurse.org for the next Clinical Excellence Nomination due date.

Palm Healthcare Foundation’s Tenth Annual Nursing Distinction Awards honored Palm Beach County’s nurses on May 4, 2012 at The Breakers Palm Beach. Congratulations to FNA Member Dr. Pat Liehr for being awarded the Nurse of the Year Award.

Teri Chenot, Ed.D., RN., Jacksonville University, and Roberto Vallish, MSN, ARNP, Shands Jacksonville, have been awarded a $2K nursing research grant from the Sigma Theta Tau International Honor Society of Nursing Lambda Rho Chapter-at-Large. Their study is entitled Building an Academic/Clinical Partnership in Patient Safety to Improve Health Outcomes.

Cassandra Stephens, MSN, RN, of the FLORIDA NURSES ASSOCIATION, was approved by the Florida Board of Nursing and selected by NCSBN to participate on the NCLEX® item development panel of subject matter experts that was held in Chicago, IL on APRIL 10-13, 2012. Stephens was one of 12 nurses from across the nation to be selected for this assignment. She was nominated on the basis of clinical specialty and nursing expertise.

Following his graduation from the Purdue University School of Nursing and ROTC, Adam Haines was commissioned as an officer in the U.S. Navy. Shortly after, he passed his NCLEX, making him a registered nurse at his first duty station in Jacksonville Naval Hospital, FL. While practicing on a multiservice ward, he was selected and deployed to Guantanamo Bay Cuba for a six month deployment in support of detainee operations. He has since practiced in the Emergency Room and successfully passed the exam to become a Certified Emergency Nurse.

He then received orders to Sigonella, Sicily and after only 8 months, he was selected to be deployed to Afghanistan for seven months. He served in a Shock Trauma Platoon as the sole nurse on a Mobile Trauma Bay team supporting Marines in Helmand Province, including the battles to secure Nowzad and Marjah.

On two separate occasions he conducted aeromedical transports of severely injured casualties. In addition to treating their own personnel and supporting military operations, his team treated local Afghans for trauma and non-trauma medical needs. After his deployment, he was sent back to Sigonella, Sicily Emergency Department to finish out his tour. Most recently he has been promoted to the E.D. staff as the Division Officer, adding to the legacy of Purdue Nurses in leadership roles.

Note: Adam’s parents submitted this article.
Carol Jewel George Cobb, RN

Carol Cobb was first and last a nurse and educator. She graduated from the School of Nursing, University Hospital, Pennsylvania and began her career at Bellevue Hospital in New York City. She moved to Pensacola to organize a program at Sacred Heart Hospital School of Nursing which provided clinical instruction in maternal, child, and women's care to be provided locally. Previously, students were sent to New Orleans. Carol was a founding faculty member of Pensacola Junior College’s two year Registered Nursing program, the first such program in the state of Florida.

Ms. Cobb was appointed by the Governor to serve as a member and President of the Florida State Board of Nursing and selected to write state nursing license exams. She was a past President of District One, Florida Nurses Association. In 2009, she was recognized by the FNA with the Great 100 Nurses of Florida Award in the Role Model category. She co-founded and was Director of Nursing, Nurses On Call, Inc., a temporary nurse staffing agency.

In the community, she was involved in Head Start and the Children’s Developmental Center among many public health programs and events. She was PJC faculty sponsor for Zeta Phi Delta and later inducted as an Honorary Sister. She was also an award winning Mary Kay beauty consultant for 25 years.

Carol Cobb was married to the late Arthur E. Cobb of Pensacola. She is survived by her brother, Spencer George; her children, Stephen George Cobb, Laura Cobb Worthylake and Ann Cobb Keiek; and grandchildren, Sarah Ann Worthylake and Brantly Scott Keiek.
Nurse Practitioner Student
Tina Davis
SHANDS
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In honor of Nurse’s Week, Broward Health Coral Springs held daily functions in recognition and celebration while upholding The Joint Commission Survey for accreditation. These included Thursday’s luxurious Nightingale Tea breakfast served by the volunteers, nurse’s luncheon, gifts and the recognition ceremony to highlight the accomplishments of our nurses. These accomplishments included clinical ladder recipients, board certification recipients, BSN, MSN graduates, Nurse of the Year for each unit and Nurse of the Year for the hospital.  

Nurses Practitioner Council of Collier County President
Karen Blankenship
MorLuv Scubs shared affordable care literature and handed staff a 2012 immunization card from the CDC.

Nurses at Shands Hospital celebrate Nurses Week.

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Is NICU Nursing for You?

The Rasmussen Student Nurses Association (RSNA) sponsored a Dine and Learn on April 12. The guest speaker was Annmarie Farro, RN, a NICU nurse at Shands @UF. The College was honored to have such a great Florida nurse leader. Many of the RSNA members had met Mrs. Farro at the Florida Nurses Association (FNA) Membership Assembly in October 2011 and wanted her to share her experiences and qualifications to become a nurse with the most fragile newborns in the “Newborn Intensive Care Unit.” Her story started as a Miami Metro Dade Police officer and then retiring to North Central Florida. Soon after her move she had a premature daughter that required special care. She refocused her career path and attended Central Florida College and became a Registered Nurse.

Mrs. Farro has always been a leader and takes charge for the underserved. The NICU is the ideal unit for her to follow her heart. She also became a very active member of Florida Nurses Association serving as a Regional Advisory. Annmarie’s passion and commitment to nursing radiated and inspired the attendees. Many have not decided what path in nursing to take, but they agreed being a leader is what all nurses need to be.

The RSNA will be hosting similar activities each quarter to expose the students to a variety of nursing opportunities. They sparked some students to go towards NICU nursing, leadership roles, and enjoyed some great food.

Hello, FNA members. I just returned from the National Student Nurses Association (NSNA) Annual Convention in Pittsburgh, PA, and I am thrilled to announce that the new NSNA President is Florida’s very own, Joseph Potts, from the University of North Florida! Florida boasted the second largest delegation presence with over 40 delegates, second only to the convention hosts, Pennsylvania. Our members actively participated as poster presenters, resolution authors, volunteers, delegates, and more. I am also proud to report that our Executive Board’s Corresponding Secretary, Kara Mercer, was the recipient of a Johnson & Johnson Scholarship Award. I was inspired by all of the state presidents that I had the pleasure of networking and collaborating with during our Council of State Presidents (COSP) meeting. This was a tremendous opportunity for me to share the extraordinary things that Florida nursing students are doing and an opportunity for me to take away new ideas from these amazing student leaders. It was a motivating experience that has me eager to finalize the details of our own Annual Convention that will take place in Daytona Beach this fall. I hope to have more information to report on that in my next article.

Florida nursing students are delighted and honored that a student leader from Florida was elected as the president of our national organization. It was truly remarkable to witness and be part of the unified support that Joseph Potts received from Florida’s nursing students. These nursing student leaders demonstrated an exemplary level of professionalism and dedication, and I am grateful to serve with every one of them. It is my sincere hope that these awesome student leaders will become active participants of the Florida Nurses Association (FNA) after they graduate, where they will lead and inspire other nursing professionals because they have definitely been an inspiration to me.
said AANA President, Debra Malina, CRNA, DNSc, MBA. “CRNAs can make a dramatic and positive impact on the long-term health of hundreds of thousands of veterans for years to come.”

• Please join FANA members for the 2012 FANA Spring Meeting at the Harbor Beach Marriott Resort & Spa in Fort Lauderdale on June 8–10, 2012. Registered and advanced practice nurses of all specialties are welcome to earn continuing education units and network with other healthcare professionals at this three-day event. Visit www.FANA.org for details.

• FANA members look forward to attending the 2012 AANA Annual meeting in San Francisco on August 4–8, 2012. The Annual Meeting offers lifelong learners a wide variety of educational opportunities based on current concepts of adult education, which encompasses clinical, educational and contemporary practice issues, and enables participants to fulfill education they need for professional recertification. Visit www.AANA.com for details.

• Please join FANA members for the 2012 FANA Annual meeting at The Peabody in Orlando on October 19–21, 2012. Registered and advanced practice nurses of all specialties are welcome to earn continuing education units and network with other healthcare professionals at this three-day event. Visit www.FANA.org for details.

• Find FANA on Facebook at http://www.facebook.com/pages/FANA-Florida-Association-of-Nurse-Anesthetists/294958237227334

Greetings from the Florida Association of Nurse Anesthetists

Certified Registered Nurse Anesthetists (CRNAs) are specially trained and educated professionals who provide comprehensive anesthesia care to patients before, during, and after surgical and obstetrical procedures, and are the primary anesthesia professionals in rural and medically underserved areas.

CRNAs: PART OF THE SOLUTION TO FLORIDA’S HEALTH CARE CHALLENGES

• To meet the continuing education needs of its members and to promote the nurse anesthesia profession, FANA members joined our CRNA colleagues in Washington, D.C. at the 2012 AANA Mid-Year Assembly, April 13-18, 2012. This annual event coordinated by the American Association of Nurse Anesthetists (AANA) offers CRNAs and SRNAs the opportunity to develop competencies in dealing with federal legislative and regulatory issues and the legislative process. The Assembly features speakers addressing important issues relevant to the practice of nurse anesthesia.

• JOINING FORCES Initiative: In a broad, coordinated effort, the AANA and more than 150 other state and national nursing organizations have committed to further educate our nation’s 3 million nurses so they are prepared to meet the unique health needs of service members, veterans, and their families. “The invisible wounds of war, Post-Traumatic Stress Disorder (PTSD) and Traumatic Brain Injury (TBI), have impacted approximately 1 in 6 of our troops returning from Afghanistan and Iraq—more than 300,000 veterans. And since 2000, more than 44,000 of those troops have suffered at least a moderate-grade traumatic brain injury.”


AANA

(Left to right) Jake Hartig, SRNA; Kathryn Newton, SRNA; Talia Latin, SRNA; Congressman Steve Southerland II; Kathleen Thibeault, CRNA; Scarlett Hinson, DNP, CRNA; and Tony Curole, SRNA.

I am for her.

Become a guardian ad litem volunteer today! There are over 9,500 children that do not have a voice in court. Many of these children face physical or psychological challenges and are on psychotropic medications. Who better to help them navigate through the system than a nurse! You will receive training and support to help you along the way. It is just a few hours a month that will change a child’s life forever. Call Alan Abramowitz, Executive Director, at (866) 241-1425 or (850) 922-7213 or visit our website at www.GuardianAdLitem.org for more information.
Florida has seen rapid growth of new nursing programs over recent years. From 2007 to 2012, LPN program count went from 79 to 140 and prelicensure RN program growth went from 71 to 153. Thus, it was expected that the number of graduates from the state’s nursing programs would increase. The number of graduates from LPN nursing programs increased 20% from AY 2009-2010 to AY 2010-2011, and this growth was largely driven by increased enrollment in LPN programs. The percentage of qualified applications that were rejected from nursing schools declined from the previous survey, but still the rejections remain high. (Applications are tracked rather than applicants, because a student may apply to more than one school). Twenty-nine percent of qualified applications to LPN programs were rejected, as were 48% of ADN applications, and 51% of pre-licensure BSN applications.

BARRELS TO PRE-LICENSE STUDENT ADMISSION REMAIN SIMILAR TO PRIOR YEARS: LIMITED CLINICAL SITES, LACK OF FUNDS TO HIRE FACULTY, AND LACK OF CAMPUS RESOURCES.

Enrollment in the state’s post-licensure nursing programs has been steadily increasing. Since 2007, master’s degree programs increased enrollment by 15%, and this growth was largely driven by increased enrollment in nurse practitioner and management curriculum tracks. PhD enrollment has increased by 5.4% since 2007; however, DNP enrollment has greatly increased by 358%, including an increase of 162 enrolled students from AY 2009-2010 to AY 2010-2011. Unfortunately, given the shortage of nurses prepared to assume faculty roles, both MSN Educator and PhD student enrollment has remained relatively flat. There are several post-graduate nursing programs which have an online-only curriculum, and therefore are producing other graduate nurses who reside in Florida. However, we were unable to survey these schools or provide a count of students or graduates. Since the AY 2009-2010 survey, the number of post-licensure graduates has increased by 13% for MSN programs and 39% for doctoral programs.

RN-BSN programs who responded to our survey had an 11 percent increase in graduates from AY 2009-2010 to AY 2010-2011. This graduation rate is likely an undercount of the RN-BSN graduates as not all RN-BSN programs responded to the survey, and some nurses completed online-only coursework in an out-of-state school. Nevertheless, all of the post-graduate programs have seen an increase in the number of graduates since AY 2008-2009.

Responding schools reported 105 full-time and 42 part-time vacant faculty positions. Faculty vacancy rates decreased to 1.6% in LPN Programs and 6.4% in ADN programs, and remained about the same for BSN programs (12.2%). In all programs, around 40% of full-time faculty members are under the age of 50. However, 19% of BSN full-time faculty members are over the age of 60. The average age of full-time faculty members was around 50 years. The number of aging faculty members will remain a problem when nursing faculty are ready to retire and there aren’t enough qualified nurse educators to replace them.

RECOMMENDATIONS
As a result of the education survey analysis, the Center offers four recommendations for consideration and action:
1. A consistent, long-term data collection, analysis, and reporting system must be in place and adequately funded.
2. A critical assessment regarding the quality and impact of new programs and expansion of existing programs should be completed to determine whether or not the value proposition has been achieved.
3. Create incentives for nurses to seek advanced education, from RN to BSN and into graduate study for education and/or a PhD, to assist existing nurses to further their education and build a nurse faculty pipeline.
4. New methods of education, clinical and didactic, should be developed to accommodate the style of younger generations, address the critical shortage of clinical capacity, and prepare newly licensed RNs to work in non-traditional settings.

The Florida Center for Nursing would like to thank all of the nursing schools who participated in our survey. Without your help, our survey would not be successful!
The 2nd Annual Florida Nurses Association South Region Symposium and Awards Ceremony was held on Saturday, April 14th, at the Signature Grande in Davie. The leadership council for the region spent many hours over the past 6 months planning for this huge event that was attended by over 285 nurses from Broward and Dade counties. There was a full day of posters, presentations, nursing awards, and a visit from Senator Nan Rich. The symposium was kicked off with Eboni Martin singing the “Song of Florida Nurses,” and Lyndall Vickers was the Accompanist, then Dr. Vicky Stone-Gale, the FNA South Region Director, gave the welcome and opening remarks. Dr. Mavra Kear, FNA President, was present and provided a message acknowledging all of the nurses in the room. We were honored to have Dr. Rose Sherman give a presentation on “Developing the Nurse Leader in You.” Deborah Mulvihill, RN, provided a powerful message as she discussed the IOM report on Nursing and how we can make a difference in healthcare moving forward. There was also a panel presentation with nurses from various roles discussing one mission. There were over 30 sponsors and vendors that attended and poster presentations on various areas of nursing research.

Senator Nan Rich, the luncheon speaker, praised nurses and shared her feelings in regards to nursing issues, as well as the legislative climate and her role in the legislature. She also presented the James Emerson Graduate Nursing Scholarship to Veronica Lopez, ARNP, who is a DNP student at Barry University. The scholarship was given by the South Florida Council of Advanced Practice Nurses in honor of Dr. Stone-Gale’s father, who passed away in October. Mr. Emerson was a strong proponent of nursing education.

The sisters of Dr. Sarah Fishman, from the previous District 21, who passed away last year, presented the Dr. Sarah Fishman Memorial Scholarship to Jennifer Blackman, a BSN student at Florida Atlantic University. The Royce Foundation awarded two nursing scholarships to local nurses, Kadene Gordon and Nativ Hernandez. The Nurses Charitable Trust also awarded two nursing scholarships to local nurses. The two recipients were Clara Gonzalez, a BSN student at Nova Southeastern University, and Brittany Preston, a BSN student at Florida International University.

Through the consideration and recommendation of the South Region Leadership Council, the South Region Nightingale Award was formed. This prestigious award is presented to an individual, group of people, entity, or organization that has, through extraordinary actions and deeds, enriched and enhanced the profession of nursing. The winner of this prestigious award was the Nurses Charitable Trust.

Another highlight of the day was the presentation of the Nursing Excellence Awards. The awards committee had so many wonderful nominations honoring nurses for their commitment to nursing. The following nurses were the winners in the specific categories below:

Registered Nurse Award—Anna Morrison, RN, Holy Cross Hospital
Nursing Administration Award—Dr. Sue Bradford, Memorial Health System
Advanced Practice Nursing Award—Dr. Marie Etienne, Miami Dade College
Nurse Educator Award—Dr. Yamina Alvarez, Miami Dade College
Community Action Award—Connie Miller, RN, Miami Dade College
Promoting Environment for Excellence Award—Celia Hoffing, RN, Baptist Health

The culmination of the event was the presentation of the 2012 Outstanding Nurse of the Year award which was presented to Dr. John Lowe, who is a faculty member at Florida Atlantic University Christine E. Lynn College of Nursing.

The Sigma Theta Tau Lambda-Rho-Chapter-at-Large hosted a successful nursing research conference on March 2, 2012 in Jacksonville entitled It’s All About the Outcomes! Willa Fuller, Executive Director of the Florida Nurses Association, presented on 100 Years of Advocacy. There were approximately 200 attendees that included nursing students, faculty, clinical nurses, and nurse leaders. The conference included informative presentations regarding health outcomes/research, poster presentations, and healthcare exhibitors.
At Banner Health, an award winning hospital system, we don't take everyday activities for granted. We give you all the resources you need to be successful with your patients, career and life, and we strongly believe in making a difference in our employees' lives so they can make a difference in the lives of others. We are committed to providing state-of-the-art facilities, leading-edge technology, and engaging environment and comprehensive benefits.

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Please reference keyword “Alaska Careers” when applying.

What is the Florida Coalition of Nurse Practitioners?

FLACNP is a unified coordinated effort among advanced practice nurses with a desire to increase access to affordable quality care for the Florida’s residents. For several years, nurse practitioners have been working to influence legislation to ensure that they can practice to the full extent of their education and the Coalition was formed to achieve this goal.

The Coalition was originally formed in 2007 and is comprised of the Florida Nurses Association, the Florida Nurse Practitioner Network, the Florida Association of Nurse Anesthetists, and the Florida Council of Nurse Midwives. Now, members from the American Academy of Nurse Practitioners as well as many local nurse practitioner councils participate in quarterly meetings. Everyone’s voices are heard as priorities for action are determined.

The main goal is developing legislative initiatives in a coordinated effort. One such project was fundraising for the creation of a video to educate legislators and the public about advanced practice nurses and their contribution to healthcare. This excellent video continues to be distributed and is still accessible through various online media.

Recently, the Coalition launched a survey of Florida Nurse Practitioners to determine what issues are most important to them. Nearly 900 responded and a report of the results of this survey will be released in the near future.

For more information on the Coalition, visit the website at http://flcapn.enpnetwork.com/

The individual organization websites are

FNA—http://www.floridanurse.org
FPNP—http://www.fnpn.org
FANA—http://www.fana.org
FCNM—http://www.flnursemidwives.org/

Florida Coalition of Advanced Practice Nurses

The mission of the coalition is to build a cohesive foundation of all APN stakeholders. The coalition is committed to promoting creative solutions using advanced practice nursing models to address the health care needs of all Floridians.
FIU Opens New DNP Program

On January 13, 2012, the College of Nursing and Health Sciences at Florida International University welcomed its inaugural class of students into their new Doctor of Nursing Practice (DNP) degree program. Slated to complete their degree by December 2013, the cohort of 12 students are all licensed, nationally certified advanced practice nurses with varied clinical expertise and interests. The start of the DNP program at FIU places the school on track with meeting the recommended 2015 deadline set by the American Association of Colleges of Nursing for colleges and universities for transition to offering a DNP for advanced practice nurses.

The DNP at FIU is a 42 credit post-master’s program for advanced practice nurses (NP’s, CRNA’s, CNM’s, and CNS’s) and is being offered using a hybrid on-line format. This format allows for maximum flexibility, making it an ideal program for busy working nursing professionals. FIU’s DNP is currently accepting applications for their next cohort, which begins January 2013. Additional information about the DNP program and access to the on-line application can be found on FIU’s website at http://dnp.fiu.edu/. A BSN to DNP option with multiple clinical tracks is also being planned for fall of 2013.
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* U.S. Department of Health and Human Services, Health Resources and Services Administration, 2008
** The on-site Bachelor of Science in Nursing (BSN) degree program can be completed in three years of year-round study instead of the typical four years with summers off.