President’s Message

Let’s Do Something Amazing

George Peraza-Smith, DNP, RN, APRN, GNP, AGPCNP

I am proud to be a nurse. Nursing has provided me so many opportunities and adventures. I have been blessed that nursing found me. When I was a young man and thinking about a career, nursing wasn’t a career option for me. Living in the country of Mississippi, nursing was not a career for men. I dreamed of being a physician, lawyer, or truck driver. It was fate that brought me to nursing school. I hadn’t adapted well to my first year at college and was directionless, when my best friend asked me to join him in going to nursing school and I said ‘ok, why not?’ I started nursing school while my friend and I stuck it out and became an R.N. – and I have loved it ever since. I am so grateful that Nursing found me. I have thrived as a nurse. Nursing is who I am. I cannot think of any other career I would be comfortable or satisfied with other than nursing. I am proud to be a nurse.

As President for the Florida Nurses Association, I am humbled and honored to represent you and the Association in our work to support and advocate for nurses. It is an exciting time to be a nurse and to be a member of the Florida Nurses Association. I plan to focus on three areas during the upcoming year. First, I plan to build stronger relationships with nursing students and the Florida Nursing Students Association (FNSA). Students are our future. Florida has one of the most engaged Student Nurses Associations in the country. Yet, we lose many student nurses after graduation. I want to continue with the energy and great work that Hannah McRoberts, Director of Recent Graduates has done in fostering connections and support for new graduates during the early career transition years. I also plan to engage with the FNSA leadership. Second, as a nurse who is a nurse practitioner, I am often perplexed with the disconnect between Nurses and NPs. We are all nurses. We should be supporting each other. One is not better or higher than the other. We both have two different jobs to perform but we are all nurses. I intend to draw attention on elevating our shared bonds. Let’s advocate with and for each other. My third focus will be on Nurse Educators. Where have all the Nurse Educators gone? The colleagues that have influenced me the most in joining and being involved with the Florida Nurses Association were my instructors. They role modeled association membership and involvement by mentoring me and supporting me at district meetings and state conventions. I call on all Nurse Educators to come back to the Association and be an active role model for our future nurses – your students. Thank you for this opportunity to serve. Let me know if any of these three focus areas resonate with you and share your ideas on moving forward.

The Board of Directors announced at the Membership Assembly the sale of the Florida Nurses Association Headquarters. Change is a part of life. And with change things may seem uncertain… ambiguous… even scary. We all have paths that we

President’s Message continued on page 3

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Membership-Belonging is like Breathing

Willa Fuller, RN, Executive Director

Whenever I deliver a presentation about membership, people usually start it with a statement about my belonging to any organization that supports something I believe in or that speaks on my behalf. I used to tell them that I was president of my class in first grade. This was the Student Council almost every year that I was in school. I am a member of my quiet and several service clubs. I can never belong to two meetup groups that eat together regularly. (For those close friends who are thinking about me to back off those two, I will have words with you later!) Anyway, I am basically an introvert who loves people and who loves being a part of anything and everything that is important in my life. So it was no surprise to me that I became the president of my student nurses’ association chapter in college. I was a resident of Daytona Beach Community College (now Daytona State College). Later, at the University of Central Florida, I was president of Omicron Delta Tau. Since I have become the Executive Director of FNA, I belong to the Florida Society of Association Executives where I serve on the Executive Committee. At the National Level, I am the current chair of SEED which is a group of state executive directors and state presidents from the southeastern states.

Though I was pretty shy, (I have report cards to prove it), my mom pushed me to be involved in everything. It didn’t take me too much pushing because I loved being involved and in the know. It was student government, where I felt I got my sea legs because I could see the big picture. The organization made me an insider about what was happening at the school on several levels. For example, it was during my last year that I changed the dress code and allowed for a more relaxed and comfortable environment in school. Now, some people today may think that was a questionable contribution because it was the SGA leaders who were the heroes to the rest of the students! I felt so powerful being a part of that.

In my heart, I have worked with may not have triumphed in all our efforts, but in the end, we could still feel something positive because we had made an effort. Our voice was heard. In the case of FNA, before I took this position, I served as my local district president and on multiple state committees, as well as on the FNA Board. I can remember all the years we fought for advanced practice issues, issues for nurses, issues for public health, together with school nurses, as well as many issues for patients. Some of those goals were achieved while others are still on the agenda.

Sometimes, I would get a call from the FNA headquarters to go and visit a legislator to talk about their particular piece of legislation. I would read the talking points that I was supposed to present in the meeting with confidence so that I could communicate nursing’s agenda. I had taken the time to make the connection with the local legislator so that sometimes they would call ME to ask a question about a piece of legislation. I was serving as their expert on these issues. When I didn’t know the answer, I would either refer them to FNA Headquarters or I would call FNA, talk to Barbara Lumpkin and come back with an answer that the group felt was appropriate. Nurses all over the state do the same thing. We were a very effective team. We not only got legislation passed, we shut down legislation that could hurt nurses and patients. It is important to point out that we did not always agree individual on all of the issues, we were from different parties, different philosophies and different ideologies, but we knew when to stand together or stand down. And we forged on as friends and colleagues.

Again, we had many victories, and our losses were not losses at all but challenges to keep trying for the future. In the beginning, I thought I could make a difference just by will never give up, but we can make greater progress if you come work with us. We also can’t clutcher our wallets, hold onto our pennies and refuse to belong because “it cost too much”, and expect anything to happen. We are responsible for our future, both our profession and our patients and APATHY is the Future Killer.

Many FNA voices carried me through my years of nursing. The determination of longstanding members who were pioneer leaders of this organization have made strides that you cannot begin to comprehend if you have not walked alongside them. Even the existence of advanced practice nurses in the state of Florida is due to the work of leaders and members of the Florida Nurses Association. Issues like title protection and protection of the name of the RN-1st assistant were all FNA driven.

There is a lot of networking on the internet among some of the most dynamic groups who are discussing real-world issues, delving into community service and supporting each other in problem solving. It would be ideal if some of this energy could be harnessed into membership and collaborative action in the policy making arena. The younger members that we have joined us being enthusiasts and new ideas, the more seasoned nurses that join bring their experiences and wisdom to make a difference. Together these groups can bring dynamic forces that not only come together to make change, but lift each other up and share perspectives about our diverse situations.

These dynamic “conversations” can lead to empowerment and advocacy. Don’t be a bystander. Join us and redesign the future. We are responsible for our future, both our pennies and refuse to belong because “it cost too much”. We can never give up, but we can make greater progress if you come work with us. On the fence about joining? Call us at (407) 896-3261 between 1pm and 2pm to learn more about feeling like a part of the solution. Make FNA a part of your everyday life... like breathing.
must take sometimes alone and other times with others. Sometimes those paths are clear so that we can take them with determined conviction and a sense of clarity while other paths seem more foreboding and riskier. Change can be painful as we let go of the familiar and grab hold of what is yet to be discovered. With change comes opportunity. A quote from George Couros on change and opportunity states it best for me: Change is an opportunity to do something amazing. This is an opportunity to reinvigorate and to find new avenues for a successful Association. However, our past must be honored and remembered. The FNA Headquarters building represents who we are and where we came from as a State Association. It holds so many wonderful memories for me. I remember the first time I became involved at the State level and joined a membership task force back in the 90s. I was so impressed that we had our own space, as well as the fact that we had built the building for the association headquarters. It has been a source of pride for me. A place where I felt I belonged. Where I found my professional place in nursing. I remember the leaders that have influenced me in many meetings at the FNA Headquarters. There are too many to mention in this address but you know who you are. However, the Association is not the building. We are the Association. We will continue to thrive and find new opportunities. I acknowledge those who may be grieving this transition. I am right there with you. However, I choose to see this as an opportunity. The building is our past, WE are our future. This is OUR opportunity to be AMAZING!

Webinar: A New Season, A New You
January 7, 2020 6:00-7:00pm EST
Online Webinar

Webinar: Advocacy Days 101
January 15, 2020 6:30-7:30pm EST
Online Webinar

FNA Advocacy Days
January 22-23, 2020
Florida State Conference Center, Tallahassee, FL

Webinar: The Code of Ethics for Nurses
January 30, 2020 6:00-7:00pm EST
Online Webinar

Young Professionals Networking Event
February 8, 2020 12:00-2:00pm EST
University of Tampa, Tampa, FL

2020 Calendar of Events

View full calendar at www.floridanurse.org/events

South Region Symposium
April 18, 2020
Gulfstream Park, Hallandale Beach, FL

6th Annual Nursing Research & Evidence-Based Practice Conference
July 25, 2020
Harry P. Leu Gardens, Orlando, FL

FNA Webinars Now Available on Demand!
Go to www.floridanurse.org/ProfessionalDevelopment for more info.

We welcome all nursing students and registered Nurses regardless of membership status to all of our events unless otherwise noted. For registration and more information about FNA events, go to www.floridanurse.org/events.

Webinar: The Code of Ethics for Nurses
January 30, 2020 6:00-7:00pm EST
Online Webinar

Young Professionals Networking Event
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We welcome all nursing students and registered Nurses regardless of membership status to all of our events unless otherwise noted. For registration and more information about FNA events, go to www.floridanurse.org/events.

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Announcing the
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Marsha Martin, RN, CCRN

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Learn more and register at AANN.org/AnnualMeeting

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Announcing the New Board of Directors

West Central Region
Lottie Cuthbertson, MSN-ED, RN, LHRM, FCN

Southeast Region
Darlene Edic-Crawford, DNP, APRN

Southwest Region
Susan Torres, MSN, RN, LHCRM

South Region
Marie Etienne, DNP, APRN, FNP, PNP, PLNC

Director, Recent Graduates
Hannah McRoberts, BSN, RN

LERC Liaison
Deborah Hogan, MPH, BSN, RN

Nominating Committee
Janegale Boyd, RN

Randy Jackson, MSN, RN, PCCN

Stefanie La Manna, PhD, MPH, APRN

Maria Perez, PhD, RNC-OB, LHRM, CHEP

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Southwest Region Update

The Southwest Region warmly welcomes its returning Director, Susan Torres. Stay tuned for information regarding 2020 events in the Southwest Region.

FNA Advocacy Days is January 22-23 at the Florida State Conference Center in Tallahassee, FL. Join your fellow members in advocating for our profession at this important event.

To stay updated on the happenings of the region as well as state-wide FNA activities, visit www.floridanurse.org where you can check out our community calendar, update your member profile, and connect to the SW Region group page.

West Central Region Update

The FNA West Central Region welcomes a new Region Director

Lottie Cathbertson is a native of St. Petersburg, Florida. Lottie’s background includes a 29-year career as a Professional nurse working in hospitals, home health, hospice and palliative care, school nursing, long-term care, case management, and nursing education. Lottie is a health and wellness advocate, a fervent supporter of nursing education, and a supporter of the community. Lottie attended nursing school at Florida A&M University where she obtained her Bachelor of Science in Nursing. She received her Masters in Nursing Education from the University of Phoenix and she is currently a Doctor of Nursing Practice (DNP) candidate at Walden University. Lottie’s current leadership includes 23 years of mentoring nursing assistants to graduate level nurses and ten years as a devoted Faith Community Nurse leader with Bay Care St. Anthony’s Hospital providing Health and Wellness education/screenings in community at large. She serves as the President/CEO and founding member of Black Nurses Rock Rock St. Petersburg chapter, an inclusive organization which provides health screenings, resources and education to vulnerable communities. Lottie is a Business owner and a Florida State license Risk Manager. Lottie’s former leadership includes Bylaws chairperson for STTI Rho Kappa chapter, Nursing Continuing Education (Con-Ed) Co-Chair person Bay Pines VAHCS, and Diversity and Inclusion Special Emphasis Program Manager at Bay Pines VAHCS.

Lottie looks forward to serving the members of the West Central Region of FNA. Watch your emails and the community calendar on www.floridanurse.org for upcoming region events in 2020.

Northwest Region Update

Hello Northwest Region,

Thank you for the privilege of returning to serve my second term! The Board of Directors were sworn in at the FNA Membership Assembly in September. I will always cherish the feeling of pride in serving the nursing profession in the political arena. I’ve been reading many articles on the power of finding joy in your work, and this position of service has been a highlight in the joy of my nursing care. I have cared for myself, patients, families, and communities by advocating for healthcare issues. As a nursing educator, I teach my students that care does not stop at the bedside. I have the joy of being a role model for my students in the fulfilling role as Northwest Region Director. I wish you joy during the Holiday Season, and the best bringing in 2020.

Student Nurses Association advocating for the campus community at University of West Florida

East Central Region Update

Thank you for giving me the opportunity to serve on the Board of Directors of the Florida Nurses Association again! It is an honor to serve in this position for the East Central Region. The East Central Region is Brevard, Flagler, Lake, Orange Osceola, Seminole, Sumter and Volusia counties. As you can see it is a large area to travel. I would like to have volunteers in the different counties who would be willing to serve on a regional planning council to assist in planning meetings in different counties of our region. As you can tell this is something I can’t do alone and I need your help. If you would be willing to participate for your county please email me at hillshirley13@gmail.com and I would gladly reply and your input would be greatly appreciated. I feel if we can all pull together we can have a very successful and productive 2020 and 2021!

We are also seeking volunteers interested in mentoring students for their community service projects. We are interested in your ideas. We will be sending out a short survey to get everyone’s input into what we, as a region would like to do. Please participate in this when you receive it. Your input is very important to us.

We are looking forward to having meetings in your areas. I’m sure we will be offering some webinars, zoom meetings and meetings at our office in Orlando. As soon as we have some dates established you will be notified so check your emails.

I am looking forward to hearing from you and working with everyone.

Thank you for your support.

Shirley
Greetings to all Florida Nurses! I would like to take this opportunity to thank you for voting for me as the new Director for South Region Florida Nurses Association (FNA). This year marks my 25th Anniversary as a member of FNA, and I am recruiting you to join this prestigious organization. If you have not yet joined or renewed your membership to FNA, I invite you to join today! I would like to acknowledge and appreciate all the previous Directors, especially Carmen Victoria “Vicky” Framil, DNP, APRN, former Director for South Region who has done an amazing job for the past two years along with the extraordinary work of the Volunteer Leadership Council coordinating relevant education programs for the members. We attended the 2019 FNA Membership Assembly, where 39 members from South Region participated. The South Region hosted a BLI Legislative Boot Camp on Monday, October 14, 2019 at Miami Dade College – North Campus with 39 attendees. This educational program provided the opportunity for members to learn a brief history of FNA and its legislative advocacy efforts and successes. We also engaged members in role-playing on how to effectively communicate with legislators. We also discussed some of the Do’s and Don’ts when advocating on issues affecting the nursing profession and FNA legislative agenda. Members were also informed about Nurses on Boards Coalition (NOBC) and the importance of being part of a board; thus allowing nurses to have a presence, and share their expertise on health-related matters in order to improve health outcomes.

We are excited and gearing up with plans for South Region’s 10th Annual Symposium and Awards Ceremony that will be held on Saturday, April 18, 2020. In the coming weeks, please check your emails for updates and notifications. Also check the FNA website at www.floridanurse.org for more information. We are looking for additional passionate and dedicated volunteers to serve on the Volunteer Leadership Council. For more information on opportunities for sponsorship and collaboration, please feel free to contact Marie Etienne, DNP, APRN, FRNP, FNP, PNP, PLNC at etienne778@bellsouth.net or info@ floridanurse.org with any questions.

Greetings fellow FNA Members,

My name is Susie Norman, and I am honored to introduce myself as the new Northeast Region Director. I am a native of Northeast Florida, born and raised in Jacksonville, and have lived in Baker County for over 20 years. I am married with four adult children (all boys), and have a three week old grandson.

I received my Associate of Science in Nursing at Lake City Community College (now Florida Gateway College), Bachelor of Science in Nursing at Jacksonville University, and Master of Science in Nursing at Jacksonville University. Since 2009 and hope to inspire more nurses to actively engage in FNA, the contribute to making changes in policy, practice, and law. Legislators make decisions every day affecting nurses and it is important that we engage in healthcare policy dialogue and give nurses a voice in governmental legislation. It is a privilege to serve as the new Northeast Region Director and I look forward to meeting current and prospective members of our region. Please reach out to me concerning the needs for our region and ideas for future region meetings. There will be a Meet & Greet gathering in the near future. More to come!
Dr. Shannon Large, DNP, APRN, ANP-BC, CARN-AP receives 2019 IntNSA Peer Assistance Award

Dr. Shannon Large, DNP, APRN, ANP-BC, CARN-AP, Executive Director for the Intervention Project of Nurses, attended the recent IntNSA Conference in Baltimore, MD and was awarded the 2019 Peer Assistance Award. IPN continues to have a presence in addictions nursing at the national and international level. Dr. Large is a Director at Large for the IntNSA Board of Directors, a professional organization committed to the prevention, intervention, treatment, and management of addictive disorders and which is progressing toward becoming the global leader for addictions nursing. You can learn more about the organization on their website www.intnsa.org.

Articles Wanted for 2020 Editions of The Florida Nurse

Submit to Kaitlin Scarbary at kscarbary@floridanurse.org

- Articles should be between 250 and 500 words in length.
- Preferred authors are members of the Florida Nurses Association or the American Nurses Association. Exceptions may be made for non-nurses at the discretion of the Editor based on the relevance to nursing and timeliness of the article. Preference will be given to those who have not recently published to allow for maximum participation by interested members.
- Articles should address issues relevant to the members of the Florida Nurses Association and to the Florida nursing population in general. Current topics relevant to your practice/profession are ideal.
- Student submissions are accepted for each issue on a limited basis. Student submissions should be relevant to life in nursing school and professionalism and advocacy for nursing students. Experiential pieces are welcome.
- Photographs are encouraged with the articles as it enhances the look and quality of the publication.
- Authors may submit a short bio (2 - 5 sentences) and a photo of themselves to publish with the article.
- Regular submission is solicited from the leadership and the membership in the following columns:
  o Region News (usually not more than 100 words with photos)
  o Members in the News (Column with news bullets) (usually not more than 50 words)
  o Student Forum (500 words or less)
  o Special Interest Group News (usually not more than 500 words)
  o FNA Event Highlights

September is the Annual Nursing Student Issue. Preference is given to FNSA members.

IPN News

Save the Date

IPN/FNA Annual Conference
May 15, 2020

The Lexington Hotel & Conference Center Jacksonville Riverwalk, Jacksonville, FL

This year’s IPN/FNA Conference theme, “Addressing the Challenges of Healthcare Professional Monitoring,” will address topics of caring for the healthcare professional, chronic pain, toxicology changes and the importance of IPN to the Florida Board of Nursing. Please visit the IPN website for more information - www.ipnfl.org - click on Events and Trainings or contact: Toll Free # 1-800-840-2720 x 123 - Pam Livingston - plivingston@ipnfl.org

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Focus on the Foundation

Florida Nurses Foundation: Our History is Important

Each year the Florida Nurses Foundation (FNF) gives grants and scholarships to deserving students and researchers in Florida. FNF was the brainchild of the District 5 Charitable Trust and it began with a $10,000 donation from that group in 1983. Undine Sams was the Chair of the Charitable Trust and she was a guiding force behind the establishment of the Foundation. Their brilliant idea to grow the fund came from the work of the Trustees with Paula Massey, then Executive Director of FNA who executed the foundation work to establish the Foundation as a charitable organization. No easy feat. Their idea to grow the corpus with endowed funds raised by the local districts proved to be successful. Through fundraising and investments, the Foundation has grown to over $1,000,000. Since 1983, the Foundation has awarded over $350,000 in grants and scholarships. They have established a Nurses In Need Fund to help nurses with personal financial issues. They have also established the Barbara Lampkin Institute to support nurses’ education related to health policy and advocacy. FNA is one of the few states within ANA that houses such a successful Foundation. The Trustees are currently working on filling all the seats on the Board of Trustees and will begin this year with setting goals which will include raising additional funds and continuing to support nursing research and scholarships in our state.

The scholarship cycle begins in January. Applicants must attend a CCNE or ACEN accredited college or university to be considered for a scholarship or research grant. Some scholarships have specific criteria, such as geographic location or specialty, while others have general requirements. We encourage faculty to share this information with their students. They may apply at https://www.floridanurse.org/page/ScholarshipsGrants. For those who would like to donate, you can find this link at https://www.floridanurse.org/page/Donations.

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• Nursing Faculty – DNP or PhD in Nursing with FNP certification required
• Nursing Adjunct – DNP with FNP certification required

Tampa:
• Nursing Program Director – PhD in Nursing, DNSc or DNP required

Candidates can view all openings and apply online at usr56.dayforcehcm.com/CandidatePortal/en-US/southu/
The Florida Nurses’ Political Action Committee (FN-PAC) is the branch of FNA that exists to raise funds to support candidates that will work with us on issues related to nursing, patients, and healthcare. A PAC is a powerful tool in making nurses voice heard. Before an election, the PAC gathers with our lobbyists to interview candidates regarding issues on our legislative agenda. The agenda is usually a multi-year plan which can be general in nature so that it includes issues that may arise during session so we can support or oppose them. Some items may stay on our agenda for years as we may be strategizing and working with stakeholders to make inroads into the legislation.

One thing nurses MUST understand is that it takes VOTERS to influence legislation. As nurses who vote, you can make a difference in your future as well as the care you deliver to your patients. Participation in the association and donations to the PAC are a key element in this kind of advocacy. You can become knowledgeable and have input into the agenda by being a member, by contacting your legislator and becoming a resource and a conduit from the association to the legislator. The FNA website has a page dedicated to political advocacy as a resource to members, students and other interested nurses. You can access this at www.floridanurse.org/Advocacy.

Many years ago, visionary nurses were able to conceive of and initiate a functional, effective PAC from which legislators seek support during each election cycle. As we gear up for the 2020 Election cycle, we are asking members to help us RECHARGE our PAC funds. We need YOUR support to continue to make an impact on healthcare in this state. If you give a little, it helps a lot! Go to www.floridanurse.org/donations to donate!
Adrenal Insufficiency: Complicated and Difficult to Diagnose

Lisa D. Martin, MSN, MA, RN-BC
NADF Board Member

Adrenal insufficiency was first diagnosed over 150 years ago by Dr. Thomas Addison. Since it was first discovered and named “Addison’s Disease,” we have come to realize that adrenal insufficiency is much more complicated. It can be challenging to properly diagnose and it can be deadly.

To understand, you must first have an overview of the adrenal gland, its hormone production and the other endocrine organs that contribute to its function. The adrenal gland is responsible for producing more than 50 hormones. It consists of the medulla, or middle, and the cortex, or outer portion. The adrenal medulla produces epinephrine and norepinephrine. The adrenal cortex produces androgens, DHEA, but more importantly cortisol and aldosterone.

Defects in the neuro-endocrine communication pathway can contribute to certain types of adrenal insufficiency. The hypothalamic-pituitary-adrenal gland (HPA) axis is responsible for communication to the adrenal gland for hormone production under conditions of stress. The hypothalamus releases corticotropin releasing hormone (CRH) to the pituitary, which in turn releases adrenocortical releasing hormone (ACTH) to the adrenal gland, which in turn stimulates the production of cortisol. Cortisol is our body’s response to stress. It allows our bodies to adapt to the stressor by increasing the production of glucose and allowing our bodies to “fight or flee.” Our bodies produce cortisol naturally. It follows our circadian rhythm as it peaks shortly after we awake in the morning, and slowly decreases throughout the day.

Adrenal insufficiency can also be caused by diseases or destruction of the adrenal gland, as well as congenital defects in the pediatric population.

A person with primary adrenal insufficiency cannot produce cortisol or aldosterone. Stressors, under normal circumstances, cause our bodies to produce an increased amount of cortisol and aldosterone in order to manage the stress. Normally, your pulse and blood pressure would rise a bit and your glucose production may increasing causing a rise in glucose. People with adrenal insufficiency are unable to do that, therefore stressors can cause an adrenal crisis.

Adrenal crisis is a state where persons with primary adrenal insufficiency can experience loss of blood pressure, cardiac rhythm disturbances, hypoglycemia, muscle weakness, confusion, slurred speech, nausea/vomiting, and sudden back/leg pain. A patient does not need to experience all symptoms to be considered in crisis. This is a state of emergency that requires Solu-Cortef® 150 mg IM or IV. Without proper recognition of a crisis, and management with Solu-cortef®, the patient will die.

Unfortunately, adrenal insufficiency and adrenal crisis is often misdiagnosed. The disease is rare, affecting ~ one in 100,000 in the United States, 40-60 persons per 1,000,000 worldwide. As a Board member of the National Adrenal Disease Foundation (NADF), it is my goal to provide education of clinical staff on the recognition and treatment of an adrenal crisis.

National Adrenal Disease Foundation Resources:

• Endocrine Society Clinical Practice Guidelines

• Adrenal Crisis Alert Flyer
  https://www.nadf.us/tools/Addison’s_Disease_Alert_Flyer_12-11-17.pdf

Lisa D. Martin, MSN, MA, RN-BC
NADF Board Member

For more information, visit: flordiahealth.gov/diseases-and-conditions/aids/prevention/perinatal.html or call 850-245-4422
Nurses Are the Best Advocates

John Berry, Director of Labor Relations & Governmental Affairs

As the 2020 Legislative Session draws near, each of us should be thinking, how can I help to advance my profession, my practice? We can all start by taking a look at the Florida Nurses Association website, www.floridanurse.org. You will see “Legislative” on the top of the right side of the homepage. Under the heading you’ll find the Association’s “Legislative Platform” which will list the issues the Association will be advocating for in the upcoming session, as well as how our members can contribute to the Florida Nurses Political Action Committee or “FNPAC.” Money that is contributed by our members to the FNPAC helps to elect candidates that are supportive of our legislative agenda.

We become advocates because we are passionate about a certain issue or cause that can personally affect us or others that we know. There are no finer advocates than nurses when they are fighting for the treatment of their patients. But the fight doesn’t just end there. Nurses need to take that fight to the halls of the state legislature in Tallahassee. Legislators need to hear the personal stories from nurses on their daily fight in their health care institutions to insure that proper funding is provided to their facilities for patient care, for programs, and for their safety and their practice.

I know that as nurses you are the consummate professionals and display the utmost confidence in everything you do when advocating for your patients. But in unfamiliar surroundings such as a legislator’s office, it can make you feel a little uneasy. Start out by introducing yourself, and if you are a constituent, make sure that you say so. We may not feel it at times, but as constituents, our word carries a lot of weight. It is because we represent a vote, a family’s vote, a friend’s vote, a colleague’s vote and even an acquaintance’s vote. That is how you are viewed by a legislator. He or she knows that you have the power to put them in office or to vote them out. Tell them where you work, what your job title is and how long you’ve worked there as well. You are there to tell your story, to educate, to make an impact on that legislator so that he or she has the proper information and knows how they should be voting on a particular piece of legislation. Sometimes you might not get to speak with the elected official because they could be in session already that day or an already scheduled committee meeting. Although it’s great to speak with your representative, you shouldn’t be disappointed. There are plenty of legislative staff that are more versed on the subject matter than your representative is. When you are done with your meeting, thank them for their time and always leave them with information to review as well as setting them know that if they need anything further, you’d be available to answer any additional questions. So make sure you leave your contact information.

January 22 and 23 of 2020, are the Florida Nurses Association’s scheduled Advocacy Days. So mark your calendar, and keep an eye on additional information. Don’t leave it up to someone else to make your voice heard. Come to Tallahassee and let your voice be heard. Make a difference.
Let’s be honest. We have all been there—the dreaded mornings when a slow of nursing students floods the unit promptly at 0700. Assignments have been made and report has already begun. Due to the timing of the students’ arrival there are no good options for them; either they interrupt report or they wait for it to finish and miss out on all of the important patient information needed to start their day. This places everyone at a disadvantage.

So, why does this happen, and what can we do about it? I have been on both sides of the issue—first as a charge and staff nurse, and secondly as a clinical instructor. I know the disruption it causes when students enter late and the staff has to repeat the process all over again, instead of being able to start their morning routines. However, I have also seen how clinical instructors and students face challenges which are difficult to avoid. Perhaps a greater understanding of the obstacles that clinical instructors face would help the issue.

When I first began leading clinicals, I arrived at the hospital at 0545. This is recommended practice among instructors, because it allows them the opportunity to check in with the charge nurse, get assignments for students, and review the charts prior to the arrival of the students. However, what I soon discovered was that previous shift assignments are preceptors for the unit, so they have ample experience working with students. Therefore, these nurses are comfortable with this role, and have a good understanding of what is necessary to guide these students well. In fact, nurses who work as preceptors often enjoy the role of guiding and teaching, so they may even welcome this opportunity. However, many nurses do not want to undertake this role; they may find it a burden or be confused about what exactly they are supposed to do. Unless they have support from management, charge nurses, and other staff, they may feel ill-equipped for the challenge. Providing them with guidance and support is crucial to their success and enjoyment. They should be offered assistance with any issues they may be having while working with the students. However, this assistance (in my experience) is lacking. It simply is not fair to expect nurses with full, often heavy, assignments to assume the preceptor role without any preparation or resources which are necessary for both their success and that of the students’ success.

Finally, let’s talk about how we as clinical instructors are falling short and what can be done about it. Often, instructors ascertain that students are assigned to nurses and then disengage from them with guidance and support is crucial to their new and interesting experiences. This is crucial to the success of the students, and also gives the preceptors support as they work with the students throughout the day.

Let’s all work together to make the clinical experience a positive experience for everyone. Managers, hospital educators, and charge nurses; support your staff. Provide training and resources; be present. Staff nurses, let it be known when and how you need help, and hold your superiors accountable for providing the resources you need. Charge nurses, collaborate with each other before shift changes so that students can be present for report. Clinical instructors, be there for students and staff. Together, we can make the clinical experience positive and productive for all involved.
We would like to thank everyone who attended the 2019 FNA Membership Assembly, “Creating Connections: Transforming the Future” held at the beautiful Mission Inn Resort in Howey-in-the-Hills, FL on September 12-13. This year, we offered a bonus pre-conference day of mandatory CE courses, which was well attended and received positive feedback. The official conference began with a keynote presentation by Janet Haebler, Senior Associate Director for Policy & State Government Affairs with the American Nurses Association. Her presentation “A Call to Action – Influencing Policy” addressed how nurses help influence policy at the national level.

Our innovative plenary session included a session on nurse entrepreneurship by FNA member Michelle Rhodes who has authored several books on the topic. This session led us into an interactive Idea Lab where members were able to contribute ideas to help enhance the future of FNA. The session was facilitated by Mary Lou Brunell, a past FNA President and the current Executive Director of the Florida Center for Nursing. Notes were recorded for the future work of the Staff and Board of Directors. As evidenced by the evaluations, multiple high-quality continuing education sessions were enjoyed by the members.

This year in lieu of our traditional awards ceremony, we held an ICON Award Recognition to commemorate our 110th Anniversary. This year, we decided to recognize both members and non-members in multiple categories. In addition to our nursing honorees, we also selected two legislative icons, based on their contributions to the nursing profession. FNA also recognized members who have sustained membership for 25 and 50 years. Their names are listed below.

The new 2019-2021 Board of Directors were sworn in during the Business Meeting on Saturday, September 14 (see pages 4 and 5). Five position statements were approved after vigorous discussion by the Assembly. They were: Nurses’ Roles and Responsibilities with Vaccination, Routine HIV Testing, Creating Awareness about Hospice, Advanced Practice Nurses’ Roles and Responsibilities in Documenting End of Life Wishes and Decisions as Orders, and Promoting a Safe Work Environment for All Nurses.

The Board also announced the adoption of a new mission statement for FNA which was endorsed by the Assembly:

“Advancing the profession of nursing and promoting a healthy Florida”

In addition, it was announced that the board has determined that it was an opportune time to sell the building. This is in process and the staff is searching for a new home for FNA. We look forward to sharing the new location in the coming months.

To read the full 2019 Summary of Action, go to www.floridanurse.org/MembershipAssembly

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We would like to extend a special thanks to our sponsors, donors, and exhibitors for partnering with us to make this event a success.

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- Florida Nurses Foundation
- Florida Southern College
- Florida's State Mental Health Treatment Centers
- Galen College of Nursing
- Grand Canyon University
- National Adrenal Diseases Foundation

The 2019-2021 Board of Directors is sworn in

2019 Membership Assembly continued on page 16

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Learn more at www.ut.edu/nursing or by calling (813) 258-7409.
2019 MEMBERSHIP ASSEMBLY

2019 Membership Assembly continued from page 15

West Central Region Foundation Lunch

President’s Award Anne Peach, MSN, RN, NEA-BC, with Ken Peach

Randy Jackson, MSN, RN at the mic

Dr. Stacia Hays at the mic

Diamond Award recipient Sue Korsberg

Mavra Kear, PHD, APRN, BC at the mic

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The Florida Nurses Association celebrated its 110th Anniversary at their Annual Membership Assembly in September. In honor of the occasion, the organization created a special award recognition for nurses who are outstanding in their respective specialties. The FNA ICON Awards recognizes nurses who are outstanding in the fields of Clinical Practice, Advanced Practice, Research, Community Service, Advocacy, Education, Administration, and Mentor/Role Model. A call was sent out in January and nominations were accepted until June 1. Nominations were reviewed by a committee of peers and recommendations were made to the Board of Directors based on the contributions of each nominee. On September 13, a gala awards ceremony was held at the Mission Inn Resort in Howey-in-the-Hills, Florida. The following nurses were honored:

- Jane Fusilero, Nursing Administration
- Dr. Stacia Hays, Advocacy
- Linda Smith, Advocacy
- Sherrina Stewart, Clinical Nursing
- Dr. Kathy Voego-Harvey, Community Service
- Dr. Yolanda Alvarez Nitti, Community Service
- Dr. Nancy Harris, Nurse Educator
- Joyce DeGennaro, Nurse Educator
- Kathleen Muniz, Nurse Educator
- Dr. Sherri Smith, Nurse Educator
- Michelle Greene Rhodes, Nurse Entrepreneur
- Dr. JoEllen Edwards, Mentor/Role Model
- Dr. Guillermo Valdes, Mentor/Role Model
- Dr. Kelly Allred, Mentor/Role Model
- Dr. Lois Marshall, Mentor/Role Model
- Dr. Mary Lou Sole, Research
- Dr. Patricia Messmer, Research
- Dr. Daleen Penoyer, Research
- Dr. Cheryl Krause-Parello, Research
- Dr. Veronica Decker, Innovator

Additionally, the association recognized Representative Cary Pigman and Senator Jeff Brandes for their work in the Florida Legislature on behalf of nursing. Both Representative Pigman and Senator Brandes have been supportive of key nursing issues over the past several years resulting in important gains for advanced practice nurses in our state.

Monique Madan, a south Florida journalist was awarded the Excellence in Journalism Award for a piece she wrote on a teen immigrant that she helped to stay in the country.

Anne Peach, a long-time member of FNA and the immediate past Vice-President was awarded the President’s Award by President Janegale Boyd for her contributions during her term. She was instrumental in helping the organization adopt a new robust strategic plan and she chaired the 2017-2019 Membership Committee, which is positioned to launch some exciting new initiatives.

FNA represents over 300,000 nurses in the state of Florida and is proud to be able to recognize these outstanding nurses for their contributions to the profession and the community.

The Florida Nurses Association is the professional organization for nurses in Florida. FNA represents nurses regardless of specialty and area of practice. Founded in 1909, FNA has advocated for nurses and the communities they serve in the health policy arena for 110 years.
history of advocacy on behalf of nurses. Some of the most impactful legislation for the nursing profession, including the Nurse Practice Act, passed in part due to the advocacy work of members over the past century. FNA members have also helped protect the nursing profession by blocking the passage of legislation that would impede their practice.

It is important for nurses to carry on this advocacy work and to continue to stay vigilant of proposed legislation. It is especially important for nurses to be a part of the healthcare policy dialogue in order to maintain and enhance nurses’ pivotal role in the delivery of healthcare. Public officials are more attuned than ever to the views of their constituents and, in particular, large constituent groups. When nurses’ voices are united, they can make an impact.

### Partnership Opportunities

The Florida Nurses Association would like to build the collective voice of nurses by offering a collaborative opportunity for partnership for the 2020 Advocacy Days. Partners will support the success of Advocacy Days and will headline the event along with FNA.

Florida nurses must create a unified and active presence so that TOGETHER our voices are stronger and have more of an impact in the legislative arena.

Multiple tiers of partnership are available and include varying levels of benefits. Please contact Kaitlin Scarbary at kscarbary@floridanurse.org for more information regarding partnerships or visit www.floridanurse.org/AdvocacyDays.

### What is Advocacy Days?

FNA Advocacy Days is an annual event that empowers nurses to have VOICE about legislative issues that affect their ability to practice their profession and serve their patients.

Each Advocacy Days, nurses from across the state gather in Tallahassee during legislative session to learn about current legislative issues and particular bills that may affect their practice or the overall healthcare environment in Florida. They then have the opportunity to meet with their legislators one-on-one to discuss these issues and advocate for nursing.

Advocacy Days is a great opportunity for both upcoming and seasoned nurses to get involved in advocacy work, regardless of whether they have prior experience in this realm or not.

### Why is it Important?

The Florida Nurses Association, officially established in 1909, has a long
FNA SIGs Make an Impact in 2019

FNA Special Interest Groups exist for members to collaborate on issues of importance in the nursing profession. FNA members may form Special Interest Groups around issues that may impact their specialty or various areas of practice. FNA has formed and disbanded Special Interest Groups based on the level of interest.

The Nursing Research SIG held its fifth Annual Nursing Research and Evidence-Based Practice Conference in Orlando, FL on July 13. This conference continues to grow each year as an important venue for both novice and seasoned nurse researchers to disseminate their findings and foster new relationships with colleagues in the community. Additionally, FNA supports a group of doctoral prepared nurses who review research projects for those who wish to seek participation through the membership of FNA. This valuable service is provided at no cost to FNA members and for a fee to non-members. It is a part of the goal of FNA to promote scholarship in the nursing community through the activities of this SIG. Dr. Lois Marshall serves as the facilitator for this SIG.

The voices of SIG members were heard at this year’s Membership Assembly. The Health Policy SIG (HP-SIG) submitted three reference proposals: “Nurses’ Role and Responsibilities with Vaccinations,” “Creating Awareness about Hospices,” and “Routine HIV Testing.” The Ethics SIG also submitted a reference proposal, “Nurses’ Roles and Responsibilities in Documenting End of Life Wishes and Decisions as Orders.” All of these proposals were adopted as official position statements of the assembly. The full statements will be available in the 2019 Membership Assembly Summary of Action. The HP-SIG serves as a way for members to become more involved and knowledgeable about the nurses’ role in health policy and advocacy. The monthly calls involve networking, sharing and sometimes continuing education programming. Dr. Karen Perez is facilitator of the HP-SIG. Dr. Jean Davis is the facilitator of the Ethics SIG.

SIGs are a great way for members with busy lives and limited time to participate in association activities. Students also often participate in these calls thanks to outstanding faculty who are mentoring their students to become involved in health policy or ethical issues. Members can participate in a SIG by contacting us in the office at info@floridanurse.org. You can tell us the SIG you are interested in and we can add you to the roster.

Mark Your Calendar – 2020 SIG Meeting Dates

- January 14 – HP-SIG Conference Call 7pm EST
- Feb 13 – HP-SIG Conference Call 7pm EST
- Feb 18 – Ethics SIG Conference Call 8pm EST
- Mar 19 – HP-SIG Conference Call 7pm EST
- Mar 17 – Ethics SIG Conference Call 8pm EST
- Apr 14 – HP-SIG Conference Call 7pm EST
- Apr 21 – Ethics SIG Conference Call 8pm EST
- May 12 – HP-SIG Conference Call 7pm EST
- May 19 – Ethics SIG Conference Call 8pm EST
- June 9 – HP-SIG Conference Call 7pm EST
- July 14 – HP-SIG Conference Call 7pm EST
- Aug 11 – HP-SIG Conference Call 7pm EST
- Sep 8 – HP-SIG Conference Call 7pm EST
- Sep 15 – Ethics SIG Conference Call 8pm EST
- Oct 13 – HP-SIG Conference Call 7pm EST
- Oct 20 – Ethics SIG Conference Call 8pm EST
- Nov 30 – HP-SIG Conference Call 7pm EST
- Dec 8 – HP-SIG Conference Call 7pm EST

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Requirements:

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- Current BLS/ ACLS.

Minimum Qualifications:

- Master’s degree in nursing or related field with BSN and approximately 4-5 years of progressive clinical and leadership experience with demonstrated knowledge and expertise in administration, and appropriate basic or advanced certification desired. Most recent 3 of the last 4 years of leadership must have been in a direct leadership role in a hospital setting or direct patient care environment.

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- Marlon Williams
- Dironada Strange
- Genevieve Sarmiento
- Iraj Pamela Rueda
- Angela Reinhart
- Lizzy Burns
- Lori Popper

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- Kyle Ahler
- Erik Barba
- Kathryn Barrows
- Megan Beck
- Laya Naya Berrios
- Wafa Bouhadid
- Rebecca Brogden
- Aurelia Bunea
- Amanda Burns
- Heather Cardwell
- Phyllisca Carter
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- Terri Biggers
- Lyn Carlson
- Yerman Carrion
- Cindy Farris
- Heriberto Figueroa
- Frances Fongkin
- Kathlin Glanzner
- Danielle Granderson
- Stephanie Kumetz
- Cynthia McNeave
- Marva Phelp
- Robens Plancher
- Jean Razac
- Emily Robinson
- Yeritza Rojas
- Erin Rose
- Elizabeth Scanlon
- Marie Siibera
- Carmen Sierra
- Amanda Stachura
- Sandra Stutzman
- Jewel Tattt
- Teri Westenbarger
- Deanna Wolfskeil

**North**
- Angelica Alvarenga
- Socorro Bueser
- Stanley Butler
- Jeri Cancel
- Maegan Clifton
- Christine Crisostomo
- Cynthia Deocampo
- Yilian Diego
- Tiffany Evans
- Adam Francis
- Lolanda Francis-Blackshear
- Misty Fuentes
- Shaniqka Johnson
- Rebecca Lamoreaux

**South**
- Angelia Alvarenga
- Socorro Bueser
- Stanley Butler
- Jeri Cancel
- Maegan Clifton
- Christine Crisostomo
- Cynthia Deocampo
- Yilian Diego
- Tiffany Evans
- Adam Francis
- Lolanda Francis-Blackshear
- Misty Fuentes
- Shaniqka Johnson
- Rebecca Lamoreaux
Welcome New FNA Members!

Suvitha Chandran  
Shina Chase  
Rose Marie Chiufolo  
Wendy Cleary  
Chelsea Day  
Carolina de Almagro  
Madelyn Delgado Borges  
Shadaina Dessalines  
Serina Diaz  
Andrea Dipokromo  
Fabiola Dominguez  
Margot Duchowny  
Eileen Egan-Hineline  
Marsha Elia  
Jovanna Fernandez  
Jason Fischbein  
Nadege Francois  
Elsa Frederic  
Rocio Frias  
Devan Frison  
Aylin Fundora  
Angela Galette  
Ana Garcia  
Mario Garcia  
Vivian Gomez  
Daniel Gonzalez  
Joshua Gonzalez  
Maria Gonzalez  
Shirley Goveyder  
Courtney Green  
Mindy Ivieles Guzman  
Juanita Hanley-Gumbs  
Summer Henry  
Leila Henrys Stewart  
Theresa Hooper  
Ijeoma Ike  
Joan Isaacs  
Jeena Jacob  
Kamicha Jean  
Reynald Jean  
Nakusha Jean Baptiste  
Herold Jean-Francois  
Stevee Jerome  
Ilmary Jimenez  
Babila John  
Valerie Juarez  
Mohammad Khan  
Christi Koshy  
Alba Labrador  
Daniel Lamarche  
Dane Lawrence  
Ana Lazzaretto  
Jena Lorch  
Elizabeth Levin  
Meghan Lim  
Christina Lopez  
Mayte Lorenzo Carpio  
Jennifer Luna  
Linda Mansoor  
Karen Marcel  
Tamarar Marcellin  
Stephanie Martinez  
Santresse Matthews  
Yolande McCray  
Susan Moon  
Juliet Morales  
Yisel Muguercia-Erazo  
Antonio Navarro  
Angela Nguyen  
Kenng Nguyen  
Vanessa Otano  
Haydee Otero  
Isamy Pardo  
Kristine Paris  
Andrea Patterson  
Elio Perez  
Carla Petion  
Sarah Petrie  
Kettiia Pierre  
melissa pierre  
Christopher Polanco  
Maura Poleon  
Angelique Poyen  
Maggie Quinon  
Shilpa Reddy  
Anne-Marie Rempala  
Carina Reyes  
José Rocha  
Wanda Rodriguez  
Denise Rosales  
Nulbia Rueda-Candioti  
Maria Isabel Ruizdelvizo  
Ashleigh Russell-Smith  
Dinah Sanon  
Luanna Santana  
Linda Santil  
Kayan Scott  
Charmaine Scott-Chen  
Monica Separveda  
Lorna Simms  
Valerie Smith  
Robert Tauskus  
Donald Taylor  
William Torres Carbonell  
Germaine Toussaint  
Sandie Touz  
Jose Valdes  
Tatiana Vasquez  
Victoria Verga  
Carolina Vulf  
Sumelio Waddell  
Treneice Wallace  
Sonia Warren-Salmon  
Rachel Wenzel  
Michael Wilson  
Melissa Winch  
Farragh Wright  
Nesilhian Yorukoglu  
Noah Zanine  
Other  
Mary Walker

1. Tell us about yourself

Last Name: ____________  
First Name: ____________  
City/State/Zip: ____________  
Telephone: ____________  
Email: ____________  
Date of Birth: ____________  
Graduation Date: ____________  
RN License #: ____________  
Employer: ____________  
Referred by: ____________

2. Select your membership type

- Full Membership: $291 Annual  
- Reduced Price Membership: $146.75 Semi-Annual  
- Retiree Membership: $74 Semi-Annual  
- FNA Only Membership: $190 Annual  
- FNSA New Grad: Free first year*  
- Former members of Florida Nursing Student Association: Free first year*  
- Must apply within 60 days of graduation

3. Select your payment method

- Annual or Semi-Annual Plan  
- Check (payable to FNA)  
- Visa  
- MasterCard  
- AMEX  
- Discover Card  
- Exp. Date: ____________  
- Security Code: ____________  
- By signing below, I authorize the Florida Nurses Association to charge the credit card indicated in this authorization form according to the terms outlined. This payment authorization is for services described in this form, for the amount indicated only, and is valid for monthly dues only. I certify that I am an authorized user of the credit card and that I will not dispute the charge with my credit card company, so long as the transaction corresponds to the terms indicated in this form.

4. Choose your region

- Northwest  
- North Central  
- Northeast  
- East Central  
- West Central  
- Southeast  
- Southwest  
- South  
- Other

5. Tell us what you’re passionate about

Join a Special Interest Group (SIG) and make a difference!  
- Clinical Nurse Specialist SIG  
- Ethics SIG  
- Health Literacy SIG  
- Health Policy SIG  
- Nursing Research SIG  
- New Grad SIG

Join FNA Today!
The Florida Nurses Association and the Florida Nursing Students Association worked diligently in planning conventions full of engaging, collaborative, and interactive sessions. As we move past the annual convention season, one wonders has the support, guidance, and mentorship shifted away from promoting professional organizational membership for student nurses? As a student over two decades ago at Valencia Community College (now Valencia State College), I was encouraged to seek out professional development opportunities at the local, state, and national levels primarily from two faculty mentors Cheryl (McConnell) Cicotti and Susan Stone. Through this encouragement and support I was able to run and secure board positions at the school and state levels, participate in Lobby Days in Tallahassee and present an educational session at the National Student Nurses Association annual convention. These opportunities provided access to develop long-lasting mentoring relationships with many individuals, including Willa Fuller, Mary Lou Brunell, and Barbara Lumpkin. The transition from FNSA to FNA was seamless and done without question or thought since students were well-informed on the benefits of involvement in professional organizations.

As I reflect on the FNA Membership Assembly, I wonder why there was limited student participation from the local nursing programs, although registration was no charge to students. Region 3 is home to numerous nursing programs; however, a significant number of students in attendance came from south Florida. I applaud the faculty members that supported and encouraged this participation from all regions while role-modeling professional involvement behaviors. FNA offered a session to discuss innovative ways to transform the future of FNA, where creating a strong connection between FNSA and FNA was reinforced. George Byron Peraza-Smith, FNA President has attended FNSA events this year, including their pre-convention and convention to assist with solidifying the professional bridge. These opportunities provided access to develop long-lasting mentoring relationships with many individuals, including Willa Fuller, Mary Lou Brunell, and Barbara Lumpkin. The transition from FNSA to FNA was seamless and done without question or thought since students were well-informed on the benefits of involvement in professional organizations.

As a consultant to the Florida Nursing Students Association, I participated in numerous discussions at the annual convention highlighting limited funding supporting students’ attendance this year. Some schools receive some funding, and others fund-raise all the monies needed to attend convention; therefore, innovation and creativity often lead to successful fundraising efforts. School chapter presidents and advisors can reach out to other schools in their region or statewide to gain insight into initiatives that successfully secured funds. FNSA encourages faculty and student visitors to all board meetings whether the schools already have representation or not on the executive board. FNSA is a student-lead organization that serves to meet the needs of nursing students throughout Florida. As professionals, collaboration is key in promoting, encouraging, and supporting involvement in professional organizations from the onset of their nursing educational journey.

Nurses in both academic and practice settings impact students in both formal and informal mentoring relationships and interactions. The Code of Ethics for Nurses highlights developing, maintaining, and implementing professional practice standards while contributing to nursing and health policy development (Fowler, 2015). As a profession, nurses must honor those that paved the way before us and support individuals who will lead the way after us. First, individuals must evaluate their membership, participation, and support of the Florida Nurses Association. Deans and Directors and nursing faculty members must encourage, support, and role-model active participation at the local, state, and national levels. The seed was planted during my initial nursing education addressing expected professional involvement by individuals who not only talked a good talk, but walked the walk. Many of those individuals continue this day as driving forces in my continued professional and personal growth and development. The nursing profession is complex, diverse, and full of rewarding opportunities; therefore, we must promote a seamless transition from nursing academia to practice at both the bedside and in boardrooms.


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The Health Care Professionals’ state contract is being negotiated now. And we need your help and support! Your Negotiating Team realizes that its dedicated members have not had a salary increase in eight years, and this makes it very difficult to pay bills and meet their needs. As a result, we have submitted a contract demand for an across-the-board cost-of-living increase of at least 5%. In addition, we are also asking for an anniversary date wage increase (3% for 15+ years, 2% for 10+ years, and 1% for 5+ years of service).

We are also aware that there is an issue of fair payment compensation for our many members who served as first responders in the Special Needs Shelters during this year’s Hurricane Dorian. In order to correct problems with shelter hours worked conflicting with administrative leave, we have submitted extensive contract language that would allow hours worked during the emergency to be compensated on an hour for hour basis, regardless of whether the time was worked on a weekend, a state holiday, or during an office closure. Lastly, we are asking for differential pay of $2.00/hour.

We need your support in these efforts! What can you do? Since it is the Governor who submits the contract changes, and the Legislature that approves the budget, we need you to talk with your Legislator regarding the important work that Health Care Professionals perform in protecting Floridians, visitors and our wards during these Disasters. You can look up your legislator at www.floridanurse.org/FindMyLegislator.

You can also join us at the Florida Nurses Association Advocacy Days in Tallahassee on January 22-23, 2020. We can all go to visit and talk with our Legislators together. Registration for Advocacy Days is open now. We hope you can join us as we educate the Legislators regarding our work and our needs.

We look forward to hearing from you and seeing you in Tallahassee in January!
Nursing Community

QUIN Council Addresses Their Strategic Plan

QUIN Council continues their work with consistent membership and attendance. QUIN met this quarter at FNA Membership Assembly at the Mission Inn Resort in Howey-in-the-Hills. Each organization shared some of the issues they are working on and then the members of QUIN continued to address goals set at their summit that was held last year. They have welcomed new members from the Florida Association of Directors of Nursing-Long Term Care (FADONA) and the Florida State Association of Occupational Health Nurses (FSAOHN).

The core nursing issues that arose in the discussion from all groups were:

1. Anytime a workgroup is established for any issue, strive for representation from all nursing groups who are directly or indirectly affected by same issue.

2. Promote equity in compensation for all nurses to reflect market competitiveness regardless of ethnicity, gender, and work setting.

3. Develop a set of statements to articulate the value and contribution of nurses across the healthcare continuum.

4. Advocate for the inclusion of nurses on policy-making entities.

5. Create a campaign to promote unity and a unified voice among nurses

6. Work Environment

7. Communicate different avenues for reporting unsafe work environments and practitioners.

These are the issues that arose from the Think Tank last year at Leu Gardens. There are specific strategies under each of these categories and different QUIN representatives will be working on those issues.

Ruby Alvarez of the Florida League for Nurses serves as the current chair and Stephanie Philips was elected Chair-Elect. Andrea Bresnaham is the current secretary. Additional nursing groups are invited to join QUIN. You can email info@floridanurse.org to indicate your interest.

Visit the website at www.quincouncil.org

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Established in 1928, Halifax Health is one of Central Florida’s leading providers in healthcare. Halifax Health has over 500 credentialed physicians on staff representing over 45 medical specialties. That means whether you’re interested in Medical/Surgical, Critical Care, Emergency/Trauma, or specialties such as Pediatrics or Behavioral Health, Halifax Health has a field you’re going to love.

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- Continuing education opportunities
- Tuition loan reimbursement programs
- Clinical Ladder
- Shared Governance Councils
- Leadership Academy
- Team Member recognition celebrations

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To access electronic copies of the Florida Nurse, please visit http://www.nursingald.com/publications

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- Tuition reimbursement: Leaders at Greystone can take advantage of a tuition grant program through Ashford University or annual tuition reimbursement towards their education at any accredited school.
- Greystone advancement opportunities: As a growing organization with nearly 30 skilled nursing facilities in Florida, we offer many different career paths to help you achieve your professional goals.

*Benefits vary by full time part time and FTE status.
Surgical Smoke: A Risk for Perioperative Nurses

Kevin Metzing, RN,CNOR

Surgical smoke, also known as surgical plume, is the result of the vaporization of tissue, blood and other body fluids into a gaseous form during surgical procedures. The plume is created when surgical instrumentation such as lasers and electrosurgical units (ESU) are used to destroy tissue or coagulate blood. The smoke is considered dangerous and can negatively affect the health of both surgical patients as well as members of the perioperative surgical team. Smoke may contain gaseous toxic compounds such as bio-aerosols; both dead and live cellular material; intact viruses like HIV, HPV, Hep B and Hep C; and bacteria. Smoke also contains lethal chemical compounds such as benzene, carbon monoxide, cyanide, ethanol, formaldehyde, methane and phenol. All these chemicals are linked to an increased risk of cancer development.

These toxic compounds may all be inhaled during surgical procedures since the generated particles are all within the respirable range. Standard OR masks do not offer adequate protection. It is important to remember that the smoke is not sterile and is definitely hazardous. The generated smoke disperses quickly and evenly throughout the individual ORs and can be inhaled by all observers are exposed to laser and/or ESU smoke. Long time exposure to the fine particles in the smoke leads to significant health effects in these healthcare workers and their associates. These effects include eye, nose and throat irritation; acute and chronic headaches; nausea and dizziness; rhinitis; cough and other respiratory irritation; fatigue; skin irritation and other allergic reactions.

It is estimated that inhaling the smoke generated by the use of a CO2 laser on one gram of tissue is similar to smoking three cigarettes in 15 minutes. Likewise inhaling the smoke generated by an ESU on one gram of tissue is like smoking six cigarettes in 15 minutes. Anyone who has been in surgical procedures such as a mastectomy or a liver resection knows the large levels of smoke that are produced since significant amounts of tissue are involved. As a result perioperative RNs have two times the incidence of many respiratory problems compared to the general population. They are much more likely to suffer from sinus infections, asthma and bronchitis. There is also a case in which a physician who used a laser later developed laryngeal papillomatosis after treating a patient infected with the virus that caused the patient’s anogenital condyloma. Staff is not even protected during laparoscopic procedures if intraperitoneal smoke is exhausted into the OR without a filter when the pneumoperitoneum gases are released from the patient’s body at the end of a procedure.

Organizations such as the Association of Perioperative Registered Nurses (AORN), the International Federation of Perioperative Nurses (IFPN), Joint Commission, the CDC, and OSHA all promote standards and offer guidelines to safeguard patients and healthcare workers from surgical smoke. They all recommend that airborne smoke contamination be controlled through a combined use of general room exhaust systems, respiratory protection (masks), and mechanical ventilation assistive devices (smoke evacuators). They recommend that the nozzle of the evacuation hose remain within two inches of the surgical site and that the machine remain on at all times when smoke is being produced. Tubing should be disposed of properly and changed after each procedure.

OSHA’s General Duty Clause states that employers must provide a safer workplace environment, but no law that guarantees this exists in the state of Florida. We all work on “tobacco free” campuses, but we realize we are really not working in truly “smoke free” environments. Therefore, members of AORN are increasing awareness of the hazards of surgical smoke to the healthcare community and to the general public as we move ahead. We are promoting safe practices in the workplace whether that is in a hospital, in a free-standing surgical center or a physician’s office. We hope to work with other RNs, anesthesia providers, surgical technologists, infection control and administrators, as well as legislators, to develop state standards like those recently adopted in Rhode Island that guarantee practices to protect surgical patients and all members of the perioperative team. We promise to keep you updated and hope you will join us on this journey.

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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 and skillful leaders in their professional organization.

The Participants (Associates) – A maximum of two (2) registered nurses will be selected from each of the eight (8) regions of the Florida Nurses Association, for a possible total of 16 associates each year. A new class of FNLA associates will be appointed each year and will be involved in FNLA for a period of two years. In the first year, the associate will receive mentoring into potential leadership roles in the FNA. In the second year, the associate will transition to a mentor role for new associates. Membership in the FNLA is continuous for the life of FNA membership. Applications can be found at www.floridanurse.org.

The Mentors – In addition to former FNLA Associates, the Academy seeks additional mentors to join their program who are FNA Members and have some experience in leadership roles. If you are interested in serving as a FNLA mentor, please email Kaitlin Scarbary at kscarbary@floridanurse.org.

### FNLA Update

#### We Need Mentors!

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- **LERC Membership**
  - Marsha Martin
    - 1st Place
    - 36 Recruits
  - Matthew Price
    - 2nd Place
    - 20 Recruits
  - Mark Robert Wolk
    - 3rd Place
    - 12 Recruits

- **FNA/ANA Membership**
  - Marie O. Etienne
    - 1st Place
    - 16 Recruits
  - Vicky Framil
    - 2nd Place
    - 8 Recruits
  - Pamela Delano
    - 3rd Place
    - 5 Recruits

- **FNSA New Grad Membership**
  - Rhonda Goodman
    - 1st Place
    - 88 Recruits
  - Lauren Schwal
    - 2nd Place
    - 20 Recruits
  - Kathleen Cappo
    - 3rd Place
    - 10 Recruits

Thank you for your outstanding contributions to the Florida Nurses Association through the recruitment of new members!

---

**RN to BSN**

**RN to BSN/MSN**

**MS in Nursing - Nurse Administrator**

**Family Nurse Practitioner**

**Psychiatric Mental Health Nurse Practitioner**

**Psychiatric Mental Health and Family Nurse Practitioner**

**EdD in Instructional Leadership - Nurse Educator**

**DNP - Doctor of Nursing Practice**

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Separate informed consent for HIV testing is no longer required in health care settings. Patients need only to be notified that the HIV test is planned and that they have the option to decline. When patients opt out of HIV testing it must be documented in the medical record. Examples of notification for opt-out HIV testing in health care settings can include, but are not limited to: information on HIV testing in the general medical consent; a patient brochure; exam room signage; and/or verbally notify the patient that an HIV test will be performed.