



# Nursing Newsletter

*Celebrating* **100** *Years*  
**Iowa Board of Nursing**

Riverpoint Business Park, 400 SW 8th St., Suite B, Des Moines, IA 50309-4685

Volume 27 Number 4

November, December 2008, January 2009

## WEBSITE REVISIONS

The Iowa Board of Nursing website has a new look – [www.iowa.gov/nursing](http://www.iowa.gov/nursing). The changes should provide easier navigation throughout the website. The website also has many new items/features that may be of assistance to you. Some new items to look for are:

### News and Hot Topics

1. Hot off the press information and news.

### Nursing Education

1. Printable listings of the Education Programs in Iowa, including contact information.
2. Nursing Education Program Survey Site Information including the process, instructions and forms.
3. Information for Nursing Education Programs on how to notify and receive approval for education materials.

### Continuing Education

1. Printable and searchable listings of Iowa approved continuing education providers.
2. Form to request special approval for a continuing education course.

### Enforcement

1. A printable Complaint Form and instructions.
2. View the Disciplinary Process.
3. What happens if a complaint is filed against you information
4. Information on how to contact an Investigator.
5. Frequently asked questions.

### Search

1. The search feature allows entry of a description of what they are looking for and to jump to the location instantaneously.

To comment on the website email:  
[lynn.linder@iowa.gov](mailto:lynn.linder@iowa.gov)

## INTRAVENOUS THERAPY CERTIFICATION COURSE

At its September meeting, the board voted to establish a five-member committee with the charge to review and revise the current IBON Intravenous Therapy Certification Course to represent current nursing practice. Nominations are being sought to fill the following positions on that committee:

- 2 Intravenous Course Instructors
- 1 Practicing LPN, who is certified in expanded IV therapy
- 1 Director of Nursing, of a facility where LPNs are working in the expanded IV therapy role
- 1 Infusion nurse

Any licensee interested in serving on this committee, should contact Kathy Weinberg at 515-281-4828, or, by e-mail to [nsgprac@bon.state.ia.us](mailto:nsgprac@bon.state.ia.us). The deadline for submitting the necessary materials is November 14, 2008.

This newsletter is a nonpublic forum. The Iowa Board of Nursing retains exclusive journalistic discretion over all substantive portions of the newsletter. The Board and its boards and commissions play no role in the solicitation of the advertising, and do not explicitly or implicitly endorse any advertiser or any good or service advertised in the newsletter. All advertising must conform to the advertising policies described in 193 Iowa Admin. Code 1-9.

## ENFORCEMENT

### WHAT HAPPENS IF A COMPLAINT IS FILED AGAINST YOU! (FREQUENTLY ASKED QUESTIONS)

#### **Q. What is a complaint?**

A. A complaint is a detailed description of an alleged behavior by a nurse that may violate the Board rules. The complaint must be in writing and signed by the person filing the complaint. A [complaint form](#) is available at [www.iowa.gov/nursing](http://www.iowa.gov/nursing).

#### **Q. Who can file a complaint?**

A. Anyone who has information that a nurse may have violated the Board rules may file a complaint. This includes consumers, other regulatory agencies and other nurses or professionals. Iowa Code 272C.8 assures that anyone filing a complaint shall not be civilly liable unless the complaint is filed out of malice. A [complaint form](#) is available at [www.iowa.gov/nursing](http://www.iowa.gov/nursing).

#### **Q. Who is required to report violations?**

A. Iowa law and Board rules mandate that all licensed nurses are required to report *suspected* acts or omissions committed by another licensee of this board. Those who do not report violations are subject to discipline for failing to report.

#### **Q. What are common types of violations?**

A. Violations of the Iowa Code and/or Board rules may include:

- Abusive behavior: physical, verbal, sexual
- Boundary issues including exploitation or sexual misconduct
- Criminal convictions, both misdemeanor or felony
- Falsification of patient records, applications, or license renewal records
- Substance abuse
- Scope of practice issues
- Nurse License Compact violations
- Audit failures
- Practicing without an active license

#### **Q. What happens when the Board receives a complaint?**

A. The complaint is reviewed by Board staff and assigned to one of five investigators. The person filing the complaint will receive a letter identifying the assigned investigator for further contact.

#### **Q. What happens during an investigation?**

A. An investigation involves gathering and reviewing a variety of information and documents such as patient records, personnel records or court records. Some of these records may have to be subpoenaed or require a signed release of medical information from the involved patient. The investigator may interview pertinent witnesses as well as the nurse named in the complaint.

The fact that an investigation is taking place is not public information. Board staff cannot confirm or deny that any investigation is in progress.

After all information is gathered, it is presented to the Board for their review.

#### **Q. What are the potential disciplinary outcomes?**

##### **A. 1. Complaint is closed.**

After review of all investigative information, if the Board finds the evidence is not sufficient to support a probable cause finding, the case is closed. The Board may issue an *Informal Letter of Reprimand*. There are no public records if the case is closed and/or an Informal Letter of Reprimand is issued. The complainant will receive a letter advising of the closure, the nurse will be notified.

##### **2. Licensee can enter into a settlement agreement.**

A settlement agreement may be offered during the investigation if the involved nurse acknowledges wrongdoing and/or wishes to expedite the process. In this situation the Board will review a Notice of Hearing, Statement of Charges, Settlement Agreement and Final Order (Combined) if signed by the licensee. If probable cause is determined the Board will review the settlement offer. If the Board agrees to the settlement, the document will be signed by the chairperson. The order goes into effect when received by the nurse per certified mail.

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## RENEWAL REMINDER

Do you have a birthday in December, January, or February? Don't forget to check the lists of upcoming renewals printed on pages 22-31 for the 2008/2009 expirations in these months, to determine whether your license is due for renewal.

DISCLAIMER CLAUSE

For advertising rates and information, contact Arthur L. Davis Agency, 517 Washington, P.O. Box 216, Cedar Falls, IA 50613, Ph. #1-800-626-4081. Responsibility for errors in advertising is limited to corrections in the next issue or refund of price of advertisement. Publisher is not responsible for errors in printing of schedule.

MEMBERS OF THE  
IOWA BOARD OF NURSING  
May 1, 2008 - April 30, 2009

|   | TERM ENDS |
|---|-----------|
| M. Ann Aulwes-Allison, RN, MA, EdS, Chairperson<br>436 East Manning, Ottumwa, IA 52501<br>(Nursing Education) | 2009      |
| Clyde Bradley<br>315 33rd Avenue North, Clinton, IA 52732<br>(Consumer)                                       | 2010      |
| Jane E. Hasek, RN, EdD<br>606 Center Street, Reinbeck, IA 50669<br>(Nursing Education)                        | 2010      |
| John H. Connors<br>2808 East 16th Street, Apartment 16,<br>Des Moines, IA 50316<br>(Consumer)                 | 2011      |
| Mark L. Hilliard, MSN, ARNP<br>8065 Briargate Court, Johnston, IA 50131<br>(Nursing Practice)                 | 2010      |
| Lisa A. Flanagan, RN<br>6790 Olde Davenport Road,<br>LaMotte, IA 52054<br>(Nursing Practice)                  | 2011      |
| Lynne L. Pothast, LPN<br>3952 Highway 146, Gilman, IA 50106<br>(Nursing Practice)                             | 2011      |

BOARD MEETING SCHEDULE  
2008 - 2009

December 3-4-5, 2008 (November 12, 2008)  
February 25-26-27, 2009 (February 4, 2009)  
June 3-4-5, 2009 (May 13, 2009)

Requests for establishment of new schools, requests for major curriculum change, other special requests, and regular business will be considered at each meeting. Materials must be received in the board office **three (3) weeks** prior to a scheduled board meeting. For your convenience, behind each board meeting date is the deadline for receipt of materials.

COMMUNICATING WITH  
THE IOWA BOARD OF NURSING

The Iowa Board of Nursing requests that licensees and the public use the board web site [www.state.ia.us/nursing](http://www.state.ia.us/nursing) or telephone verification system 515-281-3255 for 24-hour access to online license renewal and verification, address changes and general information.

Use the following contacts for specific questions. If you inquire about your licensure status or request written materials, provide the following information at the beginning of the call/message: Iowa license number, full name, mailing address, and phone number including area code.

| QUESTIONS ABOUT   | CONTACT  |
|---|--|
| <ul style="list-style-type: none"><li>Your license renewal or reactivation in process</li><li>Lost/stolen licenses</li><li>License Verification</li></ul>   | Phone 515-281-3264<br><a href="mailto:Chris.osman@iowa.gov">Chris.osman@iowa.gov</a>             |
| <ul style="list-style-type: none"><li>Name/address changes</li><li>Application for license renewal or reactivation</li><li>Inactive status</li></ul>  | Phone 515-281-4826<br><a href="mailto:ibon@iowa.gov">ibon@iowa.gov</a>                           |
| <ul style="list-style-type: none"><li>Application forms for licensure by examination or endorsement</li><li>ARNP application and renewal</li><li>Foreign applicants for licensure</li><li>Your application in process</li></ul> | Phone 515-281-6488<br><a href="mailto:newnurs@iowa.gov">newnurs@iowa.gov</a>                     |
| <ul style="list-style-type: none"><li>Continuing education rules</li><li>Continuing Education provider rules</li></ul>  | Phone 515-281-8808<br><a href="mailto:Chris.Newell@iowa.gov">Chris.Newell@iowa.gov</a>           |
| <ul style="list-style-type: none"><li>Special approval of Continuing Education courses</li><li>Audits</li></ul>   | Phone 515-281-8258<br><a href="mailto:Donna.Brown@iowa.gov">Donna.Brown@iowa.gov</a>             |
| <ul style="list-style-type: none"><li>Disciplinary issues</li><li>Sanctioned cases</li><li>Roster and label orders</li></ul>  | Phone 515-281-6472<br><a href="mailto:enforce@iowa.gov">enforce@iowa.gov</a>                     |
| <ul style="list-style-type: none"><li>Iowa Board of Nursing newsletter</li></ul>  | Phone 515-281-4823<br><a href="mailto:Margaret.Armagost@iowa.gov">Margaret.Armagost@iowa.gov</a> |
| <ul style="list-style-type: none"><li>Scope of nursing practice in Iowa</li></ul>   | Phone 515-281-4828<br><a href="mailto:nsgprac@iowa.gov">nsgprac@iowa.gov</a>                     |
| <ul style="list-style-type: none"><li>Formal nursing education in Iowa</li><li>NCLEX® test modifications</li></ul>  | Phone 515-281-4828<br><a href="mailto:nsgeduc@iowa.gov">nsgeduc@iowa.gov</a>                     |
| <ul style="list-style-type: none"><li>Nurse Licensure Compact Agreement (Multi-state license)</li><li>NCLEX accommodations</li></ul>  | Phone 515-281-5535<br><a href="mailto:Lynn.Linder@iowa.gov">Lynn.Linder@iowa.gov</a>             |

**PUBLIC ACCESS  
TO DISCIPLINARY DOCUMENTS**

The Board of Nursing has added a link to the Website that enables the public to access documents related to disciplinary activities involving licensees. Records will be available to identify which charges were filed and what the Board determined to be an appropriate disposition in the matter. Inquiries may be made for disciplinary action dating back to the year 1970.

The link can be found under “News and Hot Topics” on the newly redesigned Website. Information is easily searchable by name or license number. A search can also be initiated based on text, using key words. This method of inquiry could involve considerable time, as the database is quite large.

The Board is making this information readily available to be helpful to those who desire to review past disciplinary actions or to check for current Board sanctions.

### Change of Address/Name

State law requires you to keep the Board of Nursing apprised at all times of your current mailing address. Notification of address changes must be made in writing. For your convenience, you may utilize the following form to submit your address change.

Last Name: \_\_\_\_\_

First Name: \_\_\_\_\_

Middle Name: \_\_\_\_\_

Resident State: \_\_\_\_\_

SSN: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

RN/LPN#: \_\_\_\_\_

Today’s Date: \_\_\_\_\_

Name Change: \_\_\_\_\_ Yes \_\_\_\_\_ No

Previous Name: \_\_\_\_\_

OLD ADDRESS:

Address \_\_\_\_\_

\_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_ Zip \_\_\_\_\_

NEW ADDRESS:

Address \_\_\_\_\_

\_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_ Zip \_\_\_\_\_

☐ ( ) Check here if you are on active military duty.

☐ ( ) Check here if you are a Federal Employee.

☐ ( ) Check here if you are an LPN but have filed application for an RN license.

☐ ( ) Check here if your license expires in less than 2 months and you would like a renewal form mailed to you.

Mail to:

Iowa Board of Nursing  
Riverpoint Business Park  
400 SW 8th St., STE B  
Des Moines, IA 50309

or  
e-mail information to:  
ibon@iowa.gov



**SUMMARY**  
**IOWA BOARD OF NURSING**  
**QUARTERLY MEETING**  
**VIA CONFERENCE CALL**  
**JUNE 30, 2008**

**Board Members Present:**

Ann Aulwes-Allison, RN, Chairperson  
Jane Hasek, RN, Vice Chairperson  
Mark Hilliard, RN  
Lisa Flanagan, RN  
Clyde Bradley

**Board Members Excused:**

Lynne Pothast, LPN  
John Connors

**Board Staff Present:**

Lorinda Inman, RN, Executive Director  
Christine Newell, RN, Nursing Standards  
Kathy Weinberg, RN, Nursing Practice/Education  
Sandra Colin, RN, Enforcement  
Dana Peterson, Enforcement  
Taunya Cunningham, RN, Enforcement  
Kathleen Beebout, RN, Enforcement  
Lynn Linder, Operations Officer

Emily Kimes-Schwiesow, Assistant Attorney General, was also on the call

**Audience:**

Kent Nebel, Iowa Board of Medicine  
Heidi Goodman, Iowa Medical Society  
Jennifer Hart, Iowa Dental Board  
Annabelle Diehl  
Denise Wheeler  
Mary O'Brien, Iowa Association of Nurse Anesthetists  
Linda Goeldner, Iowa Nurses Association  
Maureen Kehnley, Iowa Hospital Association  
Sherry McKay, ANCC  
Mark Odden, Iowa Association of Nurse Anesthetists  
Lisa Hoetchens, ICAN  
Sharon DeKock, William Penn University  
Frederick Allen, William Penn University  
Dr. Jim North, William Penn University  
Patricia Clinton, University of Iowa  
Susan Jenkins, Attorney  
Rick Peterson, Briar Cliff College  
Ann Benties, C-Section Awareness  
Kathy Lehman, Dubuque Obstetrics & Gynecology  
Lynn Himmelreich, University of Iowa Hospitals and Clinics  
Judy Norsigina, Our Body Ourselves  
Tammy Gentry, Attorney  
Heather Campbell, Dorsey & Whitney  
Cathryn Robinson  
Lois Pancratz  
Nancy Kramer, Allen College  
Susan DeCrane, Clarke College  
Clara Dugan, Almost Home Birth Center  
Debra Franzen, Grandview College  
Vicki Kramer, Clarke College  
Linda Morit

**Continuing Education:**

1. Dallas County Hospital was awarded Provider #355 since the last board meeting.
2. The following providers were approved for renewal since the last board meeting:
  - #40 St. Luke's Regional Medical Center, Sioux City, IA
  - #43 Great River Medical Center, West Burlington, IA
  - #51 Mercy Medical Center, Clinton, IA
  - #58 Unity Health Care, Muscatine, IA
  - #128 Wheaton Franciscan Healthcare, Waterloo, IA
  - #226 Cherokee Regional Medical Center, Cherokee, IA
  - #227 Western Schools, West Bridgewater, MA
  - #229 Mercy Medical Center, New Hampton, IA
3. The following providers voluntarily relinquished their provider numbers since the last board meeting:
  - #289 Covidien Healthcare-Valley Lab, Boulder, CO
  - #316 Education Enterprises, Staten Island, NY
4. The board voted to deny Iowa provider approval to HCR Manor Care, Toledo, OH and Lutheran Services in Iowa Inc., Des Moines, IA for failure to meet Chapter 5 provider criteria within one year of filing the initial application.
5. The board voted to accept the following make-up credit completed by Barbara Sallach: "Alzheimer's Training Workshop," completed on March 19, 2008 from Provider #329 for 6 contact hours. Further, Ms. Sallach will be advised she cannot use this course for her next renewal and that she will be audited at the time of that renewal.
6. The board voted to grant permission to Mercy Medical

Center, Sioux City, IA Provider #56 to award nursing continuing education credit retroactively to the 9 RNs for the program they completed, "Emergency Nurses Association Trauma Nursing Core Center" held February 20-21, 2008, for 1.73 CEUs due to an extenuating circumstance. However, Provider #56 is cautioned that this decision is not intended to set a precedent.

7. The board voted to caution PESI, LLC, Provider #346 and Maria Farmer, RN, MSN, the author of the program "Forensic Nursing: The Patient, the Crime Scene" to maintain the focus of the seminar on routine forensic cases, with the inclusion of basic elements of forensic nursing concepts and skills, and, not imply that the seminar is a substitute or provide training for medical/legal investigators. In addition the board advises that consultation with the State Medical Examiner's office could be sought for future offerings.

**Practice:**

1. The board voted to issue Order Number 2008-04-PR, which denies the petition for a refund of the \$50 late fee submitted by Barbara Gill.
2. The board voted to approve special testing accommodations, due to a diagnosed disability, submitted by Robert Reinsmoen. The accommodations will allow a reader and a separate room while taking the NCLEX-RN examination.

**Education:**

1. The board voted to approve the Indian Hills Community College nursing education program report and accept the responses to the recommendations and grant Indian Hills Community College, Ottumwa, IA, full approval for 6 years.
2. The board voted to approve the University of Iowa nursing education program report and accept the responses to the recommendations and grant the University of Iowa, Iowa City, IA, full approval for 6 years.
3. The board voted to accept the Master of Science in nursing program progress report submitted by Briar Cliff College.
4. The board voted to accept the Bachelor of Science in nursing program progress report submitted by Northwestern College.

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**AGENDAS AND MINUTES**  
**ON THE WEB**

All Board and Committee agendas are on our website. Agendas are posted at least 48 hours in advance of a meeting. Previous agendas will remain posted until replaced by the current agendas. Board and Committee minutes are posted at our website approximately three (3) months following the meetings.

You can reach our Agendas and Minutes at our website, [www.iowa.gov/nursing](http://www.iowa.gov/nursing), under "Boards and Meetings."

**MANDATORY TRAINING**  
**ON ABUSE IDENTIFICATION**  
**AND REPORTING**

Legislation passed during the 2001 Iowa General Assembly mandates that licensing boards, including the Iowa Board of Nursing, require a person (ARNP, RN, LPN), who regularly examines, attends, counsels, or treats dependent adults or children in Iowa, upon renewal of licensure to accurately document compliance with training requirements on abuse education and/or dependent adult abuse. The course must have been completed within the last 5 years. A list of approved courses is available at

[www.idph.state.ia.us/bh/abuse\\_ed\\_review.asp](http://www.idph.state.ia.us/bh/abuse_ed_review.asp)

## PROCEDURES FOR INACTIVE STATUS

- Requests for inactive status from licensees will NOT be accepted.
- Licensees will no longer need to request to place their Iowa license on inactive status when they move out of state or are no longer practicing in the nursing field. (The license will be placed inactive 30 days after expiration.)
- Delinquent status has been eliminated.
- Licensees who do NOT renew their Iowa license within 30 days after expiration will automatically be placed on inactive status.
- For reactivation of an inactive license the licensee will be required to submit a reactivation application and the fee of \$225.00. The continuing education requirement for reactivation is 1.2 Continuing Education Units or 12 Contact Hours that were earned in the previous 12 months. Two fingerprint cards are also required, to conduct a criminal history background check.
- Licensees who move to another compact state and are issued a license in the new compact state will have their Iowa license placed inactive immediately upon issuance of the new license. The Iowa license will need to be returned to the Iowa Board of Nursing office.
- Licensees who inadvertently allow their license to become inactive and continue to work using the inactive license will be brought to the attention of the Enforcement Unit for Investigation. Reactivation of the license will require a reactivation application, proof of 1.2 Continuing Education Units or 12 Contact Hours, two fingerprint cards, and the fee of \$225.00.
- Iowa law requires you to keep the board informed of any name or address changes, even when your license is on inactive status.

## TELEPHONE VERIFICATION OF IOWA LICENSURE FOR NEW GRADUATES WHO PASS THE NCLEX® EXAMINATION

The Iowa Board of Nursing does not release NCLEX® examination pass/fail results by telephone or Internet. Candidates for licensure by examination are notified in writing of their test result. The Iowa Board of Nursing verifies Iowa licensure status through the automated telephone system on the first or second Wednesday afternoon following the test date if all the following have occurred:

- the candidate has applied for licensure in Iowa
- the candidate has passed the examination
- the NCLEX® result has been transmitted to the board by the test service

### Telephone Verification

To verify licensure in Iowa, call 515-281-3255 and press 2 for initial licensure by exam information, press 2 again for exam results information. Now you will be prompted to the automated verification system. Through the verification system you will either be notified that a license is active and provided an expiration date or the system will state “invalid selection” which means your exam results have not been processed or you did not pass the NCLEX exam. Pressing 1 transfers to the automated verification system. License numbers are not released.

Questions may be directed to 515-281-6488 or [newnurs@iowa.gov](mailto:newnurs@iowa.gov).

## VERIFICATION SYSTEM FOR EMPLOYERS

Facilities/employers can verify licenses using the last name and the last four digits of a Social Security Number. The employer logon license verification program is located at [www.state.ia.us/nursing](http://www.state.ia.us/nursing).

Access is restricted to entities that have applied to the Iowa Board of Nursing for secured access. The application form is available on-line at [www.state.ia.us/nursing](http://www.state.ia.us/nursing). Submit completed and signed form by mail, or fax it to (515) 281-4825. A login ID and a password for access to the system will be sent via email to approved employers.

What information will you receive?

1. Licensee Name
2. License Type
3. License Status
4. License effective and expiration dates
5. Current Disciplinary Action

Questions: Contact Lynn Linder, Operations Officer, (515) 281-5535.

**ENFORCEMENT** *Continued from page 1*

**3. Notice of Hearing and Statement of Charges.**

If the Board determines probable cause after review of all investigative information, a Notice of Hearing and Statement of Charges will be issued from the board office. This document will provide a date/time at the next scheduled board meeting for a formal hearing before the Board. The document is sent per restricted certified mail and MUST be signed for by the nurse.

A settlement agreement will be offered to the nurse. The nurse must sign the agreement and return it to the board office. It will be presented to the Board in lieu of the hearing. If the Board accepts the settlement agreement exactly as written, the document will be signed by the chairperson. The order goes into effect when received by the nurse per certified mail.

If the matter is not resolved through the settlement process or the nurse wishes a formal hearing, the case will be presented to the Board as scheduled. The State will be represented by an Assistant Attorney General. The proceeding is held before an Administrative Law Judge (ALJ) with the Board members hearing evidence. The nurse may appear personally or be represented by counsel at the expense of the licensee. After all evidence and testimony is presented the Board will deliberate in a closed session. The ALJ will prepare the Board's findings for their review. The Board will issue a Findings of Fact, Conclusions of Law, Decision and Order based on the information presented during the hearing. The Order will go into effect when received by the nurse per certified mail.

**Q. What are the disciplinary actions of the Board?**

A. Sanctions the Board may impose include:

- Citation and Warning
- Civil penalty/Fine
- Continuing Education
- Probation with conditions
- Suspension
- Revocation

**Q. What if I never receive notices or the final order from the Board?**

A. The Board is required to send the Notice of Hearing and final orders to your address of record by restricted certified mail or personal service. By law, you are required to notify the Board in writing of any address changes. If service cannot be accomplished through those methods, notice can occur by publication in a newspaper of general circulation in the county of your last-known address.

Disciplinary actions are published in the *Nursing Newsletter* and on the board website at [www.iowa.gov/nursing](http://www.iowa.gov/nursing) under Enforcement. These actions are reported to National Council State Boards of Nursing (NCSBN) and other relevant national databanks. NCSBN disseminates disciplinary information to all state boards of nursing. Action taken by the Board may affect your license to practice in other states.

**Q. What if I am working in Iowa on a multistate license?**

A. If a complaint is filed while you are employed using your multistate license from another compact state, the Iowa Board of Nursing will investigate the allegation in regards to your Privilege to Practice in this state. Your home state will be notified and may sanction your license in that state.

If you are working in another compact state on your Iowa multistate license and a complaint is filed, the Iowa Board of Nursing may sanction your license. The state where the incident occurred may also sanction your Privilege to Practice in that state.

**Q. Where can I find additional information?**

A. Access to the Code of Iowa pertaining to nursing and the Iowa Administrative Code/Board of Nursing Rules can be found on the board's website [www.iowa.gov/nursing](http://www.iowa.gov/nursing). Additional information may also be found on the website under **ENFORCEMENT** and **PRACTICE**. If you still have questions, please contact the enforcement unit at 515-281-6472 or email us at [enforce@iowa.gov](mailto:enforce@iowa.gov).

**Q. What is the difference between a DIA survey and an IBON investigation?**

A. DIA (Department of Inspections and Appeals) regulates nursing homes and home health agencies. DIA survey-

ors respond to complaints about those facilities/agencies and take action based on state and federal regulations specific to those areas. The Iowa Board of Nursing has purview over licensed nurses only. An investigation by the IBON focuses on possible violations of laws and rules specific to nursing. If you have a complaint concerning a nursing home, please forward your complaint to DIA. Their website can be found at <http://www.state.ia.us/government/dia/>.

Complaints concerning a nurse(s) should be reported to the Iowa Board of Nursing. A complaint form is available at [www.iowa.gov/nursing](http://www.iowa.gov/nursing).

**Q. Who do I call if I have a complaint regarding a certified nursing assistant (CNA) or a certified medication aide (CMA)?**

A. To report a complaint about a certified nursing assistant (CNA), call 515-281-4115. To report a complaint about a certified medication aide (CMA), call 515-242-5991.



**SUMMARY** *Continued from page 5*

5. The board voted to approve the following courses and course syllabi submitted by Northwestern College.  
GEN:350 Topics in Cross-Cultural Studies: Shalom and Cross Cultural Population  
NUR:420 Nursing Science and Informatics  
NUR:440 Promoting Shalom with Diverse Populations
6. The board voted to accept the Master of Science in Nursing Administration progress report submitted by St. Ambrose University, Davenport.
7. The board voted to accept the Pre-licensure Baccalaureate Program progress report submitted by the University of Dubuque, Dubuque.
8. The board voted to accept the RN-BSN Program progress report submitted by Upper Iowa University, Fayette.
9. The board voted to accept the following institutional plans for assessment and improvement of NCLEX results submitted by the following nursing education programs:  
Grandview College, Des Moines, IA  
Iowa Wesleyan College, Mount Pleasant, IA  
Kaplan University, Cedar Rapids, IA  
Mercy College of Health Sciences, Des Moines, IA  
St. Ambrose University, Davenport, IA  
Western Iowa Tech Community College, Sioux City, IA
10. The board voted to approve the curriculum revisions for the Masters of Science in nursing program submitted by Allen College including an increase in graduation requirements and the following course syllabi:  
NU:596 Graduate Seminar I  
NU:696 Graduate Seminar II
11. The board voted to approve the predominate method of instruction from the current onsite format of the RN to BSN Completion Program to an online format of the RN to BSN Completion Program beginning fall 2008, submitted by Briar Cliff University, Sioux City.  
The board voted to approve the online instruction of NURS 61IR Critical Thinking for Nursing and NURS 64IR Quality and Safety in Healthcare submitted by Briar Cliff University, Sioux City.
12. The board voted to accept the following curriculum revisions for the pre-licensure nursing major submitted by Clarke College, Dubuque, IA:
  - a. Students will be allowed to take 6 credits of social sciences.
  - b. Transfer 2nd degree students will need to have 3-4 credits of the natural sciences (Chemistry or Micro) before being accepted to the major.
  - c. Pharmacology will be offered in both the fall and spring semester of sophomore year.
  - d. NURS 111 Perspectives class will increase from one credit to two credits.
  - e. Nursing research will be moved to spring semester of junior year.
  - f. HLTH 212 Health Assessment will increase to 3 credits.
  - g. NURS 318 Family Health Care will move to fall semester of junior year.
  - h. NURS 326 Nursing Care of the Adult II will move to spring semester of junior year.
  - i. NURS 315 Mental Care will only be offered in the fall semester.
  - j. NURS 446 Complex Care of the Adult III will move to fall semester of the senior year.
13. The board voted to approve the following curriculum revisions for the graduate nursing program submitted by Clarke College, Dubuque, IA:  
Deletion of course requirement: NURS:520 Seminar in Advanced Practice  
Addition of course: NURS:511 Evidence Based Practice for 3 credit hours  
Approval of NURS:511 Evidence Based Practice syllabus  
NURS:510 Nursing Theory decreased from 4 credits to 3 credits
14. The board voted to approve the following curriculum revisions for the BSN completion program submitted by Dordt College, Sioux Center:  
Decreasing the chemistry requirement from 8 credits to 4 credits.  
Decreasing the liberal arts and sciences support course from 38 to 34 credits.  
Requiring an organic/biological chemistry course for 4 credits.
15. The board voted to approve the course and course syllabus: NURS: 200 Health Care Ethics I for 2 credits submitted by Dordt College, Sioux Center.
16. The board voted to approve the following curriculum revisions for the BSN program submitted by Iowa Wesleyan College, Mount Pleasant, IA:  
Addition of CHEM:105 General Chemistry in the freshman fall semester.  
Requirement of a grade "C" or higher in BIO:214

- Anatomy and Physiology I and BIO:242 Anatomy and Physiology II.  
GPA admittance to the program increased from 2.0 to 2.25. Progression in the program increased from 2.25 to 2.5.  
Deletion of SCI:200 Integrated Science as a graduation requirement.  
NUR:205 Introduction to Nursing and Health Care renamed as Fundamentals of Nursing I.  
NUR:206 Introduction to Nursing Practice renamed as Fundamentals of Nursing II.  
LPNs entering the program in the junior year will be required to take NUR 305 Care of the Adult I.  
The revised Iowa Wesleyan College Division of Nursing Mission Statement.  
The election of Dr. Jay K. Simmons as President of Iowa Wesleyan College.
17. The board voted to approve the following course and course syllabi for the practical nursing program submitted by Iowa Western Community College, Council Bluffs, IA:  
PNN:162 Foundations of Nursing: Fundamental Skills  
PNN:163 Foundations of Nursing: Patient Safety  
PNN:164 Practical Nursing I Common Illnesses and Conditions Across the Lifespan.  
PNN:175 Practical Nursing II  
PNN:176 Practical Nursing III  
PNN:205 01 Pharmacology I
  18. The board voted to approve the course syllabus NSG: 200 Nursing Care Patients Across the Lifespan II for the ASN program submitted by Mercy College of Health Sciences, Des Moines, IA.
  19. The board voted to approve the following courses and course syllabi for the BSN completion program submitted by Mercy College of Health Sciences, Des Moines, IA:  
NSG:403-1 Pain/Palliative Care/End of life  
NSG:403-02 Social Injustice/Global Health  
NSG:403-5 Political Activism
  20. The board voted to approve the following change in graduation requirements for the ASN program submitted by St. Luke's College, Sioux City, IA:  
Deletion of course requirements:  
BIO: 206 Anatomy for 4 credits  
BIO: 208 Physiology for 4 credits  
Addition of course requirements:  
Proposed BIO: 201 Human Anatomy and Physiology I for 4 credits  
Proposed BIO: 202 Human Anatomy and Physiology II for 4 credits
  21. The board voted to approve the course and course syllabus 96:305 Essential of Advanced Practice: Emerging Science for the DNP program submitted by the University of Iowa, Iowa City, IA.
  22. The board voted to issue Order No. 2008-02-ED granting the request for waiver to Iowa Valley Community College District, Marshalltown on behalf of Brenda Krogh Duree, RN, BSN, MEd. The waiver shall be in effect upon completion of Ms. Duree's Master of Science in Nursing Program in December 2009. A formal plan of study shall be kept in Ms. Duree's personnel file and updated annually.
  23. The board voted to deny the request for waiver submitted by William Penn University, Oskaloosa, IA, on behalf of Sharon DeKock, MSN, RN.
  24. The board voted to deny the RN to BSN completion program proposal submitted by William Penn University, Oskaloosa, IA, pursuant to IAC 655 2.2(2) based on the following:  
Currently the hired head of the program, Sharon DeKock, MSN, RN, does not hold a PhD, nor is she enrolled in a PhD program with a formal plan of study.  
To date Ms. DeKock is the only hired faculty listed in the nursing course syllabi.

**Miscellaneous:**

1. The board voted to elect Ann Aulwes-Allison as Chairperson.
2. The board voted to elect Jane Hasek as Vice Chairperson.
3. The board voted to file under Notice of Intended Action, amendments to Chapter 6 prohibiting RNs from administering anesthetic agents with exceptions.
4. The board voted to rescind its statement:  
It is within the scope of practice of the advanced registered nurse practitioner to order, perform, supervise and interpret x-ray tests for the purpose of diagnosis or treatment.  
This does not change the current scope of practice.
5. The board voted to refer the drafting of nurse midwife scope of practice rules to the Nurse Midwife Committee for review and recommendation with rationale.
6. The board reviewed letters from Larry Hertel, RN, recommending changes in nursing education curriculum when nursing education rules are revised.

**Executive Director's Report:**

- Lorinda Inman gave the board an update on the following items:
1. Pearson Professional Center expansion
  2. Delegate Assembly, August 5-8, 2008, Nashville, TN
  3. Financial Report
  4. Iowa Code Chapter 272C revisions.  
The board voted to pursue legislative changes.

**Approval of Minutes:**

- The board voted to approve the following minutes with corrections:
- March 12-14, 2008 board meeting
  - April 1, 2008 conference call
  - April 30, 2008 conference call
  - May 28, 2008 conference call



SUMMARY  
IOWA BOARD OF NURSING  
CONFERENCE CALLS

JUNE 24, 2008

Board Members Present:

Ann Aulwes-Allison, RN, Chairperson  
Jane Hasek, RN  
Clyde Bradley  
John Connors  
Mark Hilliard, RN  
Lisa Flanagan, RN  
Lynne Pothast, LPN

Board Staff Present:

Christine Newell, RN, Nursing Standards  
Sandi Colin, RN, Enforcement  
Dana Peterson, Enforcement  
Doug Bartels, Enforcement  
Taunya Cunningham, RN, Enforcement  
Kathleen Beebout, RN, Enforcement  
Kathy Clayton, Administrative Assistant  
Tracey Westby, Enforcement Secretary

Enforcement:

- The board completed action on the following cases:
  - Probation:
    - Amanda Comesano, #P42394 – Indefinite
    - Joyce Lochner, #067957, #P16092 – Concurrent with probation ordered by Iowa District Court for Dubuque County
    - Frankie Garren, #113019, #P45558 – Concurrent with probation ordered by Iowa District Court for Pottawattamie County
    - Tiffany LeFlore, #P44385 – 12 months
  - Indefinite Suspension:
    - Constance Bowen, #113812
    - Kristine King, #P28208
    - Holly Mooney, #095386, #P36383
    - Stephanie Kubecka, #111034
  - Continuing Education:
    - Michelle Perez, #109668, #P42331 – 30 contact hrs.
    - Sandra Gosha, #115738, #P42697 – 45 contact hrs.
    - Robert Stephens, #094430, #P29601 – 36 contact hrs.
    - Ruth Hobbs, #093375, #P35784 – 32 contact hrs.
    - Dawn Land, #P36702 – 27 contact hrs.
    - Michelle Tigges, #P41514 – 7.5 contact hrs.
    - Daniel Abel, #P26592 – 7.6 contact hrs.
    - Ann Stephens, #071192, #P22499 – 36 contact hrs.
    - Susan Bumpus, #106305 – 3 contact hrs.
    - Ashley Humphries, #P39682 – 36 contact hrs.
    - Jennifer Hull, #081518 – 36 contact hrs.
  - Fine:
    - Amanda Comesano, #P42394 – \$1000
    - Robert Stephens, #094430, #P29601 – \$1000
    - Ruth Hobbs, #093375, #P35784 – \$1000
    - Dawn Land, #P36702 – \$1000
    - Michelle Tigges, #P41514 – \$900
    - Daniel Abel, #P26592 – \$1000
    - Ann Stephens, #071192, #P22499 – \$1000
    - Monica Alarcon, #P39697 – \$50

- Susan Bumpus, #106305 – \$1000
    - Ashley Humphries, #P39682 – \$1000
  - Citation and Warning:
    - Mary Hovda, #076042
    - Tammy Primmer, #P36195
    - Stacey Headlee, #114864, #P45873
- The board voted to:
  - Grant 1 request for licensure reinstatement.
  - Grant 1 request for compact practice privileges.
  - Issue 17 Notices of Hearing and Statements of Charges.
  - Approve 3 felony applicants.
  - Issue 1 letter of admonishment.
  - Close 97 cases for lack of probable cause.

Miscellaneous:

The board voted that Lorinda Inman and Jane Hasek attend the NCSBN Annual Meeting on August 5-8, 2008, in Nashville, TN, as delegates, and Christine Newell attend as an alternate.

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AUGUST 7, 2008

Board Members Present:

Ann Aulwes-Allison, RN, Chairperson  
John Connors  
Lisa Flanagan, RN  
Lynne Pothast, LPN

Board Members Excused:

Jane Hasek, RN, Vice Chairperson  
Clyde Bradley  
Mark Hilliard, RN

Board Staff Present:

R.C. Miller, Enforcement  
Christine Newell, RN, Nursing Standards  
Sandi Colin, RN, Enforcement  
Dana Peterson, Enforcement  
Doug Bartels, Enforcement  
Taunya Cunningham, RN, Enforcement  
Lynn Linder, Operations Officer  
Tracey Westby, Enforcement Secretary

Enforcement:

- The board completed action on the following cases:
  - Probation:
    - Paula Campbell, #075583 – 12 mos.
    - Krista Kelley, #111221, #P44776 – 12 mos.
    - Rebecca Pippert, # P19169 – 12 mos.
  - Indefinite Suspension:  
Penny Stahlhut, #101637, #P38185

- Continuing Education:
  - Tamara Ashby, #P33042 – 30 contact hrs.
  - Tisha Mitchell, #113276, #P44042 – 4 contact hrs.
  - Laura Ogden, #100555, #P31000 – 1.5 contact hrs.
  - Janice Schumacher, #075852 – 4.4 contact hrs.
- Fine:
  - Laura Ogden, #100555, #P31000 – \$100
  - Janice Schumacher, #075852 – \$250
  - Tisha Mitchell, #113276, #P44042 – \$200
  - Mary Miller-Grandfield, #106241 – \$750
- Citation and Warning:
  - Penelope Mohr, #076714
  - Stephanie Boyington, #P32592
  - Thomas Horras, #052614, #P12267
- Voluntary Relinquishment:
  - Fredric Foster, #079251, #P26376
  - Connie Jirouch, #045240
  - Susan Berreth, #P07902
- The board voted to grant 3 requests for licensure reinstatement with stipulations.

Practice:

- The board voted to approve the request for special testing accommodations during administration of the NCLEX-RN® submitted by Rebecca Spath due to a diagnosed disability. The accommodation will allow a separate room.
- The board voted to approve the request for special testing accommodations during administration of the NCLEX-PN® submitted by Abigail Carritt due to a diagnosed disability. The accommodations will include a reader and a separate room.
- The board voted to approve the request for special testing accommodations during administration of the NCLEX- PN® submitted by Nicole Blake due to a diagnosed disability. The accommodations will include a separate room and an additional three hours of testing time.

## NURSE LICENSURE COMPACT

The Iowa Board of Nursing is pleased to be a member of the nurse licensure compact. This new form of licensure and regulation will better protect the public by:

**Allowing** competent nurses to provide care both physically and electronically wherever care is needed;

**Providing** the public ready access to and a choice of qualified nurses;

**Protecting** clients against incompetent nurses or unsafe nursing care through better communication between boards of nursing, cooperative disciplinary investigations and prompt reporting of disciplinary action;

**Benefiting** employers of nurses by having a more mobile workforce and a convenient centralized database for verification of licensure credentials.

### Understanding the Basics

✔ The nurse licensure compact allows a nurse who resides in a compact state to hold ONE license in the nurse's primary state of residence and practice in all other states in which the compact is in effect. Primary state of residence is where the nurse holds a driver's license, pays taxes and/or votes.

✔ The compact requires the nurse to practice according to the laws and regulations of the state in which the nurse provides care where the patient is located at the time the care is provided. The practice laws and regulations for many states are available online.

✔ A nurse who is under discipline may be in a monitoring agreement, which restricts practice across state lines.

✔ If you hold a license in a COMPACT state and RESIDE in that COMPACT state, your license is a multistate license which authorizes you to practice in any other compact state.

✔ If you hold a license in a COMPACT state, but do not RESIDE in that compact state (reside in a non-compact state), your license is a single state license and it authorizes you to practice only in that compact state. For example, if you hold an Iowa nursing license, but do not live in Iowa, the license is a single state license and does not grant you the privilege to practice in any other state.

✔ If you are licensed in both Iowa and another compact state and RESIDE in the other compact state, your Iowa nursing license will be administratively placed on inactive status immediately. Only one active license can be held by a licensee among the compact states.

✔ The compact does not supersede federal law. Therefore if you are employed in military service or work for the federal government, you may continue to hold a nursing license in any state you choose. If you are working as a nurse in a nongovernmental capacity, you are required to contact the state board of nursing in that state to determine if a nursing license is required.

✔ If you **move** from one compact state to another compact state and practice nursing, you must obtain a license in your **new** home state. However, you may continue to practice under the former home state license and the multistate licensure privilege in the new home state for a period not to exceed 30 days.

- The 30-days shall begin with the date of hire/employment in the new primary state of residence.
- If the licensee begins employment before changing primary state of residence, the 30-days begins upon the date that the licensee establishes the new primary state of residence.

For updates on compact information or a list of compact states go to: [www.ncsbn.org/nlc.htm](http://www.ncsbn.org/nlc.htm)

## LICENSE RENEWAL . . . ONLINE

The Iowa Board of Nursing has made renewing licenses easier for many nurses in Iowa through online license renewal. Although many nurses are taking advantage of this service, there are still many more nurses who could benefit from it. There are many advantages to online renewal including:

- ✔ It is easy. Just go to the website at: [www.iowa.gov/nursing](http://www.iowa.gov/nursing)
- ✔ All you need is your license number, social security number, date of birth, MasterCard, VISA or a debit card. Answer all the questions. Pay the \$104.00 fee, which includes a \$5.00 online convenience fee.
- ✔ It is fast. Once the online renewal process is complete your license is immediately renewed and will be mailed in three to five working days.
- ✔ It is convenient. You can renew on your computer at home, at midnight or on a holiday if you choose. If you do not have a computer at home, you could renew on the computer at your local library or at your work place.
- ✔ Your information is secured/masked to protect your privacy.
- ✔ Online renewal reduces errors. The system will not let you move forward until all questions are answered.
- ✔ Online renewal is available for RNs and LPNs only.
- ✔ Late online renewal is also available through the 15th of the month following the expiration date on the wallet card. Fee = \$154.00.

Please note that the Board does not mail renewal forms or notices to nurses whose licenses are due for renewal. We encourage all nurses to consider going online to apply for renewal. We think you will be surprised at how easy it is. (Renewal lists and information begin on page 26.)

## LPN SUPERVISION IN LONG TERM CARE FACILITIES

In order for an LPN to supervise in an intermediate or skilled health care facility, the LPN MUST satisfactorily complete the board approved LPN Supervisory Course within six (6) months of employment in the supervisory role. The course is designed specifically for the supervision role in the long term care patient setting. A board approved nursing program or an approved provider of continuing education must provide the course.

The area community colleges offer courses. It is the responsibility of the licensed practical nurse to maintain his or her certificate documenting completion of the course.

A licensed practical nurse is entitled to supervise without the educational requirement outlined above if the licensed practical nurse was performing in a supervisory role on or before October 6, 1982. Verification is required.

If licensees are unable to obtain the course within the first six months of employment, the LPN must write to the Board explaining the reason a waiver of the LPN Supervisory Course is being requested.

Licensed practical nurses who are enrolled full-time in a registered nurse program are not exempt from the course. However, an LPN who is a full-time student in an RN program and/or who is scheduled to graduate within one year, may request a waiver by writing to the board office. The request for a waiver must state the number of credit hours to be taken each semester and include the student's expected date of graduation.

Individuals who do not graduate from the RN program as scheduled or who are not successful on the RN-NCLEX® must take the next available course.

# – CONTINUING EDUCATION OFFERINGS –

## REGION I NORTHWEST COUNTIES OF IOWA



Buena Vista, Calhoun, Carroll, Cherokee, Clay, Crawford, Dickinson, Emmet, Greene, Hancock, Humboldt, Ida, Kossuth, Lyon, Monona, O'Brien, Osceola, Palo Alto, Plymouth, Pocahontas, Sac, Sioux, Winnebago, Woodbury, Wright.

### ABBREVIATIONS

|       |                                 |          |                 |
|-------|---------------------------------|----------|-----------------|
| Spon: | Sponsor                         | Reg. by: | Register by     |
| Fac:  | Faculty                         | TBA:     | To be announced |
| Aud:  | Audience                        | NG:      | Not Given       |
| MEC:  | Medical Education Collaborative |          |                 |

### November 4; 8 am - 4:30 pm; Sioux City

**ACLS Renewal.** Spon: St. Luke's Reg Med Cntr. Contact: Collette Bird, (712) 279-3554. Fac: Jennifer Heuertz, RN. Aud: RNs. The Advanced Cardiac Life Support Renewal Course will offer an opportunity to refresh and update knowledge and skills acquired in the ACLS Provider Course. Must have current ACLS Provider card. Fee: \$110. Reg. by: Oct 4. CEUs: 0.86.

### November 6; 8 am - 12:30 pm; Sioux City

**Basic Life Support Healthcare Provider.** Spon: St. Luke's Reg Med Cntr. Contact: Collette Bird, (712) 279-3554. Fac: Collette Bird, RN, BSN. Aud: RNs/LPNs. Successful completion of the life-saving skills of cardiopulmonary resuscitation (CPR) as established by the American Heart Association. Fee: \$72. Reg. by: Oct 15. CEUs: 0.54.

### November 6; 8 am - 4:30 pm; Sioux City

**15th Annual NW Iowa Respiratory Conference.** Spon: Mercy Med Cntr – Sioux City. Contact: Karen Newton, (712) 279-2152. Fac: Israel Rubinstein, MD. Aud: RNs/LPNs/ARNPs. To provide information about current research, diagnosis and treatment options in the field of pulmonary and cardiopulmonary medicine. Fee: \$75 on or before Oct 27; \$85 after Oct 27. Reg. by: Oct 27 for early fee. CEUs: 0.72.

### November 10, 11, and 12; West Des Moines

**Time: November 10: 12 noon - 3 pm (pre-conference reg) and 1-7:30 pm (pre-conference);**

**November 11: 7 am - 3:30 pm;**

**November 12: 7 am - 4:45 pm**

**10th Annual Conference.** Spon: CE Solutions, w/IA Nurse Practitioner Soc. Contact: Linda Fisk, 1-866-650-3400 (toll-free). Fac: Kerri Rupe, ARNP, FNP-C, COHN-S, DNP, FAANP. Aud: RNs/LPNs/ARNPs. To provide advance registered nurse practitioners and other interested health care professionals with the latest information on clinical issues. Contact The CE Solutions Group with your questions toll-free at 1-866-650-3400 or visit our website at <http://www.HealthCE.com> and click Events tab for complete INPS conference information. Fee: Both days – \$220 for INPS members; \$270 for non-members; \$190 for students. Reg. by: Oct 24 (*Note: A late fee will be assigned to registrations received after this date.*) CEUs: 1.15.

### November 10 and 11; 7:30 am - 5:30 pm; Sioux City

**ENPC Provider.** Spon: St. Luke's Reg Med Cntr. Contact: Collette Bird, (712) 279-3554. Fac: Sandi Wynja, RN, BSN. Aud: RNs. The Emergency Nurses' Association developed the Emergency Nursing Pediatric Course (ENPC) to teach nurses the various aspects of pediatric emergency nursing care. Fee: \$250. Reg. by: Oct 11. CEUs: 1.6.

### November 14; 9 am - 3:30 pm; Sioux City

**Caring for Our Elderly.** Spon: St. Luke's Reg Med Cntr. Contact: Joy Beaver, (712) 279-7966. Fac: Brad J. Archer, MD. Aud: RNs, LPNs. This program will cover hot topics in geriatric care such as diabetes management, excessive and inappropriate medications in elderly, palliative care, level of care decisions and mandatory abuse training certificates. Fee: \$68 (\$78 after Nov 7). Reg. by: Nov 14. CEUs: 0.74.

### November 17 and 18; 8 am - 4:30 pm; Sioux City

**ACLS Provider (Two-day course).** Spon: St. Luke's Reg Med Cntr. Contact: Collette Bird, (712) 279-3554. Fac: Jennifer Heuertz, RN. Aud: RNs. The Advanced Cardiovascular Life Support (ACLS) Provider Course will encompass knowledge and techniques that are utilized in the management of a cardiac arrest or similar life-threatening emergencies. Fee: \$160. Reg. by: Oct 29. CEUs: 1.42.

### November 19; 8 am - 4:30 pm; Sioux City

**ACLS Renewal.** Spon: St. Luke's Reg Med Cntr. Contact: Collette Bird, (712) 279-3554. Fac: Jennifer Heuertz, RN. Aud: RNs. The Advanced Cardiac Life Support Renewal Course will offer an opportunity to refresh and update knowledge and skills acquired in the ACLS Provider Course (must have current ACLS Provider card). Fee: \$110. Reg. by: Oct 29. CEUs: 0.86.

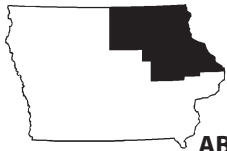
### November 20; 8 am - 4 pm; Sioux City

**S.T.A.B.L.E. Program.** Spon: St. Luke's Reg Med Cntr. Contact: Collette Bird, (712) 279-3554. Fac: Lois Pirozek, RN. Aud: RNs. The S.T.A.B.L.E. Program was developed to give the healthcare worker (RNs and physicians) a concise guideline for providing post-resuscitation/pre-transport stabilization care of sick newborns. Fee: \$100. Reg. by: Oct 29. CEUs: 0.81.

### January 21; 8:30 am - 4:15 pm; Sioux City

**35th Annual Perinatal Conference.** Spon: St. Luke's Reg Med Cntr. Contact: Joy Beaver, (712) 279-7966. Fac: Michael J. Acarregui, MD. Aud: RNs/LPNs/ARNPs. This annual conference is designed to provide information on a variety of topics of interest to physicians, nurses of both level I referring hospitals and level 2 hospital professionals who provide care to mothers and newborns. Fee: \$75 (\$85 after Jan 14). Reg. by: Jan 21. CEUs: 0.72.

## REGION II NORTHEAST COUNTIES OF IOWA



Allamakee, Benton, Black Hawk, Bremer, Buchanan, Butler, Cerro Gordo, Chickasaw, Clayton, Delaware, Dubuque, Fayette, Floyd, Franklin, Howard, Jackson, Jones, Linn, Mitchell, Winneshiek, Worth.

### ABBREVIATIONS

|       |                    |          |                 |
|-------|--------------------|----------|-----------------|
| Spon: | Sponsor            | Reg. by: | Register by     |
| Fac:  | Faculty            | TBA:     | To be announced |
| Aud:  | Audience           | NG:      | Not Given       |
| inc:  | includes/including | NR:      | Nonresident     |

|        |                                   |
|--------|-----------------------------------|
| HCC:   | Hawkeye Community College         |
| KCC:   | Kirkwood Community College        |
| MEC:   | Medical Education Collaborative   |
| NEICC: | Northeast Iowa Community College  |
| NIACC: | North Iowa Area Community College |
| RHEC:  | Regional Health Education Center  |

### November 3 and 4; Cedar Rapids

**Time: November 3: 8 am - 4:30 pm;**

**November 4: 8 am - 12 noon**

**Pediatric Advanced Life Support (PALS).** Spon: St. Luke's Hosp, CR. Contact: Vicky Richards, (319) 369-8750. Fac: Carol Fridal. Aud: RNs. To provide cognitive and psychomotor skills for resuscitation and stabilization of an infant. Fee: \$100. Reg. by: Oct 20. CEUs: 1.29.

### November 4; 6 - 8:30 pm; Cedar Rapids

**Management of High Caries in Chronic Meth Users.** Spon: KCC. Contact: Sandra Vanourny, (319) 398-5626. Fac: Sandra Guzman-Armstrong, DDS, MS. Aud: RNs/LPNs. Will inform health care providers of the oral manifestations of chronic meth users and its implications (CHNC-125-TVA11). Fee: \$89. Reg. by: Nov 3. CEUs: 0.25.

### November 6; 9 am - 3 pm; Cedar Rapids

**Alternatives to Addictive Behavior.** Spon: KCC. Contact: Sandra Vanourny, (319) 398-5626. Fac: Cheryl Hetherington, PhD. Aud: RNs/LPNs. This program will address ways to recognize addictive behaviors and will suggest alternatives that create more healthy balanced lives (CHNC-443-VAN03). Fee: \$75. Reg. by: Nov 5. CEUs: 0.55.

### November 4; 8:30 am - 4:30 pm; Dubuque

**Patient Crisis: Identify the Signs and Symptoms Before the Patient Crashes.** Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Carol Whiteside, MSN, PhD. Aud: RNs/LPNs. Carol Whiteside, MSN, PhD, will show you how to identify the signs and symptoms before the patient crashes. Fee: \$149. Reg. by: N/A. CEUs: 0.63.

### November 7; 9 am - 4 pm; Cedar Rapids

**STABLE The Cardiac Module.** Spon: St. Luke's Hosp, CR. Contact: Cindy Bowers, (319) 369-7209. Fac: Cindy Bowers, RN, BS. Aud: RNs. To provide general guidelines for the assessment and initial stabilization of the neonate with suspected congenital heart disease. Fee: \$65. Reg. by: Oct 20. CEUs: 0.66.

*Continued on page 12*



– CONTINUING EDUCATION OFFERINGS –

REGION 2 *Continued from page 11*

November 10, 11, and 12; West Des Moines

Time: November 10: 12 noon - 3 pm (pre-conference reg) and 1-7:30 pm (pre-conference);  
November 11: 7 am - 3:30 pm;  
November 12: 7 am-4:45 pm

**10th Annual Conference.** Spon: CE Solutions, w/IA Nurse Practitioner Soc. Contact: Linda Fisk, 1-866-650-3400 (toll-free). Fac: Kerri Rupe, ARNP, FNP-C, COHN-S, DNP, FAANP. Aud: RNs/LPNs/ARNPs. To provide advance registered nurse practitioners and other interested health care professionals with the latest information on clinical issues. Contact The CE Solutions Group with your questions toll-free at 1-866-650-3400 or visit our web-site at <http://www.HealthCE.com> and click Events tab for complete INPS conference information. Fee: Both days – \$220 for INPS members; \$270 for non-members; \$190 for students. Reg. by: Oct 24 (*Note:* A late fee will be assigned to registrations received after this date). CEUs: 1.15.

November 11; 9 am - 4 pm; Cedar Rapids

**Advanced Rhythms.** Spon: St. Luke’s Hosp, CR. Contact: Vicky Richards, (319) 369-8750. Fac: Linda Oberbroeckling, RN, MSN, CCRN. Aud: RNs. To introduce difficult rhythms and analyze their significance in the clinical setting. Fee: \$25. Reg. by: Oct 27. CEUs: 0.71.

November 12; 8 am - 4 pm; Cedar Rapids

**Neonatal Resuscitation Program (NRP).** Spon: St. Luke’s Hosp, CR. Contact: Vicky Richards, (319) 369-8750. Fac: Cindy Bowers, RN. Aud: RNs. To instruct the individual in performing a complete, competent resuscitation for newborns. Fee: \$75. Reg. by: Oct 27. CEUs: 0.78.

November 13 and 14; Cedar Rapids

Time: November 13: 7:30 am - 4 pm;  
November 14: 7:30 - 11:30 am

**ACLS Provider Course.** Spon: St. Luke’s, CR. Contact: Vicky Richards, (319) 369-8750. Fac: Lori Gaster, RN. Aud: RNs. Offers participants the knowledge and skill needed for their professional role in resuscitation. Fee: \$100. Reg. by: Oct 28. CEUs: 1.1.

November 18; 6:30 - 8:30 pm; Cedar Rapids

**Eating Disorders: Dysfunctional Relationships with Food.** Spon: KCC. Contact: Sandra Vanourny, (319) 398-5626. Fac: Stacie Mitchell, LMHC, CADC. Aud: RNs/LPNs. Will share information on diagnostic criteria, prevention, signs and symptoms, causes and treatments (CHNC-006-VAN01). Fee: \$69. Reg. by: Nov 17. CEUs: 0.2.

November 20; 8 am - 3:30 pm; Cedar Rapids

**Fall Nursing Cancer Conference.** Spon: Mercy Med Cntr, CR. Contact: Chris Chapman, (319) 398-6143. Fac: Debi Boyle, RN, MSN, AOCN, FAAN. Aud: RNs/LPNs. The Fall Nursing Cancer Conference will spend the morning focusing on managing myelodysplastic syndrome, medication adherence in oncology, palliative care, and nutrition and cancer. The afternoon session will explore multigenerational issues in cancer and maintaining healthy and professional boundaries. Fee: \$60. Reg. by: Nov 14. CEUs: 0.63.

December 1 and 2; 8 am - 3 pm (each day); Cedar Rapids

**Basic Dysrhythmia Recognition Course.** Spon: St. Luke’s Hosp, CR. Contact: Vicky Richards, (319) 369-8750. Fac: Deb Zastrow.

Aud: RNs. To provide an understanding of basic rhythms interpretation for the monitored patient. Fee: \$35. Reg. by: Nov 17. CEUs: 1.4.

December 3; 8 am - 4 pm; Dubuque

**Challenging Geriatric Behaviors.** Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: M. Catherine Wollman, MSN, RN, GNP-BC. Aud: RNs/LPNs. This seminar will offer you new insights into the care of the geriatric patient with challenging behaviors. Fee: \$149. Reg. by: N/A. CEUs: 0.63.

December 9; 8 am - 4 pm; Cedar Rapids

**Advanced Fetal Monitoring.** Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Janie Manning, MSN, RNC-OB, C-EFM, CLNC. Aud: RNs/LPNs. The goal of your speaker is to provide you with the latest recommendations to guide your practice decisions as you encounter new and unexpected challenges while performing fetal monitoring. Fee: \$149. Reg. by: N/A. CEUs: 0.63.

December 11; 9 am - 2 pm; Cedar Rapids

**Mindfulness: Strategies for a Healthier Life.** Spon: KCC. Contact: Sandra Vanourny, (319) 398-5626. Fac: Cheryl Hetherington, PhD. Aud: RNs/LPNs. Will teach skills in active listening, meditation and yoga that can be used in medical or private settings to help patients better cope with “busy virus,” grief, pain or illness (CHNC-080-VAN02). Fee: \$75. Reg. by: Dec 10. CEUs: 0.55.

December 12; 9 am - 2 pm; Cedar Rapids

**Balance/Coordination for the Older Adult.** Spon: KCC. Contact: Sandra Vanourny, (319) 398-5626. Fac: Mark Croy, ATC, MBA, Masters in HC Administration. Aud: RNs/LPNs. Learn exercise techniques and strategies to improve or maintain essential functional balance and coordination skills in older adults (CHNC-720-VAN02). Fee: \$79. Reg. by: Dec 11. CEUs: 0.5.

January 13; 8 am - 3:30 pm; Cedar Rapids

**Functional Assessments and Exercise Programming.** Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Jeannie Patton, MA. Aud: RNs/LPNs. Jeannie Patton, an experienced exercise physiologist and sought-after presenter, will share the latest exercise guidelines for specific chronic diseases, such as diabetes and heart disease. Fee: \$149. Reg. by: N/A. CEUs: 0.6.

REGION III

SOUTHWEST COUNTIES OF IOWA



Adair, Adams, Audubon, Cass, Clarke, Decatur, Fremont, Guthrie, Harrison, Lucas, Madison, Mills, Montgomery, Page, Pottawattamie, Ringgold, Shelby, Taylor, Union, Warren, Wayne.

ABBREVIATIONS

|       |                                 |          |                 |
|-------|---------------------------------|----------|-----------------|
| Spon: | Sponsor                         | Reg. by: | Register by     |
| Fac:  | Faculty                         | TBA:     | To be announced |
| Aud:  | Audience                        | NG:      | Not Given       |
| inc:  | includes/including              | NR:      | Nonresident     |
| MEC:  | Medical Education Collaborative |          |                 |
| IWCC: | Iowa Western Community College  |          |                 |

November 3 and 4; 8:30 am - 4 pm (both days); Griswold (Creighton University Retreat Center)

**ELNEC “End of Life Nursing Education Consortium” Super-Core.** Spon: Iowa Hospice. Contact: Nancy Sharp, (515) 276-6696. Fac: Nancy Sharp, RN, BSN, CHPN, National Certified Trainer. Aud: RNs/LPNs/ARNPs. Eight modules addressing critical aspects of end-of-life care – Pain and Symptom Management, Ethical Issues, Communication, Cultural Considerations, Grief and Bereavement. Fee: \$90 per person + \$40 for lodging and evening meal if desired. Reg. by: Oct 17. CEUs: 1.4.

November 7; 9 am - 4 pm; Council Bluffs

**Treatment Planning for Substance Abusing Clients.** Spon: IWCC. Contact: Cheryl Heininger, (712) 325-3265. Fac: William Ricketts, CMS. Aud: RNs/LPNs. Explore how to incorporate substance abuse issues of clients/patients into a viable treatment plan. Fee: \$70 (tuition, handouts, lunch). Reg. by: Nov 5. CEUs: 0.65.

November 10, 11, and 12; West Des Moines

Time: November 10: 12 noon - 3 pm (pre-conference reg) and 1-7:30 pm (pre-conference);  
November 11: 7 am-3:30 pm;  
November 12: 7 am - 4:45 pm

**10th Annual Conference.** Spon: CE Solutions, w/IA Nurse Practitioner Soc. Contact: Linda Fisk, 1-866-650-3400 (toll-free). Fac: Kerri Rupe, ARNP, FNP-C, COHN-S, DNP, FAANP. Aud: RNs/LPNs/ARNPs. To provide advance registered nurse practitioners and other interested health care professionals with the latest information on clinical issues. Contact The CE Solutions Group with your questions toll-free at 1-866-650-3400 or visit our web-site at <http://www.HealthCE.com> and click Events tab for complete INPS conference information. Fee: Both days – \$220 for INPS members; \$270 for non-members; \$190 for students. Reg. by: Oct 24 (*Note:* A late fee will be assigned to registrations received after this date). CEUs: 1.15.

November 12; 9 am - 4 pm; Council Bluffs

**Pharmacology Update and Anxiety and Depression Management.** Spon: IWCC. Contact: Cheryl Heininger, (712) 325-3265. Fac: Teri Gabel, PharmD, BCPP, MH. Aud: RNs/LPNs. Update on pharmacology and management of depression and anxiety. Fee: \$70 (tuition, handouts, lunch). Reg. by: Nov 11. CEUs: 0.65.

November 13; 9 am - 12:15 pm; Council Bluffs

**Radiographic Imaging.** Spon: IWCC. Contact: Cheryl Heininger, (712) 325-3265. Fac: Mary Lou Padrnos, BS, RT. Aud: RNs/LPNs. Receive information on radiographic imaging. Fee: \$35. Reg. by: Nov 11. CEUs: 0.35.

December 3; 9 am - 4 pm; Council Bluffs

**Helping the Elderly Find Meaning and Purpose.** Spon: IWCC. Contact: Cheryl Heininger, (712) 325-3265. Fac: Amy Hanson, PhD. Aud: RNs/LPNs. Gain an understanding of psychological needs of aging patients/clients and know how to effectively help them. Fee: \$70 (tuition, handouts, lunch). Reg. by: Dec 1. CEUs: 0.65.

December 9; 9 am - 4 pm; Council Bluffs

**“Think Outside the Box” – Creative Problem-Solving in Healthcare.** Spon: IWCC. Contact: Cheryl Heininger, (712) 325-3265. Fac: Carol Horner, BA. Aud: RNs/LPNs. Learn problem-solving techniques and processes for healthcare to solve problems more effectively with innovation and creativity. Fee: \$70 (tuition, handouts, lunch). Reg. by: TBA. CEUs: 0.65.

December 12; 9 am - 4 pm; Council Bluffs

**Coding Changes for 2009 and Non-Physician Practitioner Billing.** Spon: IWCC. Contact: Cheryl Heininger, (712) 325-3265. Fac: Julie Leu, CPC. Aud: RNs/LPNs. Review coding changes for 2009 and discuss documentation and billing for non-physician practitioners. Fee: \$70 (lunch, tuition, handouts). Reg. by: Dec 10. CEUs: 0.65.

January - May (Saturdays); 8 am - 2 pm; Council Bluffs

**Professional Medical Coding.** Spon: IWCC. Contact: Cheryl Heininger, (712) 325-3265. Fac: Julie Leu, CPC. Aud: RNs/LPNs. Information on coding and preparation for certification – call for flyer. Fee: \$1,890 (tuition, books, fees). Reg. by: Dec 20. CEUs: 10.0.



# – CONTINUING EDUCATION OFFERINGS –

### REGION 3 *Continued from page 12*

**January 16; 9 am-4 pm; Council Bluffs**

**Healthcare Potpourri: Pot Scrubbers vs. Pot Stirrers.** Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: John Mulvaney, MA. Aud: RNs/LPNs. Develop strategies for management of negative attitudes and behaviors in healthcare. Fee: \$70 (tuition, handouts, lunch). Reg. by: Jan 14. CEUs: 0.65.

**January 28; 9 am-4 pm; Council Bluffs**

**Managing Difficult Situations in Healthcare.** Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: Amy Besack. Aud: RNs/LPNs. Identify management of difficult situations in healthcare. Fee: \$70 (tuition, handouts, lunch). Reg. by: Jan 26. CEUs: 0.65.

**January 30; 8:30 am- 12 noon; Council Bluffs**

**Substance Abuse Subtle Screening Inventory – Administration and Scoring.** Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: William Ricketts, CMS. Aud: RNs/LPNs. Learn how to administer, score and interpret adult and adolescent SASSI. Fee: \$65. Reg. by: Sept 17. CEUs: 0.35.

**January 30; 1-4:15 pm; Council Bluffs**

**Substance Abuse Subtle Screening Inventory – Clinical Interpretation.** Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: William Ricketts, CMS. Aud: RNs/LPNs. Follow-up to introductory SASSI and can learn and improve clinical interpretation. Fee: \$65. Reg. by: Sept 17. CEUs: 0.35.

### REGION IV SOUTHEAST COUNTIES OF IOWA



**Appanoose, Cedar, Clinton, Davis, Des Moines, Henry, Iowa, Jefferson, Johnson, Keokuk, Lee, Louisa, Mahaska, Marion, Monroe, Muscatine, Scott, Van Buren, Wapello, Washington.**

#### ABBREVIATIONS

|       |   |          |                 |
|-------|---|----------|-----------------|
| Spon: | Sponsor                                 | Reg. by: | Register by     |
| Fac:  | Faculty                                 | TBA:     | To be announced |
| Aud:  | Audience                                | NG:      | Not Given       |
| inc:  | includes/including                      | NR:      | Nonresident     |
| KCC:  | Kirkwood Community College              |          |                 |
| MEC:  | Medical Education Collaborative         |          |                 |
| UIHC: | University of Iowa Hospital and Clinics |          |                 |

**November 5; 8:30 am- 4:30 pm; Iowa City**

**Patient Crisis: Identify the Signs and Symptoms Before the Patient Crashes.** Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Carol Whiteside, MSN, PhD. Aud: RNs/LPNs. Carol Whiteside, MSN, PhD, will show you how to identify the signs and symptoms before the patient crashes. Fee: \$149. Reg. by: N/A. CEUs: 0.63.

**November 6; 8:25 am- 4:15 pm; Iowa City**

**2008 Update for Nurses.** Spon: UIHC Dept of Nsg. Contact: Karen Marek, (319) 356-4304. Fac: Univ of IA Hosps and Clinics staff. Aud: RNs. To provide concise information on current clinical treatments, procedures, diagnostic modalities or nursing interventions available at the UI Hosps and Clinics to enhance quality in health care. Fee: TBA. Reg. by: Oct 15. CEUs: 0.72.

**November 6; 9 am- 4 pm; Iowa City**

**Basic Fetal Monitoring.** Spon: UIHC Dept of Nsg. Contact: Karen Marek, (319) 356-4304. Fac: Linda Myers, RN, MSN, Adv Prac Nurse, L&D, Dept of Nsg, Univ of IA Hosps and Clinics. Aud: RNs working on obstetrics. To provide basic information on methods of fetal monitoring, recognition of changes/interventions to assist in the management of patients, and documentation issues. Fee: TBA. Reg. by: Oct 16. CEUs: 0.65.

**November 6 and 7; Iowa City**

**Time: November 6: 8 am-4 pm;  
November 7: 8 am-2:45 pm**

**Fundamentals of Chemotherapy and the Patient Experience.** Spon: UIHC Dept of Nsg. Contact: Karen Marek, (319) 356-4304. Fac: Univ of IA Hosps and Clinics staff. Aud: RNs providing chemotherapy. This two-day program is designed to enhance the nurse's understanding of chemotherapy and care of patients receiving chemotherapy. Fee: TBA. Reg. by: Oct 16. CEUs: 1.35.

**November 10, 11, and 12; West Des Moines**

**Time: November 10: 12 noon-3 pm (pre-conference reg) and 1-7:30 pm (pre-conference);  
November 11: 7 am-3:30 pm;  
November 12: 7 am-4:45 pm**  
**10th Annual Conference.** Spon: CE Solutions, w/IA Nurse Practitioner Soc. Contact: Linda Fisk, 1-866-650-3400 (toll-free). Fac: Kerri Rupe, ARNP, FNP-C, COHN-S, DNP, FAANP. Aud: RNs/LPNs/ARNPs. To provide advance registered nurse practitioners and other interested health care professionals with the latest information on clinical issues. Contact The CE Solutions Group

with your questions toll-free at 1-866-650-3400 or visit our website at <http://www.HealthCE.com> and click Events tab for complete INPS conference information. Fee: Both days – \$220 for INPS members; \$270 for non-members; \$190 for students. Reg. by: Oct 24 (*Note: A late fee will be assigned to registrations received after this date.*) CEUs: 1.15.

**November 11; 8 am-4:15 pm; Iowa City**

**Site Specific Oncology Clinical Enrichment: Solid Tumors.** Spon: UIHC Dept of Nsg. Contact: Karen Marek, (319) 356-4304. Fac: Univ of IA Hosps and Clinics staff. Aud: RNs/LPNs. The purpose of this class is to provide information on cancer site specific solid tumors and hematological diseases including etiology, diagnosis, treatment, symptom management and expected outcomes. Fee: TBA. Reg. by: Oct 21. CEUs: 0.8.

**December 4; 8 am-4 pm; Iowa City**

**Challenging Geriatric Behaviors.** Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: M. Catherine Wollman, MSN, RN, GNP-BC. Aud: RNs/LPNs. This seminar will offer you new insights into the care of the geriatric patient with challenging behaviors. Fee: \$149. Reg. by: N/A. CEUs: 0.63.

**December 8; 8 am-4 pm; Davenport**

**Advanced Fetal Monitoring.** Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Janie Manning, MSN, RNC-OB, C-EFM, CLNC. Aud: RNs/LPNs. The goal of your speaker is to provide you with the latest recommendations to guide your practice decisions as you encounter new and unexpected challenges while performing fetal monitoring. Fee: \$149. Reg. by: N/A. CEUs: 0.63.

**January 13; 8 am-4:15 pm; Iowa City**

**Site Specific Oncology Clinical Enrichment: Hematology Oncology.** Spon: UIHC Dept of Nsg. Contact: Karen Marek, (319) 356-4304. Fac: Univ of IA Hosps and Clinics staff. Aud: RNs/LPNs. The purpose of this class is to provide information on hematological conditions and hematological malignancies including etiology, diagnosis, treatment, symptom management, nursing care and expected outcomes. Fee: TBA. Reg. by: Dec 15. CEUs: 0.8.

**January 14; 8 am-3:30 pm; Iowa City**

**Functional Assessments and Exercise Programming.** Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Jeannie Patton, MA. Aud: RNs/LPNs. Jeannie Patton, an experienced exercise physiologist and sought-after presenter, will share the latest exercise guidelines for specific chronic diseases, such as diabetes and heart disease. Fee: \$149. Reg. by: N/A. CEUs: 0.6.

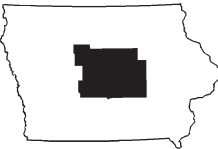
**January 22 and 23; 8:30 am-4 pm (both days); Fort Madison**

**ELNEC Super-Core End of Life Care.** Spon: Iowa Hospice. Contact: Nancy Sharp, (515) 276-6696. Fac: Nancy Sharp, RN, BSN, CHPN, National Certified Trainer. Aud: RNs/LPNs/ARNPs. Eight modules addressing critical aspects of end-of-life care – Pain and Symptom Management, Ethical Issues, Communication, Cultural Considerations, Grief and Bereavement. Fee: \$90 per person. Reg. by: Jan 8. CEUs: 1.4.

– CONTINUING EDUCATION OFFERINGS –

REGION V

CENTRAL COUNTIES OF IOWA



Boone, Dallas, Grundy, Hamilton, Hardin, Jasper, Marshall, Polk, Poweshiek, Story, Tama, Webster.

ABBREVIATIONS

|       |                    |          |                 |
|-------|--------------------|----------|-----------------|
| Spon: | Sponsor            | Reg. by: | Register by     |
| Fac:  | Faculty            | TBA:     | To be announced |
| Aud:  | Audience           | NG:      | Not Given       |
| inc:  | includes/including | NR:      | Nonresident     |

HCC: Hawkeye Community College

INA: Iowa Nurses’ Association

MEC: Medical Education Collaborative

UIHC: University of Iowa Hospital and Clinics

**November 1; 7:30 am - 4 pm; Des Moines**  
**Excellence in Orthopaedics.** Spon: Mercy Med Cntr, Des Moines. Contact: Jodi Lewis, (515) 643-2312. Fac: Dr. Craig Mahoney. Aud: Any nurse with orthopaedic interests. To educate attendees on SCIP initiatives as it relates to traumatic orthopaedic surgery, shoulder arthroscopy, knee arthroplasty, and gender-specific prosthetics in total knee replacements, dorsal column implants, and ankle surgery. Fee: \$45 (\$35 if received by Oct 1st). Reg. by: Oct 15. CEUs: 0.72.

**November 4 - 25 (Thursday evenings); 6:30-9:30 pm; Des Moines**  
**The iPod in Nursing.** Spon: Quality Management Consultant, Inc. Contact: Mary Krieg, (515) 255-2576. Fac: Mary Krieg, PhD, RNC. Aud: All nurses. For the novice – a step-by-step session to learn how to use your iPod and how it can facilitate your nursing practice. Choose one Tuesday night session in November – bring your laptop and your iPod. Fee: \$35. Reg. by: One week before class. CEUs: 0.3.

**November 5 and 6; Marshalltown**  
**Time: November 5: 12 noon - 4 pm; November 6: 8:30 am - 3:30 pm**  
**Resident Assessment Instrument: Learning the Basics.** Spon: IA Valley Cont Ed. Contact: Cheryl Little, (641) 844-5623. Fac: Karen Zaabel, RN, BSN. Aud: Nurses in long-term care. You will learn to use the Resident Assessment Instrument (RAI) as an assessment tool to assist residents in long-term care facilities to achieve individualized care. You will also discuss MDS coding.

Fee: \$49 (lunch on your own). Reg. by: Oct 27. CEUs: 1.0.

**November 6; 8:30 am - 4:30 pm; Des Moines**  
**Patient Crisis: Identify the Signs and Symptoms Before the Patient Crashes.** Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Carol Whiteside, MSN, PhD. Aud: RNs/LPNs. Carol Whiteside, MSN, PhD, will show you how to identify the signs and symptoms before the patient crashes. Fee: \$149. Reg. by: N/A. CEUs: 0.63.

**November 7; 8 am - 4:30 pm; Marshalltown**  
**Sharing the Journey Through End of Life.** Spon: IA Valley Cont Ed. Contact: Cheryl Little, (641) 844-5623. Fac: Lores Vlaminck, RN, BSN, MA. Aud: Nurses and other health care providers in end-of-life care. This workshop will enhance and empower your skills of excellence in practice, compassion in service, and support professionally as you provide care at the end of life. Fee: \$69. Reg. by: Oct 31. CEUs: TBA.

**November 10, 11, and 12; West Des Moines**  
**Time: November 10: 12 noon - 3 pm (pre-conference reg) and 1-7:30 pm (pre-conference); November 11: 7 am - 3:30 pm; November 12: 7 am - 4:45 pm**  
**10th Annual Conference.** Spon: CE Solutions, w/IA Nurse Practitioner Soc. Contact: Linda Fisk, 1-866-650-3400 (toll-free). Fac: Kerri Rupe, ARNP, FNP-C, COHN-S, DNP, FAANP. Aud: RNs/LPNs/ARNPs. To provide advance registered nurse practitioners and other interested health care professionals with the latest information on clinical issues. Contact The CE Solutions Group with your questions toll-free at 1-866-650-3400 or visit our website at <http://www.HealthCE.com> and click Events tab for complete INPS conference information. Fee: Both days – \$220 for INPS members; \$270 for non-members; \$190 for students. Reg. by: Oct 24 (*Note:* A late fee will be assigned to registrations received after this date). CEUs: 1.15.

**November 13; 7:45 am - 4 pm; Des Moines**  
**Care Management of the Adult Patient with Diabetes.** Spon: Mercy Med Cntr – Des Moines. Contact: Mercy Nurse, (515) 643-8668. Fac: Rosemary Ambroson, RN, BAN, CDE. Aud: RNs/LPNs/ARNPs. To provide health care providers with the skills and concepts necessary to manage the comprehensive care of the adult patient with diabetes. Fee: Free for employees of Mercy Med Cntr and affiliates; \$50 for others. Reg. by: Oct 30. CEUs: 0.8.

**November 18 - 20; 8 am-4:30 pm; Des Moines**  
**Pain Preceptor Program.** Spon: Mercy Med Cntr. Contact: LuAnn Lang, (515) 643-4082. Fac: Joan Beard, RNC, MSN, Prog Dir. Aud: RNs/LPNs. To provide healthcare providers extensive education

on various aspects of pain management through didactic and clinical experiences. Fee: \$450. Reg. by: Oct 30. CEUs: 2.25.

**December 5; 8 am - 4 pm; Des Moines**  
**Challenging Geriatric Behaviors.** Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: M. Catherine Wollman, MSN, RN, GNP-BC. Aud: RNs/LPNs. This seminar will offer you new insights into the care of the geriatric patient with challenging behaviors. Fee: \$149. Reg. by: N/A. CEUs: 0.63.

**December 10; 8 am - 4 pm; Des Moines**  
**Advanced Fetal Monitoring.** Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Janie Manning, MSN, RNC-OB, C-EFM, CLNC. Aud: RNs/LPNs. The goal of your speaker is to provide you with the latest recommendations to guide your practice decisions as you encounter new and unexpected challenges while performing fetal monitoring. Fee: \$149. Reg. by: N/A. CEUs: 0.63.

**January 6 - 27 (Tuesday evenings); 6:30 - 9:30 pm; Des Moines**  
**Podcasting in Nursing.** Spon: Quality Management Consultant, Inc. Contact: Mary Krieg, (515) 255-2576. Fac: Mary Krieg, PhD, RNC. Aud: RNs/LPNs. Learn about Podcasting in healthcare and how it effects nursing practice, learn how to create a Podcast to use in patient education or staff orientation. Choose one Tuesday night session in January and bring your laptop and your iPod. Fee: \$35. Reg. by: One week before class. CEUs: 0.3.

**January 15; 8 am - 3:30 pm; Des Moines**  
**Functional Assessments and Exercise Programming.** Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Jeannie Patton, MA. Aud: RNs/LPNs. Jeannie Patton, an experienced exercise physiologist and sought-after presenter, will share the latest exercise guidelines for specific chronic diseases, such as diabetes and heart disease. Fee: \$149. Reg. by: N/A. CEUs: 0.6.

**January 20 - 22; 8 am - 4:30 pm; Des Moines**  
**Pain Preceptor Program.** Spon: Mercy Med Cntr. Contact: LuAnn Lang, (515) 643-4082. Fac: Joan Beard, RNC, MSN, Prog Dir. Aud: RNs/LPNs. To provide healthcare providers extensive education on various aspects of pain management through didactic and clinical experiences. Fee: \$450. Reg. by: Jan 7. CEUs: 2.25.

**January 22; 7:45 am - 4 pm; Des Moines**  
**Care Management of the Adult Patient with Diabetes.** Spon: Mercy Med Cntr – Des Moines. Contact: Mercy Nurse, (515) 643-8668. Fac: Rosemary Ambroson, RN, BAN, CDE. Aud: RNs/LPNs/ARNPs. To provide health care providers with the skills and concepts necessary to manage the comprehensive care of the adult patient with diabetes. Fee: Free for employees of Mercy Med Cntr and affiliates; \$50 for others. Reg. by: Jan 8. CEUs: 0.8.



– CONTINUING EDUCATION OFFERINGS –

HOME STUDY  
PROGRAMS

There is no limitation on the amount of home study which can be obtained for renewal; the entire 36 contact hours can be obtained by this mechanism.

**The CE Solutions Group**  
**501 Sycamore Street Suite 505**  
**Waterloo, Iowa 50703**  
**Contact: Linda L. Fisk**  
**Phone: (319) 287-4022 or**  
**Toll-free: (866) 650-3400**  
**E-mail: info@cesolutionsgroup.com**  
**(Iowa Provider Number 335)**

These activities are approved by the Alabama Nurses Association, an accredited approver by the American Nurses Credentialing Center’s Commission on Accreditation, Provider #05-99.0.

Our independent studies and online courses are fun and fast! Call us today, and we’ll ship your order today (M-F), Guaranteed! Order by phone, by mail, and SAVE MONEY by ordering ONLINE at <http://www.healthce.com>. New courses added monthly. Over 100 courses available online. MasterCard, VISA, Discovery and personal checks accepted. Call us today for significant online group discounts for your organization’s continuing education needs. The CE Solutions Group courses are also available at Eastern Iowa Community College, Hawkeye Community College, Health Education Center, Fort Dodge, Iowa Lakes Community College, Northeast Iowa Community College, Northwest Iowa Community College, Southwestern Community College, and Western Iowa Technical Community College.

About Autoimmune Disorders.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs/ARNPs. Health care professionals will increase their understanding of a variety of common autoimmune disorders including skills needed for patient care. Fee: Booklet, \$49.95 (inc postage); online, \$46.95. CEUs: 0.5. ANCC: 4.

Basic First Aid.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Health care personnel will learn the techniques of basic first aid. Fee: Booklet, \$29.95 (inc postage); online, \$26.95. CEUs: 0.3. ANCC: 2.5.

Bloodborne Pathogens.

Fac: Mary McGeough, BSN. Aud: RNs/LPNs/ARNPs, direct care personnel. To increase awareness of prevention, transmission, and exposure to blood-borne pathogens. Fee: Booklet, \$18.95 (inc postage); online, \$21.95. CEUs: 0.2. ANCC: 1.5.

Breath Sounds and the Healthcare Professional.

Based on the Incredibly Easy Series, by Springhouse Publishing. Aud: RNs/LPNs/ARNPs. To properly interpret normal and adventitious breath sounds through reading and audio CD. Fee: \$140 (inc book and postage); online, \$100 (nurse responsible for purchasing book). CEUs: 2.0.

Caring for the Patient with Fibromyalgia Syndrome (Revised).

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs. To discuss the incidence, symptomology and common treatments for patients with Fibromyalgia. Fee: Booklet, \$49.95 (inc postage); online, \$46.95. CEUs: 0.5. ANCC: 4.

Caring for the Stroke Patient (Revised).

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. The nurse will better understand the pathophysiology of the stroke patient and nursing care/interventions to prevent complications and enhance healing and rehabilitation. Fee: Booklet, \$49.95 (inc postage); online, \$46.95. CEUs: 0.5. ANCC: 4.

CCDI (Chronic Confusion or Dementing Illness).

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs/CNAs. All staff working in the LTC setting will increase their knowledge and skills in caring for persons diagnosed with chronic confusion or a dementing illness. This self-study meets the training requirements for staff working in a CCDI unit or facility. Fee: Booklet, \$59.95 (inc postage); group discounts for packets of 10 or more. Online fee: \$56 (online group discounts available). CEUs: 0.7. ANCC: 5.5.

Child Abuse for Mandatory Reporters.

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs/ARNPs. (Approved by the Abuse Education Review Panel.) To meet the Mandatory Reporters’ requirements for child abuse education by reviewing and updating information on incidence, indications, treatment options and legal implications. Fee: \$21.95 (inc postage); group discounts for packets of 10 or more. Online fee: \$18.95 (online

group discounts available). CEUs: 0.24. ANCC: 2.

Child and Dependent Adult Abuse for Mandatory Reporters.

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs/ARNPs. (Approved by the Abuse Education Review Panel.) A combined program intended to meet the Mandatory Reporter’s requirements for child and dependent adult abuse education by reviewing and updating information on incidence, indications, treatment options and legal implications. Fee: Booklet, \$21.95 (inc postage); group discounts for packets of 10 or more. Online fee: \$18.95 (online group discounts available). CEUs: 0.24. ANCC: 2.

Complications of Diabetes Mellitus.

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs. To enhance the participants’ understanding of complications that may affect the diabetic patient, primarily: diabetic retinopathy, diabetic neuropathy, diabetic nephropathy, and cardiovascular disease. Fee: Booklet, \$29.95 (inc postage); online, \$26.95. CEUs: 0.3. ANCC: 2.5.

Constipation and Encopresis: The Hard Truth.

Fac: Jennifer Hill, MSN, FNP. Aud: RNs/LPNs/ARNPs. To increase the awareness and knowledge of constipation and encopresis in the pediatric patient. Fee \$29.95 (inc postage); online, \$26.95. CEUs: 0.3. ANCC: 2.5.

Cyclic Vomiting Syndrome in Children.

Fac: Jennifer Hill, MSN, FNP. Aud: RNs/LPNs/ARNPs. To increase the awareness and knowledge of cyclic vomiting syndrome (CVS) in children. Fee: \$29.95 (inc postage); online, \$26.95. CEUs: 0.3. ANCC: 2.5.

Dealing with Difficult People.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs/ARNPs. Health care professionals will learn how to work with difficult people, recognize problem “types,” and manage everyday stress associated with dealing with people. Fee: \$21.95 (inc postage); online, \$18.95. CEUs: 0.2. ANCC: 1.5.

Dependent Adult Abuse for Mandatory Reporters.

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs/ARNPs. (Approved by the Abuse Education Review Panel.) To meet the Mandatory Reporters’ requirements for dependent adult abuse education by reviewing and updating information on incidence, indications, treatment options and legal implications. Fee: Booklet, \$21.95 (inc postage); group discounts for packets of 10 or more. Online fee: \$18.95 (online group discounts available). CEUs: .24. ANCC: 2.

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# – CONTINUING EDUCATION OFFERINGS –

## THE CE SOLUTIONS GROUP *Continued from page 16*

### Depression in Children and Adolescents.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Participants will increase their understanding of the characteristics of depression in children and adolescents and what therapies are appropriate in treating it. Fee: Booklet, \$34.95 (inc postage); online, \$31.95. CEUs: 0.35. ANCC: 3.

### Diabetes Mellitus: A Guide for Healthcare Professionals.

Based on the book *ADA Complete Guide to Diabetes*, 3rd Ed, by the American Diabetes Association. Aud: RNs/LPNs/ARNPs. To update the nurse on current information about diabetes mellitus and the variety of treatment possibilities. Fee: \$131.95 (inc book and postage); online, \$119.95 (nurse responsible for purchasing book). CEUs: 2.4. ANCC: 20.

### Domestic Violence.

Fac: Julia Kaasa-Pitzen, MS Psychology. Aud: RNs/ LPNs/ARNPs. To enhance the learner’s understanding of family violence, causes, physical, psychological and behavioral indicators; and family violence prevention. Fee: Booklet, \$34.95 (inc postage); online, \$31.95. CEUs: 0.35. ANCC: 3.

### Drugs and the Elderly (Revised).

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs/ARNPs. Nurses working with older adults will review and update their knowledge of medications commonly prescribed for the elderly and potential related problems. Fee: Booklet, \$29.95 (inc postage); online, \$26.95. CEUs: 0.3. ANCC: 2.5.

### EKGs Made Easy.

Based on the book *EKG in a Heartbeat*, by Karen M. Ellis. Aud: RNs/LPNs/ARNPs. To provide a succinct resource for analyzing EKGs. “This material is NOT intended as an elementary text on EKGs” and assumes a basic understanding of EKG principles. However, for those who desire review, update, and support related to EKG, this course is for you! Fee: \$61.95 (inc book and postage); online, \$39.95 (nurse responsible for purchasing book). CEUs: 0.4. ANCC: 3.

### End of Life Care and Pain Management.

Fac: Brooke Gritzner, RN. Aud: RNs/LPNs/ARNPs. End of life care is an important, but sometimes neglected, part of the health care continuum. End of life care focuses on the needs of patients as well as needs of family and friends. This course will help the health care professional better understand how to provide qual-

ity care at the end of life. Fee: Booklet, \$29.95 (inc postage); online, \$26.95. CEUs: 0.3. ANCC: 2.5.

### Ethical Principles in Nursing.

Fac: Linda Terry Godson, MA, RN. Aud: RNs/LPNs/ARNPs. To enhance the nurse’s ability to utilize ethical principles in nursing practice. Fee: Booklet, \$29.95 (inc postage); online, \$26.95. CEUs: 0.3. ANCC: 2.5.

### The Expert Physical Examination.

Based on the book *Expert 10-Minute Physical Examinations* by Mosby, a Times Mirror Company. Aud: RNs/LPNs. To enhance nursing physical examination skills. Fee: \$120.95 (inc postage); online, \$74.95 (nurse responsible for purchasing book). CEUs: 1.5. ANCC: 12.5.

### Headache: In Adults and Children.

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs. To better understand the types of headaches in both the adult and child client, what may trigger a certain type of headache, and treatment options. Fee: Booklet, \$39.95 (inc postage); online, \$36.95. CEUs: 0.4. ANCC: 3.

### Heart Sounds and the Healthcare Professional.

Based on the Incredibly Easy Series by Springhouse Publishing. Aud: RNs/LPNs/ARNPs. To accurately identify heart sounds in the normal and cardiovascular-challenged patient through study and audio CD interpretation. Fee: \$141.95 (inc book and postage); online, \$101.95 (nurse responsible for purchasing book online). CEUs: 2.0. ANCC: 16.5.

### Infection Control.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Health care professionals will review and gain knowledge of current infection control procedures including handwashing, use of protective equipment, disposal of contaminated materials, and disinfecting environmental surfaces. Fee: Booklet, \$21.95 (inc postage); group discounts available. Online fee: \$18.95 (online group discounts available). CEUs: 0.2. ANCC: 1.5.

### Managing Urinary Incontinence in the Elderly.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. To review and update nurses’ skills for managing urinary incontinence, primarily in the long term care setting. Fee: Booklet, \$29.95 (inc postage); online, \$26.95. CEUs: 0.3. ANCC: 2.5.

### Multiple Sclerosis: The Nursing Perspective.

Based on the book *Multiple Sclerosis: The Nursing Perspective* by Rosalind Kalb, PhD. Aud: RNs/LPNs/ARNPs. To provide an overview of MS and its treatment, with an emphasis on the unique role of the nurse in the treatment process. Fee: \$49.95 (inc book and postage); online, \$46.95. CEUs: 0.5. ANCC: 4.

### A Nurse’s Guide to Legal Issues.

Based on the book *Nurse’s Legal Handbook*, 5th Ed, published by Lippincott, Williams & Wilkins. Aud: RNs/LPNs/ARNPs. To learn the appropriate responses to current legal issues and decrease the risk of liability in the practice of nursing. Fee: \$164.95 (inc book and postage); online, \$119.95 (nurse responsible for purchasing book). CEUs: 2.4. ANCC: 20.

### Nursing Documentation.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Nurses will gain knowledge and skills related to the documentation of information in the patient’s medical record. Fee: Booklet, \$21.95 (inc postage); online, \$18.95. CEUs: 0.2. ANCC: 1.5.

### Nutrition/Hydration and the Elderly Patient.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Health care professionals will increase their understanding of the nutrition and hydration needs of the elderly patient. Fee: Booklet, \$29.95 (inc postage); online, \$26.95. CEUs: 0.3. ANCC: 2.5.

### Pneumonia.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Health care professionals will review and update their understanding of pneumonia as well as the care and treatment of patients with the disease. Fee: Booklet, \$21.95 (inc postage); online, \$18.95. CEUs: 0.2. ANCC: 1.5.

### Preventing Medical Errors.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs/ARNPs. To provide the participant with insights and skills for preventing medical errors. Fee: Booklet, \$29.95 (inc postage); online, \$26.95. CEUs: 0.3. ANCC: 2.5.

### Quality Assurance in Health Care.

Fac: Linda L. Fisk, RN, BS. Aud: RNs/LPNs/ARNPs. To enhance basic knowledge in regard to quality assessment and quality assurance in health care. Fee: \$29.95 (inc postage); online, \$26.95. CEUs: 0.3. ANCC: 2.5.

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# – CONTINUING EDUCATION OFFERINGS –

## THE CE SOLUTIONS GROUP *Continued from page 18*

### Recognizing and Responding to Terrorism Events: Biological, Chemical and Radiological.

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs/ARNPs. To enhance the participant’s knowledge of potential biological, chemical, and radiological terrorism agents, signs and symptoms, and reporting procedures should an event occur or be suspected. Fee: Booklet, \$49.95 (inc postage); online, \$46.95. CEUs: 0.5. ANCC: 4.

### Science Fiction or Reality? Pharmacogenomics.

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs/ARNPs. To explore the inherited variations in genes that dictate drug response and the way these variations can be used to predict whether a patient will have a good response to a drug, a bad response to a drug, or no response at all. Fee: Booklet, \$21.95 (inc postage); online, \$18.95. CEUs: 0.2. ANCC: 1.5.

### Stem Cell Research and Ethical Considerations.

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs/ARNPs. To enhance the participant’s knowledge of the science, ethics and regulatory mechanisms involved in stem cell research. Fee: Booklet, \$29.95 (inc postage); online, \$26.95. CEUs: 0.3. ANCC: 2.5.

### Supervising in Today’s Healthcare Organizations.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Health care professionals will gain the knowledge and skills needed to successfully manage and supervise people working in a health care facility. Fee: Booklet, \$79.95 (inc postage); online, \$76.95. CEUs: 0.8. ANCC: 6.5.

### Understanding and Supporting Grieving Children.

Fac: Jaymee Glenn-Burns, BS, MDiv, MA. Aud: RNs/LPNs/ARNPs. To present information that will help caregivers better understand and support grieving children. Fee: Booklet, \$21.95 (inc postage); online, \$18.95. CEUs: 0.2. ANCC: 1.5.

### Understanding Asthma.

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs. To enhance the nurse’s knowledge of asthma in the child and adult (w/section inc for the asthmatic child at school). Fee: Booklet, \$49.95 (inc postage); online, \$46.95. CEUs: 0.5. ANCC: 4.

### Understanding Parkinson’s Disease (Revised).

Fac: Linda Terry Godson, MA, RN. Aud: RNs/LPNs. To review and update the nurse about Parkinson’s Disease. Fee: Booklet, \$29.95 (inc postage); online, \$26.95. CEUs: 0.3. ANCC: 2.5.

### Urologic and Kidney Diseases.

Fac: Linda Fisk, RN, BS. Aud: RNs/LPNs. To enhance the participant’s knowledge of the urinary system and diseases that can affect that system. Fee: Booklet, \$49.95 (inc postage); online, \$46.95. CEUs: 0.5. ANCC: 5.

### When a Child Dies: Scott’s Story.

Fac: Connie Harmsen, RN. Aud: RNs/LPNs. The nurse will better understand the grieving process as it relates to the child, teenager, and adult. Fee: Booklet, \$29.95 (inc postage); online, \$26.95. CEUs: 0.3. ANCC: 2.5.

### Wound Care and the Healthcare Professional.

Based on the Incredibly Easy Series by Springhouse Publishing. Aud: RNs/LPNs/ARNPs. The nurse will better identify and understand wound treatment. Fee: \$164.95 (inc book and postage); online, \$124.95 (nurse responsible for purchasing book). CEUs: 2.5. ANCC: 20.5.

### Consultants for the Future

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### Alzheimer’s Disease and Dementia Related Disorders.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Provides ways to approach problem areas in direct care of those with Alzheimer’s disease or related dementias with extensive suggestions for effective communication. Fee: \$10 online; \$12 in hard copy + \$4 postage. CEUs: 0.2.

### Bittersweet: A Study of Diabetes Mellitus.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. This course presents the latest research, as well as the basic concepts of diabetes mellitus and can offer you an introduction, a review or an update on the disease process. Fee: \$30. CEUs: 0.5.

### Brain Game: Things to Know When Using Drugs Which Change Moods and Behaviors in Elderly Patients.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Psychotropic drug therapy is studied in detail, emphasizing effects on neurotransmitters, reasons for side effects, need for close monitoring, and interactions possible. Fee: \$18. CEUs: 0.3.

### Care of the Alzheimer’s Patient.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Presents suggestions and approaches to management of common behaviors and symptoms of A.D. that are not drug based. Fee: \$6. CEUs: 0.1.

### Changing Beds: You May Have Made It, But You Don’t Have to Lie in It. Mental Emotional Health.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Teaches how to foster mental and emotional health, emphasizing empowerment through self-definition, self responsibility, monitoring thought patterns and dealing with feelings. Fee: \$60. CEUs: 1.0.

### Cognito Ergo Sum: Creating an Empowered Image.

Fac: Dr. Linda S. Greenfield. Aud: RNs/LPNs. Teaches how to recognize and create your own internal power by changing the way you think, using the nursing environment as the milieu. Fee: \$30. CEUs: 0.5.

### End of Life Care.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Discusses compassionate care of those in the final weeks of life, differentiating palliative, chronic, and hospice care levels and suggesting interventions that support patient autonomy. Fee: \$6. CEUs: 0.1.

### Flight Manual: Helping Adolescents Take to Flight/Mental and Emotional Wellness.

Author: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Empowers the nurse to assist the teen in the development of maturity, self-definition, independence and personal power using story format as examples. Fee: \$36. CEUs: 0.6.

### Good Grief: Providing Light to Those in Emotional Pain.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Fosters the nurse’s ability to listen, console and nurture those involved in loss and changing personal identity, using specific, guided techniques. Fee: \$30. CEUs: 0.5.

### Good Vibrations: Recognizing the Healing Energy Within Emotions.

Author: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Explores relationship between the energy of toxic emotions and diseases correlating emotional issues to the human energy system of chakras and studying how the body is designed to manage anger, fear, hate, etc. safely. Fee: \$42. CEUs: 0.7.

### HIV/AIDS: A Comprehensive Course.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Provides detailed examination of pathology, transmission, signs and symptoms, prevention, precautions and treatment of HIV. Fee: \$15 online; \$18 in hard copy + \$4 postage. CEUs: 0.3.

### Live or Let Die: The Right to Die.

Fac: Linda S. Greenfield, RN, PhD. Offer nurses an increased awareness of the dilemmas with the moral and/or legal issues of allowing a patient to die. Fee: \$30. CEUs: 0.5.

### Mindful Care: Using Positive Thoughts and Emotions as a Catalyst to Healing.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Examines body/mind connection, exploring chemistry that links immune system function to ways we think and feel, and teaching more positive thinking patterns and ways to deal with negative emotions. Fee: \$30. CEUs: 0.5.

### Nutrition Cognition: Eating for Health in the ‘90s.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Teaches about antioxidants, herbal supplements, phytoestrogens, and about pesticide residues, nitrates and transfatty acids to allow you to choose foods that help and avoid foods that harm. Fee: \$30. CEUs: 0.5.

### Over the Edge: Biological Stress and Chronic Conditions.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Studies the effect of biological stress from industrial chemicals, heavy metals and other pollutants and impact on chronic conditions such as unresolving pain, lack of healing, depression, panic attacks and

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– CONTINUING EDUCATION OFFERINGS –

**CONSULTANTS** *Continued from page 19*  
inability to sleep. Fee: \$25 online; \$30 in hard copy + \$4 postage. CEUs: 0.5.

**Paper Chasing: Effective Documentation.**  
Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Presents documentation forms and ideas to increase quality of documentation correlated to the nursing process, as applied to both long term and acute patient care environments. Fee: \$30. CEUs: 0.5.

**The Patient in Pain: Why Are We Managing Pain and Not Healing It.**  
Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Physiology of acute and chronic pain perception, factors of pain reaction, attitudes toward the patient in pain that may hinder therapy, effective use of medication and use of non-invasive and alternative pain therapies. Fee: \$25 online; \$42 in hard copy + \$4 postage. CEUs: 0.7.

**Power Dynamics: Growth and Development of Personal Power.**  
Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Examines dynamics of personal power by studying development of the body's energy system with suggested interventions to restore balance and energetic health. Fee: \$30. CEUs: 0.5.

**Power Tripping: Issues of Control Resolves Through Shadow Work.**  
Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Examines the paradigm of power, mechanisms of control, how we drain power or steal power from others, and introduces a healthier paradigm of internal power through healing unconscious issues. Fee: \$30. CEUs: 0.5.

**The Prevention of Medical Errors.**  
Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Informs nurses of growing national concern over the alarmingly high numbers of errors and provides information to increase patient safety, guidance for reporting and suggestions for systems monitoring. Fee: \$12. CEUs: 0.2.

**Stroke.**  
Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Studies pathology of various kinds and locations of strokes, the related symp-

toms and approaches to acute and rehabilitative care. Fee: \$30. CEUs: 0.5.

**Talking With the Docs: Effective Nurse Physician Communication.**  
Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Designed to help you increase your power and effectiveness when communicating with physicians in difficult situations. Fee: \$24. CEUs: 0.4.

**Who's Confused?**  
Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. A study of Alzheimer's disease and other forms of dementia with means to establish a therapeutic environment for same. Fee: \$30. CEUs: 0.5.

**Working the Numbers: Nursing Intrepretation of Laboratory Tests.**  
Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Examines nursing intrepretation of CBC, hematologic studies, iron studies, UA, electrolyte survey, kidney function studies and liver function studies. Fee: \$36. CEUs: 0.6.

**Lorand Health**  
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**Cedar Rapids, Iowa 52410**  
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**Phone: (319) 832-1957**  
**e-mail: [service@lorandhealth.com](mailto:service@lorandhealth.com)**  
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**Alzheimer's Disease: Highway to Hope.**  
Aud: RNs/LPNs. This continuing education course examines memory loss, aging, research, treatment and caregiving issues including new Alzheimer's treatments under investigation. Fee: \$59 (resource text included). CEUs: 3.0.

**Angry Explosive Kids – Straight Talk.**  
Aud: RNs/LPNs. This course presents key concepts to help build children's self-esteem, develop positive coping skills for anger. Resource text included: *Treating Explosive Kids* by Ross W. Greene and J. Stuart Ablon. Fee: \$59 (plus \$5 shipping/handling). CEUs: 3.6.

**Autism.**  
Aud: RNs/LPNs. Based on the textbook *Changing the Course of Autism* by Bryan Jepson, MD, w/Jane Johnson. This course explores the disease that currently affects half a million American children (approx 1 in 150), examines assessment issues of autism in children and adolescents, possible causes of autism, and treatment options/interventions that promote increased wellness. Fee: \$72 (plus \$6 shipping/handling; text included). CEUs: 2.1.

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# – CONTINUING EDUCATION OFFERINGS –

## LORAND HEALTH EDUCATION

*Continued from page 20*

### The Bipolar Child.

Aud: RNs/LPNs. Examines the challenging diagnosis of Bipolar Disorder in children, assessment guidelines, nursing considerations, planning/implementation, and a comprehensive approach toward the needs of children and families. Fee: \$69 (plus \$6 shipping/handling; text included). CEUs: 3.6.

### Borderline Personality Disorder in Adolescents.

Aud: RNs/LPNs. Based on the textbook *Borderline Personality Disorder in Adolescents* by Blasé A. Aguirre, MD, Med Dir of The Adolescent Dialectical Behavioral Therapy Center at McLean Hosp in Belmont, Mass, the largest psych hospital of Harvard Medical School. This course examines cutting-edge treatment, clinically tested techniques, and current research. Fee: \$72 (plus \$6 shipping/handling; text included). CEUs: 2.1.

### Breaking the Mold: Healing Childhood Trauma.

Aud: RNs/LPNs. Based on the text *Trauma Through a Child's Eyes* by Peter A. Levine and Maggie Kline, this fascinating course examines how trauma is imprinted on the body, brain and spirit, resulting in anxiety, nightmares, depression, physical illnesses, addictions, aggression and hyperactivity; includes case studies and important new approaches for working with traumatized children. Fee: \$69 (plus \$6 shipping/handling; text included). CEUs: 3.6.

### Child and Adolescent Clinical Psychopharmacology.

Aud: RNs/LPNs. Based on the textbook *Child and Adolescent Clinical Psychopharmacology Made Simple* by John Preston, PsyD, ABPP, John H. O'Neal, MD, and Mary C. Talaga, RPh, PhD. This course is a concise, quick review course that provides essential diagnostic and treatment information for common child and adolescent psychiatric disorders. Fee: \$57 (plus \$6 shipping/handling; text included). CEUs: 1.2.

### Clinical Psychopharmacology.

Aud: RNs/LPNs. Based on the text *Clinical Psychopharmacology Made Ridiculously Simple* by John Preston, PsyD, and James Johnson, MD. This mini-course explores pharmacological management issues related to mental health conditions. Fee: \$40 (plus \$6 shipping/handling; text included). CEUs: 1.0.

### Codependency.

Aud: RNs/LPNs. This course examines the five core symptoms of

codependence, how symptoms impact people's lives, emotional damage of abuse, dysfunctional family systems and treatment strategies for helping patients who may be recovering from physical, sexual, emotional, intellectual and/or spiritual abuse. Resource text included: *Facing Codependence* by Pia Mellody, RN. Fee: \$49 (text included). CEUs: 3.0.

### EMDR Revisited.

Aud: RNs/LPNs. This fascinating course examines EMDR (Eye Movement Desensitization and Reprocessing), a breakthrough therapy for anxiety, stress, trauma and other illnesses; presents research results from the past 7 years on EMDR effectiveness, information on how EMDR works, how it compares to other treatments, the difference between EMDR and Exposure Therapy, and case histories. Fee: \$43 (plus \$5 shipping/handling; text included). CEUs: 3.6.

### Kids Who Cut.

Aud: RNs/LPNs. This course utilizes the text *When Your Child is Cutting* by Merry E. McVey-Noble, PhD, Sony Khemlani-Patel, PhD, and Fugen Nezirouglu, PhD, ABPP, ABPP. Includes detailed information on working with children and parents/caregivers who are dealing with a child who is hurting him or herself, examines causes and effects of self-injury, signs of self-harm, effective communication strategies, and the overall recovery process. Fee: \$49 (plus \$6 shipping/handling; text included). CEUs: 2.0.

### Lyme Disease.

Aud: RNs/LPNs. Based on the textbook *Beating Lyme* by Constance A. Bean, w/Lesley Ann Fein, MD, MPH. This course examines symptoms of Lyme Disease, routes of transmission, diagnostic testing and treatment options. Fee: \$9 (plus \$6 shipping/handling; text included). CEUs: 2.9

### Migraine Disease and Headaches.

Aud: RNs/LPNs. This course examines treatments for long-term relief, risks and symptoms, identification of various types of headaches, traditional and alternative therapies, case studies, and emergency care/pain management. Fee: \$59 (plus \$6 shipping/handling). CEUs: 3.0.

### Nursing Leadership and Management.

Aud: RNs/LPNs. This course examines the role of the staff nurse as manager of patient care needing the knowledge and skills necessary to make decisions related to setting priorities, delegating responsibilities, improving quality patient care, understanding

the legal parameters of nursing practice and knowing the ethical issues confronting nursing today in the ever-changing health care environment. Fee: \$79 (plus \$6 shipping/handling; text included). CEUs: 3.6.

### OCD: Checking It Out.

Aud: RNs/LPNs. Examines Obsessive Compulsive Disorder, diagnostic criteria, treatment options, intervention strategies, OCD in children, and nursing considerations. Fee: \$69 (plus \$6 shipping/handling; text included). CEUs: 3.6.

### Postpartum Depression.

Aud: RNs/LPNs. This course examines the nature of PPD and how it differs from other perinatal mood disorders, key risk factors and how they can be minimized, treatment/therapy options, and how to help patients develop support networks. Fee: \$59 (plus \$6 shipping/handling; text included). CEUs: 3.0.

### Restless Leg Syndrome.

Aud: RNs/LPNs. Examines root causes of RLS, assessment guidelines, planning/implementation, nursing considerations and current treatment options. Fee: \$69 (plus \$6 shipping/handling; text included). CEUs: 3.6.

### School Health Nursing: A Comprehensive Review.

Aud: RNs/LPNs. Utilizes the text *School Nursing: A Comprehensive Text*, Janise Selekman, Editor. This in-depth course examines the history and development of the school nursing role, standards of practice, legal concerns, political/legislative issues as well as comprehensive coverage of important pediatric health care topics from the school nursing perspective. Fee: \$142 (plus \$6 shipping/handling; text included). CEUs: 7.2.

### Teens with ADD and ADHD.

Aud: RNs/LPNs. Based on the text *Teenagers with ADD and ADHD: A Guide for Parents and Professionals* by Chris Zeigler Dendy, MS. This course includes information on diagnosis, treatment, school and academic issues, co-existing conditions, executive functions deficits, behavior issues, medications, and nursing considerations. Fee: \$79 (plus \$6 shipping/handling; text included). CEUs: 3.6.

### Winter Blues: Seasonal Affective Disorder.

Aud: RNs/LPNs. Examines current information on signs, symptoms, diagnostic criteria, disease differentiation and co-morbidity, nursing considerations, assessment fundamentals, treatment options and patient case studies. Based on the text *Winter Blues* by Dr. Norman E. Rosenthal, clinical professor of psychiatry at Georgetown University. Fee: \$69 (plus \$6 shipping/handling; text included). CEUs: 3.6.

RENEWAL NOTICE

By law, it is the licensee's responsibility to renew their license prior to expiration. Renewal can be completed online or by requesting a paper application be mailed. Renewal is available to licensees 60 days prior to the expiration date printed on the wallet card. Renewal after the expiration date printed on the wallet card is considered a Late Renewal and an additional \$50 late fee is required. Late Renewal is also available over the Internet; the \$50 late fee is automatically added to the renewal fee.

Licensees are notified that their renewal is due, through the publication of their name in this newsletter. This is the only renewal notice that is sent out. The list of licenses that expire in December 2008 and January and February 2009 can be found in this issue. Please use the following schedule:

Licenses that expire December 15, 2008, are due by November 15, 2008, and can be renewed any time after October 15, 2008.

Licenses that expire January 15, 2009, are due by December 15, 2008, and can be renewed any time after November 15, 2008.

Licenses that expire February 15, 2009, are due by January 15, 2009, and can be renewed any time after December 15, 2008.

Licensees are encouraged to renew over the Internet at the board's Website at [www.state.ia.us/nursing](http://www.state.ia.us/nursing). Renewal over the Internet can be verified immediately in the database and at the Board's website, there are no delays. Payment of the fee must be made by using MasterCard or VISA, credit or debit card.

If you don't have a credit card, you may enter the renewal information in the on-line licensure center, print each page as you go, sign the last page and then cancel the transaction when you are asked for credit card information. Then submit all the printed pages with the renewal fee in the form of a check or money order.

If you are unable to renew over the Internet, you may contact the board office, preferably in writing, to request that a paper form be mailed to you. The mailing address is: Iowa Board of Nursing, 400 SW 8th Street, Suite B, Des Moines, IA 50309-4685. You may also request a paper renewal form by sending an e-mail to [ibon@bon.state.ia.us](mailto:ibon@bon.state.ia.us), or faxing your request to (515) 281-4825.

Inactive Status

Licenses that are not renewed will automatically be placed on inactive status on the 16th of the month following the expiration of the license. Reactivating from inactive status currently requires a paper form from the Iowa Board of Nursing.

Advanced Registered Nurse Practitioner (ARNP) Renewal Notice

ARNP licensees **CANNOT** renew their license over the Internet. ARNP renewal applications are mailed to the licensee's address of record sixty (60) days before expiration. Please watch for the yellow application in the mail. If an application is not received please notify this office by sending an e-mail to [newnurs@bon.state.ia.us](mailto:newnurs@bon.state.ia.us) or calling 515-281-6488.

Continuing Education

The continuing education requirement for renewal of a three-year license is 36 contact hours (or 3.6 CEUs) completed between the effective and expiration dates printed on the license. The first time a license is renewed after initially being issued, or after a reactivation, the requirement is 24 contact hours (or 2.4 CEUs) because the expiring license covered less than a full three years.

December LPNs

Abbott, Lynne Marie; Cedar Rapids, IA  
Abigt, Ruth E.; Cedar Rapids, IA  
Abuhl, Alene M.; Ankeny, IA  
Ahumada, Deneen J.; Toledo, IA  
Anderson, Linda M.; Clearfield, IA  
Andregg, Sara Lynn; Garnavillo, IA  
Apel, Shirley K.; Dubuque, IA  
Atterberg, Hawley Jo; Keokuk, IA  
Bakalar, Debra K.; Albia, IA  
Banks, Ashley Nichole; Westfield, IA  
Bargman, Loetha Mae; Waterloo, IA  
Barnes, Ruth A. Ferguson-; Sheldon, IA  
Barreras, Chad; Le Mars, IA  
Barreras, Jennifer Jean; Sioux City, IA  
Bartolo, Joseph Michael; Algona, IA  
Beaman, Vicki L.; Pekin, IL  
Beinhart, Jessica Allyn; Ottumwa, IA  
Beitelspacher, Amy M.; Brunsville, IA  
Bergmann, Shana Jo McVay; Sumner, IA  
Bergstrom, Martin Joseph; Mallard, IA  
Berns, Lacy Jae; Charles City, IA  
Berry, April Marie; Missouri Valley, IA  
Betz, Tess Renee; Sibley, IA  
Bishop, Karen J.; Fort Madison, IA  
Blair, Jackie; Paton, IA  
Bode, Lisa Kathleen; Keokuk, IA  
Bond, Tracy Marie; Cedar Rapids, IA  
Bone, Kimberly Jo; Onawa, IA  
Booher, Michelle Marie; Cedar Rapids, IA  
Bordeaux, Jamie Love; Waverly, IA  
Bostic, Colleen E.; Davenport, IA  
Brandenburg, Roberta Louise; Burlington, IA  
Brandt, Kelly; Bloomfield, IA  
Bright, Corinn Marissa; Marion, IA  
Brockway, Lisa Marie; Waterloo, IA  
Brouwer, Jessica Lee; Lakefield, MN  
Bryan, Donald Dearn Douglas; Grinnell, IA  
Bryan, Messina D.; Indianola, IA  
Buelow, Nancy L.; Dubuque, IA  
Buhr, Kimberly Kaye; Terril, IA  
Burgdorf, Connie L.; Media, IL  
Burger, Doris K.; Cedar Falls, IA  
Burkman, Kathleen; Cedar Rapids, IA  
Burton, Shawn Rose; Traer, IA  
Carlson, Jennifer Lynn; Clive, IA  
Carolan, Norma J.; Ridgeway, IA  
Cartmill, Dorothea Milinda; Quincy, IL  
Chalupa, Melissa Sue; Williamsburg, IA  
Clements, Lisa Gayle; Coralville, IA  
Cochran, Rickie Kevin; Des Moines, IA  
Coleman, Rebecca S.; Lisbon, IA  
Colsch, Stacey Marie; Monona, IA  
Cordaro, Velvet Star; Johnston, IA  
Cozad, Mildred J.; Clarinda, IA  
Crenshaw, Chrystel Dannelle; Colo, IA  
Crowley, Victoria Sue; Monticello, IA  
Cullen, Lori Ann; Jefferson, IA  
Curi, Priscilla Marie; Sioux City, IA  
Dahl, Danette Ann; Vinton, IA  
Day, Margie Joann; Eldon, IA  
DeAvila, Inmelda; Des Moines, IA  
DeCaro, Greg; Sioux City, IA  
Deckard, Brenda Sue; Des Moines, IA  
Decker, Michael Stanley; Epworth, IA  
Delaney, Cami Jo; Creston, IA  
Delp, Joann Lynn; Dawson, IA  
Dewey, Jessica Jeanne; Grinnell, IA  
Dietman, Eileen A.; Cedar Rapids, IA  
Dralle, Darla J.; Bristow, IA  
Duncan, Denise L.; Bettendorf, IA  
Durham, Miranda Kay; Durant, IA  
Easton, Mary Genice; Waterloo, IA  
Eastwood, Angela Jean; Fort Dodge, IA  
Eickert, Rhonda; Preston, IA  
Einervold, Elizabeth A.; Alta, IA  
Entwisle, Christine L.; West Union, IA  
Etringer, Alexis Lynette; Monticello, IA  
Evans, Kristin April; Burlington, IA  
Fischer, Mary A.; Sergeant Bluff, IA  
Flege, Julie A.; Gladbrook, IA  
Flitsch, Dianne Lynn; Central City, IA  
Flug, Becky; Waverly, IA  
Fogarty, Judy M.; Ottumwa, IA  
Frank, Robin M.; Burlington, IA  
Frantz, Melanie Kaye; Grand Junction, IA  
Franzen, Kirby Caye; Plainfield, IA  
Frazee, Jessica Marie; Sioux City, IA  
Gaede, Marlys Kay; Tripoli, IA  
Garringer, Wendy Ann; Iowa City, IA  
Gartner, Diana M.; Denison, IA  
Gaul, Pamela J.; Indianola, IA  
Gersema, Teresa L.; Oran, IA  
Gingery, Karen V.; Churdan, IA  
Glawe, Crystal A.; Elkader, IA  
Goodlaxson, Barbara A.; Emmetsburg, IA  
Gray, Peggy Ann; Cedar Rapids, IA  
Gray, Rachel Leann; Saint Charles, IA  
Gregory, Laura J.; Des Moines, IA  
Haberer, Mark Thomas; Cedar Falls, IA  
Hagge, Cathleen Rae; Dayton, IA  
Hahn, Katina Leigh; Rochester, MN  
Hall, Virginia Darlene; Creston, IA  
Halverson, Holly Jo; Hawkeye, IA  
Hamilton, Jessica Lea; Quasqueton, IA  
Hamilton, Carol J.; Ames, IA  
Hamilton, Diana L.; Washington, IA  
Happs, Tara Marie; Kahoka, MO  
Haptonstall, Sarah Ann; Rodney, IA  
Harper, Amy Lucinda Oskaloosa, IA  
Harrell, Jean E.; Des Moines, IA  
Hartley, Michelle Lynn; Lansing, IA  
Hartman, Marsha K.; Anita, IA  
Hartman, Michelle D.; Afton, IA

LPN/RN LICENSE RENEWAL NOTICE

Hatland, Tammy Lynn; Tipton, IA  
Haynes, Judy Marie; Cedar Rapids, IA  
Haynes, Kathleen L.; Council Bluffs, IA  
Heine, Lisa Lynn; Hampton, IA  
Helm-Loyd, Annessa Jane; Ottumwa, IA  
Henry, Jaffa Kay; Fort Dodge, IA  
Henry, Amy Jo; Greenfield, IA  
Hensel, Kelly Lyn; Clinton, IA  
Hernandez, Grace Ann; Evansdale, IA  
Hesselbacher, Mary E.; Scales Mound, IL  
Heyenga, Andrea Leigh; Cedar Falls, IA  
Hingtgen, Katrina Marie; Dubuque, IA  
Hitch, Cecilia Rachel; Montrose, IA  
Holthaus, Kimberly Mae; Decorah, IA  
Holtmyer, Heather Noel; Council Bluffs, IA  
Hoodjer, Sheila R.; Clarksville, IA  
Hoover, Dorothy A.; What Cheer, IA  
Hopkins, Beth Ann; Spencer, IA  
Hopp, Tammy L.; Hamilton, IL  
Howard, Lacy Michell; Fort Dodge, IA  
Huberty, Madonna J.; Dyersville, IA  
Huffey, Lisa Marie; Urbandale, IA  
Huffman, Sherri Lynn; Newton, IA  
Hughes, David Lavern; Orient, IA  
Hughes, Kathleen A.; Cedar Rapids, IA  
Hughes, Michelle L.; Winterset, IA  
Hunemuller, Andrea Christine; Cedar Falls, IA  
Jackson, Jennifer Lynn; Carroll, IA  
Jacobsen, Diana Christine; Royal, IA  
Janke, Joanne; Fort Dodge, IA  
Jawanda, Moondeep Kaur; Des Moines, IA  
Jensen, Kristin Ann; Denver, IA  
Jobe, Vonnice K.; West Des Moines, IA  
Johnson, JoAnn; Mason City, IA  
Jones, Brenda Renee; Waterloo, IA  
Jones, Stephanie Dawn; Corydon, IA  
Jordan, Kiley Allison; Springfield, IA  
Kapple, Constance M.; Delta, IA  
Kartheiser, Sandra L.; Ankeny, IA  
Keding, Verdine M.; Fayette, IA  
Keegan, Mary M.; Sioux City, IA  
Keleher, Deborah Lynn; Cedar Rapids, IA  
Kelleher, Kimberly Sue; Glenwood, IA  
Kent, Debra Sue; Waterloo, IA  
Kepple, Jean Ann; Panora, IA  
Keppler, Karen Marie; Strawberry Point, IA  
Kiefer, Lorri Lee; Hudson, IA  
King, Mary H.; Fredericksburg, IA  
Klemme, Judith E.; Akron, IA  
Klotz, Jolene S.; Fulton, IL  
Kolek, Heather Denise; Atkins, IA  
Krejci, Gayle L.; Des Moines, IA  
Kremer, Connie M.; Jesup, IA  
Krull, Cynthia; Gladbrook, IA  
Kruise, Roxanne Elaine; Saint Paul, IA  
Laackmann, Gayla Jean; Neola, IA  
LaGue, Amanda Mae; Clear Lake, IA  
Langner, Karen Fern; North Liberty, IA  
Lappe, Julie A.; Carlisle, IA  
Larsen, Toni Lane; Le Mars, IA  
Larson, Nancy K.; Plymouth, IA  
Lau, Lindy Lou; Ogden, IA  
Leech, Jill Nicole; Charles City, IA  
Leemon, James A.; Melbourne, IA  
Lehman, Beverly J.; Adair, IA  
Lenihan, Margaret M.; Glenwood, IA  
Letera, Tawny Lyn; Audubon, IA  
Lindsey, Annette Lynne; Silvis, IL  
Lumberg, Carla M.; Burlington, IA  
Mace, Donette D.; Red Oak, IA  
Manship, Rebecca S.; Conrad, IA  
Martenson, Diane M.; Winfield, IA  
Martin, Mardell L.; Fontanelle, IA  
Mass, Jamelyn D.; Council Bluffs, IA  
Mass, Susan K.; Silver City, IA  
Massey, Sherry A.; Crawfordsville, IA  
McCorkle, Donna L.; Knoxville, IA  
McDaniel, Kim J.; Waterloo, IA  
McDonough, Jessica Lynn; Cedar Rapids, IA  
McDowell, Jamey Lee; Keokuk, IA  
McDowell, Virginia Ellen; Eddyville, IA  
McGovern, Robin Lynne; Dubuque, IA  
McKee, Janine Mae-welth; Oskaloosa, IA  
Meitner, Julie L.; Saint Ansgar, IA  
Mikes, Jean M.; West Bend, IA  
Miller, Martha L.; Chariton, IA  
Miller, Tara Marie; Creston, IA  
Miller, Shannan Lynn; Burlington, IA  
Miner, Jane Janelle; Ruthven, IA  
Mitchell, Connie M.; Davenport, IA  
Moellers, Penny J.; Dubuque, IA  
Mohorne, Danielle Kay; Waterloo, IA  
Montover, Suzanne Marie; Cedar Falls, IA  
Moorman, Jessica Lynn; Mystic, IA  
Morales, Nicole Ann Puentes; Ackley, IA  
Moss, Suzanne Luree; Sioux City, IA  
Muller, Brenda Vernell; Postville, IA  
Naberhaus, Marcia; Sioux City, IA  
Nabholz, Stacy Lynn; Brandon, IA  
Niemeyer, Theresa A. Collins; West Branch, IA  
Norris, Chelsea Marie; Osceola, IA  
Odvarko, Nancy Ann; Tipton, IA  
Offerman, Mary E.; Manchester, IA  
Ohnesorge, Johanna; Council Bluffs, IA  
Olson, Diane Ellen; Griswold, IA  
O'Neil, Debra Jean; Waterloo, IA  
Overbey, Carol A.; Toledo, IA  
Paris, Mary Susan; Albia, IA  
Pierce, Lindsay Ann; Pocahontas, IA  
Platte, Cynthia Dawn; Montrose, IA  
Pralle, Amy Lynn; Hampton, IA  
Prescott, Laura Ann; Meriden, IA

Ramaekers, Marlarae E.; Humboldt, IA  
Rankin, Eric Marvin; Nora Springs, IA  
Ratcliff, Thelma J.; Newton, IA  
Rawson, Crystal Ann; Delta, IA  
Rechkemmer, Marilyn M.; Fairbank, IA  
Rees, Janet L.; Ainsworth, IA  
Reicks, Mary L.; Lawler, IA  
Reicks, Paula Marie; Waucoma, IA  
Reinhart, Abby Jean; Independence, IA  
Rice, Loretta M.; Sac City, IA  
Ridgeway, Michelle Elaine; Bondurant, IA  
Risda, Sharon J.; Ralston, IA  
Rominger, Janet S.; Ottumwa, IA  
Romo, Melissa Ann; Rock Island, IL  
Ross, Jennifer Deann; Kahoka, MO  
Roum, Diane Lynn; Haverhill, IA  
Ruden, Jerolyn F.; Cherokee, IA  
Rupe, Christy Lynn; Altoona, IA  
Sauer, Linda J.; Mason City, IA  
Schaes, Tara Jean; Fairbank, IA  
Scheffler, Amy Jo; Sac City, IA  
Schillerberg, Brianne Lee; Deloit, IA  
Schneekloth, Lori J.; Denison, IA  
Schrade, Carmen L.; Lake City, IA  
Schrodt, Stacey Diane; Chariton, IA  
Schwartz, Amber Renee; Hedrick, IA  
Seals, Liane Marie; Davenport, IA  
Selby, Jennifer Lynn; Nevada, IA  
Sellers, Lisa D.; Des Moines, IA  
Semke, Mary K.; Jefferson, IA  
Settles, Brandi Sue; Fort Madison, IA  
Shannon, Anne; Pleasant Hill, IA  
Shatava, Megan Leigh; Bedford, IA  
Shaw, Sonia J.; Zeiring, IA  
Shaw, Wendy Ann; Davenport, IA  
Sheckles, Daniela Patricia; Independence, IA  
Shelman, Debora Ann; New Boston, IL  
Sheridan, Jacquelyne Suzon; Estherville, IA  
Shilling, Chastina Lea; What Cheer, IA  
Shogren, Lori J.; Waukon, IA  
Simpson, Kristi A.; Brayton, IA  
Smith, Ann Marie; Dubuque, IA  
Smith, Ashley Anna; Sumner, IA  
Smith, Laurie Ann; Princeton, IA  
Smith, Lisa Marie; Des Moines, IA  
Smith, Nicolle Andrea; Waterloo, IA  
Smith, Joann J.; Waterloo, IA  
Smout, Lisa Ann; West Des Moines, IA  
Spier, Jacqueline Renee; Sumner, IA  
Sproule, Isha Lynne; Boone, IA  
Stabenow, Lori Lynne; Liscomb, IA  
Stratmann, Mary Kristie; Ankeny, IA  
Straube, Darlene M.; Spillville, IA  
Strubbe, Danelle Kay; Paulina, IA  
Stueve, Penny L.; Waterloo, IA  
Swank, Lori A.; Davenport, IA  
Taylor, Claudia E.; Robins, IA  
Terry, Shashona Sherrie; North Liberty, IA  
Tesar, Rita Marie; Newton, IA  
Thole, Leticia; Cedar Rapids, IA  
Thompson, Mary E.; Albia, IA  
Thurn, Denise Ann; Cedar Falls, IA  
Tinker, Carol Ann; Waterloo, IA  
Tonelli, Dorinda Darlien; Charles City, IA  
Toopes, Janice K.; Lisbon, IA  
Towne, Tonya Nicole; Cumberland, IA  
Townsend, Regina Kae; Burlington, IA  
Trebil, Christina M.; Mason City, IA  
Trier, Roberta R. Boileau; Washington, IA  
Trump, Ashley Marie; Brighton, IA  
Turnis, Kacie Elizabeth; Cedar Falls, IA  
Underhill, Kerri Lee; Marshalltown, IA  
Utley, Tara Elizabeth; Creston, IA  
Van Doren, Mickey C.; Iowa City, IA  
Van Dyne, Amanda Marie; Corydon, IA  
Van Houten, Annette M.; Shenandoah, IA  
Vanerduyck, Tami L.; Des Moines, IA  
Vaughn, Teresa; Muscatine, IA  
Vermillion, Theresa Lynn; Omaha, NE  
Vician, Patricia A.; Emmetsburg, IA  
Walker, Wendy Sue; New Boston, IL  
Walstead, Shelly Marie; Arnolds Park, IA  
Walters, Mitzie; Albion, IA  
Weathers, Stephanie LeAnn; Bettendorf, IA  
Weaver, Amber Lynn; Burlington, IA  
Weber, Luann; Jesup, IA  
Wells, Carol L.; Indianola, IA  
Welsh, Trish A.; Cedar Rapids, IA  
Wheeler, James; Allerton, IA  
Wheeler, Peggy Diann; Illinois City, IL  
White, Stephanie Lynn; Hampton, IL  
Wieland, Barbara J.; Carroll, IA  
Wilgenbusch, Marlene L.; Rickardsville, IA  
Willis, Phylis J.; Altoona, IA  
Wilson, Cynthia D.; Burlington, IA  
Wood, Debra Ann; Fairfield, IA  
Woodley, Carli Marie; Shell Rock, IA  
Woods, Norma Lee; Memphis, MO  
Woodside, Melissa Daylene; Biggsville, IL  
Wrage, Rebecca Kay; Gladbrook, IA  
Wright, Nicole Rae; Cedar Falls, IA  
Wynn, Wanda J.; Pacific Junction, IA  
Zant, Polly Anna; Sergeant Bluff, IA  
Zentner, Betty A.; Luverne, IA

January LPNs

Aakhus, Ann Marie; Sioux City, IA  
Adams, Lavere Kay; Waterloo, IA  
Ahmetasevic, Ismeta; Waterloo, IA  
Albright, Michelle L.; Bronson, IA  
Alcala, Angela Renee; Davenport, IA  
Allen, Jacklyn Sue; Keokuk, IA  
Alonzo, Olga Maria; Sioux City, IA

Andersen, Beth D.; Parkersburg, IA  
Anderson, Rebecca R.; Scales Mound, IL  
Arends, Jeffrey Scott; Iowa Falls, IA  
Arnold, Nicole Suzanne; Sioux City, IA  
Atkinson, Laura Lee; Manchester, IA  
Atnip, Lori; Moline, IL  
Backhaus, Marilyn; Manilla, IA  
Bahn, Jamie Kaye; Villisca, IA  
Bahnsen, Carol J.; Mason City, IA  
Baker, Bonnie Sue; Redding, IA  
Baker, Dawnella S.; Coon Rapids, IA  
Baker, Tammy Marie; Meriden, IA  
Ball, Robin Christine; Kellogg, IA  
Bartholomew, Katharine; Guttenberg, IA  
Bass, Julia Marie; Muscatine, IA  
Bates, Paul G.; Melcher, IA  
Baughman, Anne M.; Preston, IA  
Baxter, Laura Renee; Waukon, IA  
Bayer, Katherine M.; Laurens, IA  
Becker, Colleen A.; Lansing, IA  
Beckner, Samantha Marie; Missouri Valley, IA  
Beine, Tanya Sue; Plainfield, IA  
Bell, Deana Renae; Burlington, IA  
Beller, Clarissa Lynn; Newton, IA  
Benson, Amy; Titonka, IA  
Berchtold, Martha L.; Davenport, IA  
Berry, Kristin Marie; Waterloo, IA  
Beyer, Laura Beth; Pleasant Hill, IA  
Bird, Nancy Jo; Waterloo, IA  
Block, Mary E.; Ackley, IA  
Boettcher, Kristy J.; Spirit Lake, IA  
Bohner, Dawn Marie; Raytown, MO  
Borden, Brenda Lee; Center Junction, IA  
Bouska, Catharine L.; Altoona, IA  
Boyle, Brenda Renee; Danbury, IA  
Boysen, Sheryl F.; Brayton, IA  
Bradley, Jodi Lynn; Cincinnati, IA  
Bradley, Patricia A.; Afton, IA  
Brinkman, Michael Thomas; Altoona, IA  
Brom, Carol G.; LeClaire, IA  
Brown, Heather Christine; Creston, IA  
Bruellman, Minny Marie; Rolfe, IA  
Bruggeman, Bobbi Jean; Garner, IA  
Bruns, Kathleen Etta; Harper, IA  
Bucher, Barbara Sue; Sheldon, IA  
Buck, Julia Ann; Iowa Falls, IA  
Burk, Jeanille Joy; Fairfield, IA  
Buschkamp, Carolyn J.; Cherokee, IA  
Bushman, Marge Mathilda; West Union, IA  
Buss, Kristina Louise; Aurelia, IA  
Buss, Phyllis E.; Little Rock, IA  
Carlson, Amber Mari; Sutherland, IA  
Carlson, Pamela A.; Waterloo, IA  
Clampitt, Heather M.; Marshalltown, IA  
Clark, Kristin Dale; Des Moines, IA  
Clark, Nadia Ann; Dallas Center, IA  
Clifton, Rae Jean; Honey Creek, IA  
Coburn, Ashley Starr; Montezuma, IA  
Conway, Kathleen Marie; Hartley, IA  
Cook, Yenny Catalina; Iowa City, IA  
Coppola, Kelly L.; Des Moines, IA  
Cornwall, Rebecca Lynn; Newton, IA  
Cornwell, Melinda K.; Alburnett, IA  
Corrigan, Deborah Rose; Cedar Rapids, IA  
Cox, Jennifer Jo; Nevada, IA  
Cox, Miki S.; Waterloo, IA  
Craig, Edith L.; Rock Island, IL  
Crose, Sarah Elizabeth; Burlington, IA  
Cross, Bobette Lucille; Marshalltown, IA  
Crossover, Nanette S.; Eldora, IA  
Daringer, Kelly Jean; Waterloo, IA  
Davis, Kathleen M.; Des Moines, IA  
DaVolt, Denise Elizabeth; Keosauqua, IA  
Day, Dana Raye Jean; Urbandale, IA  
Deal, Diane F.; Moravia, IA  
DeGeest, Merranda Anne; Tracy, IA  
Dehne, Lisa Lynn; New London, IA  
Deiters, Melissa Ann; Cedar Rapids, IA  
Denly, Brandi Nicole; Farmington, IA  
Derby, Marjeana F.; Bloomfield, IA  
DeRoon, Arline J.; Rock Valley, IA  
Dillavou, Eloise Mary; Independence, IA  
Dobrovolny, Rhonda Kay; Council Bluffs, IA  
Doeden, Karen A.; Cleghorn, IA  
Drea, Amy Kay; Anthon, IA  
Duff, Gwendolyn R.; Scranton, IA  
Edmonds, Joan M.; Cedar, IA  
Edwards, Ronda M.; Clutier, IA  
Eighmy, Margaret E.; New Market, IA  
El Haoud, Megan Jo; Marion, IA  
Elliott, Valerie Kaye; Fort Madison, IA  
Emkes, Tamara S.; Dike, IA  
Engstrom, Kathleen R.; Stuart, IA  
Erickson, Rachael Elizabeth; Inwood, IA  
Everingham, Christina Renae; Westfield, IA  
Fazio, Mary Ann; Chariton, IA  
Ferdig, Carolyn S.; Luray, MO  
Fitzgerald, Mary J.; Williamson, IA  
Foster, Victoria L.; Muscatine, IA  
Fourdyce, Angie M.; Rock Island, IL  
Frye, Alice J.; Washta, IA  
Garien, Patricia Ann; Maquoketa, IA  
Girres, Jessica Jo; Bode, IA  
Glaza, Janet; Elkport, IA  
Gomez, Melissa Maria; Carroll, IA  
Gonzales, Wanda Sue; Moulton, IA  
Gossman, Cynthia Sue; Massena, IA  
Graff, Trisha Lynn; Davenport, IA  
Graham, Michelle Linn; Brooklyn, IA  
Graham, Robert L.; North English, IA  
Gray, Jessica Emma; Marion, IA



## JANUARY LPNs *Continued from page 22*

Griffen, Anne Elizabeth; Avoca, IA  
 Gruis, Susan Ann; Sioux City, IA  
 Gugat, Helen Marie; Hinton, IA  
 Hall, Darla L.; Essex, IA  
 Handy, Jolene Irene; Sioux Rapids, IA  
 Hansen, Kathryn Ballou; Parkersburg, IA  
 Hanson, Rachael Marie; Williamsburg, IA  
 Harrill, Karen Sue; Stratford, IA  
 Hartley, Diana K.; Glenwood, IA  
 Hartong, Marlys J.; Paullina, IA  
 Heinrich, Heather L.; Maquoketa, IA  
 Hennes, Whitney Lee; Montezuma, IA  
 Hermesen, Mary Lou; Breda, IA  
 Hibma, Gail Lanae; Harris, IA  
 Hickey, Joseph P.; Dubuque, IA  
 Higgins, Amy Lou; Oskaloosa, IA  
 Hill, Julie; Packwood, IA  
 Hintz, Donna; Osage, IA  
 Hollenbeck, Mickie Lea; Burlington, IA  
 Hoover, Tina Roxanne; Algona, IA  
 Hoover, Donnelle; Newton, IA  
 Isaacson, Janet M.; Mason City, IA  
 Janssen, Teresa J.; Dedham, IA  
 Jennings, Leo F.; Hiawatha, IA  
 Johnson, Jenifer Lynn; Tingley, IA  
 Juhl, Brianne Lee; Waterloo, IA  
 Junge, Julie Ann; Marion, IA  
 Keever, Vickie L.; Gladstone, IL  
 Kelley, Joyce M.; Council Bluffs, IA  
 Kelly, Sabrina Lynn; Davenport, IA  
 Kelly Jr, Edward L.; Red Oak, IA  
 Kilstrom, Juliana; Sioux City, IA  
 Kirschbaum, Catherine J.; Spencer, IA  
 Kittleson, Julie A.; Waterloo, IA  
 Klaassen, Jan C.; Pomeroy, IA  
 Kline, Kimberley Rose; Stanhope, IA  
 Klone, Jonathan Jacob; Boone, IA  
 Koch, Angela Jo; Larchwood, IA  
 Koster, Ione A.; Breda, IA  
 Kramer, Laura A.; Vinton, IA  
 Kraus, Julie A.; Jesup, IA  
 Krause, Kelley Jo; Badger, IA  
 Krauss, Malinda Jean; Camanche, IA  
 Kray, Catrisha Jean; Monticello, IA  
 Krough, Margie Lea; Marshalltown, IA  
 Kruse, Larry L.; Harlan, IA  
 Kuhlman, Patricia Lynn; Lineville, IA  
 Kunce, Stacey Jo; Lawler, IA  
 Kutsch, Janice Lee; Dubuque, IA  
 Lair, Angie Sue; Crescent, IA  
 Lampe, Kendra S.; Baxter, IA  
 Landers, Marcia A.; Greene, IA  
 Larkin, Mary K.; Bernard, IA  
 Larson, Janice D.; Boone, IA  
 Lawler, Kathleen M.; East Dubuque, IL  
 Lawrence, Amanda Marie; Fairfield, IA  
 Lee, Margaret A.; Waterloo, IA  
 Lefebvre, Therese A.; Mapleton, IA  
 Legg, Patricia A.; Marble Rock, IA  
 Lehnert, Dianna L.; Mount Vernon, IA  
 Lenger, Shayla Rae; Epworth, IA  
 Lenz, Nalani Kathryn; Garner, IA  
 Lillie, Tristin Marie; Prescott, IA  
 Lipp, Linda S.; Le Mars, IA  
 List, Melissa Sue; Gridley, IL  
 Livingston, Jason; Hartford, IA  
 Lobeck, Linette C.; Cedar Falls, IA  
 Lohse, Danette; Grinnell, IA  
 Long, Candence Renee; Cedar Rapids, IA  
 Long, Kellie R.; Chariton, IA  
 Loveless, Donna Lee; Des Moines, IA  
 Lyons, Ginger M.; Farley, IA  
 Lyons, Timothy Patrick; Burlington, IA  
 Mallingner, Marcia Pauline; Ogden, IA  
 Mangold, Heidi Sue; Cedar Rapids, IA  
 Manhart, Amy Gerene; Missouri Valley, IA  
 Markwardt, Teresa L.; Milford, IA  
 Marr, Patricia Ann; Whiting, IA  
 Mathis, Rita A.; Harpers Ferry, IA  
 Matthew, Amanda Kathleen; Denison, IA  
 McCall, Paulette Renee; Sioux Rapids, IA  
 McFarland, Cathy Ann; Indianola, IA  
 McGinn, Peggy Nadine; Boone, IA  
 McKenzie, Seth Ephraim; Ottumwa, IA  
 McMullen, Julie L.; Hawarden, IA  
 McTaggart, Catherine Ann; Strawberry Point, IA  
 Mewhirter, Joan M.; Atlantic, IA  
 Meyer, Diane L.; Coralville, IA  
 Meyer, Gwen Jo Niblack; Newton, IA  
 Mick, Amber Nicole; Sergeant Bluff, IA  
 Miller, Gayle Traver; Norwalk, IA  
 Miller, Julie A.; Norwalk, IA  
 Miller, Taylor Marie; Cedar Rapids, IA  
 Moon, Brandy Lynn; W. Des Moines, IA  
 Moore, Kristy Ann; Wapello, IA  
 Morgan, Shane; Pleasant Hill, IA  
 Morris, Lori Lee; Dubuque, IA  
 Moschetti, Aletha Lynn; Terril, IA  
 Moulds, Andrea Lynn; Cedar Falls, IA  
 Murphy, Roma Jean; Geneva, IA  
 Muskovich, Susan J.; Clear Lake, IA  
 Napoles, Tara Lea; Keosauqua, IA  
 Neeley, Yody Kay; Grinnell, IA  
 Neppel, Linda Pulsifer; Glenwood, IA  
 Neymeyer, Corinne Romina; Cedar Falls, IA  
 Nicolaisen, Ibid Marisa; Grand Junction, IA  
 Nodtvedt, Kristina N.; Manly, IA  
 Nolan, Lorene Irene; Waterloo, IA  
 Nolting, Mary J.; Cedar Falls, IA  
 Olson, Mandi; Glenwood, IA  
 Osborne, Marcella M.; Donahue, IA  
 Oxley, Linda I.; Des Moines, IA  
 Page, Julie M.; West Point, IA  
 Paine, Frankie D.; Lacona, IA

Parizek, Lesa J.; Elberon, IA  
 Parker, Sherri M.; Moravia, IA  
 Parmater, Pamela Ann; Vinton, IA  
 Pennell, Shirley J.; Marshalltown, IA  
 Perrizo, Rebecca M.; Odebolt, IA  
 Peters, Tracy J.; Atalissa, IA  
 Peterson, Lori Emma; Cushing, IA  
 Petty, Denessa Jo; Ankeny, IA  
 Phillips, Martin R.; Fort Madison, IA  
 Pickerell, Jody; Newton, IA  
 Pierce, Monica; Kahoka, MO  
 Pohlman, Wendy Lou; Emmetsburg, IA  
 Powell, Caprini Denice; Cedar Rapids, IA  
 Proctor, Sarah Kay; Moravia, IA  
 Quintero-Dickey, Sarita; Wilton, IA  
 Raabe, Mary M.; Sioux City, IA  
 Ralph, Kayla Kwj; Milford, IA  
 Ramquist, Shelley Lynn; Yale, IA  
 Ramsell, Teresa D.; Des Moines, IA  
 Reuter, Crystal Ann; Dubuque, IA  
 Roche, Theresa Sue; Sioux City, IA  
 Rolling, Melissa; Ames, IA  
 Rose, Toni R.; Sidney, IA  
 Rouse, Julie A.; Corydon, IA  
 Rowlet, Kelly Jo; Bancroft, IA  
 Saddoris, Denise A.; Clinton, IA  
 Salmon, Melissa Perkins; Grinnell, IA  
 Sammons, Linda Louise; Shenandoah, IA  
 Santee, Yvonne L.; Rockford, IA  
 Schafer, Amy Kathryn; Portsmouth, IA  
 Schatz, Melissa Marie; Cresco, IA  
 Schilling, Joh J.; Charles City, IA  
 Schlesky, Constance Elizabeth; Zeiring, IA  
 Schmitt, Deborah L.; Keokuk, IA  
 Schneider, Susan P.; West Bend, IA  
 Schneider, Thomas A.; Winthrop, IA  
 Schoonover, Karen L.; Paullina, IA  
 Schuessler, Katherine Jean; Mason City, IA  
 Seaton, Lynsey Rae; Unionville, MO  
 Seieroe, Linda K.; Ute, IA  
 Selim, Kara Linn; Ames, IA  
 Sharr, Michelle Dawn; Woodward, IA  
 Showers, Gina Marie; Scranton, IA  
 Singleton, Kimberly S. Roberts; Des Moines, IA  
 Sink, Vicki L.; Cedar Falls, IA  
 Skinner, Marcella Dresden; Des Moines, IA  
 Smith, Elizabeth P.; Cedar Rapids, IA  
 Smith, Heidi Lea; Seymour, IA  
 Smith, Joyce C.; Farley, IA  
 Smith, Julie Ann; Sioux City, IA  
 Smith, Carol F.; Vail, IA  
 Spoon, Jessica Anne; Lucas, IA  
 Stambaugh, Katherine Lorraine; Orient, IA  
 Starr, Patricia C.; Warner Robins, GA  
 Sterns, Pearl Lynn; Hopkinton, IA  
 Strandness, Kathleen M.; Underwood, IA  
 Strickland, Nerea L.; Wapello, IA  
 Strong, Lacey Claire; Armstrong, IA  
 Stumpff, Pamela J.; Cedar Rapids, IA  
 Stutzman, Sara Ann; Ottumwa, IA  
 Sullivan, Jessica Ann; Council Bluffs, IA  
 Swanson, Lisa K.; Waterloo, IA  
 Sweeney, Sandra E.; Council Bluffs, IA  
 Tallmon, Laura; Thayer, IA  
 Taylor, Alyssa Lynnae; Marion, IA  
 Taylor, Cyvli Renee; Cedar Falls, IA  
 Tessner, Dayle Marie; Des Moines, IA  
 Thompson, Gladys N.; Sioux City, IA  
 Tieszen, Mandy Kay; Sergeant Bluff, IA  
 Tillman, Sue A.; Red Oak, IA  
 Timm, Mary M.; Pleasant Hill, IA  
 Timmerman, Conda B.; George, IA  
 Townsend, Katherine A.; Storm Lake, IA  
 Ulrick, Julie A.; Nevada, IA  
 Vanderheiden, Bethel F. Cross; Auburn, IA  
 Vandeverter, Amy Lee; Charles City, IA  
 Vanweelden, Bonnie L. V.; New Sharon, IA  
 Vardaman, Jodie Lynn; Clarinda, IA  
 Villa, Sandra; Webster City, IA  
 Vogel, Joann L.; Atkins, IA  
 Wainwright, Julie Ann; Villisca, IA  
 Walls, Cynthia Marie; Clear Lake, IA  
 Wasem, Laurie Ann; Waverly, IA  
 Westra, Eileen S.; Pella, IA  
 Whitcanack, Erin Beth; Ashton, IA  
 White, Rose M.; Lisbon, IA  
 Wilder, Desiree Jean; Marshalltown, IA  
 Wilkens, Cathy L.; Fort Madison, IA  
 Wilkins, Aimee; Cedar Rapids, IA  
 Willenborg, Judith; Guttenberg, IA  
 Williams, Laura; Leon, IA  
 Wilson, Kimberly Ann; Garner, IA  
 Winke, Catherine M.; Fort Madison, IA  
 Wolford, Karen; Atlantic, IA  
 Woolsey, Kathy Lynn; Lovilia, IA  
 Zakerolhosseini, Lois Lorraine; Marshalltown, IA  
 Zeltner, Joleen Susan; Wyoming, IA  
 Ziegenmeyer, Holly Aileen; Grinnell, IA  
 Zmolek, Heidi Ree; Reinbeck, IA  
 Zuern, Jesse Nicole; Council Bluffs, IA

### February LPNs

Adams, Courtney Danielle; What Cheer, IA  
 Addink, Sarah Marie; Hull, IA  
 Adkins, Valerie Linn; Clear Lake, IA  
 Aeschliman, Juli Ann; Hampton, IA  
 Agnitsch, Sharon K.; Glenwood, IA  
 Aikman, Nicki J.; Tipton, IA  
 Alexander, Michelle Elizabeth; Washing-

ton, IA  
 Anders, Margo Lyn; Marion, IA  
 Ante, Lindsey Janelle; Roland, IA  
 Arp, Sherla R.; Mount Pleasant, IA  
 Bagley, Teddi J.; Ackley, IA  
 Baird, Marilyn A.; Anamosa, IA  
 Bantz, Nancy L.; Independence, IA  
 Barnes, Tammi Allen; Albia, IA  
 Barney, Mary Elizabeth; Council Bluffs, IA  
 Batterson, Becky J.; Oelwein, IA  
 Bauer, Joan M.; Audubon, IA  
 Baxter, Beth A.; Waukon, IA  
 Beaufore, Dianna Leslie; Independence, IA  
 Bednarski, Rebecca Sue; Waukon, IA  
 Beery, Jennifer A.; Denison, IA  
 Benak, Valerie Noreen; Waterloo, IA  
 Benner, Lela Louise; Lime Springs, IA  
 Bergeson, Sarah E. Melhado; Des Moines, IA  
 Bibler, Sarah Jane; Waterloo, IA  
 Bieri, Jodi Rae; Carroll, IA  
 Blink, Amy Lynn; Davenport, IA  
 Bohling, Angie; Cedar Rapids, IA  
 Borts, Carmen; Colfax, IA  
 Boss, Emily Elizabeth; New Hampton, IA  
 Bouska, Joan M.; Ossian, IA  
 Bowden, Patricia Rae; Glenwood, IA  
 Bower, Lisa Marie; Council Bluffs, IA  
 Brennecke, Amanda Kay; Lineville, IA  
 Breuer, Carmen Desiree; Le Mars, IA  
 Brinkmeyer, Dianne S.; Radcliffe, IA  
 Britten, Mindy Lea; McClelland, IA  
 Bruce, Cindy K.; Sidney, IA  
 Buffington, Sandra Lee; Hawarden, IA  
 Camacho, Lora L.; Eldora, IA  
 Carey, Barbara A.; Evansdale, IA  
 Carlson, Diane Michelle; Rockwell, IA  
 Caston, Emily Christine; Burlington, IA  
 Ceolla, Kathy A.; Urbandale, IA  
 Chedester, Kristi Lee; Malcom, IA  
 Christiansen, Nadine L.; Audubon, IA  
 Christians, Sara Jo; Garner, IA  
 Clausen, Tresa Marie; Norwalk, IA  
 Compton, Tammy Sue; Cleamont, MO  
 Cooper, Barbara R.; Grundy Center, IA  
 Coy, Sarah M.; Newton, IA  
 Cravens, Sherri Rae; Knoxville, IA  
 Crawford, Amanda Sue; Postville, IA  
 Crist, Cynthia A.; Burlington, IA  
 Crouch, Kerry Elizabeth; Yarmouth, IA  
 Curl, Lloveral J.; Windsor Heights, IA  
 Dailey, Elaine Lois; Spencer, IA  
 Darnold, Stacey Lynn; Malvern, IA  
 Davis, Pamela M.; Dubuque, IA  
 Davis, Amanda Jane; Moulton, IA  
 Dawa, Jennifer Dale; Montezuma, IA  
 DeGeest, Erika Leora; Knoxville, IA  
 Degen, Elizabeth; Fort Dodge, IA  
 Delph, Pamela I.; Donnellson, IA  
 DeVore, Jacqueline S.; Earlham, IA  
 Diamond, Tiffany Jane; Correctionville, IA  
 Dowdy, Mary; Aurelia, IA  
 Dray, Rachel Lorraine; Cedar Falls, IA  
 Driver, Stacey L.; Council Bluffs, IA  
 Duryee, Todd Alan; Marble Rock, IA  
 Dykstra, Gayle L.; Thomson, IL  
 Eades, Darlene; Storm Lake, IA  
 Edison, Judith K.; Glenwood, IA  
 Eibs, Darcy Renee; Laurel, IA  
 Elloff, Tobbie Ann; Council Bluffs, IA  
 Emmett, Sarah Ann; Fort Madison, IA  
 Enger, Jennifer Ann; Primghar, IA  
 Erb, Sharon A.; Boone, IA  
 Espey, Margary L.; Hartley, IA  
 Evans, Kiryn Carmelita; Farmington, IL  
 Falkena, Nancy Ann; Carroll, IA  
 Farina, Linda Kay; Eagle Center, IA  
 Fenton, Michelle D.; Burlington, IA  
 Fisher, Korrie Hagen; Waterloo, IA  
 Flesher, Porchia Lynette; Lacona, IA  
 Flora, Rebecca M.; Tama, IA  
 Fogle, Sarah Chantal; Marshalltown, IA  
 Fonseca, Alicia; Chelsea, IA  
 Fountain, Mary J.; Bloomfield, IA  
 Frazier, Linda E.; Dunlap, IA  
 Furne, Valerie L.; Moville, IA  
 Gadlen, Barbara; Maywood, IL  
 Gardner, Teresa Ann; Fonda, IA  
 Garrett, Amber Sue; Arion, IA  
 Geiger, Mary Lynn; Waterloo, IA  
 Gergen, Pamela D.; Armstrong, IA  
 Goeders, Katie Lynn; Emmetsburg, IA  
 Gray, Heather Dawn; Hopkins, MO  
 Green, Mysty; Humboldt, IA  
 Gresham, Belinda; Washington, IA  
 Grimm, Beaetta Lynn; Calmar, IA  
 Grotluschen, Heather Ann; Hartley, IA  
 Guenther, Nicole Lynn; Waterloo, IA  
 Haas, Trudy A.; Manning, IA  
 Hall, Leighton; Ankeny, IA  
 Harkness, Debra J.; Decorah, IA  
 Harrington, Jeanette Kay; Shenandoah, IA  
 Hauser, Lynda L.; Marshalltown, IA  
 Hausman, Laura Michelle; Carroll, IA  
 Hawley, Brooke Allison; Udell, IA  
 Hawley, Jennifer Joan; Jesup, IA  
 Hearn, Tykisha Shaute; Rock Island, IL  
 Hedeman, Sara Jean; Waterloo, IA  
 Heim, Holly Ann; Rockwell City, IA  
 Heldt, Suzi R.; Zeiring, IA  
 Henry, Marija I.; Algona, IA  
 Hilier, Julie A.; Rockwell City, IA  
 Hill, Timothy Robert; Burlington, IA  
 Hintze, Roberta Ann; East Moline, IL  
 Hitchcock, Karen A.; Norwalk, IA  
 Hoyle, Sarah Johanna; Churdan, IA  
 Hull, Mathew Edward; Burlington, IA  
 Hulsebus, Jack Brian; Maquoketa, IA

Hurd, Donna L.; Sheldon, IA  
 Inghram, Jay Harold; Dallas City, IL  
 Janssen, Abby Marie; Ruthven, IA  
 Jass, Kelli Marie; Garner, IA  
 Jeboda, Monilola Comfort; Lenox, IA  
 Jeffries, Teresa Jo; Osage, IA  
 Joens, Laurel R.; Buffalo Center, IA  
 Johns, Heather Nichole; Grinnell, IA  
 Johnson, Betty; Avoca, IA  
 Johnson, Sharon K.; Rhodes, IA  
 Johnston, Christopher David; Huxley, IA  
 Jones, Jacqueline M.; Mediapolis, IA  
 Jorgensen, Inez M.; Sergeant Bluff, IA  
 Jost, Cheryl A.; Marshalltown, IA  
 Junko, Christina Marie; Urbandale, IA  
 Kaster, Mary L.; Clinton, IA  
 Kelly, Rebecca L.; Keokuk, IA  
 Keningen, Regina E.; Iowa Falls, IA  
 Kimball, Angelika Margitta; Lovilia, IA  
 Knaeble, Sandra K.; East Dubuque, IL  
 Koppenhaver, Karol D.; Cedar Rapids, IA  
 Kraft, Patricia A.; East Dubuque, IL  
 Krebs, Ruth Ann; Clinton, IA  
 Lahann, Constance A.; DeWitt, IA  
 Lange, Chasity Danyelle; Mount Pleasant, IA  
 Lass, Amanda Lynn; Ogden, IA  
 Law, Tamara Joy; Ames, IA  
 Lawson, Lisa M.; Des Moines, IA  
 Lawson, Tiffany; Cincinnati, IA  
 Leichsenring, Elisabeth Studer; Eagle Grove, IA  
 Leichtman, Jean Marie; New Hampton, IA  
 Levers, Connie; Kalona, IA  
 Lewis, Joann E.; Parkersburg, IA  
 Lienthal, Lisa Jean; Whiting, NJ  
 Lindgren, Barbara Kay; Schaller, IA  
 Linsenmeyer, Kirsten Lynnea; Marshalltown, IA  
 Livingood, Katherine Lynn; Postville, IA  
 Logan, Kimberly A.; Marion, IA  
 Lynch, Rebecca Ellen; Missouri Valley, IA  
 Lyons, Lora Jean; Moulton, IA  
 Mabry, Melanie Kim; Waterloo, IA  
 Machovec, Monica L.; Fort Dodge, IA  
 Mackey, Janet K.; Ely, IA  
 Madsen, Tammy Sue; Missouri Valley, IA  
 Malli, Michelle R.; Clinton, IA  
 Mann, Megan Lee; Keokuk, IA  
 Mathews, Geraldine D.; Mount Pleasant, IA  
 Mazurik, Monica S.; Eldora, IA  
 McCool, Sara Mae; Dyersville, IA  
 McDermott, Susan Kay; Cedar Falls, IA  
 McChant, Paula Kay; Burlington, IA  
 Messmore, Geraldine M.; Council Bluffs, IA  
 Meyer, Bethany A.; Gilbert, IA  
 Michelson, Nancy J.; Spirit Lake, IA  
 Mildren, Ann D.; Davenport, IA  
 Miller, Connie L.; Sioux City, IA  
 Miller, Darla K.; Independence, IA  
 Miniaci, Janet C.; Dubuque, IA  
 Moore, Jessica Lynn; Winterset, IA  
 Moritz, Joi Ellen; Saint Charles, IA  
 Morris, Amanda Ann; Waterloo, IA  
 Mortenson, Kellie L.; Terril, IA  
 Mulder, Megan Danelle; Boyden, IA  
 Mulder, Helen J.; Sioux Center, IA  
 Mullen, Rose; Vail, IA  
 Munger, Cynthia Rae; Sioux City, IA  
 Murray, Robin Lynn; Jesup, IA  
 Nalean, Marti J.; Ogden, IA  
 Nelson, Lena Bea; Greenfield, IA  
 Niedermann, Kathy L.; Garwin, IA  
 Nieland, Sharon M.; Carroll, IA  
 Niessink, Donna L.; Rock Rapids, IA  
 Noteboom, Kayti Anne; Rock Valley, IA  
 Nuehring, Janelle; Rockwell, IA  
 Nuzback, Kari Ann; Manning, IA  
 Oakes, Reva Leigh; Zeiring, IA  
 Ohrt, Colleen; Clermont, IA  
 Olson, Crisena Ann; Sioux City, IA  
 Ondler, Susan Lynn; Milford, IA  
 Oostenink, Alethea J.; Hull, IA  
 Osborn, Allison Rae; Cedar Rapids, IA  
 Oyaide, Gladys Omoteghwo; Waterloo, IA  
 Palmer, Kelli L.; Fort Dodge, IA  
 Patton, Connie L.; Des Moines, IA  
 Peters, Nathan Andrew; Marshalltown, IA  
 Pettit, Amanda Jo; Garnavillo, IA  
 Pfister, Amy Jo; Elgin, IA  
 Portwood, Linda S.; Oxford, IA  
 Pothast, Lynne L.; Gilman, IA  
 Prichard, Karla; Le Mars, IA  
 Pritchard, Dawn R.; Des Moines, IA  
 Probasco, Carrie Renee; Bloomfield, IA  
 Probasco, Melody R.; Des Moines, IA  
 Pruismann, Ralissa Lynn; Webster City, IA  
 Rasmussen, Lana J.; Grinnell, IA  
 Recker, Carol Ann; Cascade, IA  
 Rhodman, Tammy Lynn; Sioux City, IA  
 Robertson, Janice C.; Davenport, IA  
 Rockow, Tammi L.; Davenport, IA  
 Roehr, Staci Lucille; Carter Lake, IA  
 Roland, Diana Lynne; Knoxville, IA  
 Ryun, Shawna Marie; Carson, IA  
 Sager, Cathie L.; Waukee, IA  
 Sammons, Linda D.; Diagonal, IA  
 Santomauro, Rachel Marie; Raymond, IA  
 Schaefer, Jo D.; Solon, IA  
 Schelling, Marilou C.; Sioux Center, IA  
 Schilling, Deborah J.; Charles City, IA  
 Schisler, Shari Lynn; Council Bluffs, IA  
 Schmidt, Cynthia Jean; Iowa City, IA  
 Schmidt, Judith I.; Waterloo, IA  
 Schneider, Penny S.; Fort Madison, IA  
 Scholten, Arlene E.; Boyden, IA

Schwarte, Tina Marie; Kimballton, IA  
 Schwartz, Mary E.; Stanhope, IA  
 Sell, Ginger D.; Malvern, IA  
 Sesker, Tamara Jane; Glidden, IA  
 Shepherd, Amy S.; Dubuque, IA  
 Sizemore, Amanda Kay; Eldora, IA  
 Slater, Deana Jo; Carroll, IA  
 Slaubaugh, Tressa M.; Cedar Rapids, IA  
 Smith, Michelle Lynn; Britt, IA  
 Smith, Nichole Lynn; Thompson, IA  
 Snider, Carly Ann; Elkhorn, NE  
 South, Kali Dawn; Hedrick, IA  
 Sparrow, Ginny Lee; Winfield, IA  
 Steciw, Andrea K. Casey; Cedar Rapids, IA  
 Stephenson, Denice Marie; Vinton, IA  
 Stoecker, JoAnn Renee; Little Rock, IA  
 Stogdill, Brian Wesley; Charles City, IA  
 Stoner, Martha L.; Waterloo, IA  
 Streeper, Jennifer Lea; Cedar Rapids, IA  
 Stuart, Lynn E.; Chariton, IA  
 Stults, Kerstin Britt; Runnells, IA  
 Summerfield, Amy Jo; Charter Oak, IA  
 Summers, Bonnie J.; Runnells, IA  
 Swanson, Deborah S.; Red Oak, IA  
 Tebbe, Margie M.; Spragueville, IA  
 Tellander, Emily Ann; Council Bluffs, IA  
 Thoma, Lee Allen; Elgin, IA  
 Thomas, Lori Lynn; Marshalltown, IA  
 Thompson, Mary H.; Knoxville, IA  
 Thurnau, Jennifer Lynn; Waterloo, IA  
 Tigges, Michelle Marie; Dubuque, IA  
 Tirop, Stela C.; Urbandale, IA  
 Tollefson, Deborah J.; State Center, IA  
 Tough, Deanna Lee; Marshalltown, IA  
 Treadway, Patricia Ruth; Altoona, IA  
 Tremmel, Jacqueline Jo; Hinton, IA  
 Turner, Bonnie P.; Cedar Rapids, IA  
 Turnmeyer, Kimberly A. Thede; Garner, IA  
 Uly, Ladonna; Red Oak, IA  
 Tyck, Krystle Jean; Clemons, IA  
 Van Amerongen, Joy A.; Mount Pleasant, IA  
 Vanourney, Jennifer Ann; Cedar Rapids, IA  
 Vant Hul, Glenda M.; Rock Rapids, IA  
 Volker, Amanda Erin; Lansing, IA  
 Waite, Lillian Althea; Mount Pleasant, IA  
 Walls, Kathleen Nickole; Dallas, IA  
 Weikert, Bethany Ann; Iowa Falls, IA  
 Welsh, Mandy Lynn; Waterloo, IA  
 Werts, Natalie Jane; Spencer, IA  
 Whaley, Crista Jo; Marshalltown, IA  
 White, Heather Elizabeth; Hamburg, IA  
 White, Rosemary; Milford, IA  
 Whitlatch, Cigaretta M.; Ames, IA  
 Wichmann, Marilyn A.; Homestead, IA  
 Wilgenbusch, Paula Kaye; Ryan, IA  
 Williams, Merlene; Pulaski, IA  
 Williams, Phyllis R.; Allerton, IA  
 Wilson, Megan Marie; Albia, IA  
 Wilson, Susan Jane; Correctionville, IA  
 Wirtjes, Brigett Ann; Manly, IA  
 Witzke, Jill Marie; Newell, IA  
 Woerdehoff, Margaret A.; Marion, IA  
 Wolfe, Angela Marie; Waukee, IA  
 Woolery, Tanya Lynn; Bondurant, IA  
 Zimmerman, Teresa L.; Waterloo, IA  
 Zulu, Maggie; Moravia, IA

### December RNs

Abarr, Margaret H.; Clearfield, IA  
 Abbott, Beverly J.; Dysart, IA  
 Abbott, Lisa Marie; Urbandale, IA  
 Abbott, Teri Rene; Urbana, IA  
 Abrams, Betty J.; Blencoe, IA  
 Adams, Deborah L.; Ely, IA  
 Aitchison, Matthew Quinn; Madrid, IA  
 Akeright, Mary E.; Cedar Falls, IA  
 Akins, Jackie A.; Melbourne, IA  
 Akkerman, Amanda Sue; Dike, IA  
 Al Hassan, Hadi; Ames, IA  
 Albaugh, Tracy; Mechanicsville, IA  
 Albury, Janice F.; Cedar Rapids, IA  
 Allen, Sheri A.; Akron, IA  
 Alzheimer, Selma Smith; Marion, IA  
 Anderson, Gail A.; Fort Dodge, IA  
 Anderson, Jessica Lou; Decorah, IA  
 Anderson, Lisa J.; Perry, IA  
 Anderson, Sara Ann; Dunlap, IA  
 Anderson, Stacy Jo; Des Moines, IA  
 Andreasen, Collette Susanne; Ankeny, IA  
 Andringa, Holly Jeanette; Clinton, IA  
 Arends, Connie; Webster City, IA  
 Arendt, Phyllis J.; Decorah, IA  
 Armsen, Dorothy J.; Iowa City, IA  
 Arment, Jana Renee; Grimes, IA  
 Armstrong, Sharon Irene; Washington, IA  
 Artz, Kimberly L.; Iowa City, IA  
 Aschenbrenner, Julie; Iowa City, IA  
 Ashton, Sue E.; Marshalltown, IA  
 Aszman, Robert; Ottumwa, IA  
 Atay, Shawn Elizabeth; Cedar Rapids, IA  
 Austin, Jillian Ann; Mount Vernon, IA  
 Auten, Ruth E.; Fort Dodge, IA  
 Aznar, Ethel Masecampo; Glendale Heights, IL  
 Bach, Naomi Noelle; Orange City, IA  
 Bachman, Ione M.; Muscatine, IA  
 Bagenstos, Debra K.; La Porte City, IA  
 Baggenstoss, Valorie L.; Walnut, IA  
 Bagley, Catherine; Nevada, IA  
 Bainbridge, Julie A.; Bellevue, IA  
 Baker, Lilly Lorene; Des Moines, IA  
 Baldwin, Lori L.; Moville, IA  
 Baldwin, Sandra J.; Iowa Falls, IA  
 Ball, Jane A.; Johnston, IA

Ball, Mary Elizabeth; Monona, IA  
 Ballain, Catherine L.; Shenandoah, IA  
 Ballard, Terri; Cedar Rapids, IA  
 Banafow, Angela; East Moline, IL  
 Baniewicz, Lois Mary; Davenport, IA  
 Banks, Pama L.; Westfield, IA  
 Banowetz, Pamela D.; Charlotte, IA  
 Bara, Cheryl F.; Oswego, IL  
 Barela, Nadine E.; Iowa Falls, IA  
 Barkley, Sara J.; West Des Moines, IA  
 Barksdale, Holly Estelle; Burlington, IA  
 Barrent, Laura M.; Clive, IA  
 Barrios, Ann Marie; Elmwood Park, IL  
 Bartels, Crystal G.; Wilton, IA  
 Bartels, Jonalyn Ann; Urbandale, IA  
 Bathen, Lorrie P.; Homestead, IA  
 Baumann, Patricia L.; Basco, IL  
 Baumert, Karen; Coralville, IA  
 Baumgarten, Elaine K.; Altoona, IA  
 Beadle, Anna Marie; Monticello, IA  
 Beals, Sara Lynn; Mason City, IA  
 Beaman, Jo Ann; Stuart, IA  
 Beaugerard, Hilary Ann; Cedar Rapids, IA  
 Beeman, Jane K.; Grimes, IA  
 Belding, Joan J.; Sharpsburg, IA  
 Belew, Tara Michelle; Ankeny, IA  
 Bellamy, Georgine E.; Winterset, IA  
 Bender, Deborah J.; Lenox, IA  
 Bender, Renee Lynne; Iowa City, IA  
 Bennerhahn, Debra K.; Iowa City, IA  
 Bent, Loretta Rose; Oneida, IL  
 Bernardino, Jackie Ann; Des Moines, IA  
 Bethards, Melody Ann; Van Meter, IA  
 Bethel, Patricia L.; Marshalltown, IA  
 Bettes, Diane J.; Mechanicsville, IA  
 Bielecki, Renee Jeannette; Toccoa, GA  
 Biskemper, Melanie Ann; North Liberty, IA  
 Birch, Mary A.; Dubuque, IA  
 Birkey, Dianne K.; Des Moines, IA  
 Birks, Debra L.; Manilla, IA  
 Bissell, Rosalie E.; Corning, IA  
 Blake, Joy L.; Eldridge, IA  
 Blasen, Barbara J.; Dubuque, IA  
 Bleakney, Katina; Manly, IA  
 Blodgett, Nicole Petsas; Iowa City, IA  
 Blum, Joan M.; Council Bluffs, IA  
 Boeding, Laura S.; Marion, IA  
 Bognanno, Priscilla M.; Moline, IL  
 Bontrager, Ada Kay; Wellman, IA  
 Boot, Erika L.; Clive, IA  
 Booth, Connie J.; Boone, IA  
 Borchers, Shonna F.; Sioux Center, IA  
 Bowersox, Kathleen Ann; Cedar Rapids, IA  
 Bowling, Kara Heather; Iowa City, IA  
 Boyd, Jennifer Marie; Walcott, IA  
 Braford, Lynn A.; Monticello, IA  
 Brammer, Rosanna Myra; Osceola, IA  
 Brandenburg, Bernadine R.; Solon, IA  
 Brautigam, Leslie Ann; Iowa City, IA  
 Brees, Tamara R.; Keota, IA  
 Brenner, Dana Lee; Dubuque, IA  
 Bridges, Garland E.; Eldora, IA  
 Brightwell, Nancy Lynne; Council Bluffs, IA  
 Brimmer, Angela Diane; Eldridge, IA  
 Brock, Dale E.; Missouri Valley, IA  
 Brody, Agnes Marie; Waterloo, IA  
 Brooks, Barbara Marie; Coon Rapids, IA  
 Brooks, Susan Ellen; Des Moines, IA  
 Broumas, Kathleen Mae; Ladora, IA  
 Brown, Dale J.; Urbandale, IA  
 Brown, Julie L.; Lee's Summit, MO  
 Brown, Margaret A.; Clive, IA  
 Brown, Valerie Grace; Kahoka, MO  
 Bruce, Vicki L.; Marion, IA  
 Bruner, Judith K. Anderson; Ely, IA  
 Bruns, Annette Colleen; Alden, MN  
 Bryant, Judith A.; Cedar Rapids, IA  
 Buch, Angela Dawn; Williamsburg, IA  
 Budd, Mary E.; Nevada, IA  
 Buley, Debra L.; Council Bluffs, IA  
 Bulman, Connie J.; Cedar Rapids, IA  
 Buman, Margaret R.; Carroll, IA  
 Buntin, Diana L.; Des Moines, IA  
 Burds, Carmen E.; Dubuque, IA  
 Burgin, Bernice Kay; Milford, IA  
 Burke, Sheila Anne; Wheaton, IL  
 Burrack, Leanne E.; Anamosa, IA  
 Byas, Barbara A.; West Des Moines, IA  
 Byerly, Kathleen M. Melcher; Dallas, IA  
 Caffery, Esther S.; Moscow, IA  
 Caldwell, Amy Maria; Ottumwa, IA  
 Calhoun, Kathie E.; Hampton, IA  
 Camerer, Sarah Anne; Sioux City, IA  
 Campbell, Andrea Michelle; Mason City, IA  
 Campbell, Christina Marie; Des Moines, IA  
 Cantrell, Jayne Rane; Modesto, CA  
 Carel, Sherri L.; Fort Madison, IA  
 Carleton, Charles Richard; Greenwood, IA  
 Carlson, Susan L.; Ankeny, IA  
 Carlson, Kaye F.; Paullina, IA  
 Carlton, Betty J.; Okoboji, IA  
 Carnes, Rebecca Jean; Blue Grass, IA  
 Carper, Nancy J.; Waterloo, IA  
 Carroll, Kathryn Louise; Iowa City, IA  
 Carstens, Constance J.; Jefferson, IA  
 Carter, Elaine M.; Centerville, IA  
 Cates, Daryl L.; Missouri Valley, IA  
 Chambers, Crystal Lynn; Eddyville, IA  
 Chapin, Wendy Lynn; Sioux City, IA  
 Chasteen, Tammie Sue; Colorado Springs, CO  
 Chavez, Nicole Dyan; Des Moines, IA  
 Chenoweth, Judith A.; Nashua, IA

*Continued on page 24*



DECEMBER RNS *Continued from page 23*

Chindlund, Diane Marie; Milford, IA  
Chown, Jane Elizabeth; Nichols, IA  
Christeson, Dianne L.; Rockford, IA  
Christiansen, Judith Marie; Urbandale, IA  
Christiansen, Cynthia J.; Sioux City, IA  
Christianson, Joyce; Madrid, IA  
Christopher, Melanie K.; West Branch, IA  
Christophersen, Carol Ann; Muscatine, IA  
Claeys, Mary L.; Columbia, MO  
Claeys, Linda D.; Victor, IA  
Clar, Shawna Marie; Anamosa, IA  
Clar, Carla; Ryan, IA  
Clark, Sandra Lynn; Waukon, IA  
Clark, Carey Ann; Ankeny, IA  
Clark, Judith Ann; Wesley, IA  
Claussen, Charl; Anita, IA  
Clement, Kelly I.; Waterloo, IA  
Clevenger, Jennifer Marie; Honey Creek, IA  
Clifton, Erin Anne; Council Bluffs, IA  
Cline, Kathryn Hildegard; Eldridge, IA  
Cobb, Robert A.; Cresco, IA  
Cockburn, Deborah; Washta, IA  
Cole, Connie Kathryn; New Market, IA  
Cole, Holly Marie; Durant, IA  
Collins, Carol S.; Rockwell City, IA  
Combs, Virginia E.; North Liberty, IA  
Connell, Jill D.; New Hampton, IA  
Contreras, Lisa Annette; Moline, IL  
Corso, Loretta; Albia, IA  
Coutentos, Ferron M.; Cedar Rapids, IA  
Cowell, Larry G.; Urbandale, IA  
Cox, Barbara L.; Des Moines, IA  
Coy, Camilla Marie; Parkersburg, IA  
Crawley, Aleta M.; Guthrie Center, IA  
Crimmins, Jill M.; Manson, IA  
Cronk, Tammy Lee Ann; Waukon, IA  
Crouch, Kelly Marie; Coralville, IA  
Cruse, Anne F.; Earlham, IA  
Cummings, Trena Fae; Clinton, IA  
Cummins, Kathryn E.; Onawa, IA  
Currier, Amanda Noelle; Davenport, IA  
Curry, Patricia Jane; Cromwell, IA  
Dahlgren, Kathleen A.; Clarion, IA  
Danielsen, Teresa Ann; Riverdale, IA  
Darling, Kathleen K.; West Branch, IA  
Davis, Angela Marie; Bloomfield, IA  
Davis, Jamie Catherine; Burlington, IA

Davis, Judith Eileen; Des Moines, IA  
Day, Kathy Ann; Silver City, IA  
Day, Margie Joann; Eldon, IA  
De Jager, Heather Noelle; Urbandale, IA  
DeBoef, Tamara S.; Ankeny, IA  
Dehne, Lori L.; Ottumwa, IA  
DeJager, Kimberly Sue; Rock Valley, IA  
DeJager, Mindy Lou; Alvord, IA  
DeLeon, Darlene; Ackley, IA  
Dellamuth, Patricia A.; Williamsburg, IA  
DeLong, Donna V.; Newton, IA  
Demmer, Kathy S.; Peosta, IA  
Dengler, Lynnette M.; Davenport, IA  
Dennis, Cathy; Muscatine, IA  
Denny, Eva J.; Cedar Rapids, IA  
Determan, M. Denise; Haverhill, IA  
Detweiler, Kay A.; Cedar Rapids, IA  
DeVore, Andrea Eileen; Davenport, IA  
DeVries, Derek Alton; Waterloo, IA  
Devries, Susan J.; Steamboat Rock, IA  
Dierksen, Susan L.; Lake Villa, IL  
Dillon, Judy A.; Council Bluffs, IA  
Dobbie, Elizabeth; Prairie City, IA  
Dolder, Caroline; Iowa City, IA  
Dols, Emily Marie; Des Moines, IA  
Dolter, Melany P. Mjones; Dubuque, IA  
Donnelly, Arlene L.; Iowa City, IA  
Dorn, Holly Jean; Denver, IA  
Dotson, Linda L.; Wapello, IA  
Dreher, Tena; Bettendorf, IA  
Drenner, Sharon L.; Cedar Falls, IA  
Drum, Carrie Lynn LaFollett; Solon, IA  
Duncan, Melissa Ann; Hampton, IL  
Dunne, Carol Jean; Cedar Rapids, IA  
Duve, Dena Maureen; W. Des Moines, IA  
Duve, Lynn K.; Cedar Rapids, IA  
Dyer, Thomas R.; Norwalk, IA  
Earlywine, Vicky K.; Logan, IA  
Earp, Dorothy Anne; Bettendorf, IA  
Eberhardt, Jean Marie; Mediapolis, IA  
Eddy, Sheryl S.; Bayard, IA  
Eden, Cynthia L.; Bonaparte, IA  
Egger, Lynn M.; Cedar Falls, IA  
Ehrler, Cheryl Lynn; Davenport, IA  
Eisbach, Shelly S.; Cedar Rapids, IA  
Elliott, Connie Lynne; Webster City, IA  
Eltze, Angela Kaye; Cedar Rapids, IA  
Engelbart, Connie Lee; Anamosa, IA  
Engle, Beth Lynn; Sioux City, IA  
Ernst, Keela K.; Hamilton, IL  
Ertl, Karen M.; Dyersville, IA  
Evans, Jacqueline Lynn; Cedar Rapids, IA  
Ewen, Carolyn A.; Rockford, IA  
Fahrenkrug, Mary C.; Eldridge, IA  
Fandel, Sandra K.; Estherville, IA

Farber, Elizabeth C.; Waterloo, IA  
Faris, Gayle Elisabeth; Hubbard, IA  
Farnum, Samantha Augusta; New Sharon, IA  
Fath, Rosemarie; Polk City, IA  
Felt, Susan Charlene; Des Moines, IA  
Fer, Penny A.; Davenport, IA  
Feuling, Kathy A.; New Hampton, IA  
Fiddelke, Brooke Rian; Primghar, IA  
Fier, Nancy E.; Clinton, IA  
Finken, Jessica Marie; Waukee, IA  
Fischer, Michelle Renee; Sigourney, IA  
Fisher, Janita Jo; Tipton, IA  
Fitzgerald, Michelle Kaye; Bettendorf, IA  
Fitzgibbon, Tracy; West Des Moines, IA  
Flannery, Kari Doreen; Ankeny, IA  
Flannery, Lois C.; Decorah, IA  
Fobian, Brenda Sue; Ames, IA  
Folta, Nicole Joanne; Cedar Rapids, IA  
Fontenoy, Angela Lynn; Burlington, IA  
Foreman, Wendy L.; Orange City, IA  
Forney, Laurette A.; Des Moines, IA  
Fortune, Peggi M.; Duncombe, IA  
Foster, Joy; Adel, IA  
Foster, Suzanne Marie; Webster City, IA  
Foulk, Jenna Rene; LeGrand, IA  
Fox, Jody Louise; Orcas, WA  
Franck, Lacinda J.; Stanley, IA  
Franzwa, Jennifer Lynn; North Liberty, IA  
Frease, David A.; Sioux Rapids, IA  
Frederick, Nancy I.; Mason City, IA  
Frederiksen, Katherine L.; Moline, IL  
Freel, Mildred Ines; Iowa City, IA  
Freese, Toni; Marshalltown, IA  
Frencher, Andrea Louise; Waterloo, IA  
Friedman, Eldonna; Dubuque, IA  
Friedrickson, June P.; Bondurant, IA  
Froehlich, Jessica Lynn; Breda, IA  
Frost, Peggy A.; Leon, IA  
Fuhr, Deborah; Washington, IA  
Fuller, Laurie A.; Clearmont, MO  
Fye, Mary Jo Ann; New Hampton, IA  
Gallagher, Kathleen Joan; Colorado Springs, CO  
Gallo, Susan T.; Grinnell, IA  
Gardina, Cynthia M.; Oakbrook Terrace, IL  
Garrett, Mari Anne; Mediapolis, IA  
Gaul, Kimberly Sue; Milo, IA  
Gauld, James P.; Ottumwa, IA  
Gauthier, Julie D.; Marshalltown, IA  
Gay, Joyce E.; Long Grove, IA  
Geary, Sheila M.; Sioux City, IA  
Geier, Marsha A.; Le Mars, IA  
Gentry, Maureen Frances; Bettendorf, IA  
Geraets, Deana L.; Iowa City, IA  
Gerdemann, Sharon A.; Dubuque, IA  
Gerdes, Julie Ann; Ankeny, IA  
Gerhardt, Shyrl A.; Bettendorf, IA

Giese, Rachel Lea; Spencer, IA  
Gifford, Michelle Dawn; Atlantic, IA  
Gilbert, Susan Renee; Osceola, IA  
Giles, Margaret Ann; Sacramento, CA  
Gill, Vicki; Fort Dodge, IA  
Gilliam, Karletha Larenia; Ankeny, IA  
Gleason, Paulette M.; Manson, IA  
Goddard, Maegan Anne; Camanche, IA  
Goede, Barbara L.; Sioux City, IA  
Gonzales, Kelly J.; North Liberty, IA  
Gooder, Stacy Marie; Rudd, IA  
Goodwin, Catharine M.; Sheldon, IA  
Gordon, Robin Renee; Sioux City, IA  
Gorham, Margaret Eileen; Keokuk, IA  
Gossman, Connie Jo; Milford, IA  
Graham, Thomas E.; Prairie City, IA  
Gramblin, Tiffany Jean; Jewell, IA  
Gray, Julie A.; Carroll, IA  
Green, Mary Elizabeth; W. Des Moines, IA  
Green, Sarah Elizabeth; Iowa City, IA  
Green, Sheila Ruth; Ames, IA  
Green, Cynthia L.; Essex, IA  
Greene, Paula Hope; Soldier, IA  
Greiner, Melinda F.; Cedar Falls, IA  
Grell, Charlene K.; Moville, IA  
Grenard, Deborah Kay; Clive, IA  
Griffin, Debra S.; Cedar Rapids, IA  
Griffith, Margaret L.; Carroll, IA  
Griffiths, Robyn Lynn; Ottumwa, IA  
Griggs, David Bryan; Marathon, IA  
Groepper, Lynnette S.; Union, IA  
Gronewold, Susan Kay; Donahue, IA  
Groteluschen, Mackenzie Jane; Cedar Rapids, IA  
Grutz, Cathy Jo; Dubuque, IA  
Gubbels, Sharon K.; Harlan, IA  
Gudgel, Elizabeth Ann; Hamilton, IL  
Guetzlaff, Shannon Machelie; Waverly, IA  
Gundel, Myrna E. Erb.; Fontanelle, IA  
Gunnarsson, Debra D.; Savanna, IL  
Gutgsell, Carrie Marie; Council Bluffs, IA  
Gutzmann, Johnene M.; Sioux City, IA  
Guy, Doris Emelene; Ames, IA  
Gwinn, Rene; Humeston, IA  
Haack, Connie L.; Marcus, IA  
Hadjis, Mindy J.; Cedar Rapids, IA  
Hageman, Holly Nicole; Cedar Rapids, IA  
Hagerstrom, Erin Michelle; Cedar Rapids, IA  
Haines, Amy Lee; West Branch, IA  
Haislet, Kari Nicole; Cedar Falls, IA  
Hakeman, Laurie Anne; Tipton, IA  
Hall, Susan Aileen; DeWitt, IA  
Haluska, Pamela Ann; Jefferson, IA  
Hamilton, Michelle L.; Des Moines, IA  
Hamre, Joan A.; Wallingford, IA  
Handke, Carol L.; Dyersville, IA  
Handler, Shannon Irene; Iowa City, IA  
Hansell, Mary J.; Des Moines, IA  
Hansen, Deborah Sue; Algona, IA  
Hansen, Tamara Ann; Cedar Falls, IA  
Hansen, Vicki Marie; Maquoketa, IA  
Hansen, Eileen R.; Sioux City, IA  
Hansen, Julie K.; Vinton, IA  
Hansen, Lorraine E.; Des Moines, IA  
Hanson, Lolalea; Council Bluffs, IA  
Harbaugh, Marjorie E.; Cedar Falls, IA  
Harker, Michelle A.; Des Moines, IA  
Harms, Cynthia M.; Garner, IA  
Harned, Norlie Sayon; Silvis, IL  
Harp, Andrea Suzanne; Mason City, IA  
Harrah, Lori Leanne; Jefferson, IA  
Harrington, Retha G.; Ida Grove, IA  
Harrington, Sharon K.; Blue Grass, IA  
Harris, Kimberly Kay; Coralville, IA  
Harrison, Mary C.; Mount Pleasant, IA  
Harrison, Lynn D.; Iowa City, IA  
Harrmann, Pamela S.; Sutherland, IA  
Hart, Cathy L.; Davenport, IA  
Hart, Kathryn M.; Sioux City, IA  
Hart, Laura Katherine; Iowa City, IA  
Harvey, Kelly R.; Fort Dodge, IA  
Hassett, Jennifer; Des Moines, IA  
Haugen, Marsha A.; Waverly, IA  
Haugli, Dana G.; Ellsworth, IA  
Hauser, Angela M.; Granger, IA  
Hawn, Lois; Spirit Lake, IA  
Hawn, Marjory L.; Ankeny, IA  
Hawthorne, Pauline V.; Hinton, IA  
Hay, Kathy A.; Mount Pleasant, IA  
Hayes, Debra E.; Bettendorf, IA  
Hazen, Pamela; Ames, IA  
Hazen, Mary A.; Crescent, IA  
Heaberlin, Dawn G.; Story City, IA  
Heacock, Gloria C.; La Motte, IA  
Hedley, Cathryn M.; Dubuque, IA  
Helbing, Dawn M.; Iowa City, IA  
Helm-Loyd, Annissa Jane; Ottumwa, IA  
Hembreiker, Helene Sarah; Iowa City, IA  
Hendel, Nancy Haeussler; Albia, IA  
Henderson, Bobbie Kay; Des Moines, IA  
Henderson, Katherine June; West Des Moines, IA  
Hendrixson, Mary Pam; Des Moines, IA  
Henrich, Tracy Lea; Akron, IA  
Hensel, Judith A.; Sabula, IA  
Hepperly, Esther K.; Mason City, IA  
Herbold, Stephanie A.; Altoona, IA  
Herder, Gwendolyn M.; Cedar Rapids, IA  
Hermanson, Elizabeth A.; Spirit Lake, IA  
Herren, Linda E.; Springville, IA  
Hertz, Kay Ellen; Des Moines, IA  
Heynen, Rebecca Noel; Hull, IA  
Hickey, Linda M.; Johnston, IA  
Higgins, Joyce; Bondurant, IA  
Hildebrandt, Brianne Marie; Cedar Rapids, IA

Hildreth, Kylie Jane; Rockwell City, IA  
Hill, Angela K.; Waterloo, IA  
Hill, Delores Jean; Redfield, IA  
Hill, Jodi Marie; Maxwell, IA  
Hill, Mary Lee; Carroll, IA  
Himes, Heather Lynn; Bettendorf, IA  
Hinshaw, Mary Arlene; Arnolds Park, IA  
Hinshaw, Robin S.; Geneseo, IL  
Hix, Kathryn Leigh; Solon, IA  
Hobbs, Candice; Wykoff, MN  
Hoberg, Leslie L.; Sioux City, IA  
Hochstedler, Elvesta Rose; Kalona, IA  
Hoeft, Joan A.; Cedar Falls, IA  
Hoeger, Mary J.; Delhi, IA  
Hoffmann, Jodi Ann; La Motte, IA  
Hoffmann, Ruth Marie; Earling, IA  
Hohanshelt, Audrey J.; Boone, IA  
Holeton, Lynn Marie; North English, IA  
Holliday, Lindsay Louise; Waukee, IA  
Holmes, Michelle Rene; Madrid, IA  
Holtmyer, Heather Noel; Council Bluffs, IA  
Holubar, Denise K.; Marshalltown, IA  
Hood, Marsha Houston; El Dorado Hills, CA  
Hook, Amy Kay; Knoxville, IA  
Hooper, Renae M.; Des Moines, IA  
Hopkins, Delpha; Bloomfield, IA  
Hord Jr, Everett August; Sioux City, IA  
Hornung, Carol Ann; Cedar Falls, IA  
Hoskins, Matthew Micheal; Cedar Rapids, IA  
Hostvedt, Barbara Lee; DeWitt, IA  
Houghton, Erin Lee; Osceola, IA  
Houts, Beth M.; West Des Moines, IA  
Houtz, Laura Inez; Burlington, IA  
Hovden, Lianne S.; Belmond, IA  
Howell, Carol A.; Davenport, IA  
Howell, Kristel Lea; Waukee, IA  
Howey, Carol Renee; Aurelia, IA  
Hoyle, Iona I.; Bagley, IA  
Hrubes, Heidi Dawn; Mitchellville, IA  
Hudriik, Mary Lou L.; Andrew, IA  
Hudson, Lee C.; Dougherty, IA  
Hughes, Wanda Jean; Delmar, IA  
Hughes, Rebecca M.; Davenport, IA  
Hultman, Elizabeth Marie; Urbandale, IA  
Humpal, Lois A.; La Crescent, MN  
Hunemuller, Andrea Christine; Cedar Falls, IA  
Hunter, Lisa S.; Federal Way, WA  
Husk, Linda C.; Akron, IA  
Hutton, Beth A.; Urbandale, IA  
Huysen, Melissa L.; Indianola, IA  
Hyde, Suzanne M.; Urbandale, IA  
Ihde, Rachel Bush; Spencer, IA  
Ikoba, Rebecca; Bettendorf, IA  
Ingle, Marilyn L.; Delta, IA  
Irvin, Nancy L.; Dubuque, IA  
Isaacson, Rae Ann K.; Sioux City, IA  
Iverson, Stephanie Rose; Decorah, IA  
Jackson, Margaret Ann; Blairsburg, IA  
Jacobson, Jill K.; Jewell, IA  
Jaeger, Judith O.; Cedar Rapids, IA  
Jallo-Knorrek, Rebecca Ann; Long Grove, IA  
Jaschen, Lisa L.; Cedar Rapids, IA  
Jasper, Kathleen; Estherville, IA  
Jeffrey, Barbara J.; Clinton, IA  
Jenson, Rachel A.; Waterloo, IA  
Jepsen, Kathleen A.; Clinton, IA  
Joenks, Heather Dawn; Spencer, IA  
Johnson, Dalene Kae; West Liberty, IA  
Johnson, Linda K.; Iowa City, IA  
Johnson, Terry L. Mills.; Coralville, IA  
Johnson, Cara L.; Hudson, IA  
Johnson, Julia J.; Hinton, IA  
Johnson, Katherine F.; Spencer, IA  
Johnson, Susan M.; Cedar Rapids, IA  
Jondal, Melanie Ann; Webster City, IA  
Jones, Katie Lynn; Van Meter, IA  
Jones, Kimberly; Lynnvile, IA  
Jones, Kathleen Lynn; Bettendorf, IA  
Jones, Mary Lynne; Elk Run Heights, IA  
Jones, Shirley A.; Waterloo, IA  
Jordan, Kiley Allison; Springville, IA  
Jorgensen, Kristine; Cedar Falls, IA  
Jungbluth, Theresa A.; Prole, IA  
Junko, Patricia A.; Lawler, IA  
Kalan, Karen Y.; Cedar Rapids, IA  
Karimi, Susan Anne; Lacona, IA  
Karsten, Jennifer Marie; Ankeny, IA  
Kedley, Tracy R.; Dubuque, IA  
Keil, Mindie J.; Des Moines, IA  
Keith, Barbara Paulson; Wells, MN  
Keleher, Deborah Lynn; Cedar Rapids, IA  
Keller, Kathianne I.; Brighton, IA  
Keller, Nancy A.; Grand River, IA  
Kelley, Sue Ann; Davenport, IA  
Kelley, Jimita L.; Otho, IA  
Kelly, Carol J.; Decorah, IA  
Kelly, Thomas P.; Stanton, IA  
Kelly, Debra L.; Clermont, IA  
Kelly, Judith J.; Charles City, IA  
Kelsey, Dennia L.; Atkins, IA  
Kemp, Terrie L.; Van Meter, IA  
Kenagy, Danette K.; Sioux City, IA  
Kennedy, Brandy Ann; Clinton, IA  
Kennedy, Karla Marie; Carroll, IA  
Kennedy, Tracy M.; Pacific Junction, IA  
Keppler, Karen Marie; Strawberry Point, IA  
Khalandovskaya, Nataliya Valeryevna; West Des Moines, IA  
Khongmaly, Janet K.; Saint Charles, IA  
Kieffer, Patricia S.; Iowa City, IA  
Kiger, Melissa; Washington, IA  
Kilen, Kathryn D.; Eldridge, IA  
Killip, Marnie J.; Ankeny, IA  
Kimani, Lina Astrar; Iowa City, IA

Kimber, Joanne C.; Cedar Rapids, IA  
Kimzey, Leslie Jeniene; Lacona, IA  
Kindred, Sara J.; Des Moines, IA  
King, Grace Cortes; Pleasant Hill, IA  
Kinskey, Paulette N.; Dike, IA  
Kinzer, Susan; Pleasant Hill, IA  
Kirk, Denise L.; Iowa City, IA  
Klendworth, Tracy Lee; Walker, IA  
Klimesh, Linda M.; Spillville, IA  
Klipping, Kathrina Elizabeth; Ankeny, IA  
Knapp, Sandra L.; Urbandale, IA  
Knapp, Susan; Ames, IA  
Knecht, Nancy A.; Iowa City, IA  
Knight, Kala Rae; Holstein, IA  
Knox, Shari Lynne; Bettendorf, IA  
Knudson, Debra Renee; Spirit Lake, IA  
Kobliska, Sheila J.; Alta Vista, IA  
Koeff, Bette K.; Orchard, IA  
Koeppen, Ashley Dawn; Alburnett, IA  
Konz, Karen S.; Le Mars, IA  
Kooima, Laurel Beth; Rock Valley, IA  
Koster, Mary Kay; Sioux City, IA  
Kovarna, Brenda A.; Merrill, IA  
Kragel, Terri Rae; Waukee, IA  
Kragenbrink, Carol Ann; Northwood, IA  
Kraling, Amy Sue; New Hampton, IA  
Krause, Kelly Lee; Fort Dodge, IA  
Kroeger, Michelle Marie; Carroll, IA  
Krogman, Sheila Christine; Clinton, IA  
Kron, Joann M.; Johnston, IA  
Krum, Julie Ann; Van Meter, IA  
Krutsinger, Derrica Jade; Coralville, IA  
Kucera, Marie C.; Marne, IA  
Kuhlenbeck, Leigh A.; Muscatine, IA  
Kurtz, Nancy McCrea; Correctionville, IA  
Kyhnn, Dorothea; Atlantic, IA  
Lafave, Sandra J.; Cedar Falls, IA  
Lamoureux, Colleen A.; Story City, IA  
Lamoureux, Lanice R.; Sioux City, IA  
Landsteiner, Julie M.; Davenport, IA  
Lane, Kristy A.; Boone, IA  
Lange, Treizana Lejuan; Cylinder, IA  
Lange, Lily M.; Dubuque, IA  
Langreck, Becky Rae; Decorah, IA  
Lanning, Lynn M.; Ames, IA  
Lantz, Hollie M.; Davenport, IA  
Lanum, Bruce Randall; Huntsville, AL  
Larison, David A.; Cedar Rapids, IA  
Laube, Jennifer Ann; Traer, IA  
Lawlor, Elizabeth A.; Madrid, IA  
Lawson, Andrea Nicole; Mission, KS  
Leaders, Vicki G.; Underwood, IA  
Leckband, Roxann; Ocheyedan, IA  
Lennie, Janet Ann; Ankeny, IA  
Lennia, Mary M.; Dubuque, IA  
Lenz, Chelsey Mae; Iowa City, IA  
Leonard, Debra; Clinton, IA  
Lerch, Christa Belle-Marie; Washburn, IA  
Lerseth, Gretchen Ann; Atlantic, IA  
Lester, Amanda Sue; Cedar Falls, IA  
Libenguth, Karen Ann; Cedar Rapids, IA  
Liekweg, Jessica Lynn; Alden, IA  
Liggett, Rebecca Ann; Waukee, IA  
Lindsay, Debra S.; Nora Springs, IA  
Lindstrom, Samantha L.; Madrid, IA  
Link, Amy Kristine; North Liberty, IA  
Lira, Cynthia Consuelo; Davenport, IA  
Lisk, Jean Marie; Dubuque, IA  
Litchfield, Cynthia F.; Swedesburg, IA  
Lloyd, Rebecca B.; Hamburg, IA  
Loew, Amy Diane; Carroll, IA  
Lofgren, Denise T.; Rock Island, IL  
Logan, Darren James; Cedar Rapids, IA  
Logan, Jean E.; Des Moines, IA  
Lollar, Michelle Kay; Clear Lake, IA  
Long, Elisabeth M.; Fort Madison, IA  
Lopez, Deanna Rae; Oelwein, IA  
Lostroh, Berniece Ellen; Glenwood, IA  
Loux, Jaclyn M.; Dows, IA  
Loveless, Jolynn; Bellefonte, PA  
Lowe, Holly L.; Erie, IL  
Lu, Der-Fa; Iowa City, IA  
Lucas, Tamara Lynn; Moline, IL  
Lucas, Arisha; Waterloo, IA  
Ludwig, Keri Lynn; Cedar Rapids, IA  
Luedtke, Christopher J.; North Liberty, IA  
Luken, Bobbi Rae; Port Byron, IL  
Lundberg, Angela Dawn; Ankeny, IA  
Lundy, Julie Ann; Des Moines, IA  
Lynch, Sheila L.; Van Meter, IA  
Lyon, Cheryl N.; Storm Lake, IA  
Maas, Michelle Francis; Indianola, IA  
Maas, Theresa Lynn; Sherrard, IL  
Mabrey, Judy A.; Des Moines, IA  
MacKenzie, Lindsey Nicole; Cedar Falls, IA  
Madsen, Bethany Sue; Garner, IA  
Magnuson, Sara Ann; Ankeny, IA  
Mahaney, Helen J.; Sioux City, IA  
Maher, Debra K.; Iowa City, IA  
Malcolm, Katherine A.; Fairfield, IA  
Mallams, Prudy R.; Mount Pleasant, IA  
Mallison, Rosemary; Wamego, KS  
Malmberg, Clarissa I.; Crawfordsville, IA  
Mammen, Kathleen Diane; Independence, MO  
Manatt, Joann H.; Brooklyn, IA  
Manders, Tressa M.; La Motte, IA  
Mann, Kristy Renee; Des Moines, IA  
Manternach, Anna Mae; Monticello, IA  
Many, France; Bettendorf, IA  
Mapes, Lee Anna Delaine; Tama, IA  
Marchik, Mary Ellen; Tipton, IA  
Marhoefer, Kathryn Ann; Moline, IL  
Marmion, Melodie A.; Wever, IA  
Marolf, Karen M.; Moscow, IA  
Mars, Jennifer A.; Primghar, IA



DECEMBER RNS *Continued from page 24*

Marsh, Courtney Walsh; Davenport, IA  
Martens, Betty J.; Walnut, IA  
Mason, Sandra M.; DeWitt, IA  
Mathews, Willa C.; Bloomfield, IA  
Mathews, Angela K.; Mount Pleasant, IA  
Matson, Lisa M.; Lynn Center, IL  
McAready, Kristin; Winterset, IA  
McBride, Ann M.; West Branch, IA  
McCormick, Vivian Gene; Camino, CA  
McCoy, Elizabeth J.; Clive, IA  
McCue, Paula I.; Iowa City, IA  
McCullough, Jeannine Louise; Rio, IL  
McCune, Sandra L.; Des Moines, IA  
McDade, Mary J.; Walford, IA  
McDonnell, Kathleen M.; Cascade, IA  
McEachron, Patricia C.; Clinton, IA  
McElhinney, Deborah D.; Morning Sun, IA  
McGrath, Margaret M.; Dubuque, IA  
McGregor, Tiffany Marie; Coralville, IA  
McIntosh, Cindy; Council Bluffs, IA  
McIntyre, Marcellyn L.; Folsom, CA  
McLaughlin, Andrea Marlene; Kennewick, WA  
McMahon, Abby Elizabeth; Wauconda, IL  
McMahon, Judith A.; Boone, IA  
McMillan, Susan K.; Waukon, IA  
McMullen, Margaret A.; Council Bluffs, IA  
McQuillen, Beth A.; Iowa City, IA  
Meardon, Susan I.; Ottumwa, IA  
Meier, Ruth E.; Mason City, IA  
Meisters, Madge M.; Mitchellville, IA  
Melville, Jennifer I.; Ankeny, IA  
Menke, Laura L.; Donnellson, IA  
Mennen, Kathryn Lynne; West Burlington, IA  
Mentzer, Marlene Ann; Robins, IA  
Mergen, Kevin Richard; Rochester, MN  
Merten, Susan Marie; Stacyville, IA  
Meschede, Deborah Sue; Spirit Lake, IA  
Metge, Lila J.; Marshalltown, IA  
Meyer, James F.; Sterling, IL  
Meyers, Beth A.; Emerson, IA  
Miller, Emily Marie; Pella, IA  
Miller, Kimberly Sue; Clinton, IA  
Miller, Carla L.; Des Moines, IA  
Miller, Jillena J.; Sioux City, IA  
Miller, Lisa L.; Marathon, IA  
Miller, Mary Ann; Iowa City, IA  
Milligan, Debra J.; West Des Moines, IA  
Mills, Yolonda Lucille; Windsor Heights, IA  
Mills, Tonya L.; Marion, IA  
Min-Kim, Yong, Mi; Coralville, IA  
Minnihan, Julie A.; Knoxville, IA  
Mitchell, Lisa K.; West Des Moines, IA  
Mohatt, Cynthia G.; Council Bluffs, IA  
Mohr, Ginger Renae; Cedar Falls, IA  
Monaghan, Wendy Lea; Grundy Center, IA  
Monroe, Kimberly Ann; Seale, AL  
Monroe, Tara Lynn; Bondurant, IA  
Montefusco, Jo Ann M.; Polk City, IA  
Montez, Rosemary Jo Schild-; Rock Island, IL  
Moore, Colette; Nevada, IA  
Moore, Dixie D.; Waterloo, IA  
Moore, Ellen Roseann; Greenfield, IA  
Moore, Terry L.; Eagan, MN  
Morain, Abby; Boone, IA  
Morgan, Elizabeth Rose; Sioux City, IA  
Morris, Terri L.; Oskaloosa, IA  
Mortozza, Angela M.; Peru, IA  
Moskal, Katherine Margaret; Des Moines, IA  
Mourlam, Mary B.; Webster City, IA  
Mouw, Sandra R.; Sheldon, IA  
Muenzenberger, Christine Ann; West Des Moines, IA  
Mulder, Norma Gene; Cincinnati, IA  
Mullen, Stacie A.; Manning, IA  
Muller, Amanda Jo; Osage, IA  
Muller, Denee D.; Waverly, IA  
Mumm, Joyce; Sioux City, IA  
Murken, Mari Jo; Story City, IA  
Murphy, Jane; Waterloo, IA  
Murphy, Lynne Anne; Des Moines, IA  
Murray, Mary Ann; Coralville, IA  
Myers, Sara E.; Boone, IA  
Myers, Stephanie L.; Huxley, IA  
Narito, Gerry Mae; Antelope, CA  
Nathem, Joanne E.; Red Oak, IA  
Neavin, Kayla R.; Fort Dodge, IA  
Needham, Bridget Renee; Urbandale, IA  
Nelson, Christina B.; Muscatine, IA  
Nelson, Christine M.; Independence, IA  
Nelson, Denise K.; Greenfield, IA  
Nelson, Sandra Jean; Des Moines, IA  
Nelson, Carol A.; Fort Dodge, IA  
Nelson, Corey Daniel; Harlan, IA  
Nemmers, Vicki A.; Dubuque, IA  
Neuberger, Judith M.; Garner, IA  
Neumann, Sara Rachel; Underwood, IA  
Neuwoehner, Alana K.; Dubuque, IA  
Newberg, Brenda L.; Sioux City, IA  
Newberry, Marta Y.; Burlington, IA  
Newbold, Mary J.; Waukee, IA  
Newell, Carol A.; Cedar Rapids, IA  
Niehoff, Lois Rachel; Huxley, IA  
Nielsen, Christina Lee; Oelwein, IA  
Nieman, Kathleen; Waverly, IA  
Noble, Jeanne M.; Cedar Rapids, IA  
Noonan, Emily Sue; Cascade, IA  
North, Katherine Ann; Onawa, IA  
Norton, Kathy; Lisbon, IA  
Noyes, Carol; Urbandale, IA  
Nugent, Anne N.; Cedar Rapids, IA  
Nussle, Leslie J.; Manchester, IA

Nydene, Kelly Lynn; Urbandale, IA  
Oberholser, Diane M.; Mechanicsville, IA  
Oblein, Linda Twila; West Burlington, IA  
Obrien, Jennifer Church; Rockford, IA  
O'Brien, Mary S.; Des Moines, IA  
O'Brien, Yvonne Maria; Pella, IA  
Oburn, Camille Ann; Wichita, KS  
Odor, Darla Renae; Webster City, IA  
Ohr, Lisa K.; Britt, IA  
Olivero, Pamela Sue; Albert Lea, MN  
Olmstead, Linda M.; Webster City, IA  
Olsen, Carol L.; Sioux City, IA  
Ooms, Sharon Ruby; Grundy Center, IA  
Oppenheimer, Laure J.; Emmetsburg, IA  
O'Reilly, Kelly Jo; Manchester, IA  
O'Rourke, Barbara; Ames, IA  
Orr, Christina Marie; Des Moines, IA  
Orth, Nancy J.; Council Bluffs, IA  
Ossman, Ruth D.; Ainsworth, IA  
Ostby, JoAnn G.; Lake Mills, IA  
Ott, Jolene E.; Cedar Rapids, IA  
Otto, Joyce S.; Grinnell, IA  
Ottoson, Shannon; North Liberty, IA  
Overton, Erin Nicole; Ankeny, IA  
Owen, Ellen Patricia; Sioux City, IA  
Oxley, Dawn A.; Coralville, IA  
Palmer, Christine Bothun; Des Moines, IA  
Pandullo, Sarah M.; Clive, IA  
Pankey, Susan K.; Bonaparte, IA  
Parcher, Angela M.; Rockford, IA  
Paronish, Sandra Lynn; Iowa City, IA  
Parrick, Nancy Elizabeth; Bluegrass, IA  
Patnaud, Theresa Ann; Sioux City, IA  
Patterson, Daletta L.; Washta, IA  
Patterson, Karen Joyce; Essex, IA  
Patterson, Megan Renee; Des Moines, IA  
Paulus, Eileen R.; Clive, IA  
Peck, Jennifer Kathleen; Glenwood, IA  
Pederson, Carol L.; Lake Mills, IA  
Pederson, Kimberly Dawn; Iowa City, IA  
Pedley, Dea Rae; Ocheyedan, IA  
Peitzman, Elaine M.; Ankeny, IA  
Pekarek, Lori Kay; Blencoe, IA  
Pekkala, Gregory Allen; Duluth, MN  
Penner, Nancy J.; Cedar Rapids, IA  
Perkins, Jacqueline Y.; Pleasantville, IA  
Perry, Sue Ann; Council Bluffs, IA  
Peters, Shelly J.; Spencer, IA  
Peters, Linda L.; Shellsburg, IA  
Peters, Lori M.; Clinton, IA  
Petersen, Beth L.; Preston, IA  
Petersen, Linda M.; Carroll, IA  
Peterson, Megan Maxine; Des Moines, IA  
Peterson, Penelope Ann; Davenport, IA  
Peterson, Carol Ann; Westside, IA  
Phares, Eileen Esther; Monticello, IA  
Phipps, Mary Jo; Sioux City, IA  
Piercy, Janice D.; Fort Dodge, IA  
Pins, Kelley Marie; Saint Louis, MO  
Pitt, Richard D.; Lundington, MI  
Plansky, Laura Ann; Fort Dodge, IA  
Plum, Karen L.; Waterloo, IA  
Poe, Karen A.; Downing, MO  
Pommer, Dawn Renee; Fort Dodge, IA  
Poole, Connie Sue Waterman-; Marshalltown, IA  
Poppens, Sandra; Marcus, IA  
Postello, Kimberly D.; Sioux City, IA  
Poulos, Pamela K.; Rock Island, IL  
Powers, Teresa R.; Council Bluffs, IA  
Powers, Judith A.; Glenwood, IA  
Pratt, Donna M.; Bettendorf, IA  
Pray, Sandra K.; West Des Moines, IA  
Prescott, Laura Ann; Meriden, IA  
Prescott, Debra D.; Ames, IA  
Pries, Judith Lynn; Ankeny, IA  
Pritts, Kimberly Dawn; Cedar Rapids, IA  
Promnitz, Brenda Sue; Waukon, IA  
Pruessner, Beth Christine; Cedar Rapids, IA  
Pruett, Tisha; Corydon, IA  
Prunty, Rosa Maria; Des Moines, IA  
Purscell, Molly May; Hinton, IA  
Putnam, Peggy S.; Cherokee, IA  
Quinn, Judith K.; Cumming, IA  
Raedeker, Amy J.; Clive, IA  
Ramsey, Susan Lynn; Iowa City, IA  
Randecker, Laura A.; East Dubuque, IL  
Randolph, Emily Lynn; Andover, IA  
Ransford, Dana Lynn; Eddyville, IA  
Ransom, Brandi Rae; Truro, IA  
Rater, Ruth A.; West Des Moines, IA  
Rattenborg, Mary G.; Manchester, IA  
Rauch, Susan J.; Toddville, IA  
Reddish, Lorrie J.; Council Bluffs, IA  
Reding, Debra L.; Grinnell, IA  
Reese, Anita Lucille; Galena, IL  
Reger, Jacqueline Kay; Iowa City, IA  
Reid, Carolyn M.; Mount Pleasant, IA  
Reiman, Lisa Ann; Ayrshire, IA  
Remakel, Becky Joe; Peosta, IA  
Rentz, Becky Jo; Moorland, IA  
Reuter, Sue L.; Sioux City, IA  
Reynolds, Joan E.; DeWitt, IA  
Reysack, Kimberly Sue; Parnell, IA  
Reznik, Misty Dawn; Norwalk, IA  
Rhodes, Jean M.; Madrid, IA  
Rhodes, Laura E. Fuhrman-; Council Bluffs, IA  
Richardson, Julie A.; Huxley, IA  
Richardson, Kathryn M.; Washington, IA  
Riddle, Roberta A.; Des Moines, IA  
Ridgeway, Michelle Elaine; Bondurant, IA  
Rigby, Mary Ellen; Fairmont, MN  
Ritchie, Stacy Leigh; South Amana, IA

Rivera, Donna R.; Clive, IA  
Roan, Robin; Cedar Rapids, IA  
Roberts, Elsa; Cedar Falls, IA  
Robey, Deanna L.; Nevada, IA  
Rodenbough, Christine; Nevada, IA  
Rodriguez, Staci Ellen; Hartley, IA  
Rodriguez, Deborah L.; Waterloo, IA  
Rogers, Barbra Kim; Muscatine, IA  
Rogstad, Mikaela Candace Lynn; Council Bluffs, IA  
Roland, Coral A.; Ankeny, IA  
Rolek, Deborah L.; Waukee, IA  
Romano, Theresa A.; Glenwood, IA  
Rosenbeck, Jenna Marie; Coon Rapids, IA  
Ross, Vicki L.; Anamosa, IA  
Ross, Angelena R.; Davenport, IA  
Rossiter, Kelly Jo; Spencer, IA  
Roth, Sarah Kay; Adel, IA  
Rowan, Lacy Leann; Bedford, IA  
Rowbotham, Susan; Cedar Rapids, IA  
Rowley, Kristi Kay; Marshalltown, IA  
Rundle, Michelle Marie; Solon, IA  
Ryan, Sandra L.; New Sharon, IA  
Sadewasser, Elaine M.; Dubuque, IA  
Sailors, Christina Rae; Knoxville, IA  
Salsberry, Cindy Jo; Corydon, IA  
Salter, Jeffrey Scott; Ottumwa, IA  
Sanden, Barbara L.; Ogden, IA  
Sands, Deborah R.; Center Point, IA  
Saunders, Sara W.; Davenport, IA  
Scally, Mandy Lavae; Cedar Falls, IA  
Schabold, Kay J.; Ankeny, IA  
Scheer, Betsy A.; Independence, IA  
Scherff, Kim E.; Fort Dodge, IA  
Scherubel, Melody N.; Coralville, IA  
Schild, Ginger; Clarksville, IA  
Schlueter, Mary S.; Iowa City, IA  
Schmadeke, Christine M.; Clarksville, IA  
Schmerbach, Beth M.; Epworth, IA  
Schmuecker, Kristin R.; South Amana, IA  
Schneider, Pamela J.; Guttenberg, IA  
Schneider, Susan M.; Dubuque, IA  
Schofield, Kara Lynn; Eagle Grove, IA  
Scholtes, Heather Lynn; Bellevue, IA  
Schrader, Joy Lynn; Hampton, IA  
Schramm, Nancy J.; Early, IA  
Schroeder, Bonnie; Waverly, IA  
Schrooten, Gloria J.; Le Mars, IA  
Schueller, Madonna J.; Peosta, IA  
Schurman, Karen L.; Lacona, IA  
Schwickerath, Alicia Kay; Waverly, IA  
Scogland, Jamie Marie; Eldridge, IA  
Scott, Denise M.; Granger, IA  
Scott, Jeannette I.; Osceola, IA  
Seals, Carole L.; Des Moines, IA  
Searls, Carol A.; Sioux City, IA  
Seelinger, Kathleen A.; Osceola, IA  
Segebart, Paula Marie; Denison, IA  
Seitsinger, Patricia L.; Roland, IA  
Selby, Carrie Rae; Albion, IA  
Sells, Kristin Marie; Cedar Rapids, IA  
Sellz, Michael Scott; Iowa City, IA  
Semrau, Keri K.; Cedar Rapids, IA  
Serbousek, Sarah E.; Cedar Rapids, IA  
Seward, Dena M.; Hornick, IA  
Shadley, Lisa Lynn; Altoona, IA  
Shaffer, Christie Dawn; Bode, IA  
Shanno, Angela Anne; Oakland, IA  
Shannon, Diane M.; Iowa City, IA  
Shaw, Julie Kay; Coralville, IA  
Shaw, Loretta; Council Bluffs, IA  
Shearer, Sally A.; Glenwood, IA  
Shields, Kimberly Lynne; Griswold, IA  
Shields, Diane K.; Lineville, IA  
Shore, Marcia K.; Marshalltown, IA  
Shrum, Michele Irene; Worthington, MN  
Siefker, Barbara J.; Anamosa, IA  
Siepmann, Margaret; Sioux Center, IA  
Simmons, Marcia L.; Victor, IA  
Sindt, Elizabeth M.; Polk City, IA  
Skala, Julie Lynn; Cedar Rapids, IA  
Slemp, Kristin Michele; Des Moines, IA  
Small, Melissa Lea; Pomeroy, IA  
Smith, Robin L.; Mount Pleasant, IA

Smith, Andrea Theresa; Washington, KS  
Smith, Bobbie J.; Dubuque, IA  
Smith, Darla Jean; Mason City, IA  
Smith, Deborah A.; Norwalk, IA  
Smith, Jennifer Ann; Cedar Rapids, IA  
Smith, Jessica Sue; Blairstown, IA  
Smith, Jonathan Jared; Dubuque, IA  
Smith, Karina Lyn; Iowa City, IA  
Smith, Kristina J.; Iowa City, IA  
Smith, Melissa J.; Moline, IL  
Smith, Paula J.; Boone, IA  
Smith, Susan A.; Osage Beach, MO  
Smith, Cheryl L.; Des Moines, IA  
Smith, Leilani; Davenport, IA  
Snider, Mark E.; Great Lakes, IL  
Snyder, Amanda Marie; Ankeny, IA  
Sohl, Donna M.; George, IA  
Solis-Parks, Ana; Colona, IL  
Sorbo, Aaren Elizabeth; Newton, IA  
Sparks, Laurie A.; DeWitt, IA  
Spiegel, La Vonne S.; Peosta, IA  
Spier, Jacqueline Renee; Sumner, IA  
Sporrer, Sylvia M.; Templeton, IA  
Sprague, Stephanie Margot; Polk City, IA  
Sprenger, Kimberly; Iowa City, IA  
Sproull, Julie Ann; Winthrop, IA  
Staab, Claudette R.; Marcus, IA  
Stangl, Dawn E.; Des Moines, IA  
Starkenbourg, Carla Jean; Boyden, IA  
Starr, Joanne; Charles City, IA  
Stecker, Robert C.; Titonka, IA  
Steehler, Nancy K.; Iowa City, IA  
Steele, Sandra K.; Des Moines, IA  
Steele, Shirley Jean; Fairmont, MN  
Steeve, Megan Lynn Heerman-; Council Bluffs, IA  
Steilen, Melody P.; Dallas Center, IA  
Steinhoff, Janet A.; Hornick, IA  
Steinke, Cheryl R.; Cedar Rapids, IA  
Stephenson, Meghan Ann; Ames, IA  
Stewart, Sandra; Ankeny, IA  
Stewart, Sarah Elizabeth; Urbandale, IA  
Stocker, Donna J.; Washington, IA  
Stockner, Michele Christine; Marshalltown, IA  
Stokes, Priscilla A.; Sioux City, IA  
Storey, Karen L.; Waterloo, IA  
Strait, Holly Renee; Mount Pleasant, IA  
Strathe, Jayne; Des Moines, IA  
Stratton, Cathryn C.; Norwalk, IA  
Stratton, Debra E.; Grimes, IA  
Stringham, Norma J.; Benton, IA  
Strong, Amy Kay; Belmond, IA  
Strong, Angela K.; New Albin, IA  
Stumpf, Deborah A.; Dubuque, IA  
Sturdevant, Marlene R.; Sioux City, IA  
Sturtz, Jodi Leeann; Truro, IA  
Sullivan, Lindsay Nicole; Burlington, IA  
Swafford, Jacinta M.; Mediapolis, IA  
Swanson, Cynthia Irene; Silvis, IL  
Sweet, Sandra N.; Ely, IA  
Switzer, LeeAnn M.; Conrad, IA  
Tague, Tina Lee; Fort Dodge, IA  
Talbot, Cynthia A.; Stronghurst, IL  
Tarbell, Monna Marie; Altoona, IA  
Tasler, Kimberly L.; Jefferson, IA  
Taulbee, Mary Elizabeth; Rock Island, IL  
Taylor, Eileen; Kansas City, KS  
Taylor, Emily A.; Dubuque, IA  
Taylor, Vicki J.; Independence, IA  
Teeple, Sherri Lynn; Jefferson, IA  
Teeter, Sara Jane; Mason City, IA  
Tesch, Carol Ann; Carpenter, IA  
Thate, Danielle Lee; Trimont, MN  
Theilen, Bridget Marie; Anamosa, IA  
Theisen, Jean R.; Marcus, IA  
Thomas, Deric; Manly, IA  
Thomas, Nancy E.; Cedar Falls, IA  
Thompson, Connie K.; Des Moines, IA  
Thompson, Becky A.; Exira, IA  
Thompson, David Eugene; Tipton, IA  
Thompson, Gale L.; Houghton, IA  
Thompson, Janice J.; Clinton, IA  
Thornton, Kirk Tyler; Madrid, IA

Tiarks, Patricia E.; Sidney, IA  
Tigges, Sarah Mae; Davenport, IA  
Tim, Hazel Allison; Ames, IA  
Tischler, Mary L.; Portland, OR  
Toale, Andrea Sue; Independence, IA  
Toledano III, Rykert Oswald; Coralville, IA  
Tolle, Debra K.; Webster City, IA  
Tonelli, Lois Elaine; Mystic, IA  
Tripp, Christina Anne; New London, IA  
Tubbs, Kami Lee; Clinton, IA  
Tucker, Carole A.; Hopkinton, IA  
Tuel, Julie Jo; Otley, IA  
Turner, Kimberlee A.; Bettendorf, IA  
Ubben, Lisa J.; Aplington, IA  
Ubben, Renee Ellen; Webster City, IA  
Uhlenhopp, Pamela Faye; Hudson, IA  
Ulffers, Ruth Ann; Iowa City, IA  
Underwood, Virginia K.; Madrid, IA  
Van Ginkel, Tanya Sue; Inwood, IA  
Van Gorp, Kelly L.; Grimes, IA  
Van Zee, Kenneth Glenn; Oskaloosa, IA  
Vancleave, Patricia L.; Carlisle, IA  
VanDee, Renee; Deep River, IA  
Vander Waal, Julie; Des Moines, IA  
Vander Weerd, Bonita Sue; Searsboro, IA  
Vanheukelom, Angela R.; Colfax, IA  
Vann, Lisa M.; Cedar Rapids, IA  
VanSchouwen, Patricia J.; Sioux Center, IA  
Venneman, Monique Maria; Humboldt, IA  
Vermeersch, Linda Sue; Cedar Rapids, IA  
Versluis, Denise; Colona, IL  
Verts, Joann R.; Iowa City, IA  
Verville, Sandra J.; Des Moines, IA  
Vetterick, Denae Elizabeth; Maryville, MO  
Vieth, Joleen Marie; Reinbeck, IA  
Vincent, Jody A.; LeClaire, IA  
Vivianh, LA; Des Moines, IA  
Volk, Patricia Jane; Cascade, IA  
Vriezelaar, Ann L.; Des Moines, IA  
Wadeson, Brenda Suzanne; Cedar Rapids, IA  
Wadhams, Doris Irene; Alpha, IL  
Wagner, Julia A.; Montrose, IA  
Wagner, Cheryl A.; Dubuque, IA  
Wagner, Jo A.; Atlantic, IA  
Wakefield, Bonnie J.; Columbia, MO  
Walsh, Kevin L.; Elgin, IA  
Walters, Lisa L.; Emmetsburg, IA  
Walters, Rhonda L.; Wyoming, IA  
Wayne, Isabelle Cora; Albert Lea, MN  
Weaver, Corey Richard; Waukee, IA  
Weaver, Sharon K.; Sharpsburg, IA  
Weber, Luann; Jesup, IA  
Weber, Debra J.; Cedar Rapids, IA  
Weeda, Daniel Allen; Cedar Rapids, IA  
Weggen, Leeann Jean; Muscatine, IA  
Weispenning, Kay M.; Camanche, IA  
Wells, Diana Lynn; Britt, IA  
Wells, Kathleen M.; Pleasant Hill, IA  
Welter, Melonie Dee; Rockford, IA  
Welu, Patrick S.; Davenport, IA  
Wenger, Diana L.; Winterset, IA  
Wenke, Jan Elaine; Stanhope, IA  
Wenzel, Marianne; Independence, IA  
Wessels, Holly Renae; McGregor, IA  
Wessels, Kimberly K.; Marble Rock, IA  
West, Bonnie J.; Maynard, IA  
Westcott, Lori A. M.; Lake Mills, IA  
Westmeyer, Wendy L.; Des Moines, IA  
Westholm, Marilyn; Albert City, IA  
Wetzel, Gail Shawn; Fort Dodge, IA  
Whalen, Susan L.; Des Moines, IA  
Wheeler, Susan D. Jeffrey-; Iowa City, IA  
Whipple, Kay L.; Indianola, IA  
Whitacre, Judith K.; Unionville, MO  
White, Abbie Gail; Clear Lake, IA

White, Dara Lea; Ottumwa, IA  
White, Katherine Amanda; Ankeny, IA  
White, Luana Lee; Shellsburg, IA  
White, Vicki J.; Clinton, IA  
Whitehall, Brenda K.; Moline, IL  
Whitlatch, Deanna K.; Ankeny, IA  
Whitmore, Christina Irene; Des Moines, IA  
Wickenkamp, Rebecca Sue; Brighton, IA  
widdel, Sandra Kaye; Reinbeck, IA  
Widmer, Diane F.; Tama, IA  
Wiebe, Shiela Viola; Owings Mills, MD  
Wiechman, Lynn; Shenandoah, IA  
Wick, Stephanie R.; Marengo, IA  
Wilgenbusch, Lisa Anne; Des Moines, IA  
Wilke, Rebecca H.; Elkader, IA  
Willman, Margaret Rose; Granville, IA  
Wills, Jane M.; Galena, IL  
Wilson, Delores I.; Cedar Rapids, IA  
Wilson, Patti A.; Keokuk, IA  
Wimmer, Barbara J.; Delmar, IA  
Windolf, Robin A. Speicher-; Cedar Falls, IA  
Winkelman, Leann C.; Altoona, IA  
Winstead, Lynette M.; Elk Run Heights, IA  
Winter, Ann Foley; Clinton, IA  
Winter, Paula J.; Rock Island, IL  
Winter, Beth A.; Prole, IA  
Wirth, Beth A.; Albany, IL  
Wittstock, Kimberly R.; Dubuque, IA  
Wolf, Cheryl Ann; Monmouth, IL  
Wolf, Kristine M.; Mason City, IA  
Wolken, Jill; Earlham, IA  
Wolter, Denise M.; Rock Island, IL  
Wood, Christine D.; Des Moines, IA  
Wood, Lora M.; Clarinda, IA  
Woodard, Barbara J.; Ankeny, IA  
Woods, Sherrie S.; Bettendorf, IA  
Worley, Jane R.; Altoona, IA  
Wuebker, Heather Kathleen; Dubuque, IA  
Woods, Brenda Lou; Sioux City, IA  
Wulf, Helen Ruth; Muscatine, IA  
Wynkoop, Mary Louise; Clarence, IA  
Yaw, Elissa Jean; Rochester, MN  
Younger, Debra E.; Mount Ayr, IA  
Younts, Karen K.; Granger, IA  
Zadow, Marilyn J.; Aurelia, IA  
Zahn, Catherine A.; Waukon, IA  
Zahnd, Virginia Ellen; Marshalltown, IA  
Zaugg, Karen Outi; West Bend, IA  
Zeigler, Shayla; Ames, IA  
Zelinskas, Mark A.; Dubuque, IA  
Zephier, Mary Ann; Mondamin, IA  
Zimmerman, Jo Ann; W. Des Moines, IA  
Zook, Rebecca Jessica; Ottumwa, IA

January RNS

Abel, Vincent Paul; Columbia, MO  
Ahrens, NatalieJean; Council Bluffs, IA  
Ahrens, Shelley A.; Carroll, IA  
Alberhasky, Cheryl L.; Iowa City, IA  
Alcorn, Nicole Marie; North Liberty, IA  
Allegro, Ann Fallon; Bettendorf, IA  
Allen, Debra L.; Tipton, IA  
Allen, Jolene Ann; Burlington, IA  
Allen, Patricia; Des Moines, IA  
Allison, Kathryn C.; Marshalltown, IA  
Altman, Melinda; Cedar Rapids, IA  
Ambrosy, Luann A.; Dubuque, IA  
Amosson, Suzanne I.; Waverly, IA  
Anania, Kathleen Frances; Des Moines, IA  
Anderkay, Rosemarie; Waterloo, IA  
Anderson, Dawn Leann; Hawarden, IA  
Anderson, Glenda Kay; Milo, IA  
Anderson, Kimberly K.; Plymouth, IA

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JANUARY RNs *Continued from page 25*

Anderson, Linda D.; Burlington, IA  
Anderson, Lois Michele; Windom, MN  
Anderson, Tiffany A.; Milan, IL  
Andrews, Nicol Kristen; Boone, IA  
Androy, Faye K.; Missouri Valley, IA  
Anglese, Colleen M.; Albany, IL  
Applegate, Deloris; Earlham, IA  
Archuleta, Charlene D.; Broomfield, CO  
Arnordorfer, Marianne; Marion, IA  
Arnold, Tami L.; Le Mars, IA  
Asencio, Shirley L.; East Moline, IL  
Atkinson, Lori J.; Johnston, IA  
Atwood, Michelle A.; Richland, IA  
Axinte, Amy Hendrickson; Cedar Falls, IA  
Ayala, Jessica Lyn Reeder; Van Nuys, CA  
Baade, Janice Lee; Titonka, IA  
Babb, Jeri L.; Des Moines, IA  
Babcock, Nancy Louise; Eagle Grove, IA  
Baer, Kathy J.; Dunlap, IA  
Baer, Ruth E.; Ferguson, IA  
Bailey, Margaret A.; West Branch, IA  
Bailey, Tasha Marie; Corydon, IA  
Baker, Betty J.; Story City, IA  
Bakley, Dory Deelynn; Osceola, IA  
Balduchi, Lisa J.; Altoona, IA  
Baldus, Roberta J.; Ankeny, IA  
Baldwin, Shannah; Waukee, IA  
Ball, Ruth E.; Sergeant Bluff, IA  
Bane, Donna Jean; Lorimor, IA  
Banks, Katherine Joy; Webster City, IA  
Bankson, Ruth Ann; Alden, IA  
Bardon, Tamara S.; Council Bluffs, IA  
Bark, Rebecca L.; Marion, IA  
Barnard, Kimberly Kay; Manning, IA  
Barrett, Jody J.; Ankeny, IA  
Barrientos, Leigh Anne; Prairie, IA  
Bartley, Mary C.; Tiffin, IA  
Bartmann, Julie A.; Dubuque, IA  
Bashore, Andrea Leigh; Underwood, IA  
Bauer, Joy A.; Miles, IA  
Bauer, Karen A.; Saint Joseph, MI  
Beck, Lynn Dee; Bettendorf, IA  
Beck, Peggy S.; Mechanicsville, IA  
Becker, Kathryn D.; Mason City, IA  
Beeler, Lynne M.; Indianola, IA  
Beenen, Deborah S.; Ankeny, IA  
Begle, Kathryn M.; Farley, IA  
Behnke, Catherine A.; Dubuque, IA  
Beisel, Sheila Anne; Moville, IA  
Bell, Berdina A.; Elkader, IA  
Bell, Jessica Mary; Hanover, NH  
Bengtson, Kris Leanne; Oelwein, IA  
Benjamin, Carol Ann; Hornick, IA  
Bennett, Joyce Ann; Spencer, IA  
Bensink, Sarah Jean; Coralville, IA  
Bergman, Janet S.; Iowa City, IA  
Bernard, Michelle Lenora; Dixon, MO  
Bernard, Tina L.; Dallas Center, IA  
Berryman, Kelly Kathleen; Cedar Rapids, IA  
Bianchi, Joyce A.; Fort Dodge, IA  
Bielenberg, Nancy A.; Schleswig, IA  
Bindel, Holly A.; Pocahontas, IA  
Bishop, Alison EA; Decorah, IA  
Bishop, Cathryn Mcmahon; Manson, IA  
Black, Carol L.; Davenport, IA  
Black, Margaret J.; Milford, IA  
Blair, Jonathan David; Monticello, IA  
Blanchfield, Jean E.; Lake City, IA  
Block, Teri J.; Cedar Rapids, IA  
Blom, Brenda K.; Missouri Valley, IA  
Bodecker, Melissa Jean; Cedar Rapids, IA  
Boerjan, Donna J. Penney; Saint Ansgar, IA  
Bofenkamp, Donna A.; Cherokee, IA  
Bohling, Kristin Vernelle; Carroll, IA  
Bolender, Pamela J.; Moville, IA  
Boleyn, Jan K.; Oelwein, IA  
Bonick, Yvonne D.; Matherville, IL  
Bonin, Louanne H.; Clear Lake, IA  
Bonnema, Viola; Mason City, IA  
Bonnesen, Carol Ann; Wapello, IA  
Borelli, Julie A.; Eldridge, IA  
Bosch, Sheryl Ann; Cedar Rapids, IA  
Bouslog, Mary S.; South English, IA  
Boxwell, Alexa Shannon; West Liberty, IA  
Boyle, Brenda S.; Council Bluffs, IA  
Boyle, Kimberly Kay; Des Moines, IA  
Boyer, Carol A.; Bettendorf, IA  
Bozwell, Jean M.; Red Oak, IA  
Bradham, Marla C.; Fort Madison, IA  
Bradley, Lynne Mary; Cedar Rapids, IA  
Brand, Stacey Ann; Sioux City, IA  
Brandhorst, Jeffory; Osceola, IA  
Brandow, Kathleen R.; Mason City, IA  
Branigan IV, William; Riverside, IA  
Brathwaite, Emma M.; McDonough, GA  
Bravo, Delia Montano; Sacramento, CA  
Brecht, Deborah A.; North Liberty, IA  
Breen, Amy L.; Ames, IA  
Britton, Terry D.; Story City, IA  
Broderson, Carol A.; Davenport, IA  
Bronner, Julia Ann; Austin, MN  
Brouwer, Tracee Jean; Sibley, IA  
Brown, Donna M.; Mount Pleasant, IA  
Brown, Judy A.; Osage, IA  
Brown, Mary K.; La Porte City, IA  
Brown, Ralph Ray; Pella, IA  
Brown, Robin Leah; Cedar Rapids, IA  
Brown, Sarah E.; Chariton, IA  
Browne, Jaime D.; Osceola, IA  
Bryant, Peggy S.; Shenandoah, IA  
Buck, Elisa Michelle; Ankeny, IA  
Buechler, Karen B.; West Des Moines, IA  
Buell, Luella Mae; Holstein, IA  
Burgess, Jill Janean; Villisca, IA

Burhans, Delbert Leroy; Keokuk, IA  
Burke, Kaye S.; Marshalltown, IA  
Busche, Amanda Lynn; Marion, IA  
Buser, Sally M.; Fairfax, IA  
Bush, Kristine L.; West Des Moines, IA  
Butler, Lucinda R.; West Des Moines, IA  
Butteris, Sandra Jeanne; Marshalltown, IA  
Byard, Sandra L.; Cedar Rapids, IA  
Byrnes, Debra J.; Bettendorf, IA  
Cable, Nicole Buettner; Des Moines, IA  
Cade, Linda L.; Atlantic, IA  
Caldwell, Donetta K.; Moline, IL  
Calkins, Helga G.; Treynor, IA  
Campbell, Kimberly Ann; Carroll, IA  
Campbell, Trudy A.; Hawkeye, IA  
Campbell, Lesa A.; Bedford, IA  
Campbell, Linnia A.; Tiffin, IA  
Canaday, Therese A.; Des Moines, IA  
Cade, Jennifer E.; Cedar Falls, IA  
Carlson, Heidi J.; Burlington, IA  
Carlson, Lisa; Mason City, IA  
Carman, Deanne; Nevada, IA  
Carson, Heather Ann; Moline, IL  
Carter, Lisa June; Emmetsburg, IA  
Cass, Rhonda M.; Solon, IA  
Catalona, Patricia S.; Iowa City, IA  
Cayler, Sandy M.; Carroll, IA  
Chabal, Shari L.; Oxford, IA  
Chaddock, Darla L.; Yarmouth, IA  
Chambers, Karen; Council Bluffs, IA  
Chamley, Constance Anne; Bettendorf, IA  
Chapin, Betty J.; Northwood, IA  
Chapman, Sharon Marie; Dubuque, IA  
Chapman, Suzanne M.; Williamsburg, IA  
Chase, Judith Ann; Waterloo, IA  
Chensvold, Debrah J.; West Union, IA  
Chilberg, Mary M.; Davenport, IA  
Christ, Glee D.; Britt, IA  
Christiansen, Catherine S.; Glenwood, IA  
Christie, Rebecca A.; Clarinda, IA  
Clancy, Renee C.; Iowa City, IA  
Clancy, Thomas R.; Iowa City, IA  
Clark, Jane Ellen; Johnston, IA  
Clark, Kelly L.; Muscatine, IA  
Clark, Michelle; Yale, IA  
Clark, Patricia R.; Audubon, IA  
Clark, Theresa M.; Coin, IA  
Clarke, Mary F.; Davenport, IA  
Clausen, Dawn Marie; Missouri Valley, IA  
Clawson, Tracy Lynn; Bloomfield, IA  
Clow, Toni Jo; Cedar Rapids, IA  
Colshan, Lorie L.; Newell, IA  
Comito,, AL; Des Moines, IA  
Conant, Cari Lee; Moline, IL  
Consoer, Berilla J.; Saint Charles, IA  
Cook, A. Shirley; Bettendorf, IA  
Cook, Elizabeth Lorraine; Shellsburg, IA  
Cooper, Karol L.; Cedar Rapids, IA  
Corrin, Jane L.; Council Bluffs, IA  
Cosgrove, Deborah E.; Holstein, IA  
Cosgrove, Jennifer; Sioux City, IA  
Countryman, Elaine Helen; Waterloo, IA  
Cowman, Melanie; Ankeny, IA  
Cox, Katherine L.; Ankeny, IA  
Coyle, Kathleen J.; Cedar Rapids, IA  
Crane, Lori A.; Bettendorf, IA  
Crary, Shara LuAnn; Marion, IA  
Crawford, Kelli Ann; Dysart, IA  
Creger, Hermien; Clive, IA  
Crill, Stacy Lynnae; Delta, IA  
Criss, Patricia S.; Osceola, IA  
Critz, Deborah L.; Pleasant Hill, IA  
Cross, Letha May; Boone, IA  
Cue, Sarah Kay; Granger, IA  
Cunningham, Linda J.; Urbandale, IA  
Cusey, Tammy Carol; Urbandale, IA  
Dahl, Betsy Shalom; Rolfe, IA  
Dahlstrom, Jennifer Lyn; Fredericksburg, IA  
Danielson, Melinda Phyllis; Keosauqua, IA  
Darling, Judith M.; Des Moines, IA  
Darling, Sandra L.; Lansing, IA  
Davenport, Tina L.; North Liberty, IA  
Davidson, Nicolle Marie; Sioux City, IA  
Davidson, Douglas P.; Windsor Heights, IA  
Davis, Karen Aleatha; Sioux City, IA  
Davis, Natasha D.; Glenwood, IA  
Davis, Carla Rae; Altoona, IA  
Davis, Rita K.; Iowa City, IA  
Dawson, Ardis D.; Decatur, IA  
Day, Donna Rae; Greene, IA  
De La Bruere, Kevin Ernest; Bettendorf, IA  
De Wit, Stacia Lynn; Hull, IA  
Deal, Rosalie D.; Urbana, IA  
Dearborn, Leslie A.; Cedar Rapids, IA  
DeBruyckere, Diane M.; Portland, OR  
DeFurio, Sara Kathryn; North Liberty, IA  
DeGroot, Laurie S.; Sheffield, IA  
Deiber, Sheryl A.; Sioux City, IA  
Delashmutt, Diane M.; Davenport, IA  
Delgadillo, Denise Renee; Sioux City, IA  
Denker, Nancy A.; Denison, IA  
Dennler, Dee A.; Cedar Falls, IA  
Depoorter, Barry Joseph; Rock Island, IL  
Derby, Joleen J.; Ottumwa, IA  
Derrig, Julie A.; Council Bluffs, IA  
Devereaux, Annette M.; Fonda, IA  
DeVries, Marcia L.; Monroe, IA  
DeWalle, Rachel Anne; Marion, IA  
Dibbet, Gloria Mae; Rock Valley, IA  
Didesch, Deborah A.; East Dubuque, IL  
Dillon, Jeanine E.; Cedar Rapids, IA  
Dittmar, Margaret E.; Elizabeth, IL  
Dixon, Kristin Lea; Correctionville, IA  
Dlouhy, Marcia M.; Hudson, IA

Donahue, Janis Sue; Farnhamville, IA  
Donahue, Annette Rae; Lucas, IA  
Doolittle, Kristin J.; Webster City, IA  
Dorale, Dianne M.; Bronson, IA  
Doud, Kay M.; Ottumwa, IA  
Drews, Pauline R.; Belvidere, IL  
Drey, Susan K.; Morrison, IL  
Drum, Karen A.; Ames, IA  
Dudash, Mary H.; Plymouth, IA  
Dufoe, Jodi Lynn; Cedar Rapids, IA  
Duncan, Lora Jo; Wellsburg, IA  
Duncan, Colette K.; Ankeny, IA  
Durflinger, Catherine Marie; Cantril, IA  
Dwyer, Theresa R.; Bettendorf, IA  
Dykstra, Andrea L.; Maxwell, IA  
Earle, Debra M.; Waterloo, IA  
Easker, Cynthia A.; Lisbon, IA  
Eberling, Deborah L.; Postville, IA  
Eckard, Monica L.; Sheffield, IA  
Edgington, Mariah S.; Columbus, OH  
Edmondson, Mary K.; Spencer, IA  
EfKamp, Marti; Ankeny, IA  
Egan, Lori R.; Waukon, IA  
Ehlers, Diane May; Dubuque, IA  
Elbert, Chelsea Sue; Waukee, IA  
Ellis, Linda A.; Whiting, IA  
Ellis, Tedette L.; Council Bluffs, IA  
Elmore, Ruth Maxine; Fairfield, IA  
Elsasser, Jane M.; Clinton, IA  
Elsberry, Karlyn Marie; Ogden, IA  
Emery, Peggy L.; Cedar Rapids, IA  
Emmons, Teresa Ann; Hamilton, OH  
Emswiler, Lisa Christine; Missouri Valley, IA  
Endres, Theresa A.; Independence, IA  
Enekwechi, Patricia Nwakego; Iowa City, IA  
Engels, Rita A.; Des Moines, IA  
Engle, Kay I.; Bloomfield, IA  
Engler, Cassandra Marie; Davenport, IA  
Enockson, Cheri Kay; Council Bluffs, IA  
Erickson, Barbara J.; Oskaloosa, IA  
Erickson, Sue N.; Vinton, IA  
Espanto, Carmen Adriana; Atlantic, IA  
Essing, Dawn N.; Pocahontas, IA  
Evans, Elizabeth Anne; Strawberry Point, IA  
Evans, Sherry Ann; Kalona, IA  
Everett, Debora Kay; Fort Dodge, IA  
Fader, Rebecca J.; Carthage, IL  
Fairfield, Elizabeth Ann; Glenwood, IA  
Farfan, Jennifer Leigh; Agency, IA  
Farlow, Ruth A.; Independence, IA  
Feddersen, Amy Lee; Lawton, IA  
Fee, Katherine Louise; Blue Grass, IA  
Feenstra, Stephanie Natasha; Le Mars, IA  
Feldhacker, Beth Robyn; Spencer, IA  
Feldkamp, Iola Esther; Solon, IA  
Feldman, Katie Ferris; Cedar Rapids, IA  
Feldman, Teri K.; Alleman, IA  
Feller, Dana Marie; Redfield, IA  
Feltes, Joan D.; Delhi, IA  
Ferrari, Treasa S.; Stratford, IA  
Fett, Charlotte R.; Audubon, IA  
Fiala, Kristine H.; Granger, IA  
Fippinger, Sandria D.; Mingo, IA  
Fipps, Sharry J.; Drakesville, IA  
Fischels, Melissa Jane; Jesup, IA  
Fish, Linda S.; Davenport, IA  
Fisher, Maureen J.; Sioux City, IA  
Fitzgerald, Linda L.; Clare, IA  
Flage, Karen; Independence, IA  
Flannery, Diana C. Bauler; Washington, IA  
Flynn, Christina; Center Junction, IA  
Flynn, Donna G.; Cedar Rapids, IA  
Foley, Yvonne; Davenport, IA  
Follett, Darcey Ileen; Webster City, IA

Fong, Dawn Christine; Saint Louis, MO  
Forde, Judith Marie; Chicago, IL  
Formaro, Michelle M.; Pleasant Hill, IA  
Fox, Justin Carol; Mason City, IA  
Franklin, Kimberly Reavis; Swisher, IA  
Frazier, Diana Lynn; Dow City, IA  
Fredin, Janet R.; Mason City, IA  
Freeland, Lisa; Waterloo, IA  
Fretheim, Janet K.; Marion, IA  
Fridal, Carol J.; Hiawatha, IA  
Frideres, Judith A.; Madrid, IA  
Friend, Renee; Altoona, IA  
Friesth, Cherie Lynnet; Fort Dodge, IA  
Fry, Jacqueline Anne; Nevada, IA  
Fry, Kathleen Caroline; Mount Pleasant, IA  
Fuhr, Pamela Jean; Milan, IL  
Fuhrman, Jill E.; Volga, IA  
Fuller, Leann M.; Marshalltown, IA  
Fuller, Debra; Blainstown, IA  
Fulton, Danelle L.; Sioux City, IA  
Gadziki, Jane M.; Blue Grass, IA  
Garman, Michele Rene; Corwith, IA  
Garrigan, Maureen; Council Bluffs, IA  
Gaskins, Darlene; Milford, KS  
Gaworski, Amanda Lyn; Monticello, IA  
Geary, Annette Christine; Denver, IA  
Geerts, Brianne Nicole; Waterloo, IA  
Geery, Keri Lynn; Sac City, IA  
Geise, Donna M.; Grand Mound, IA  
Geltz, Aimee Leigh; Asbury, IA  
Gengler, Alindsey J.; Coralville, IA  
Gengler, Sharon L.; Urbandale, IA  
Gerdes, Michele Lynn; Cedar Falls, IA  
Gerds, Nicole; Davenport, IA  
Gibbons, Julie A.; Johnston, IA  
Gilbraith, Nancy E.; Rock Island, IL  
Glasgow, Karen A.; Bolingbrook, IL  
Glienne, Merry Beth; Spencer, IA  
Glynn, Teresa Joann; Cedar Rapids, IA  
Goedken, Nancy Jo; Winthrop, IA  
Goemaat, Martha R.; Des Moines, IA  
Goldsmith, Janice M.; Iowa City, IA  
Gollob, Pamela J.; Otho, IA  
Goodlett, Monica Christine; Pleasant Hill, IA  
Gordon, Wanda Lynn; Atkins, IA  
Gorter, Ruth I.; Otley, IA  
Gosselink, Jessica Kristian; Runnells, IA  
Goszczynski, Joanne Eloise; Lamont, IL  
Goth, Ann Marie; Marcus, IA  
Gotto, Jody Rose; Epworth, IA  
Graham, Maureen Y.; Fairbanks, AK  
Grant, Susan R.; Hamilton, IL  
Gray, Misty; Grimes, IA  
Grayson, Carol Jean; Ida Grove, IA  
Grecian, Judith L.; Solon, IA  
Green, Peggy E.; Urbandale, IA  
Greer, Maureen Ann; Iowa City, IA  
Gregg, Theresa C.; Council Bluffs, IA  
Grell, Beth A.; DeWitt, IA  
Grevengoed, Nanci Lynn; Rock Valley, IA  
Griffith, Lisa Lynn; Lebanon, IN  
Grob, Judith C.; Cascade, IA  
Grooms, Laura Ann; Ottumwa, IA  
Groover, Terri L.; Adel, IA  
Grotz, Lori Ann; Dubuque, IA  
Grunig, Kristin K.; Sioux City, IA  
Guy, Robin A.; Coralville, IA  
Haase, Emily Ann; Pella, IA  
Hage, Michelle R.; Inwood, IA  
Hagedorn, Roberta A.; Lakota, IA  
Hageman, Stephanie Ann; Eldridge, IA  
Haisch, Denise J.; Storm Lake, IA  
Hall, Carmel; Cedar Falls, IA  
Hall, Lisa; Cedar Rapids, IA

Hall, Virginia Marie; Clear Lake, IA  
Hall, Tamara A.; Milo, IA  
Hamilton, Connie J.; Iowa City, IA  
Hammen, Shelly M.; Rockwell City, IA  
Hammes, Jennifer C.; Sigourney, IA  
Hammitt, Elaine E.; Fairbank, IA  
Hammitt, Lisa M.; Mingo, IA  
Hammond, Rebecca J.; Cedar Rapids, IA  
Hammond, Diane M.; Polk City, IA  
Hanenbourg, Shelly K.; Manchester, IA  
Hanneman, Barbara T.; Cedar Rapids, IA  
Hansen, Jessica Marie; Granville, IA  
Hansen, Melissa Kaye; Des Moines, IA  
Hansen, Diane; Missouri Valley, IA  
Hansen, Marie Ruth; Denison, IA  
Hanson, Angela Jo; Iowa City, IA  
Hardekopf, Catherine Roseann; Ankeny, IA  
Harder, Cheryl J.; Sioux City, IA  
Hardin, Tina Marie; DeWitt, IA  
Hardy, Teresa Lynn; Villisca, IA  
Hardy, Claudia M.; Sioux City, IA  
Haring, Kay Elenor; Burlington, IA  
Harmon, Mitzi Lynn; Rock Island, IL  
Harp, Jane A.; Iowa City, IA  
Harper, Tamra J.; Cedar Falls, IA  
Harrell, Megan Marie; Eldora, IA  
Harris, Kathy L.; Pleasant Hill, IA  
Harris, Dolletha T.; Davenport, IA  
Harris, Linda; Mount Pleasant, IA  
Harrison, Jeana L.; Sioux City, IA  
Hartley, Heather Lea; Wilton, IA  
Hartman, Kenneth E.; Bloomfield, IA  
Harvey, Kara L.; West Point, IA  
Haug, Pamela; Ottosen, IA  
Haugse, Diann M.; Cedar Rapids, IA  
Hayes, Elizabeth G.; Dubuque, IA  
Hazelton, Earl Thomas; Rocky River, OH  
Headlee, Stacey Lynne; Clinton, IA  
Heald, Michelle D.; Keosauqua, IA  
Hearst-Harris, Lori A.; Muscatine, IA  
Heden, Beverly J.; Bettendorf, IA  
Heerts, Sarah Jane; New Hartford, IA  
Heijerman, Shelley Lynn; Rock Valley, IA  
Heithus, Nancie Diane; Milford, IA  
Heitzman, Taylor Lynne; Kansas City, MO  
Helling, Joelene M.; West Des Moines, IA  
Helling, Julie A.; Burlington, IA  
Hemmer, Julia P.; Dubuque, IA  
Henderson, Laura J.; Mason City, IA  
Hendricksmeyer, Ramona R.; Keokuk, IA  
Henning, Dawn M.; Latimer, IA  
Hensley, Susan J.; Gig Harbor, WA  
Hermanson, Tanya L.; North Liberty, IA  
Herrick, Michelle Marie; West Des Moines, IA  
Herrig, Amy; La Motte, IA  
Hess, Elizabeth; Elkhart, IA  
Higgins, Diane M.; Council Bluffs, IA  
Hightshoe, Gay A.; Boone, IA  
Hill, David Charles; Iowa City, IA  
Hill, Jodi Lynn; Osceola, IA  
Hill, Karen V.; Onawa, IA  
Hillebrand, Carol J.; Clear Lake, IA  
Hilsenbeck, Sheila R.; Ogden, IA  
Hinkel, Betty J.; Onawa, IA  
Hinkle, Kimberly K. Brobst; Johnston, IA  
Hinkley, Linda M.; Forest City, IA  
Hoag, Debra Anne; Council Bluffs, IA  
Hobbie, Tanya Sue; Sidney, IA  
Hobbiebrunken, Ramona Kay; Albert Lea, MN  
Hobbs, Mary C.; Urbandale, IA  
Hockman, Cynthia S.; Ankeny, IA  
Hodson, Nancy L.; Farmington, IA  
Hoeffling, Bonnie K.; Sioux City, IA

Hoffard, Amanda Sue; Cedar Rapids, IA  
Hoffey, Delores M.; Iowa City, IA  
Hoffman, Penny Sue; Marshalltown, IA  
Hoffman, Vonice J.; Jesup, IA  
Hofmann, Susan Lynn; Titonka, IA  
Hoksbergen, Marilyn R.; Pella, IA  
Holida, Denise L.; Iowa City, IA  
Holland, Linda K.; Audubon, IA  
Hols, Kimberly A.; Runnells, IA  
Holtz, Naomi R.; Merrill, IA  
Holtzman, Marnie Anell; Parkersburg, IA  
Honkomp, Bobbi Jeanne; Primghar, IA  
Horsley, Maureen Reeves; Emmetsburg, IA  
Hoss, Jill Christine; Council Bluffs, IA  
Hotz, Nancy L.; Iowa City, IA  
Houk, Marilou; Pella, IA  
Hovey, Amanda Jean; Des Moines, IA  
Howard, Lynne M.; Des Moines, IA  
Hruby, Jessica Rae; Williamsburg, IA  
Hubler, Judy D.; Cedar Rapids, IA  
Hudson, Beckie Ann; Iowa City, IA  
Hughes, Sandra S.; Cedar Rapids, IA  
Huisman, Theresa Lynn; Bondurant, IA  
Hultman, Susan J.; Iowa City, IA  
Hunt, Candace Fae; Marshalltown, IA  
Huxford, Connie L.; Norwalk, IA  
Ingersoll, Pornruethai; Waverly, IA  
Jaksich, Julianne M.; Clive, IA  
James, Lisa Renee; Lynnville, IA  
Jemmi, Susan Kathleen; Lombard, IL  
Jenkins, Julie A.; Sioux City, IA  
Jenner, Jody Jay; Ankeny, IA  
Jennings, Elizabeth Louise; Urbandale, IA  
Jennings, Diane M.; West Point, IA  
Jensen, Janice D.; Van Meter, IA  
Jensen, Cynthia S.; Adel, IA  
Jensen, Tina M.; Johnston, IA  
Jepsen, Tammy J.; Danbury, IA  
Jewell, Amy Noel; Dubuque, IA  
Jimenez, Regena; Newton, IA  
Johnson, Calla L.; Elk Horn, IA  
Johnson, Catherine Joy; Dallas City, IL  
Johnson, Connie M. Coldiron; Adel, IA  
Johnson, Mary J.; La Porte City, IA  
Johnson, Maurine Anjanette; Ruthven, IA  
Johnson, Cynthia L.; Clinton, IA  
Johnson, Glenda M.; Lone Tree, IA  
Johnson, Julie; Spirit Lake, IA  
Johnson, Patricia; Iowa City, IA  
Johnston, Norene Faye; Knoxville, IA  
Jones, Anna M.; Sherrard, IL  
Jonker, Laura; Cedar Rapids, IA  
Joslin, Rebecca A.; Fort Dodge, IA  
Jury, Jennifer Marie; Davenport, IA  
Jung, Linda Dianne; Council Bluffs, IA  
Kalb, Mary A.; Peosta, IA  
Karsjens, Kerri Kay; Cedar Falls, IA  
Kauffman, Emily Beth; Johnston, IA  
Kazda, Sherry L. Dietz; Plainfield, IA  
Keeler, Alicia Helaine; Fort Dodge, IA  
Keenan, Susan Joan; Cedar Rapids, IA  
Keller, Vicki L.; Bettendorf, IA  
Kelley, Carolyn E.; Lena, IL  
Kelley, Teresa E.; Sioux City, IA  
Kelly, Crystal Renee; Davenport, IA  
Kennedy, Regina D.; Des Moines, IA  
Kenney, Meghan L. McGonigal; Iowa City, IA  
Kerofsky, Mary E.; Moline, IL  
Kerr, Sherri Lynne; Hull, IA  
Ketchum, Robin A.; Des Moines, IA  
Keul, Cheryl L.; Altoona, IA  
Kincade, Angela Kate; Des Moines, IA  
King, Renee V.; Des Moines, IA

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**JANUARY RNs** *Continued from page 26*

Kinney, Sally L.; Mount Pleasant, IA  
Kirbach, Kathleen J.; Runnells, IA  
Kirchhof, Gary A.; Cresco, IA  
Kirkegaard, Mary Beth; Sioux City, IA  
Kitzmann, Jean M.; Sioux City, IA  
Kline, Sherrie W.; Knoxville, IA  
Klinefelter, Gloria J.; Dubuque, IA  
Klingman, Karon M.; Volga, IA  
Kluver, Faylene J.; Ankeny, IA  
Kmetz, Patricia R.; Moline, IL  
Knight, Steven Joseph; West Point, IA  
Knoble, Stephanie Ann; Council Bluffs, IA  
Knoll, Rikka Marie; Cedar Rapids, IA  
Koeppen, Kay Kathryn; Newton, IA  
Kohl, Nancy A.; Solon, IA  
Kohlmeyer, Theresa L.; Waterloo, IA  
Kolander, Stasha Rae; Jackson, MN  
Koopmann, Mary; Iowa City, IA  
Kornstad, Lori A.; Urbandale, IA  
Kosman, Lala Phayne; Indianola, IA  
Kovar, Jana C.; Cedar Rapids, IA  
Kraehling, Margaret Y.; Davenport, IA  
Kramer, Donna J.; Superior, IA  
Kramer, Janet Marie; East Dubuque, IL  
Krapfl, Lee Ann; Dubuque, IA  
Kray, Tamela; Monticello, IA  
Kreft, Sarah Vickery; Fort Dodge, IA  
Kreft, Donna A.; Fort Dodge, IA  
Krone, Teresa A.; Cedar Rapids, IA  
Kruse, Colleen A.; Storm Lake, IA  
Kruse, Lori J.; West Des Moines, IA  
Kruse, Terri J.; West Des Moines, IA  
Kula, Lori J.; Delhi, IA  
Kunert, Pamela J.; Iowa City, IA  
LaFleur, Allison Leigh; Coralville, IA  
Lakose, Susan J.; Clear Lake, IA  
Lamb, Angela Marie; Boone, IA  
Lamb, Denise L.; Urbandale, IA  
Lamb, Kenneth J.; Iowa City, IA  
Landers, Patricia E.; Greene, IA  
Lang, Charles E.; Sioux City, IA  
Lange, Sarah E.; Cedar Rapids, IA  
Langridge, Christine; Ankeny, IA  
Lapke, Mary Ann; Dunlap, IA  
Larsen, Jennifer L.; Fairfield, IA  
Larson, Christina Rae; Ames, IA  
Larson, Diane C.; Des Moines, IA  
Larson, Eudeana R.; Sheffield, IA  
Latham, Julie Beth; Bettendorf, IA  
Laugesen, Kelly Jo; Dubuque, IA  
Laughlin, Lisa Marie; Ames, IA  
Laurin, Kevin Patrick; Des Moines, IA  
Lax, Teresa L.; Cedar Rapids, IA  
Leahy, Deborah Jean; Clinton, IA  
Leaven, Becky S. Pottorff; Iowa City, IA

Lee, Linda S.; Brandon, IA  
Lees, Jeanine M.; Orion, IL  
Leffler, Samantha Leeann; Waukee, IA  
Lehman, Jesicah Megan; Cascade, IA  
Leibli, Amy Renee; Sperry, IA  
Leland, Ann M.; Solon, IA  
Leonard, Debra Ann; Ryan, IA  
Lepper, Janet L.; Indianola, IA  
LeWarne, Amy Beth; Marshalltown, IA  
Lewerke, JoAnn; Garner, IA  
Link, Daniel F.; Carman, IL  
Lloyd, Rose A.; Spencer, IA  
Lockridge, Beverly K.; Johnston, IA  
Loew, Lou Ann; Carroll, IA  
Lofgren, Maria A.; Iowa City, IA  
Lofgren, Kathleen L.; Sioux City, IA  
Long, Becky L.; Keokuk, IA  
Long, Merlin Ernest; Panora, IA  
Long, Michael S.; Ames, IA  
Lorenz, Constance M.; Cedar Rapids, IA  
Lov, Mary Ann R.; Conyers, GA  
Loveless, Brenda J.; Hudson, IA  
Lowman, Davi E.; Sherburn, MN  
Loy, Heather J.; Cedar Falls, IA  
Ludwig, Kristina Marie; Glenwood, IA  
Ludwig, Tracy Lynn; Wesley, IA  
Luethje, Beverly J.; Nevada, IA  
Lundholm, Shelly Lynn; Johnston, IA  
Lyle, Rosemary L.; Haverhill, IA  
Lynn, Pamela Jo; Iowa City, IA  
Lyons, Ame C.; Burlington, IA  
Lyons, Holly A.; Humboldt, IA  
Mackey, Jennifer Marion; Des Moines, IA  
MacNaughton, Neil S.; Iowa City, IA  
Magboul, Rogaia Hassan; Iowa City, IA  
Magner, Cully Dawn; Gillette, WY  
Maiers, Barbara S.; Dubuque, IA  
Majerus, Amy Sue; Lakefield, MN  
Maker, Katy M.; Decorah, IA  
Malone, Leeanne Marie; Chariton, IA  
Manchester, Brianne Lee; Madrid, IA  
Mann, Rita; Camanche, IA  
Mann, Ellen L.; Gilman, IA  
Marburger, Philip A.; Malvern, IA  
Mark, Jeanne; Altoona, IA  
Martensen, Katherine J.; Cedar Rapids, IA  
Martin, Karen A.; Bettendorf, IA  
Martinsen, Hollie Jo; Des Moines, IA  
Mason, Sandra Sue; Osceola, IA  
Mastalio, Florence E.; Iowa City, IA  
Matchinsky, Christine D.; Des Moines, IA  
Mattox, Mary B. Mason; Clive, IA  
Maxwell, Carol J.; Glenwood, IA  
Mayne, Shellie Ann; Afton, IA  
Mayou, Anita K.; Lake Park, IA

McCandless, Amanda Marie; Whiting, IA  
McCarville, Joyce A.; Fort Dodge, IA  
McClean, Sandra L.; East Moline, IL  
McCleary, Sandra; Okoboji, IA  
McConnell, Audrey JoHannah; Marshall-town, IA  
McConnell, Cynthia L.; Cedar Rapids, IA  
McCormick, Barbara Lynette; Scotch Grove, IA  
Mccoy, Margaret L.; Waterloo, IA  
McCoy, Kristin; Ottumwa, IA  
McCulley, Brenda L.; Urbandale, IA  
McCullough, Jeanna Carol; Harlan, IA  
McEvoy, Maureen K.; Central City, IA  
McGarvey, Kristina Marie; Coralville, IA  
Mcginness, Angela K.; Chicago, IL  
Mckillip, Julie A.; West Liberty, IA  
Mclarty, Deborah M.; Sergeant Bluff, IA  
Mcvey, Rhonda D.; Des Moines, IA  
Mcvicker, Mary Jo; West Des Moines, IA  
Meadowcroft, Edward R.; Mitchellville, IA  
Means, Kathleen; Corning, IA  
Mehaffy, Cindy L.; Burlington, IA  
Meints, Joanna Lyn; Eldora, IA  
Mellody, Karen Anne; Bondurant, IA  
Merry, Mary Jo; Davenport, IA  
Meyer, Lori E.; Cedar Rapids, IA  
Meyer, Starla K.; Hull, IA  
Meyers, Julie Ann; Dubuque, IA  
Michelson, Brian; West Burlington, IA  
Mickelson, Ruth T.; Woden, IA  
Miller, Pamela Jo; Denver, IA  
Miller, Brandi J.; Iowa City, IA  
Miller, Jamie Lynn; Fort Dodge, IA  
Miller, Kimberly K.; Keystone, IA  
Miller, Candace J.; East Dubuque, IL  
Miller, Marcie Ann; Thayer, IA  
Miller, Marlys J.; Conroy, IA  
Miller, Susan E.; Dubuque, IA  
Miller, Susan K.; Des Moines, IA  
Mills, Debra K.; Nora Springs, IA  
Mingo, Aunderia Doreen; Waterloo, IA  
Mitchell, Danielle R.; Des Moines, IA  
Mitchell, Melissa Ann; Pleasant Hill, IA  
Moeller, Maxine A.; Walcott, IA  
Moffitt, Sharon; Creston, IA  
Mohning, Susan M.; Salix, IA  
Moon, Brandy Lynn; W. Des Moines, IA  
Moralez, Molly Kay; Prairie City, IA  
Morehead, Heather Margaret; Akron, IA  
Morgan, Phyllis A.; Arlington, IA  
Morgan, Sallie A.; Fairfield, IA  
Morgan, Beverly A.; Jefferson, IA  
Morris, Gloria D.; Otley, IA  
Morris, Lori J.; Long Grove, IA  
Morrow, Mindy Kay; Council Bluffs, IA  
Moss, Caterina Jean; West Union, IA

Mowery, Ann E.; Carlisle, IA  
Mowery, Nancy J.; Council Bluffs, IA  
Mowry, Linda M.; Bennett, IA  
Mulder, Kem J.; Waterloo, IA  
Muller, Suzanne M.; Walford, IA  
Mumm, Marguerite K.; Carroll, IA  
Murphy, Jennifer Sophia; Lyle, MN  
Murphy, Renee Lynn; Peosta, IA  
Muth, Cynthia R.; Emmons, MN  
Myers, Valerie J.; Ames, IA  
Napier II, David Carl; Blue Grass, IA  
Napoles, Tara Lea; Keosauqua, IA  
Nelson, Karol J.; McGregor, IA  
Nelson, Kristen J.; New Boston, IL  
Nepple, Melissa Marie; Vail, IA  
Nessa, Kathie J.; Des Moines, IA  
Neumayer, Stephanie Sue; Breda, IA  
Newberry, Nancy M.; Keokuk, IA  
Newell, Nancy Ann; Geneseo, IL  
Newman, Larry Martin; Davenport, IA  
Newquist, Irene Lynn; Sidney, IA  
Newton, Rita M.; Waukon, IA  
Nibaur, Rose Ann; Elma, IA  
Nichols, Jeanie; Shell Rock, IA  
Noack, Shelley L.; Guttenberg, IA  
Nolan, JoAnn; Hanover, IL  
Norlin, Jonna M.; Des Moines, IA  
Norton, Glenda J.; Hartley, IA  
Novacek, Patricia M.; Boone, IA  
Nuss, Shelby; Sterling, KS  
Oakley, Virginia Astrid; Marion, IA  
O'Brien, Helen A.; Coggon, IA  
Obrien, Jane M.; Marion, IA  
Obrien, Steve K.; Dubuque, IA  
O'Bryan, Laurie Jane; LaGrange Park, IL  
OConnell, Carol A.; Delhi, IA  
Oelberg, Darcie Michelle; Carlisle, IA  
Ogden, Berdette G.; What Cheer, IA  
Ohrt, Rita Ann; Plainfield, IA  
Okerbloom, Tina Lee; Council Bluffs, IA  
Oldakowski, Deborah A.; Shellsburg, IA  
Oldenkamp, Sara J.; Huxley, IA  
Olsen, Caroline M.; Madrid, IA  
Olson, Mandi; Glenwood, IA  
O'Neill, Alicia Marie; Charles City, IA  
On'Gesa, Melissa Marie; Glenwood, IA  
Opheim, Bryena Rae; Coralville, IA  
Orr, Cornelius E.; Des Moines, IA  
Osler, Jenneth L.; Redfield, IA  
Oswald, Bonnie L.; Manson, IA  
Packard, Cathy Ann; Fort Madison, IA  
Paczkowski, Jill Kathleen; Waterloo, IA  
Park, Lynn A.; Graettinger, IA  
Parker, Sandra Jean; Sioux City, IA  
Parker, Carrie A.; Des Moines, IA  
Parkhurst, Anne M.; Waterloo, IA  
Parks, Mary E.; Oskaloosa, IA  
Parmerlee, Amalie Claire; Ankeny, IA  
Parrott, Connie F.; Sioux City, IA  
Patten, Mary Jo; Victor, IA  
Patterson, Mackenzie Lyn; North Liberty, IA  
Patterson, Marilyn J.; Palo, IA  
Patterson, Theresa Lynn; Callender, IA  
Paulos, Dixie Lee; Bloomfield, IA  
Pearson, Jennifer Rose; Ankeny, IA  
Pearson, Janice L.; Knoxville, IA  
Pearson, Melissa Diane; Newton, IA  
Pelton, Angela Michelle; Webster City, IA  
Pennington, Theresa A.; Martelle, IA  
Perez, Christine Rana; Davenport, IA  
Perez, Lisa Lynn; Haslett, MI  
Perina, Joy Elizabeth; Walnut, IA  
Perpich, Deborah S.; Urbandale, IA  
Perry, Constance S.; New Providence, IA  
Peters, Joyce L.; Estherville, IA  
Peters, Connie Jean; Ames, IA  
Peters, Shari A.; Clinton, IA  
Petersburg, Kathy L.; Decorah, IA  
Petersen, Susan Kay; DeWitt, IA  
Peterson, Tammy L.; Camanche, IA  
Pezolt, Adela M.; Clive, IA  
Phillips, Barbara Jean; Spencer, IA  
Phillips, Michele M.; Carroll, IA  
Pickard, Jill Michelle; New Sharon, IA  
Piegors, Julie A.; Iowa City, IA  
Pieper, Cynthia S.; Anamosa, IA  
Piotrowski, Mary A.; Clarion, IA  
Pisney, Mary E.; Iowa Falls, IA  
Pitzen, Cinda L.; Peru, IA  
Place, Tiffany Renee; Urbandale, IA  
Plagman, Sarah A.; Carson, IA  
Plooster, Dawn E.; Mount Pleasant, IA  
Polle, Dixie H.; Sioux City, IA  
Porter, Linda M.; Davenport, IA  
Poss, Marilyn; Burlington, IA  
Powell, Caprini Denice; Cedar Rapids, IA  
Powers, Brianna Nicole; Des Moines, IA  
Powers, Deborah A.; Ankeny, IA  
Price, June Lynch; Dubuque, IA  
Price, Rhonda S.; Solon, IA  
Prothman, Tracy Lynn; Algona, IA  
Prymek, Lori Beth; Des Moines, IA  
Purdy, Rhonda S.; Treynor, IA  
Quinn, Kathleen M.; Donahue, IA  
Quinn, Mary R.; Des Moines, IA  
Rachut, Rebecca A.; Fertile, IA  
Rainey Jr, Leland Felton; Des Moines, IA  
Ralls, Robin; Greene, IA  
Ramm, Denise K.; Sioux City, IA  
Rasmussen, Christina R.; Ankeny, IA  
Rasmussen, Erica; Des Moines, IA  
Rasmussen, Lucille Katherine; Silvis, IL  
Rebarcak, Peggy J.; Lovilia, IA  
Reece, Jennifer Sue; Central City, IA  
Reed, Douglas J.; Des Moines, IA  
Reed, Sandra S.; Coralville, IA

Reemtsma, Leora R.; Rock Rapids, IA  
Reiland, Karen A.; Solon, IA  
Reischl, Nancy A.; Fairmont, MN  
Reischl, Wanda J.; Manilla, IA  
Reisdorfer, Linda; Magnolia, MN  
Rennison, Juliane M.; Dubuque, IA  
Renz, Catherine A.; Harlan, IA  
Renze, Michele Yvonne; Ankeny, IA  
Ressler, Christine L.; Mason City, IA  
Rich, Ingrid Hoffmann; Indianapolis, IN  
Richards, Jana Michele; Rancho Cordo-va, CA  
Richardson, Brynn Catherine; Ames, IA  
Richardson, Jacqueline Kay; Bonaparte, IA  
Richmond, Eunice K.; Hawarden, IA  
Riddle, Amy Jean; Whiting, IA  
Riley, Patricia Tegtmeier; Iowa City, IA  
Rlndels, Erin Elizabeth; Iowa City, IA  
Ritchey, Virginia L.; New London, IA  
Rittenmeyer, Sarah Amelia; Iowa City, IA  
Ritter, Brenda S.; Clear Lake, IA  
Robb, Michelle Lea; Waterloo, IA  
Roberts, Janis L.; Moline, IL  
Roberts, Judith Mary; Des Moines, IA  
Robins, Lisa Ann; Le Mars, IA  
Robinson, Denise D.; LeClaire, IA  
Robinson, Duveen E.; Iowa City, IA  
Rockwell, Heidi Lynn; Grinnell, IA  
Rodriguez, Pamela Ann; Temple, GA  
Roenfeld, Barbara E.; Glenwood, IA  
Rogers, Leona M.; Sioux City, IA  
Rohrsen, Evelyn Ruth; Waverly, IA  
Roll, Dixie J.; Nashua, IA  
Romanelli, Cheryl F. Irmer; Des Moines, IA  
Rosander, Kimberly King; Manchester, PA  
Rourke, Carolyn M.; Iowa City, IA  
Royer, Marsallyn June; Minburn, IA  
Ruba, Amy Jo; Remsen, IA  
Rubenbauer, Deborah A.; Marshalltown, IA  
Rude, Dawn T.; Eldridge, IA  
Ruff, Tamra L.; Emerson, IA  
Russell, Ann M.; Burlington, IA  
Ryan, Sandra; Marcus, IA  
Ryder, Sharon M.; Bettendorf, IA  
Ryerkerk, Marla Joan; Carlisle, IA  
Sackett, Mellissa Jean; Sioux City, IA  
Saito, Janice N.; Bettendorf, IA  
Salkil, Tracy Anne; Davenport, IA  
Sampson, Elaine M.; Colesburg, IA  
Sampson, Linda J.; Des Moines, IA  
Sams, Stacy Joy; Urbandale, IA  
Sargent, Amanda Michelle; Des Moines, IA  
Saunders, Rebecca S.; Eldridge, IA  
Sayasenh, Veo Prakai; Cedar Rapids, IA  
Scaletta, Mona R.; Sioux City, IA  
Scallly, Angela Rose; Waterloo, IA  
Schaffner, Trista Leigh; North English, IA  
Scharf, Erica Sue; Ottumwa, IA  
Schilb, Kimberly A.; Birmingham, IA  
Schill, Christine J.; Union, IA  
Schlee, Julie A.; Cedar Rapids, IA  
Schlichte, Mary E.; Cedar Rapids, IA  
Schlutz, Teri Christine; Letts, IA  
Schmidt, Joann; Saint Ansgar, IA  
Schmitz, Nicholas James; Waterloo, IA  
Schmitz, Pamela Jo; Cedar Rapids, IA  
Schneberger, Marie T.; Calmar, IA  
Schnoes, Mary Elonore; Coralville, IA  
Schoening, Rebecca Jean; Farragut, IA  
Schott, Ann M.; LaPorte City, IA  
Schrader, Judith A.; Elk Horn, IA  
Schueller, Deborah Ann; East Dubuque, IL  
Schulte, Madeline L.; Amana, IA  
Schultz, Dawn; Clarion, IA  
Schwartz, Regina L.; Clinton, IA  
Schwartz, Scott A.; Pleasantville, IA  
Schwartz-Bryan, Valerie A.; Ames, IA  
Schwartz Nelson, Susann Helena; South Haven, MN  
Scott, Jane A.; Centerville, IA  
Seipold, Kathleen M.; Council Bluffs, IA  
Septer, Trena Kay; Oskaloosa, IA  
Serrano, Connie L.; Davenport, IA  
Severin, Nicole Marie; W. Des Moines, IA  
Shaw, Joel David; Council Bluffs, IA  
Sheehan, Alyce M.; East Dubuque, IL  
Shever, Pamela J.; Correctionville, IA  
Shimp, Michelle Dawn; Urbandale, IA  
Shinkunas, Mary Jo; Chicago, IL  
Shoemaker, Michael D.; Winterset, IA  
Shough, Becky Lee; Carlisle, IA  
Shrader, J. Anthony P.; Cedar Rapids, IA  
Sides, Sally A.; Laporte City, IA  
Siebel, Lashelle Marie; Dysart, IA  
Siefken, Julie Marie; W. Des Moines, IA  
Siemens, Cathy Jo; LaPorte City, IA  
Silbernagel, Martin Allen; Underwood, IA  
Sime, Sandra K.; Northwood, IA  
Simkins, Kimberly A.; Sanborn, IA  
Simmons, Jana L.; Albia, IA  
Simmons, Susan B.; Burlington, IA  
Simon, Kathleen M.; Council Bluffs, IA  
Simons, Brianne Marie; Atlantic, IA  
Simpson, Lisa M.; West Liberty, IA  
Sincox, Colleen M.; Marshalltown, IA  
Skarda, Marjorie R.; Afton, IA  
Skiles, Lydia Jeanne; Davenport, IA  
Skoff, Julie Ann; LeClaire, IA  
Slade, Elaine C.; Janesville, IA  
Smith, Jennifer Lee; Danville, IA  
Smith, Nichole Susanne; Milan, IL  
Smith, Brenda M.; Britt, IA  
Smith, Gail L.; Humboldt, IA  
Smith, Jayma K.; Humeston, IA  
Smith, Julie L.; Council Bluffs, IA  
Smith, Kimberly J.; Marshalltown, IA

Smith, Mary F. Bernabe; Des Moines, IA  
Smith, Rose Anne; Clinton, IA  
Smith, Tara A.; Garner, IA  
Smoger, Debra L.; Austin, MN  
Smolenski, Marla Dee; Lynn Center, IL  
Sneller, Elizabeth A.; Oskaloosa, IA  
Sneller, Holly; Des Moines, IA  
Snodgrass, Jana Beth; Kellogg, IA  
Sojka, Barbara R.; Coralville, IA  
Song, Ginger Maureen; Ankeny, IA  
Sorenson, Norene G.; Fort Dodge, IA  
Sparks, Melissa Denise; Des Moines, IA  
Speltz, Jennifer Lynn; Urbana, IA  
Spooner, Kara Beth; Morrison, IL  
Spooner, Elyse D.; Clinton, IA  
Stagg, Beverly J.; Unionville, MO  
Stamer, Karie Ann; Hospers, IA  
Stangl, Connie K.; Ayrshire, IA  
Stark, Amy; Thor, IA  
Stecher, Katrina L.; Clarion, IA  
Steege, Linda R.; Fredericksburg, IA  
Steenhard, Emily Anne; Creston, IA  
Steinbron, Deloyce D.; Jesup, IA  
Stephens, Debra K.; Honey Creek, IA  
Stevens, Sara; Emmetsburg, IA  
Stevens, Teresa M.; Des Moines, IA  
Stevenson, Angela I.; Burlington, IA  
Stewart, Lu Ann T.; North Liberty, IA  
Stiegelmeyer, Kim L. Peterson; Cedar Rapids, IA  
Stineman, Anita M.; Letts, IA  
Stjernberg, Sandra L.; Ankeny, IA  
Stodgell, Deanne A.; Mount Pleasant, IA  
Stortenbecker, Rose M.; Council Bluffs, IA  
Stouill, Jolene K.; Spirit Lake, IA  
Strandell, Beverly L.; Eldora, IA  
Stravers, Melissa Lynn; Prairie City, IA  
Strom, Kimberly Dawn; Sioux City, IA  
Strub, Beth; Le Mars, IA  
Stucky, Mackenzie Ann; Fort Dodge, IA  
Sturm, Ann Kathleen; Kahoka, MO  
Suchy, Babbette Ann; Des Moines, IA  
Sullivan, Jane M.; Davenport, IA  
Summy, Amy; Colfax, IA  
Surey, Nadine A.; Moline, IL  
Swafford, Judy A.; Iowa City, IA  
Swanson, Amy Joan; Ames, IA  
Swanson, Jerra Lee; Red Oak, IA  
Swartz, Janella Margaret; Milford, MA  
Switzer, Angela M.; Bettendorf, IA  
Symens, Sandra Lynn; Duncombe, IA  
Tabatabai, Julie L.; Grinnell, IA  
Taeger, Joyce A.; West Burlington, IA  
Tatman, Leann; West Branch, IA  
Taylor, Lynn Barbara; La Harpe, IL  
Taylor, Jolene L.; Wichita, KS  
Taylor, Susan Diane; Oakland, IA  
Terwilliger, Paige Renee; Cedar Falls, IA  
Teunissen, Tamra D.; Doon, IA  
Theisen, Jeanne Ann; Sioux City, IA  
Thies, Laura Diane; Iowa Falls, IA  
Thill, Angela; Algona, IA  
Thoma, Dawn Frances; Dubuque, IA  
Thomas, Tralee Ann; Mason City, IA  
Thompson, Christine M.; Rock Island, IL  
Thompson, Karla C.; Adel, IA  
Thrift, Brenda Renee; Whiting, IA  
Tiedemann, Kristin Frances; Morris, IL  
Tiefenthaler, Brenda; Sioux Rapids, IA  
Timm, Jill; Victor, IA  
Titus, Ann E.; Newton, IA  
Toczek, Martha; Ireton, IA  
Tomkins, Edith L.; Waterloo, IA  
Tommingo, Barbara K.; Charles City, IA  
Tope, Harvey J.; Storm Lake, IA  
Toussaint, John D.; Iowa City, IA  
Townsend, Jane R.; Clarion, IA  
Traore, Fatoumata; Coralville, IA  
Trenkamp, Angela M.; Iowa City, IA  
Triplett, Jodi Marie; Sutherland, IA  
Troyer, Marcie L.; Ankeny, IA  
Trueblood, Tricia Lynne; Lehigh, IA  
Truesdell, Jillian N. Peter; Davenport, IA  
Truex, Renee Y.; Mason City, IA  
Tucker, Sheri A.; Hopkinton, IA  
Tully, Jane A.; Dubuque, IA  
Turner, Kimberley L.; Solon, IA  
Turner, Marlene M.; Pacific Junction, IA  
Tuthill, Jason Michael; Dubuque, IA  
Uhlenhopp, Vicki L.; Cedar Falls, IA  
Ullmann, Marilyn R.; Spencer, IA  
Ulmer, Gretchen K.; Marion, IA  
Umberhower, Loretta Sue; Orient, IA  
Unger, Caron Marie; APO, AE  
Ungerer, Mark D.; Hawkeye, IA  
Ungs, Janet L.; Marion, IA  
Updegraff, Rosalind M.; Trenton, MO  
Urich, Susan M.; Runnells, IA  
Vaassen, Stacie L.; Asbury, IA  
Valenta, Stephen Lee; Solon, IA  
Van Beek, Mindy Ann; Granville, IA  
Van Dyke, Deborah Jean; Waterloo, IA  
Van Effen, Sara Ann; Urbandale, IA  
Van Gerpen, Pamela S.; Garner, IA  
Vancamp, Crystal Ann; Davenport, IA  
VanderVeen, Jenna Cristine; Ames, IA  
VanderVeen, Kathryn Ann; Ocheyedan, IA  
Vanderzwan, Carol A.; Mediapolis, IA  
VanDeWostine, Kimberly Lynn; East Moline, IL  
Vannoni, Debra K.; Waterloo, IA  
Vannorsdel, Patricia A.; Boone, IA  
Varghese, Cicily K.; Urbandale, IA  
Varner, Pamela J.; Earlham, IA  
Veach, Christina F.; Durango, IA  
Vergo, Rose Ellen; East Moline, IL

*Continued on page 28*



JANUARY RNs *Continued from page 27*

Vicker, Brooke Elizabeth; Winfield, IA  
Vincent, Douglas J.; Iowa City, IA  
Vittetoe, Amanda Lee; Washington, IA  
Vo, Diane; Sioux City, IA  
Volesky, Jodi L.; Swisher, IA  
Voorhis, Carole A.; Urbandale, IA  
Vorthmann, Alisha Marie; Treynor, IA  
Wahlert, Deborah A.; Mitchellville, IA  
Wahlig, Krista Anne; Iowa City, IA  
Wainwright, Julie Ann; Villisca, IA  
Walk, Linda M.; Norwalk, IA  
Walker, Cynthia K.; Urbandale, IA  
Walker-Connell, Brenda Denise; Iowa City, IA  
Walls, Linda R.; Treynor, IA  
Walski, Susan Kathleen; Logan, IA  
Walters, Kimberly Sue; Polk City, IA  
Wanfalt, Dawn R.; Morning Sun, IA  
Ward, Debra S.; Durant, IA  
Wardell, Mary E.; Cedar Falls, IA  
Warg, Jamie Lee; Huxley, IA  
Wassenhove, Teresa Jean; Moline, IL  
Wassman, Brenda J.; Ocheyedan, IA  
Wastier-Colwell, Cathie; Ankeny, IA  
Wathen, Dennis J.; Grinnell, IA  
Weaver, Mary Lee; Rippey, IA  
Webber, Miriam L.; Hubbard, IA  
Weeks, Gail Ann; Gladstone, IL  
Wegmann, Jill R.; Solon, IA  
Wehrle, Scott E.; Pleasant Hill, IA  
Weigel, Anna M.; Edgewood, IA  
Weigel, Luann L.; Grinnell, IA  
Welch, Jamie Lynn; Clive, IA  
Wendt, Linda Sue; Nevada, IA  
Werner, Pamela K.; Oskaloosa, IA  
Wessel, Kara Marie; Colesburg, IA  
West, Laura Sue; Montrose, IA  
Wettach, Sandra R.; Muscatine, IA  
Wharton, Angela Ann; Dows, IA  
Whetstone, Sherry L.; Swisher, IA  
White, Andrea Celeste; Council Bluffs, IA  
White, Thomas W.; North Liberty, IA  
Whitney, Michelle Catherine; Gray, IA  
Whitson, Gwynne E.; Vinton, IA  
Wickham, Tracey Lynn; Coralville, IA  
Wilder, Beverly A.; Marshalltown, IA  
Wildt, Terri L.; Des Moines, IA  
Wilkins, Cynthia Louise; Glenwood, IA  
Willemssen, Deborah L.; Pella, IA  
Willenborg, Patricia May; Robins, IA  
Willer, Phyllis A.; West Des Moines, IA  
Williams, Bethany Lynn; Indianola, IA  
Williams, Laura Groberg; Coralville, IA  
Williams, Mary Ellen; Hebron, IN  
Williams, Susan A.; Moline, IL  
Williams, Teresa K.; Cedar Rapids, IA  
Williams, Deborah A.; Pleasant Hill, IA  
Williams, Sherry R.; Center Point, IA  
Willier, Amber R.; Nora Springs, IA  
Willis, Elizabeth A.; Davenport, IA  
Willoughby, Catherine L.; Iowa City, IA  
Wilson, Donna D.; Clearfield, IA  
Winegar, Wendy D.; Maquoketa, IA  
Winkel, Kristen Michelle; Clinton, IA  
Winn, Kelly Janette; Marion, IA  
Winship, Brenda Lynn; Council Bluffs, IA  
Wittkop, Ruth E.; Iowa City, IA  
Wolfe, Julie Marie; Davenport, IA  
Wolfe, Marcella M.; LeClaire, IA  
Wolle, Hilda Y. W.; West Des Moines, IA  
Wolrab, Melissa Ann; Chicago, IL  
Woodbeck, Megan M.; Ames, IA  
Woodbury, Sandra Lea; Waterloo, IA  
Woodman, Janice Fern; Hudson, IA  
Wuehle, Debbie L.; Coralville, IA  
Wurth, Marilyn L.; Coralville, IA  
Wylides, Shari L.; Centerville, IA  
Yoder, Judy A.; Kalona, IA  
Young, Donald R.; Schaller, IA  
Young, Donna; Winterset, IA  
Zehner, Wichuda Sitthitrai; Rockford, IL  
Ziebell, Janet K.; Ames, IA  
Ziegler, Elizabeth Lee; Port Byron, IL  
Zimmer, Tammy L.; Marshalltown, IA  
Ziomek, Mary Ann; Coralville, IA  
Zmolek, Heidi Ree; Reinbeck, IA  
Zuercher, Debra Lynn; Castalia, IA  
Zwart, Beverly J.; Sioux Center, IA

February RNs

Abraham, Jenny A.; Sioux City, IA  
Adams, Jill Suzanne; Belle Plaine, IA  
Adams, Sandra L.; Webster City, IA  
Ahluwalia, Kathleen P.; Springfield, IL  
Ahluwalia, Manleena K.; Davenport, IA  
Albertsen, Amber Dee; Waterloo, IA  
Alderman, Mary H.; Waterloo, IA  
Alexander, Diane L.; Atlantic, IA  
Alexander, Kelley Ann; Russell, IA  
Aliprandi, Diane Marie; Danville, IA  
Allen, Erin Jane; Ida Grove, IA  
Allen, Tiffany Michelle; Oakville, IA  
Allen, Amy C.; Des Moines, IA  
Allen, Tria D.; Pleasantville, IA  
Alliss, Lori J.; Cedar Rapids, IA  
Almeida, Debra L.; Council Bluffs, IA  
Alongi, Amanda Jean; Rock Island, IL  
Ameling, Tamara S.; Traer, IA  
Amerine, Jennifer Renae; LeClaire, IA  
Ames, Christine A.; Washburn, IA  
Amstutz, Karen L.; Colona, IL  
Anderson, Kathleen Ann; Swaledale, IA  
Anderson, Kim A.; Burlington, IA  
Anderson, Maxine E.; Milford, IA  
Anderson, Patricia A.; Cedar Rapids, IA

Anderson, Sheri Faye; Le Mars, IA  
Anderson, Teresa A.; Washington, IA  
Anderson, Deborah A.; Ottumwa, IA  
Ann, Eungoung; Iowa City, IA  
Annis, Karen L.; Sioux City, IA  
Appel, Robert D.; Spencer, IA  
Arp, Wendy Suzanne; Altoona, IA  
Arterburn, David Allen; Des Moines, IA  
Atteberry, Shawna Susan; Council Bluffs, IA  
Axiotis, Diamanto; Clear Lake, IA  
Baas, Beth Ellen; Sioux Center, IA  
Bailey, Christine M.; Des Moines, IA  
Bainter, Anne F.; Norwalk, IA  
Baker, Jolene; Ames, IA  
Ballard, Robert J.; Denison, IA  
Banaszak, Walter Paul; Davenport, IA  
Bandow, Lisa Kay; Council Bluffs, IA  
Bangtson, Carol M.; Rockwell City, IA  
Barber, Patricia Ann; Des Moines, IA  
Barglof, Cheryl A.; Rock Island, IA  
Bark, Tina A.; Sumner, IA  
Barkley, Stephanie Jean; Davenport, IA  
Barney, Mary Elizabeth; Council Bluffs, IA  
Bates, Rowena R.; Jefferson, IA  
Battani, Andrea Kay; Johnston, IA  
Bauer, Margaret R.; Waterloo, IA  
Baum, Diane Lynn; Remsen, IA  
Baylor, Montie W.; Jackson, MO  
Bazely, Bernice Elizabeth; Coal Valley, IL  
Beaufore, Dianna Leslie; Independence, IA  
Beck, Heather Renee; Urbandale, IA  
Becker, Dianne L.; Le Mars, IA  
Beckman, Maureen K.; Waterloo, IA  
Beehler, Julie Marie; Spencer, IA  
Beeks, Barbara A.; Rock Island, IL  
Beener, Margaret Ann; Des Moines, IA  
Behning, Tera Leigh; Pella, IA  
Belk, Pamela K.; Savanna, IL  
Bellinghausen, Jennifer Lynn; Carroll, IA  
Belt, Kara Ann; Council Bluffs, IA  
Benedict, Connie Marie; Creston, IA  
Benn, Carrie C. Brown.; Mount Vernon, IA  
Bennett, Linda Kay; Waterloo, IA  
Bennett, Melissa Louise; Boone, IA  
Bequeaith, Sheryl A.; Cedar Rapids, IA  
Berkley, Judith A.; Ankeny, IA  
Beschen, Sara Lucille; Iowa City, IA  
Bethel, Amy L.; Ankeny, IA  
Bettin, Stephanie Danielle; Holstein, IA  
Beyer, Lois A.; Stockton, IL  
Bhattacharyya, Lanesa Dawn; West Des Moines, IA  
Bickford, Lori L.; Davenport, IA  
Bierman, Melissa Maureen; Waukee, IA  
Bill, Heidi Nicole; Bagley, IA  
Biondi, Marrianna B.; Des Moines, IA  
Bischoff, Jill Elizabeth; Des Moines, IA  
Bishop, Lori R.; Dallas, IA  
Black, Viola Janet; Libertyville, IA  
Blanchard, Kristy; West Des Moines, IA  
Blazek, Brady Nelson; Iowa City, IA  
Bloesch, Hanson Kyllingstad; Iowa City, IA  
Blome, Susan M.; Cedar Rapids, IA  
Bloom, Nancy; Ackley, IA  
Blunt, Phyllis Richelle; Carthage, IL  
Bock, Kathleen Virginia; Sioux City, IA  
Boeckenstedt, Mary Jane; New Vienna, IA  
Boeding, Adella J.; Donnellson, IA  
Bogle, Julie D.; Clear Lake, IA  
Bohannan, Norma Lorraine; Rancho Cordova, CA  
Boles, Angela Joy; Lake Park, IA  
Bonefas, Lois D.; Cedar Falls, IA  
Boor, Melanie F.; Jewell, IA  
Boots, Deborah Ann; Marion, IA  
Borst, Jennifer M.; Grimes, IA  
Boss, Emily Elizabeth; New Hampton, IA  
Bossard, Karen Lea; Jefferson, IA  
Bowder, Kimberly Kay; Sioux City, IA  
Brackey, Beverly J.; Forest City, IA  
Braddock, Melissa Linn; DeWitt, IA  
Bradford, Kelly D.; Altoona, IA  
Bradford, Kelly D.; Altoona, IA  
Brammer, Julie; Ames, IA  
Brandt, Debra S.; Iowa City, IA  
Braun, Charlotte R.; Remsen, IA  
Brewer, Camille Diana; Carter Lake, IA  
Bridgeman, Evelyn Lorraine; Cedar Rapids, IA  
Bright, Constance K.; Rock Island, IL  
Broich, Karen A.; Ankeny, IA  
Brown, Cheryl Joneen; Avoca, IA  
Brownfield, Kathy J.; Ames, IA  
Browning, Carol Lynn; Orion, IL  
Brumm, Denise M.; Sioux City, IA  
Brummer, Rena K.; Cedar Rapids, IA  
Bryant, Debra A.; Oxford, IA  
Buck, Dawn Elizabeth; Burlington, IA  
Buhr, Maxine C.; Waterloo, IA  
Buller, Jane A.; Moline, IL  
Bunda, Carrie Ann; Pocahontas, IA  
Burlingame, Heather Michele; Des Moines, IA  
Burnett, Karen Kay; Ida Grove, IA  
Bush, Sandra Elaine; Fredericksburg, IA  
Busse, Mindy Ann; Fort Dodge, IA  
Bussey, Cynthia; Council Bluffs, IA  
Butenhoff, Jacklyn B.; Spencer, IA  
Butler, Debra J.; West Liberty, IA  
Buttry, Angela Merrie; Elkhart, IA  
Byerly, Katherine A.; Mason City, IA  
Byers, Diane; Lake Park, IA  
Cadam, Eleanor Janice; West Des Moines, IA

Cady, Joanna Ellen; Keokuk, IA  
Cain, Connie S.; Tipton, IA  
Cain, Sandy A.; Walford, IA  
Caldwell, Jill E.; Hiawatha, IA  
Calhoun, Della J.; Clarinda, IA  
Callahan, Cindy Hefel; Dubuque, IA  
Calvert, Marilyn Rose; Indianapolis, IN  
Campbell, Sharon R.; Fontanelle, IA  
Campbell, Susan; Cedar Falls, IA  
Carley, Carol J.; Oakland, IA  
Carlson, Diana Marie; Albia, IA  
Carlson, Katie Anne; Ames, IA  
Carlson, Nicholas P.; Eldridge, IA  
Carolan, Jennifer Anne; Elkader, IA  
Carpenter, Rebecca Jane; Clarksville, IA  
Carrigan, Michelle R.; Council Bluffs, IA  
Carroll, Susan Marie; Mason City, IA  
Carson, Sharon L.; Ogden, IA  
Cason, Debra L.; Des Moines, IA  
Certain, Beth Lynn; Sioux City, IA  
Cervene, Brian Kent; Fort Dodge, IA  
Cetta, Trudith Valarie; Keokuk, IA  
Chambers, Mary E.; Bettendorf, IA  
Chance, Susan M.; Oskaloosa, IA  
Chaney, Nancy Carol; Bow, WA  
Chapman, Stephanie Lee; Waterloo, IA  
Chapman, Jennifer Lynn; Manilla, IA  
Chelleen, Mary H.; Des Moines, IA  
Chestnut, Vivian R.; Shell Rock, IA  
Chiodo, Lisa M. O'Hern.; Des Moines, IA  
Chisholm, Lorrie; Nevada, IA  
Choate, Karen Helen; Grinnell, IA  
Christ, Patricia K.; Washington, DC  
Christensen, Jennifer Marie; Glidden, IA  
Christenson, Jennifer Michele; Davenport, IA  
Christopher, Pamela; Des Moines, IA  
Cincola, Carol A.; Moline, IL  
Clarahan, Michelle Marie; Harper, IA  
Clark, Dana A.; Cedar Falls, IA  
Clark, David Harold; Hills, IA  
Clark, Mary J.; Merrill, IA  
Clark, Kara Ann; Council Bluffs, IA  
Clausen, Vickie S.; Alta, IA  
Claycomb, Susan Kaye; Des Moines, IA  
Coates, Tamie Renee; Alden, IA  
Coleman, Kay J.; Fairfield, IA  
Collins, Karen S.; Moline, IL  
Collins, Sharon A.; West Des Moines, IA  
Conner, Christine; Fairbank, IA  
Cook, Donna L.; Newton, IA  
Cooner, Suzanne L.; Grinnell, IA  
Cooper, Barbara M.; Anamosa, IA  
Cornwell, Linda A.; Independence, IA  
Corson, Donna J.; Burlington, IA  
Crawley, Catherine M.; Waukee, IA  
Criddle, Betty; Cedar Rapids, IA  
Cronin, Steffaney Jo; W. Des Moines, IA  
Crooks, Peggy L.; Lucas, IA  
Crossley, Maxine E.; Pacific Junction, IA  
Crouch, Edith Frances; Glenwood, IA  
Crowder, Wendi Sue; Fruitland, IA  
Cruikshank, Cindy S.; Marshalltown, IA  
Cummins, Heather Lorraine; Des Moines, IA  
Cunin, RoseMarie; Des Moines, IA  
Cunningham, Katherine Ann; Waukee, IA  
Cunningham, Penny; North Las Vegas, NV  
Curnes, Mary E.; Des Moines, IA  
Custer, Patricia A.; West Des Moines, IA  
Dalbey, Mary L.; Ottumwa, IA  
D'Alessandro, Maureen Renee; Ankeny, IA  
Daniel, Timothy Joseph; Jefferson, IA  
Danielson, Shanna Lynn; West Des Moines, IA  
Darling, James Lawrence; Bellingham, WA  
Davidson, Cathy L.; Ottumwa, IA  
Davison, Kristine; Dubuque, IA  
Dean, Kathleen M.; Reynolds, IL  
Debban, Melanie J.; Dunkerton, IA  
DeBoer, Judy Ann; George, IA  
Deetz, Judy A.; Charles City, IA  
Deiter, Lynn M.; Ames, IA  
DeKoter, Katy; Spirit Lake, IA  
DeKruyf, Lisa Fay; Sioux City, IA  
Demoss, Lori Ann; Rippey, IA  
Denham, Melanie Jane; Marion, IA  
Dennis, Ruth L.; Kirkwood, IL  
Dennis, Chris A.; Manson, IA  
DeRocher, Tamara; Merrill, IA  
Dezwarte, Carol A.; Newton, IA  
Dillingham, Tammy; Spirit Lake, IA  
Dirks, Tracy J.; Ellsworth, MN  
Doeden, Kimberly Kay; Sibley, IA  
Donofrio, Judith Marie; Orland Park, IL  
Donovan, Dorcas R.; Spirit Lake, IA  
Doscher, Laura L.; Oskaloosa, IA  
Doyon, Brenda Christina; Lamoni, IA  
Driscoll, Kelly; Anamosa, IA  
Duccini, Barbara A.; Dubuque, IA  
Dunbar, Peggy L.; Osceola, IA  
Dunlavey, Kristi Ann; Woodward, IA  
Dunn, Karen A.; Urbandale, IA  
Durward, Rebecca M.; Thomson, IL  
Dusch, Michelle L.; Milan, IL  
Dusenbery, Christine A.; Des Moines, IA  
Duwa, Angela R.; Williamsburg, IA  
Dvorsky, Lynn Marie; Dubuque, IA  
Ebeling, Mary A.; Clear Lake, IA  
Echtenkamp, Carol R.; Des Moines, IA  
Edgington, Delores J.; Osceola, IA  
Edmondson, Mark Robert; Ankeny, IA  
Edwards, Paula Jo; Bloomfield, IA  
Eggerich, Victoria; Humboldt, IA  
Ehmen, Candace Sue; Missouri Valley, IA  
Ehret, Donia Leann; Ottumwa, IA  
Eick, Kevin R.; Pella, IA  
Eimen, Diane Agnes; Marion, IA

Eisbrenner, Jane B.; Newton, IA  
Ekvall, Janet K.; Marshalltown, IA  
Elbert, Darlene M.; Whittemore, IA  
Eliason, Richard; Des Moines, IA  
Ellingson, Denise Joan; Webster City, IA  
Ellis, Nancy L.; Center Point, IA  
Elmer, Debra B.; Bettendorf, IA  
Elsberry, Kristine Marie Jo; Beaver, IA  
Emmerth, Mary A.; Ankeny, IA  
Empson, Alexis Winter; Clinton, IA  
Engelbrecht, Allison Lucille; West Des Moines, IA  
Engstrom, Kathleen Patricia; Burnsville, MN  
Epple, Pennie Lisha; Marshalltown, IA  
Erickson, Betty E.; Adel, IA  
Erickson, Maribeth M.; Wall Lake, IA  
Ernst, Kelly Anne; Iowa City, IA  
Erwin, Barbara Ann; Bettendorf, IA  
Evers, Susan T.; Badger, IA  
Ewoldt, Marsha L.; Eldora, IA  
Ewoldt, Kathleen R.; Glidden, IA  
Falk, Trina M.; Ankeny, IA  
Fauble, Michelle Dawn; Indianola, IA  
Fedele, Nicole; East Moline, IL  
Fehrer, Jennifer Jo; Chariton, IA  
Fernando, Felina; Davenport, IA  
Fey-Awan, Amara M.; Ankeny, IA  
Fick, Margene R.; Rock Rapids, IA  
Fink, Shelly L.; New Albin, IA  
Finkelstein, Twila; Coralville, IA  
Firch, Nona S.; Bridgewater, IA  
Fistler, Ella Marie; Rockwell City, IA  
Fitzgerald, Marilyn J.; Mechanicsville, IA  
Fitzgerald, Diane M.; Manson, IA  
Fitzpatrick, Lynn R.; Coralville, IA  
Flanders, Pamela R.; Raymond, IA  
Flansch, Jessica Dee; New Hampton, IA  
Flaucher, Kristen Marie; Independence, IA  
Folkerts, Francene M.; Waverly, IA  
Fonley, Casondra Lynne; Cedar Falls, IA  
Foreman, Melinda Lyn Duncan; Bettendorf, IA  
Forst, Carol S.; Williamson, IA  
Foster, Sheila Jo Hawk.; Centerville, IA  
Foxen, Montica M.; Edgewood, IA  
Fraker, Debra K.; Brooklyn, IA  
Francis, Nichole Robin; North Liberty, IA  
Franzenburg, Tracey L.; Keystone, IA  
Freeman, Carol S.; Grundy Center, IA  
French, Christine Elizabeth; Anamosa, IA  
Frescoln, Kathy J.; Batavia, IA  
Friederich, Holly Jo; Iowa City, IA  
Friedrich, Melissa Dawn; Winterset, IA  
Friesen, Catherine M.; Marcus, IA  
Friest, Erin Sue; Garden City, IA  
Froehlich, Elaine P.; Newton, IA  
Frost, Eric Michael; Waterloo, IA  
Fryslie, Bobette Jo; Iowa Falls, IA  
Fuchs, Pamela K.; Charles City, IA  
Fugitt, Carol; Pella, IA  
Fulitano, Bridget K.; Aloha, OR  
Full, Jessica Diane; Royal, IA  
Full, Jan M.; Iowa City, IA  
Funk, Gretchen A.; Spencer, IA  
Funke, Janice P.; Dubuque, IA  
Gage, Lois; Mangilao, Guam  
Gandy, Doris J.; Urbandale, IA  
Ganshirt, Michele A.; Dubuque, IA  
Garrett, Kelsey Leone; Burt, IA  
Garrett, Michael C.; Hawarden, IA  
Garrett, Michelle; Des Moines, IA  
Gartner, Paul G.; Denison, IA  
Garvey, Jonathan Paul; Spirit Lake, IA  
Gaul, Sara Kay; Earling, IA  
Gearhart, Judith A.; West Des Moines, IA  
Gee, John Paul; Ridgeley, WV  
Gellings, Diane Marie; Willowbrook, IL  
Gengler, Mary Lou; Sioux City, IA  
George, Shan Renee; Winterset, IA  
Gerard, Lisa L.; Oxford, IA  
German, Mary E.; Bettendorf, IA  
Gerrans, Jennifer A.; Waterloo, IA  
Gettler, Amy M.; Adair, IA  
Geurts, Ruth A.; Knoxville, IA  
Giese, Bonnie M.; Sutherland, IA  
Giesler, Stephanie A. Davis.; Waterloo, IA  
Gill, Joan S.; Norwalk, IA  
Gilliam, Rebecca J.; Boone, IA  
Glasrud, Evelyn R. Szary.; Waterloo, IA  
Glass, Ronald R.; Bedford, IA  
Glassell, Sheryl D.; Urbandale, IA  
Gleason, Julie Marie; Denver, IA  
Goerend, Rose Marie; Saint Lucas, IA  
Goetz, Roxanne; Cedar Rapids, IA  
Gordon, Monica A.; West Des Moines, IA  
Gorsche, Dianna L.; Urbandale, IA  
Gorsett, Jodi Lynn; Sioux City, IA  
Gorski, Lori Ann; Orland Park, IL  
Gosselink, Molly Kathryn; West Des Moines, IA  
Grabe, Jan C.; Swisher, IA  
Graeve, Marguerite M.; Council Bluffs, IA  
Grauer, Pamela D.; Spearfish, SD  
Graves, Nancy; Van Meter, IA  
Gray, Nancy E.; Lynn Center, IL  
Greco, Terrie Theresa J.; Boone, IA  
Green, Jane M.; Primgar, IA  
Green, Jennifer Lee; Cascade, IA  
Greenwood, Cheryl Lynn Marie; Waterloo, IA  
Gregg, Gina K.; Bettendorf, IA  
Greif, Mary K.; Cedar Rapids, IA  
Gruer, Pamela D.; Spearfish, SD  
Graves, Nancy; Van Meter, IA  
Gray, Nancy E.; Lynn Center, IL  
Greco, Terrie Theresa J.; Boone, IA  
Green, Jane M.; Primgar, IA  
Green, Jennifer Lee; Cascade, IA  
Greenwood, Cheryl Lynn Marie; Waterloo, IA  
Gregg, Gina K.; Bettendorf, IA  
Greif, Mary K.; Cedar Rapids, IA  
Griffin, Kimberly Lea; Des Moines, IA  
Grimes, Janice Dawn; Webster, IA  
Groote, Jodi Michelle; George, IA

Gross, Trisha Brooke; West Liberty, IA  
Gross, Melissa A.; Williamsburg, IA  
Grossnickle, Joseph M.; Sioux City, IA  
Groth, Nancy A.; Pleasant Valley, IA  
Group, Pamela S.; Coralville, IA  
Gruis, Gloria J.; Forest City, IA  
Gulick, Cheryl Lynn; Rock Island, IL  
Gunther, Rogene Ruth; Waterloo, IA  
Habben, Jessica Lynn; Gowrie, IA  
Hackfort, Jane L.; Carroll, IA  
Hadwiger, Jeffrey D.; Iowa Falls, IA  
Hage, Angela Dawn; Inwood, IA  
Hahn, Angela Dawn; Hiawatha, IA  
Hall, Lori Leigh; Mason City, IA  
Halma, Paula Jean; Doon, IA  
Halsrud, Kristin Lee; Ames, IA  
Halvorson, Debra L.; Cedar Rapids, IA  
Halvorson, Leanne; Fairfax, IA  
Hamaker, Diane L.; Eagleville, MO  
Hamblin, Susan F.; Ankeny, IA  
Hamilton, Sharon; Des Moines, IA  
Hamman, Tricia Louise; Mountlake Terrace, WA  
Hammer, Le Anne Kay; Holstein, IA  
Hand, Carol Ann; Iowa City, IA  
Hanford, Carol A.; Davenport, IA  
Hannon, Margaret E.; Cedar Rapids, IA  
Hanselman, Bethany Gretter; Harper, IA  
Hansen, Joan Elizabeth; Sioux City, IA  
Hanson, Brenda L.; Perry, IA  
Hanson, Christine C.; Cedar Rapids, IA  
Hanson, Emily Kay; Lisbon, IA  
Hanson, Jennifer Joy; Bettendorf, IA  
Hanten, Cynthia L.; Dubuque, IA  
Hard, Katherine Elizabeth; Blue Grass, IA  
Haren, Nancy L.; Grundy Center, IA  
Hargens, Terry W.; Barbourville, KY  
Hargrave, Jennifer L.; Fruitland, IA  
Harlan, Beverly K.; Casey, IA  
Harms, Katie Mae; Frederika, IA  
Harper, Dawn L.; Panora, IA  
Harrington, Kellie M.; Des Moines, IA  
Harris, Debra J.; Johnston, IA  
Harris-Hesli, Ellyn; Iowa City, IA  
Harshman, Carol Ann; Centerville, IA  
Hart, Rachel Diane; Hampton, IL  
Hartz, Amy Jo; LeClaire, IA  
Harvey, Malinda K.; Akron, IA  
Hass, Richard August; Geneseo, IL  
Haught, Peggy Jane; Riverside, CA  
Haury, Denise A.; Solon, IA  
Hauskins, Connie L.; Cedar Rapids, IA  
Havey, Elizabeth Anne; Des Moines, IA  
Hay, Christina Jayne; Bayard, IA  
Haydon, Mark H.; West Des Moines, IA  
Hayes, Michelle Dawn; Knoxville, IA  
Hayes, Tonya Marie; Dubuque, IA  
Heckman, Carol E.; Shell Rock, IA  
Hecox, Laurel D.; Fort Madison, IA  
Heiar, Tony Nicholas; Dubuque, IA  
Heiter, Cynthia A.; Sioux City, IA  
Heitland, Mary E.; Iowa Falls, IA  
Helseth, Shirley; Sioux City, IA  
Hendon, Wendy Sue; Essex, IA  
Hennick, Tammy Jo-Ida; Williams, IA  
Hennings, Kelleen A.; Davenport, IA  
Hensch, Mandy Kay; W. Des Moines, IA  
Hensley, Jennifer A.; Council Bluffs, IA  
Hergert, Rebecca Rae; Anamosa, IA  
Herman, Conni M.; Adel, IA  
Herr, Jolynn T.; Conesville, IA  
Hess, Debbie; Parnell, IA  
Hesselbacher, Erin E.; Scales Mound, IL  
Hickle, Angela Marie; Osage, IA  
Hietbrink, Louan M.; Pella, IA  
Higdon, Margie; West Des Moines, IA  
Hildebrand, Jacquelyn; Oakland, IA  
Hill, Carol A.; Tabor, IA  
Hill, Eileen Mae; Davenport, IA  
Hill, Laura L.; Sioux City, IA  
Hill, Sandra Christine; Muscatine, IA  
Hill, Susan M.; Humboldt, IA  
Hiller, Vicki; West Des Moines, IA  
Hilliard, Latsamya; Johnston, IA  
Hillman, Marcia L.; Cedar Falls, IA  
Hillmann, Emily Mae; Ames, IA  
Hoaglund, Crystal Rose; Hartley, IA  
Hoepner, Amanda Jo; DeWitt, IA  
Hoffmann, Joan A.; Dubuque, IA  
Hoft, Julie M.; Storm Lake, IA  
Holdaway, Carole; Coralville, IA  
Hollander, Lois D.; Steamboat Rock, IA  
Hollers, Donna Kay; Harcourt, IA  
Holmes, Gayle T.; Guthrie Center, IA  
Holmes, Jennifer Irene; Cedar Rapids, IA  
Homan, Sandra Ann; Glenwood, IA  
Hommes, Mary Elizabeth; Rock Rapids, IA  
Honn, Debbie Ann; Waukon, IA  
Hoogeveen, Melissa Sheree; Larchwood, IA  
Hoogheem, Rita J.; Oskaloosa, IA  
Hoopingarner, Thomas S.; Sioux City, IA  
Hopkins, Cindy Dawn; North Liberty, IA  
Hopp, Candice Jo; Donnellson, IA  
Horak, Robin Renae; Olin, IA  
Hotchkiss, Annessa N.; Oskaloosa, IA  
Hovde, Kristy Marie; Osage, IA  
Hove, Sandra L.; Clinton, IA  
Howe, Susanne M.; Cedar Rapids, IA  
Howell, Jason Tyler; Urbandale, IA  
Howell, Carol A.; Independence, IA  
Hubbell, Karen K.; Curlew, IA  
Huber, Patricia A.; Wellman, IA  
Hudson, Patrice D.; Cedar Rapids, IA  
Huedeophi, Cindy R.; South Amana, IA  
Huggins, Linda R.; Ankeny, IA  
Humphrey, Heather; Burlington, IA

Humphrey, Susan L.; Cedar Rapids, IA  
Humemiller, Penny Kae; Waverly, IA  
Hurayt, Kathleen Marie; Maryville, MO  
Hutch, Carmin Lee; Clive, IA  
Hutchinson, Brian Scott; Albert Lea, MN  
Hutson, Marcia L.; Niota, IL  
Ideker, Carla Lynn; Marion, IA  
Ihrig, Kristina Lynne; Baldwin, IA  
Illg, Martha A.; Bode, IA  
Ingalls, Sheila A.; Algona, IA  
Inman, Jennifer Jo; Ankeny, IA  
Irlbeck, Lynn Marie; Carroll, IA  
Isaacson, Jamie Lynn; Cresco, IA  
Jacobs, Molly Ann; Carroll, IA  
Jacobsen, Sandra A.; LeClaire, IA  
James, Daleen R.; Ruthven, IA  
James, Penny A.; Dallas Center, IA  
Jaspers, Jacalyn M.; Steamboat Rock, IA  
Jenkins, Pamela Jo; Des Moines, IA  
Jensen, Dana Lynn; Antioch, TN  
Jensen, Julie Ann; Ankeny, IA  
Jepsen, Patricia L.; Des Moines, IA  
Johnson, Krista Lynn; Ottumwa, IA  
Johnson, Megan Kelley; Lehigh, IA  
Johnson, Melissa Anne; Winterset, IA  
Johnson, Rainel Sherry; Elma, IA  
Johnson, Barbara B.; Audubon, IA  
Johnson, Carolyn; Osage, IA  
Johnson, Denise R.; Davenport, IA  
Johnson, Joann K.; Sheldon, IA  
Johnson, Marie Irene; Fulton, IL  
Johnson, Paula A.; Belmond, IA  
Johnson, Susan M.; Tiffin, IA  
Jones, Joann; Ankeny, IA  
Jones, Liana R.; Urbandale, IA  
Jones, Sharon A.; Mason City, IA  
Jones, Christine V.; Blue Grass, IA  
Jones, Wendi Claudette; Keokuk, IA  
Jungers, Susan L.; Hospers, IA  
Kadlec, Laura M.; Cedar Rapids, IA  
Kaldenberg, Constance J.; Newton, IA  
Kalkwarf, Angela Mae; Rockwell City, IA  
Kane, Sarah Lynn; Waterloo, IA  
Kardell, Mary L.; Story City, IA  
Karloff, Constance S.; Pleasant Hill, IA  
Katseres, Julie K.; Apple Valley, MN  
Kauffman, Heather Christine; Adair, IA  
Kearney, Gale R.; Ames, IA  
Kearney, Sharon K.; Oakland, IA  
Keele, Debra L.; Sioux City, IA  
Keen, Patricia E.; Clinton, IA  
Keiper, Rebecca S.; Walford, IA  
Keller, Patricia A.; Charlotte, IA  
Kelly, Angela Marie; Algona, IA  
Kelly, Anne M.; Des Moines, IA  
Kemmer, Kari L.; Dike, IA  
Kendall, Nicole Marie; Marshalltown, IA  
Kendrick, Sally L.; Des Moines, IA  
Kennebeck, Jennifer LeAnne; Winterset, IA  
Kern, Joan A.; Algona, IA  
Kern, Lois M.; Ankeny, IA  
Kilberger, Diane M.; Iowa City, IA  
Kindelsperger, Michele L.; Port Byron, IL  
King, Jody L.; Boone, IA  
Kinser, Susan Jane; Davenport, IA  
Kinzer, Kathryn Dawn; Salem, IA  
Kirkholm, Colleen M.; Inwood, IA  
Kirkhove, Debra Ann; Milan, IL  
Kirschbaum, Christopher Michael; Des Moines, IA  
Kitchen, Lisa A.; Dubuque, IA  
Klaren, Ann; Worthington, IA  
Klein, Shelia Marie; Sperry, IA  
Kleven, Linda Lisette; Sioux City, IA  
Kleyer, Carol B.; Orange City, IA  
Kling, Christina Dawn; Sioux City, IA  
Knipper, Victoria L. Thiede.; Marion, IA  
Knobloch, Karla Mae; Lester, IA  
Knobloch, Rita Pauline; Lester, IA  
Knotek, Christina; Council Bluffs, IA  
Knox, Suzanne M.; Johnston, IA  
Knuth, Ruth; Westfield, IA  
Koestner, Rhonda J.; Fort Dodge, IA  
Kohnke, Grace Ann; Orange City, IA  
Kolnes, Kayla J.; Indianola, IA  
Konrady, Melissa Elaine; Spencer, IA  
Kooima, Bonnie J.; Inwood, IA  
Krantz, Amanda J.; Urbandale, IA  
Krause, Mary Jane M.; Fenton, IA  
Krizan, Ann Marie; Sumner, IA  
Krogmann, Marcia A.; Clinton, IA  
Krull, Joan Marie; Thompson, IA  
Kruse, Marcia R.; Hillsboro, IA  
Kuehl, Shawna Marie; Raymond, IA  
Kuethe, Marianne; Charles City, IA  
Kuiper, Judith J.; Sheldon, IA  
Kumbier, Jenene R.; Maxwell, IA  
Kuntz, Myra Lee; West Bend, IA  
Kunzman, Rickie P.; Knoxville, IA  
Kurash, Marianne E.; New Hampton, IA  
Kyhli, Kathryn Elizabeth; Urbandale, IA  
Laabs, Ashlyn Elizabeth; Madrid, IA  
Lamborn, Janey R.; Donnellson, IA  
Lamp, Jolene Marie; Moville, IA  
Lamp, Lauren Louise; Grundy Center, IA  
Lancaster, Rebecca A.; Whittemore, IA  
Lara, Michelle Lee; Fort Dodge, IA  
Larson, Angela Kay; Moline, IL  
Larson, Christine Louise; Newton, IA  
Larson, Linda F.; Iowa City, IA  
Larson, Mary C.; Lime Springs, IA  
Lau, Briana Mona; Ogden, IA  
Laurent, Kristen Lee; Ames, IA  
Laver, Mary J.; Council Bluffs, IA  
LeClair, Francis John; Logan, IA  
Ledesma, Theresa A.; Oelwein, IA



FEBRUARY RNs *Continued from page 28*

Lee, Nicole R. Krein-; Humboldt, IA  
Legate, Michele Yvonne; El Dorado, KS  
Legislador, Nancy M.; Des Moines, IA  
Lehman, Angela M.; Iowa City, IA  
Lehman, Kathleen A.; Johnston, IA  
Leisinger, Wendy J.; Shell Rock, IA  
Lemaster, Jack A.; Hampton, IL  
Lemon, Connie Lou; Boone, IA  
Leonard, Marta L.; Rock Island, IL  
Leonard, Sharon Ann; Logan, IA  
Lesan, Sarah Marie; Elkhart, IA  
Leshner, Dale Demetral; Fort Madison, IA  
Less, Brittney Ann; Cedar Rapids, IA  
Leverington, Marlene J.; Donnellson, IA  
Levins, Wanita Ann; Burlington, IA  
Lewis, Tamara J.; Des Moines, IA  
Leydens, Jessica Michelle; Des Moines, IA  
Lilienthal, Tonya Sue; Atlantic, IA  
Lindahl, George Mark; Des Moines, IA  
Lindquist, Gayle A.; Clive, IA  
Livingston, Susanna M.; Council Bluffs, IA  
Loetz, Lois M.; Sioux City, IA  
Loges, Ann Marie; Forest City, IA  
Long, Jennifer Marie; Ottumwa, IA  
Longhorn, Karen Leigh; Hawarden, IA  
Loomis, Leanna Kay; Carlisle, IA  
Loomis, Karen R.; Oskaloosa, IA  
Loops, Teresa M.; Des Moines, IA  
Lorenz, Barbara Lynne; Solon, IA  
Lovik, Virginia Lynn; Joice, IA  
Lowry, Jennifer Lynn; Lynnvile, IA  
Lucas, Barbara J.; Iowa City, IA  
Luzinski, Jeannie Marie; Roseville, CA  
MacBride, Linda S.; West Des Moines, IA  
Madden, Elizabeth; Des Moines, IA  
Magee, Spring Marie; Cedar Rapids, IA  
Magnall, Kathryn L.; Waverly, IA  
Maher, Christine C.; Cedar Rapids, IA  
Malek, John Joseph; Yerington, NV  
Malloy, Amy Jo; Walnut, IA  
Malone, Debra Ann; Cedar Rapids, IA  
Manor, Pamela J.; Waterbury, CT  
Marksbury, Robert J.; Sioux City, IA  
Marner, Kathryn Alexis; West Des Moines, IA  
Martin, Coralyn Lou; Holstein, IA  
Martin, Florence; Indianola, IA  
Martin, Lisa Marie; Des Moines, IA  
Martin, Patricia A.; Mount Vernon, IA  
Massey, Shirley A.; Crawfordsville, IA  
Massie, Jacquelyn D.; Eldridge, IA  
Masters, Marilyn J.; Tigard, OR  
Masters, Barbara J.; Leon, IA

Mathis, Amy Lynn; Elkhart, IA  
Mausser, Dean Edward; Peosta, IA  
Maxwell, Jo Ann; Onawa, IA  
May, Jean; Casey, IA  
McBeth, Jamie Lynn; Rutland, IA  
McCammant, Mary; Keswick, IA  
McCarthy, Kristen Carlson-; Des Moines, IA  
McCarthy, Marnee Jo; W. Des Moines, IA  
McClain, Sherry Annette; Des Moines, IA  
McCollom, Karla Mens; Colo, IA  
McCoy, Bonnie M.; Des Moines, IA  
McCoy, Delores A.; Waukee, IA  
McCrady, Heather Marie; Fort Dodge, IA  
McCrady, Christine M.; Fort Dodge, IA  
McCuen, Dixie Jean; Villisca, IA  
McDonald, Lindsey Marie; Eldridge, IA  
McDonald, Christy; Oskaloosa, IA  
McFarland, Amanda Lynn; Des Moines, IA  
McGraw, Deanna Rae; Winthrop, IA  
McGrew, Diane K.; Red Oak, IA  
McGuire, Joy Luanne; Lake City, IA  
McIntosh, Andrea Lynne; Evansdale, IA  
McKay, Helen J.; Marshalltown, IA  
McLaren, Diann; Atlantic, IA  
McMullen, Dolores L. Ganyaw; Runnells, IA  
McNutt, Lois C.; Kensett, IA  
Melloy, Elizabeth A.; Bernard, IA  
Melvin, Pamela Jan; Bloomfield, IA  
Mendez, Janice A.; Des Moines, IA  
Menguito, Maria Christina Cruz; Union City, CA  
Menke, Marsha G.; Davenport, IA  
Mescher, James M.; Council Bluffs, IA  
Messmer, Brenda M.; Quincy, IL  
Mewes, Jennifer Robin; Clarion, IA  
Meyer, Brittnee R. Moffett; Sheffield, IA  
Meyers, Tammy Ann; Manly, IA  
Meyers, Mary Lee; Linn Grove, IA  
Micetich, Mary A.; Centerville, IA  
Michelsen, Tamara Kay; Des Moines, IA  
Mikesell, Jenny Ann; W. Des Moines, IA  
Miller, Jerrod Wade; Cedar Rapids, IA  
Miller, Patricia Melise; Sioux City, IA  
Miller, Sara Rae; Bondurant, IA  
Miller, Tamika Nicole; Burlington, IA  
Miller, Joanne E.; Cedar Falls, IA  
Minnis, Teresa A.; Danville, IA  
Mock, Nancy; Albia, IA  
Moderski, Susan Johnstone; Sioux City, IA  
Molck, Jennifer; Davenport, IA  
Molitor, Sonja Theriese; Waukon, IA

Monson, Sherry Lynn; Fenton, IA  
Montgomery, James H.; Hurlburt Field, FL  
Moon, Faye D.; Ames, IA  
Moore, Peggy J.; Bloomfield, IA  
Moorhead, Sue Ann; Davenport, IA  
Morlan, Tacy; Boone, IA  
Morley, Mary E.; Saint Joseph, MO  
Morrison, Jo Ellen; Des Moines, IA  
Morse, Steven Ray; Saint Robert, MO  
Morton, Susan M.; Davenport, IA  
Mowery, April Dawn; Council Bluffs, IA  
Mueller, Wanda Sue; Clarksville, IA  
Mulford, Janice K.; Bradford, IA  
Mullen, Amanda Jean; Moline, IL  
Muller, Mary K.; Iowa City, IA  
Mundt, Jill Marie; Marshalltown, IA  
Munson, Gary R.; Sioux City, IA  
Musil, Peggy J.; Ely, IA  
Naber, Wilma Perrin; Orient, IA  
Nachazel, Nicole Lynn; Iowa Falls, IA

Naruto, Sandra L.; Carroll, IA  
Neal, Teresa Ann; Charleston, WV  
Nehman, Kathryn K.; Fonda, IA  
Nekvinda, Jennifer L.; Fort Dodge, IA  
Nelson, Elizabeth Renee; Cedar Rapids, IA  
Nelson, Kathleen A.; Massena, IA  
Nelson, Debra D.; Clear Lake, IA  
Nelson, Melody A.; Woolstock, IA  
Nichol, Patty Lou; Knoxville, IA  
Nichols, Vicki L.; Alta, IA  
Nichols, Frances C.; DeWitt, IA  
Nickels, Mindy; Davenport, IA  
Nielsen, Mary L.; Waterloo, IA  
Nikkel, Brenda S.; Colfax, IA  
Nobiling, Shelley J.; Robins, IA  
Nolting, Allison Elizabeth; Coralville, IA  
Noon, Nancy R.; Fort Madison, IA  
Nordyke, Carol Jean; Batavia, IA  
Norris, Donita J.; Johnston, IA  
Nuci, Shauna Marie; Davenport, IA

Numelin, Jerilyn; Clear Lake, IA  
Oberbroeckling, Coralee A.; Peosta, IA  
O'Brien, Deborah Tribbitt; Audubon, PA  
O'Brien, Megan Jo; Garner, IA  
O'Brien, Sheryl L.; Springville, IA  
Oclair, Elizabeth M.; Traer, IA  
Oconnell, Mary B.; Zwingle, IA  
Oelmann, Merry; Cedar Falls, IA  
O'Gara, Joanne Marie; Clinton, IA  
Oglesbee, Becky L.; Corning, IA  
Oldenburger, Barbara J.; Waterloo, IA  
Oleson, Susan A.; Monona, IA  
Olin, Kristeen J.; Andover, IL  
Olinger, Dianne L.; Toddville, IA  
Oliphant, Donna S.; Cedar Rapids, IA  
Oliver, Jennifer Lynne; Iowa City, IA  
Oliver, Roxanne M.; Ankeny, IA  
Olney, Carole Lee; Solon, IA  
Olsen, Patricia M.; Des Moines, IA  
Olson, Angela J.; Belmond, IA

O'Neill, Dawn M.; Hinton, IA  
Operiano, Jacqueline Melchor; Roseville, MN  
Ortgies, Jane A.; Anamosa, IA  
Osborn, Mary A.; Cedar Rapids, IA  
Owens, Mary C.; Pleasant Hill, IA  
Oyaide, Gladys Omoteghwo; Waterloo, IA  
Papagni, Deborah Ann; Dyersville, IA  
Papouchis, Jane A.; Mason City, IA  
Parrett, Marilyn D.; Maysville, IA  
Patience, Monica L.; Windsor Heights, IA  
Pauley, Sandi A.; Persia, IA  
Paulson, Stephanie Kay; Earlville, IA  
Paustain, Dianna D.; Davenport, IA  
Pearson, Lori A.; Corydon, IA  
Pedersen, Karen Kay; Quimby, IA  
Peel, Stacy Sue; Davenport, IA  
Pekios, Deena Lee; Davenport, IA  
Penning, Gina Lynn; Granville, IA

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FEBRUARY RNs *Continued from page 29*

Peters, Danny Joe; Columbus Junction, IA  
Petersen, Michelle Ann; Austin, MN  
Petersen, Richard A.; Sioux City, IA  
Peterson, Anne; Coralville, IA  
Peterson, Kimberly S.; Bettendorf, IA  
Petz, Cindy; Williamsburg, IA  
Pfeifer, Derrick Jason; Burlington, IA  
Pfeifer, Mary Jo; Denison, IA  
Pfeiler, Diane M.; Cedar Rapids, IA  
Pianetto, Natalie S.; Iowa City, IA  
Pierce, Sarah Ann; North Liberty, IA  
Pinckney, Karla; Des Moines, IA  
Piper, Denise H.; Center Point, IA  
Pitt, Deborah Mae; Boone, IA  
Plante, Laurie L.; Urbana, IA  
Plueger, Linsey Nichole; Akron, IA  
Poe, Rebecca Ann; Greene, IA  
Poggemiller, Sara Elizabeth; Hiawatha, IA  
Polley, Aaron; Marshalltown, IA  
Pollock, Heidi; Indianola, IA  
Porter, Melanie; West Des Moines, IA  
Porter, Vicky E.; Kalona, IA  
Portz, Valerie Raylee; Bellevue, IA  
Powers, Heidi D.; Delta, IA  
Pratt, Elizabeth Elyse; Davenport, IA  
Prazak, Krista Kay; Mason City, IA  
Prescott, Kelly L.; Iowa City, IA  
Pribble, Jeffery Glen; Davenport, IA  
Pribyl, Andriana Carine; Bettendorf, IA  
Prindle, Diane J.; Ames, IA

Prokop, Amy D.; Sioux City, IA  
Pruismann, Jody Michelle; Webster City, IA  
Puckett, Caroline Marjorie; Davenport, IA  
Pudenz, Jennifer Leigh; Callender, IA  
Quigley, Michael Paul; New Hampton, IA  
Ramey, Sandra L.; Johnston, IA  
Ramirez, Angelita; Des Moines, IA  
Rankin, Margaret Ann; Iowa City, IA  
Rathe, Jennifer Lee; Eldridge, IA  
Reed, Peggy S.; Ankeny, IA  
Reemtsma, Serena L.; Algona, IA  
Regennitter, Rhonda K.; Atalissa, IA  
Regnier, Angela Marie; Burlington, IA  
Reif, Neta; Kalona, IA  
Reiter, Debra Jo; Arnolds Park, IA  
Rens, Beverly J.; Brooklyn, IA  
Retz, Nancy A.; Sheffield, IA  
Reuter, Dianna J.; Iowa City, IA  
Reynolds, Linda Kay; Hedrick, IA  
Reynolds, Kathleen J.; Burlington, IA  
Rhoades, Kathleen D.; North Liberty, IA  
Richards, Heather Jo; Fayette, IA  
Richtsmeier, Janie A.; Cedar Falls, IA

Ricker, Marjorie Sue; Hamilton, IL  
Ricker, Martha; Mount Ayr, IA  
Rickertsen, Mary B.; Clinton, IA  
Ricklefs, Donna Eva; Pocahontas, IA  
Rieber, Shirley R.; Iowa Falls, IA  
Riedesel, Marilyn R.; Davenport, IA  
Rieken, Kristen E.; Iowa Falls, IA  
Ritchie, Jeanine Lynn; Montrose, IA  
Ritter, Diane M.; Greene, IA  
Rivas, Lisa J.; West Burlington, IA  
Roberts, Jennifer; Clarinda, IA  
Roberts, Janice L.; West Burlington, IA  
Roberts, Mary J.; Coralville, IA  
Robertson, Jean Marie; Clinton, IA  
Rockhold, Angela S.; Leighton, IA  
Roddy, Judith K.; Sioux Center, IA  
Rodemeyer, Sheila A.; Moline, IL  
Rodgers, Matthew Shawn; Ottumwa, IA  
Roelfs, Emily Jo; Inwood, IA  
Rogers, Joelene K.; Cedar Falls, IA  
Rogers, Evelyn; Marion, IA  
Rohe, Julie A.; Breda, IA  
Rolle, Beth V.; Dubuque, IA  
Rooney, Julie M.; Altoona, IA

Rosauer, Ann M.; Dysart, IA  
Roseberry, Tamara K.; Center Point, IA  
Rosendahl, Anne Marie; Spencer, IA  
Rosenmeyer, Jennifer; Algona, IA  
Ross, Teresa R.; Savanna, IL  
Roush, Thelma M.; Ankeny, IA  
Rowen, Suzanne M.; Hampton, IA  
Rupp, Karen M.; Marcus, IA  
Rus, Carie; Sioux Center, IA  
Russell, Amy Louise; Waterloo, IA  
Russell, Mary R.; Des Moines, IA  
Russell, Sherry; Cedar Rapids, IA  
Ryan, Linda Kay; Waukon, IA  
Ryther, Kylea M.; Ankeny, IA  
Saeugling, Julie M.; Dubuque, IA  
Sagon, Christine Pearl; Cedar Rapids, IA  
Salmen, Ellen; Sioux City, IA  
Salvo, Loree Rae; Eldora, IA  
Sanchez, Alice Ann; Ogden, IA  
Sands, Becky G.; Sioux City, IA  
Sargent, Larelle L.; Stuart, IA  
Sargisson, Rita Jo; Salix, IA  
Sauer, Russell H.; Detroit Lakes, MN  
Saunders, Roberta M.; Cedar Rapids, IA  
Schabillion, Robyn R.; Long Grove, IA  
Schaefer, Sean Michael; Traer, IA  
Schelling, Larae B.; Marshalltown, IA  
Schemper, Dianne F.; Sheldon, IA  
Schiltz, Allison Marie; W. Des Moines, IA  
Schiltz, Denise A.; Dubuque, IA  
Schipper, Lora Kay; Waverly, IA  
Schissel, Mary E.; Calmar, IA  
Schlatter, Lisa M.; Van Meter, IA  
Schmitz, Jana Jo; Harlan, IA  
Schneider, Jennifer Lynn; Manning, IA  
Schneider, Margaret S.; Iowa City, IA  
Scholl, Debra J.; West Des Moines, IA  
Scholten, Tara Sue; Carter Lake, IA  
Schriever, Laurel Sue; Rock Rapids, IA  
Schroeder, Donna L.; Clarence, IA  
Schuckert, Jason Patrick; Bellevue, IA  
Schueler, Kathleen C.; Hiawatha, IA  
Schultz, Chaley Jo; Des Moines, IA  
Schultz, Jean; Mason City, IA  
Schumacher, Marie F.; Bettendorf, IA  
Schutt, Samantha M.; Solon, IA  
Schwenneker, Samantha Kay; Ankeny, IA  
Scott, Heather Marie; Knoxville, IA  
Scott, Kailey Ann; Des Moines, IA  
Scott, Clara R.; Cedar Rapids, IA  
Seago, Mary Margaret; Creston, IA  
Seegmiller, Kimberly Dawn; Glenwood, MO  
Seeley, Sally A.; Baxter, IA  
Seeman, Renee Catherine; Bouton, IA  
Selk, Jolene K.; Peterson, IA  
Selle, Kathi M.; Dubuque, IA

Sellers, Diana L.; Iowa City, IA  
Serafini, Juanita R.; Glenwood, IA  
Serfling, Sharon K.; Cresco, IA  
Seward, Gregory A.; Fort Dodge, IA  
Seymour, Stacey Lynn; Davenport, IA  
Shaffer, Christine Ann; Barrington, IL  
Shaffer, Cindy Jolene; Grimes, IA  
Shaffner, Linda; Des Moines, IA  
Shannon, Dennieann Margaret; Des Moines, IA  
Shedek, Patricia M.; Cedar Rapids, IA  
Shelley, Karen K.; Altoona, IA  
Sherman, Mary Anne; Davenport, IA  
Shipkowski, Stanley Emanuel; Des Moines, IA  
Shipley, Diane M.; Nodaway, IA  
Short, Anne A.; Des Moines, IA  
Shover, Keri Kay; Cedar Rapids, IA  
Siblrud, Judy J.; Hartland, MN  
Sickels, Tonya; Indianola, IA  
Siebrands, Melissa Sue; Cedar Falls, IA  
Siebrecht, Jennifer Linn; Iowa City, IA  
Sieren, Sheryl J.; Washington, IA  
Sieverding, Kari Jo; Springbrook, IA  
Sievers, Jean S.; Gladbrook, IA  
Simplot, Paula J.; Ottumwa, IA  
Simpson, Sheryl Lynn; Council Bluffs, IA  
Sims, Susan M.; Cedar Rapids, IA  
Sitzmann, Debra L.; Moville, IA  
Skeen, Amber Leigh; Creston, IA  
Slabaugh, Rosemary K.; Kalona, IA  
Sloan, Jean E.; Carlisle, IA  
Small, Bronwyn D.; Spencer, IA  
Smalley, Wilhelmina R.; Boone, IA  
Smiley, Jamie Diane; Council Bluffs, IA  
Smith, DeAnne; West Des Moines, IA  
Smith, Denise Marie; Council Bluffs, IA  
Smith, Eleanor B.; Cedar Rapids, IA  
Smith, Michele Lynn; Rocklin, CA  
Smith, Christine Michelle; Vinton, IA  
Smith, Janet M.; Decorah, IA  
Smith, Julie; Storm Lake, IA  
Smith, Marilyn J.; Wapello, IA  
Snook, Beth Elaine; Davenport, IA  
Sohm, Tonya A.; Schleswig, IA  
Sorensen, Cathy J.; Davenport, IA  
Sorensen, Megan Brooke; Council Bluffs, IA  
Sourwine, Rhonda A.; Marion, IA  
Spangler, Florence J.; Dawson, IA  
Sparrow, Kelly J.; Niota, IL  
Speck, Mary E.; Sioux City, IA  
Splitt, Gina Marie; Algona, IA  
Sposeto, Christie J.; Des Moines, IA  
Springer, Bennett; Dubuque, IA  
Spurlock, Linda Marie; Fishers, IN

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**FEBRUARY RNs** *Continued from page 30*

Stadtler, Paula Rae-Hatten; Reinbeck, IA  
Stanhope, Sanda L.; Janesville, IA  
Stark, Sara Carolyn; Redlands, CA  
Starn, Lisa Marie; Marshalltown, IA  
Stecker, Teresa K.; West Liberty, IA  
Steffen, Joan C.; Maynard, IA  
Stein, Julie Ann; Portsmouth, IA  
Stensland, Lynette K.; Waverly, IA  
Stevens, Cynthia Marie; Danville, IA  
Stevens, Rebecca J.; Pleasant Valley, IA  
Stewart, Janet A.; Iowa City, IA  
Stieler, Jacoby Diane; Johnston, IA  
Stock, Grace A.; Clinton, IA  
Stockdale, Maureen Beth; Dike, IA  
Stonehocker, Victoria June; Tracy, IA  
Strabbing, Catherine W.; Ankeny, IA  
Straub, Kelli T.; Algona, IA  
Strayer, Cara D.; Urbandale, IA  
Stuart, Diana M.; Des Moines, IA  
Stumbo, Danelle L.; Laurens, IA  
Stumpf, Julie A.; Otho, IA  
Sullivan, Valerie Lisa; Sioux City, IA  
Summerfield, Neva J.; Dunlap, IA  
Summers, Michelle Gay; East Moline, IL  
Sunderman, Sheryl A.; Atlantic, IA  
Swank, Jennifer Lee; Creston, IA  
Swank, Ami C.; Newton, IA  
Swanson, Lorra L. Hayes; Lehigh, IA  
Swift, Teresa M.; Washington, IA  
Takemura, Maria Byrne; Mason City, IA  
Talyat, Diane M.; Cedar Rapids, IA  
Taylor, Kimberly Marie; Cedar Rapids, IA  
Teget, Gayle E.; Shenandoah, IA  
Ten Napel, Rachel Lynn; Sioux City, IA  
Tesdell, Gloria L.; Urbandale, IA  
Theisen, Janet M.; Dubuque, IA  
Thibodeaux, Wendy S.; Corning, IA  
Thilges, Laurie A.; Fenton, IA  
Thomas, Candice Elizabeth; Cedar Falls, IA  
Thomas, Jami Jo; Ankeny, IA  
Thomas, Melissa Lee; Des Moines, IA  
Thomas, Rebecca Ann; Green City, MO  
Thomas, Sally S.; Crescent, IA  
Thomas, Mary Cecilia; Underwood, IA  
Thomas, Raletta W.; Luana, IA  
Thompson, Angela Ann; Colfax, IA  
Thompson, Brianne Michelle; North Liberty, IA  
Thompson, Paula Kae; Little Rock, IA  
Thompson, Sally Ann; Rock Island, IL  
Thompson, Heidi J.; Ames, IA  
Thompson, Jonathan Michael; Slater, IA  
Thompson, Laurie; Ely, IA  
Thornton, Joni D.; West Des Moines, IA  
Thornton, Nancy J.; Marion, IA  
Tiernan, Kristin A.; Dubuque, IA  
Timmons, Mari Jo; Webster City, IA  
Tindal, Amy Kitterman; Lisbon, IA  
Tingle, Marjorie E.; Carlisle, IA  
Todorich, Pat; Maquoketa, IA  
Todorovic, Suzana; Urbandale, IA  
Tomka, Shirley L.; Carroll, IA  
Toneff, Susan K.; Waterloo, IA  
Tovar, Tasha Renee; Muscatine, IA  
Traviss, Dawn Ellen; Larchwood, IA  
Tubbs, Helen Angell; Osage, IA  
Tudor, Jennifer Rose; Waterloo, IA  
Turner, Annette L.; Fayette, IA  
Turnquist, Marjorie A.; Des Moines, IA  
Tussing, Patty A.; Clare, IA  
Tyler, Sheila Lynn; Dixon, IA  
Unternahrer, Irene H.; Wayland, IA  
Unverzagt, Tracey L.; Parnell, IA  
Utesch, Diane L.; Le Mars, IA

Uzzell, Janet Marie; Bellevue, IA  
Van Brocklin, Christine; Ankeny, IA  
Van Wyk, Brynna Lea; Altoona, IA  
Vanbruggen, Janice D.; Orange City, IA  
Vander Linden, Sharla K.; Clive, IA  
VanHauen, Deborah Kay; Grundy Center, IA  
Vanzuiden, Maxine R.; Fulton, IL  
Vaughn, Audrey M.; Ankeny, IA  
Velky, Jody Ann; Cedar Rapids, IA  
Vens, Karen Cameron; Waukee, IA  
Venteicher, Monika Elaine; Council Bluffs, IA  
Ver Steeg, Sheri Teresa; Des Moines, IA  
Voels, Donna L.; Cedar Rapids, IA  
Voet, Kathleen A.; Mason City, IA  
Vogel, Tera Hope; Palmer, IA  
Vondersitt, Debra L.; Calmar, IA  
Wage, Cynthia J.; Rock Island, IL  
Wagner, Alice C.; Des Moines, IA  
Waldenmaier, Terri Elizabeth; West Des Moines, IA  
Walker, Shirley R.; Waterloo, IA  
Wallace, Joleen Ann; Carroll, IA  
Waller, Cynthia Lynn; Illinois City, IL  
Walls, Robin Renee; Indianapolis, IN  
Waltz, Susan K.; Adel, IA  
Wanninger, Jill A.; Jefferson, IA  
Ward, Corey Elaine; Kirksville, MO  
Ward, Janet; Mason City, IA  
Warner, Catherine; West Des Moines, IA  
Wasicek, Margery M.; Mason City, IA  
Watkins, Teresa; Coralville, IA  
Watson, Debbie M.; Arlington, IA  
Watts, Kristin Ann; Cedar Rapids, IA  
Weber, Stacia Ann; Ankeny, IA  
Webner, Linda J.; Garner, IA  
Webster, Tara Sue; Ottumwa, IA  
Weeks, Lori J.; Prescott, IA  
Weir, Steffani D.; Moline, IL  
Weirather, Sarah Beth; Donnellson, IA  
Weis, Kimberly Jean; W. Des Moines, IA  
Wellendorf, Linda Lee; Ankeny, IA  
Wells, Emily Kay; North Liberty, IA  
Welp, Stephanie L.; East Dubuque, IL  
Welu, Julie; Dubuque, IA  
Wendehl, Sandra E.; Des Moines, IA  
Wendt, Diane B.; Delhi, IA

Werner, Sandra L.; Winthrop, IA  
Wesely, Monica R.; Mount Pleasant, IA  
Wesemann, Daniel Edward; Moline, IL  
West, Myrna M.; Moline, IL  
Westphal, Jane I.; Le Mars, IA  
Wethington, Joan M.; Tipton, IA  
Weymiller, Diann D.; Waukon, IA  
Whitacre, Pamela S.; Drakesville, IA  
White, Judith A.; Coralville, IA  
White, Constance M.; Asbury, IA  
White, Mary K.; Cedar Rapids, IA  
Whitehead, Laura R.; Adel, IA  
Wiebler, Margaret A.; Davenport, IA  
Wiegand, Stachia S.; Kahoka, MO  
Wigton, Stefani Moser-; Sioux City, IA  
Wilkins, Pamela J.; Des Moines, IA  
Wille, Sarah Jean; Des Moines, IA  
Willer, Shelley M.; Ankeny, IA  
Williams, Frank L.; Iowa City, IA  
Williams, Constance A.; Gladstone, IL  
Williams, James L.; Anchorage, AK  
Williamson, Dori Deann; Maxwell, IA  
Willits, Joyce Elaine; Manchester, IA  
Willms, Gayle A.; Ackley, IA  
Wilson, April Renae; Iowa City, IA  
Wilson, Jennifer Ann; Des Moines, IA  
Wilson, Kathleen J.; Des Moines, IA  
Wimber, Marlys J.; Des Moines, IA  
Winget, Robert Grant; Des Moines, IA  
Winkler, Jennifer Lee; Story City, IA  
Winters, Lynnette Louise; Tipton, IA  
Wirtz, Rhonda Ann; Independence, IA  
Wislander, Alyssa N.; Bettendorf, IA  
Wogen, Jeanne M.; Sheffield, IA  
Wolf O'Rourke, Barbara Lea; North Liberty, IA  
Wolfe, Cheryl A.; Loveland, CO  
Woods, Ashlee Bess; Silvis, IL  
Wulf, Andrea Diane; Davenport, IA  
Wyborny, Christi J.; Nora Springs, IA  
Young, Elaine Carol; Cedar Rapids, IA  
Young, Diane M.; Waterloo, IA  
Youngblut, Monica M.; Davenport, IA  
Yutzy, Andrea Renae; Adel, IA  
Zaabel, Margaret J.; Otho, IA  
Zeller, Bobbie Jo T.; Des Moines, IA  
Zimmerman, Connie A.; Council Bluffs, IA  
Zuck, Lisa J.; Cedar Falls, IA  
Zweibahmer, Sally K.; Milford, IA