



# IOWA BOARD OF NURSING NEWSLETTER

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

Volume 33 • Number 2

Quarterly circulation approximately 59,000 to all active RNs and LPNs licensed in Iowa

May, June, July 2014

## Members of the Iowa Board of Nursing

MAY 1, 2014 - APRIL 30, 2015

### TERM ENDS

Gwen Suntken, MS, RN Chairperson Representing Practice	2017
Connie K. Boyd, MSN, RN Vice Chairperson Representing Nursing Education	2015
Debra Larson, LPN Representing Nursing Practice	2017
LeRoy Strohman, D.D.S. Consumer	2017
James A. Seymour Consumer	2016
Nancy Kramer, EdD, ARNP, CPNP, CNE Representing Education	2016
Chad M. Ware, MSN, RN Representing Practice	2016

## Are You Maintaining Professional Boundaries?

In a publication offered by the National Council of State Boards of Nursing (NCSBN) titled "A Nurse's Guide to Professional Boundaries," nurses are reminded to act in the best interests of their patients or clients, and to maintain appropriate distance and involvement in those relationships (NCSBN, 2011). In the following excerpts, the boundary definition, boundary violations, misconduct examples, and the continuum of professional behavior are discussed. Tips are provided to remind nurses about upholding professional behavior.

### Professional boundaries are the spaces between the nurse's power and the patient's vulnerability.

The power of the nurse comes from the professional position, the access to private knowledge about the patient and the patient's need for care. Establishing boundaries allows the nurse to control this power differential and allows for a safe interaction to best meet the patient's needs.

### Boundary crossings are brief excursions across professional lines of behavior that may be inadvertent, thoughtless or even purposeful, while attempting to meet a special therapeutic need of the patient.

Boundary crossings can result in a return to established boundaries, but should be evaluated by the nurse for potential patient consequences and implications. Repeated boundary crossings should be avoided.

### Boundary violations can result when there is confusion between the needs of the nurse and those of the patient.

Such violations are characterized by excessive personal disclosure by the nurse, secrecy or even a reversal of roles. Boundary violations can cause distress for the patient, which may not be recognized or felt by the patient until harmful consequences occur.

### Professional sexual misconduct is an extreme form of boundary violation and includes any behavior that is seductive, sexually demeaning, harassing or reasonably interpreted as sexual by the patient.

Professional sexual misconduct is an extremely serious violation of the nurse's professional responsibility to the patient. It is a breach of trust.

A zone of patient-centered care is in the center of the professional behavior continuum shown in the illustration on page 3. This is where patient interactions should occur for effectiveness and patient safety. Over-involvement with a patient is on the right side of the continuum; this includes boundary crossings, boundary violations and professional sexual misconduct. Under-involvement lies on the left side; this includes distancing, disinterest and neglect, and can be detrimental to the patient and the nurse. There are no definite lines separating the zone of helpfulness from the ends of the continuum; instead, it is a gradual transition or melding.

Maintaining Boundaries Continued on page 3

## Executive Director's Report

Authored by Kathy Weinberg, MSN, RN

I would first of all like to congratulate the Iowa Board of Nursing members who were reappointed to their roles for additional three-year terms on March 1, 2014, by Governor Terry Branstad. Gwen Suntken, MS, RN, Board Chair; LeRoy Strohman, DDS, public member; and Debra Larson, LPN, representing LPN practice, will continue serving on the Board through 2017. As a regulatory agency, the mission of the Board is to protect the public health, safety and welfare. We thank the Board members for their service and dedication to the mission.

The Iowa Board of Nursing (BON) is a member of the National Council of State Boards of Nursing (NCSBN). "NCSBN is a not-for-profit organization whose purpose is to provide an organization through which boards of nursing act and counsel together on matters of common interest and concern affecting the public health, safety and welfare, including the development of licensing examinations in nursing" (NCSBN, 2014, retrieved from <https://www.ncsbn.org/index.htm>). NCSBN provides the BON with vast resources relating to the licensing process, nursing educa-

tion programs, discipline procedures and best practices for member boards to consider.

Board chair, Gwen Suntken and I had the opportunity to attend the NCSBN mid-year meeting in Kansas City from March 11-13. It was a very worthwhile meeting full of networking experiences with other executive directors and board members from across the United States and several Canadian provinces. The meeting also provided education and discussion of topics which are universally impacting nursing boards throughout the country. The mid-year meeting provided information and updates on The Advanced Practice Registered Nurse Compact, monitoring and regulation of nursing education offered through distance learning, telehealth nursing and an Institute of Medicine (IOM) Future of Nursing Report.

As of this writing the Iowa Legislature has passed the second funnel date for consideration of pending legislation. Legislators have been working fast and furious to end the 2014 Legislative Session in a timely period. The BON proposed two bills for consideration this legislative session. The first bill, which did not move forward, proposed language in Iowa Code, Chapter 152 to delineate and clarify the long standing practice of the Advanced Registered Nurse Practitioner (ARNP). This language was opposed by other healthcare providers, though the amendments to Chapter 152 did not attempt to expand the scope of practice of the ARNP. ARNPs have been providing care to Iowans for many years and will continue to provide safe and needed care to Iowans.

The second bill was voted out of the House and Senate and will next move on to the Governor's office for his signature. This language clarifies professional titles and abbreviations of the Ad-

Director's Report Continued on page 3

## Also In This Issue . . .

### I. BOARD OF NURSING NEWS

Board Meeting Schedule .....	p. 2
Nurse Licensure Compact:	
What Nurses Need to Know .....	p. 2
Attention: Advanced Registered Nurse Practitioners (ARNPs) .....	p. 2
Online Services .....	p. 4
Creating an Online User Account .....	p. 4
Agendas and Minutes .....	p. 5
Change of Address Form .....	p. 5
Renewal Reminder .....	p. 6
How Are CEUs Figured .....	p. 6
Communicating with the Iowa Board of Nursing .....	p. 7
NURSUS E-Notify Resources Now Available .....	p. 7
Nurse Licensure Compact:	
What Nurse Employers Need to Know .....	p. 8
Board Orders (Previously Sanctioned Cases) .....	p. 9
LPN Supervision in Long Term Care Facilities .....	p. 10
Alternate Methods to Verify a Nursing License .....	p. 10

### II. CONTINUING EDUCATION OFFERINGS

REGION I	Northwest,	p. 13
REGION II	Northeast,	p. 14
REGION III	Southwest,	none
REGION IV	Southeast,	pp. 15-16
REGION V	Central,	p. 16
OUT-OF-STATE PROGRAMS		p. 17
HOME STUDY PROGRAMS		pp. 17-22

Presort Standard  
U.S. POSTAGE  
PAID  
Permit No. 14  
Princeton, MN  
55371

current resident or



## Board Meeting Schedule 2014-2015

**June 11, 12, 13, 2014 (May 21, 2014)**  
**September 17, 18, 19, 2014 (August 27, 2014)**  
**December 10, 11, 12, 2014 (November 19, 2014)**  
**March 18, 19, 20, 2015 (February 25, 2015)**  
**June 10, 11, 12, 2015 (May 20, 2015)**

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.

### Disclaimer Clause

For advertising rates and information, please contact Arthur L. Davis Publishing Agency, Inc., 517 Washington Street, PO Box 216, Cedar Falls, Iowa 50613, (800) 626-4081, sales@aldpub.com. Iowa Board of Nursing and the Arthur L. Davis Publishing Agency, Inc. reserve the right to reject any advertisement. Responsibility for errors in advertising is limited to corrections in the next issue or refund of price of advertisement. Acceptance of advertising does not imply endorsement or approval by the Board of products advertised, the advertisers, or the claims made. Rejection of an advertisement does not imply a product offered for advertising is without merit, or that the manufacturer lacks integrity, or that this association disapproves of the product or its use. The Board and the Arthur L. Davis Publishing Agency, Inc. shall not be held liable for any consequences resulting from purchase or use of an advertiser's product.

## Happy Nurses Week May 6-12



nursing.iowa.gov

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.

### Nurse Licensure Compact: What Nurses Need to Know

#### Our Mission

The Nurse Licensure Compact advances public protection and access to care through the mutual recognition of one state-based license that is enforced locally and recognized nationally.

#### Background

The NLC allows a nurse (RN and LPN/VN) to have one compact license in the nurse's primary state of residence (the home state) and to practice in other compact states (remote states). The nurse must follow the nurse practice act of each state (visit [www.ncsbn.org/4319.htm](http://www.ncsbn.org/4319.htm) to find your state's nurse practice act). The nurse could be subject to the discipline process in the states of practice.

A compact license permits practice (physically and telephonically/electronically) across state lines in NLC states, unless the nurse is under discipline or a restriction.

Advanced practice registered nurses (APRNs) are not included in this compact. APRNs must apply for licensure in each state of practice.

#### Multistate and Single-state Licenses

Eligibility for a multistate license requires that a nurse legally reside in a compact state and declare that state as the primary state of residence. Applying for a compact license does not require completing an additional application for licensure.

A nurse whose primary state of residence is a noncompact state is not eligible for a compact license.

Upon being issued a compact license, any additional active compact licenses are made inactive because a nurse can only hold one multistate license.

A nurse licensed in a compact state must meet the licensure requirements (including continuing education, if applicable) of the home state.

A nurse with an active compact license seeking to practice in another compact state on a temporary basis does not need to complete any applications or pay any fees. The home state license is accepted in all compact states.

A nurse whose primary state of residence is a noncompact state who applies for a license in a compact state is issued a single-state license.

A nurse must hold a separate license in each noncompact state to practice in that state.

While under disciplinary action, multistate privileges may be removed and the nurse's practice may be restricted to the home state.

It is the responsibility of the nurse to notify the employer of any action taken by a board of nursing (BON) against his or her license or privilege to practice.

The NCLEX® Examination can be taken in any state convenient to the applicant. The results will be directed to the state BON where the nurse applied for authorization to test (ATT) and licensure. Graduates applying for a license who legally reside in a compact state can only apply for licensure with the home state BON.

#### Definitions

**Compact:** An interstate agreement between two or more states established for the purpose of remedying a

particular problem of multistate concern. (*Black's Law Dictionary*)

**Compact State:** Any state that has adopted the NLC.

**Home State:** The compact state that serves as the nurse's primary state of residence.

**Remote State:** A compact state other than the home state where the patient is located at the time nursing care is provided or, in the case of the practice of nursing not involving a patient, a compact state where the recipient of nursing practice is located.

**Primary State of Residence:** The state (also known as the home state) in which a nurse declares a primary residence for legal purposes. Sources used to verify a nurse's primary residence may include driver's license, federal income tax return or voter registration.

**Nursys®:** This database ([www.nursys.com](http://www.nursys.com)) provides licensure and disciplinary information of all licensed RNs and LPN/VNs, as contributed by compact states. The public can access Nursys for free to look up a nurse's license and discipline status.

#### Requirements When A Nurse Moves

When a nurse moves from a compact state to a noncompact state, the compact license is changed to a single-state license. The nurse must apply for licensure by endorsement in the new state of residence.

When a nurse moves from a noncompact state to a compact state, the nurse must apply for licensure by endorsement in the new state of residence. It's recommended to start the application process prior to the move. A new compact license will not be issued until a signed Declaration of Primary State of Residence form is provided, there is proof of residence (in some states) and the nurse meets all licensing requirements.

When permanently relocating to another compact state, a nurse must apply for licensure by endorsement and complete the Declaration of Primary State of Residence form for the new home state. The nurse should notify the former compact state BON that he or she is no longer a resident. The nurse can practice on the former license for up to 90 days, which starts when the new state determines that the nurse is a resident of the state. It's recommended that the nurse starts the application process prior to the move.

- Note: States are in the process of implementing an amended rule; a state may either permit a nurse to practice on his or her former license for 30 or 90 days depending on the current rule status (visit [www.ncsbn.org/nlc](http://www.ncsbn.org/nlc) to view the implementation table). The number of days is based on the rule in effect in the new state.

A nurse on a visa from another country applying for a license in a compact state may declare either the country of origin or the compact state as the primary state of residence. If an international location is declared the primary state of residence, the applicant is limited to a single-state license.

For more information about the NLC, visit [www.ncsbn.org/nlc](http://www.ncsbn.org/nlc) or e-mail [nursecompact@ncsbn.org](mailto:nursecompact@ncsbn.org). NCSBN; 111 E. Wacker Drive, Ste. 2900; Chicago, IL 60601-4277; (312) 525-3600. 10/13

Reprinted with permission of the National Council of State Boards of Nursing.

See page 8 for employer information.

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



### Attention: Advanced Registered Nurse Practitioners (ARNPS)

The administrative rules governing nursing in Iowa require ARNPs who supervise the use of fluoroscopic x-ray equipment to have the appropriate education and continued annual radiological safety updates. Please see the following administrative rule excerpt to review your requirements. If you have questions or concerns about these requirements, please contact Kathy Weinberg, Executive Director, at [kathy.weinberg@iowa.gov](mailto:kathy.weinberg@iowa.gov), or by telephone at (515) 281-4822.

**7.2(2) Supervision of fluoroscopy.** An advanced registered nurse practitioner (ARNP) shall be permitted to provide direct supervision in the use of fluoroscopic X-ray equipment, pursuant to 641 – subrule 42.1(2), definition of "supervision."

a. The ARNP shall provide direct supervision of fluoroscopy pursuant to the following provisions:

(1) Completion of an educational course including content in radiation physics, radiobiology, radiological safety and radiation management applicable to the use of fluoroscopy, and maintenance of documentation verifying successful completion.

(2) Collaboration, as needed, as defined in rule 655 – 7.1(152).

(3) Compliance with facility policies and procedures.

b. The ARNP shall complete an annual radiological safety course whose content includes, but is not limited to, time, dose, distance, shielding and the effects of radiation.

c. The ARNP shall maintain documentation of the initial educational course and all annual radiological safety updates.

d. The initial and annual education requirements are subject to audit by the board pursuant to 655 – subrule 5.2(5).

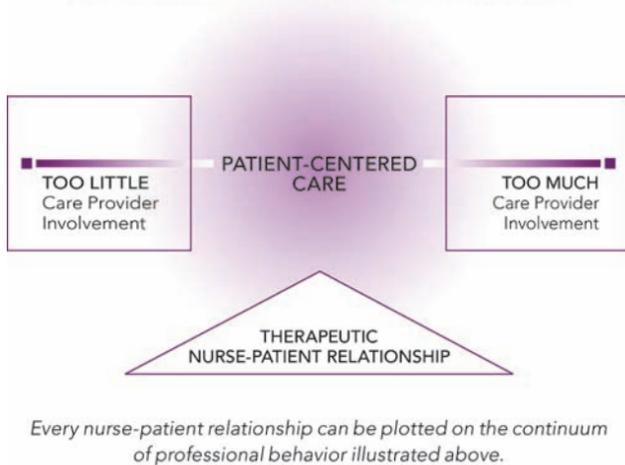
**Maintaining Boundaries** Continued from page 1

This continuum provides a frame of reference to assist nurses in evaluating their own and their colleagues' professional-patient interactions. For a given situation, the facts should be reviewed to determine whether or not the nurse was aware that a boundary crossing occurred and for what reason. The nurse should be asked: What was the intent of the boundary crossing? Was it for a therapeutic purpose? Was it in the patient's best interest? Did it optimize or detract from the nursing care? Did the nurse consult with a supervisor or colleague? Was the incident appropriately documented?

**Boundaries and the Continuum of Professional Nursing Behavior**

- The nurse's responsibility is to delineate and maintain boundaries.
- The nurse should work within the zone of patient-centered care.
- The nurse should examine any boundary crossing, be aware of its potential implications and avoid repeated crossings.
- Variables such as the care setting, community influences, patient needs and the nature of therapy affect the delineation of boundaries.

**A CONTINUUM OF PROFESSIONAL BEHAVIOR**



- Actions that overstep established boundaries to meet the needs of the nurse are boundary violations.
- The nurse should avoid situations where he or she has a personal or business relationship with the patient, as well as a professional one.
- Post-termination relationships are complex because the patient may need additional services. It may be difficult to determine when the nurse-patient relationship is truly terminated.
- Be careful about personal relationships with patients who might continue to need nursing services (such as patients with mental health issues or oncology patients).

Reprinted with permission from NCSBN.

To view the entire NCSBN brochure, including a Q & A section regarding professional boundaries and sexual misconduct, see the link at: [https://www.ncsbn.org/Professional\\_Boundaries\\_Complete.pdf](https://www.ncsbn.org/Professional_Boundaries_Complete.pdf).

If you have questions or concerns about professional boundary issues, please contact the BON Enforcement Division by emailing [enforce@iowa.gov](mailto:enforce@iowa.gov) or by calling (515) 281-3255.

**Director's Report** Continued from page 1

vanced Registered Nurse Practitioner. There will be more information concerning this bill and its pending passage in future publications and on the BON website.

I would like to leave you with a few thoughts:

- Become educated and knowledgeable concerning the Iowa Code and the Iowa Administrative Code which govern your licensure and practice.
- Be mindful that the Iowa Board of Nursing's mission is to protect the public through the regulation of nursing licensure, nursing practice, nursing education and continuing education.
- Become involved in your professional organizations.
- Know your legislators and speak with them about nursing issues. Remember everyone, even legislators, know a nurse and in some aspect of their life have been touched by the nursing profession.
- Continue learning through formal education and continuing education.

On a final note, I would like to take this opportunity to wish all nurses a Happy Nurses Week, May 6<sup>th</sup> through 12<sup>th</sup>. Nursing is a wonderful profession—be proud and passionate about your role and the important contribution you make to society! Nurses are considered at the top of honesty and ethics among professions (Gallup, Dec. 5-8, 2013). Thank you for the contributions you all make and the assistance you give the BON with their mission to protect the public health, safety and welfare of Iowa's citizens.

**Visit Iowa Board of Nursing**

anytime...



anywhere...

<http://nursing.iowa.gov/>

**GREEN HILLS™ Retirement Community Charge Nurse Positions**

Green Hills Retirement Community, an upscale retirement community, is currently seeking individuals able to work with minimal supervision for **full time and part-time charge nurse positions**. Hours will typically be from 7:00 a.m. to 7:00 p.m. during the week and every other weekend from 7:00 a.m. to 7:00 p.m.

To join our extraordinary team, the ideal candidate will have the ability to work independently and stay motivated, possess excellent hospitality skills, be warm, respectful, detail oriented and passionate about your work. Integrity, kindness, compassion and respect for our residents is a must!

In return for your skills, Green Hills offers a rewarding experience, a fun, family like atmosphere in a luxury setting, flexible schedules, competitive wages and an excellent benefit package! Applications can be completed on our web-site or apply in person. Negative pre-employment drug screen and criminal background check required.

Green Hills Retirement Community  
2200 Hamilton Drive, Ames, Iowa 50014  
[www.greenhillsrc.com](http://www.greenhillsrc.com)

EOE



Quality Healthcare by Exceptional Nurses

**We are a locally owned medical staffing agency in need of RNs and LPNs for immediate FT, PT and PRN opportunities.**

- Hospital Assignments
- Long Term Care
- Home Health Care
- Flexible Scheduling, Weekly Pay
- All Shifts Available – Lots of opportunities!!



For immediate consideration please email:  
[info@mysighealth.com](mailto:info@mysighealth.com)  
1-800-518-1460 or  
515-252-0000

Fax your resume to 515-276-5506 or  
Apply online today at [www.mysighealth.com](http://www.mysighealth.com)

**DMACC Health IT Program** DES MOINES AREA COMMUNITY COLLEGE

**Need a change from your current job?**

DMACC offers an AAS Degree in Health Information Technology. This program can supplement your current clinical experience and help you find an alternative career in the healthcare field!

The HIT curriculum prepares you for a variety of job roles in healthcare such as IT, HIM, Revenue, Analytics, as well as many other exciting career paths. You can specialize in coding, informatics and database specialist certificates that are also available.

Learn more about the program online at [go.dmacc.edu/programs/health/healthinfotech](http://go.dmacc.edu/programs/health/healthinfotech) or by phone at 515-964-6548.



Choose Confidently  
Choose Mercy Clinton



Located on the scenic bluffs of the Mississippi River in eastern Iowa, Mercy Medical Center in Clinton has a long history of serving the health care needs of residents in the Clinton area and surrounding communities.

With two campus locations, Mercy offers a wide array of health care services in an advanced and progressive environment. As the largest employer in the community, Mercy offers competitive wages and a comprehensive benefit package.

**Mercy Clinton Wishes You A Happy Nurses Week**

May 6-12, 2014

For employment opportunities, please visit [www.mercyclinton.com](http://www.mercyclinton.com)

EOE



(515) 255-2576

**QUALITY MANAGEMENT CONSULTANTS**

Iowa CE Provider Number 353

Popular courses include:

- The Effective Patient Advocate
- Mental Health and Substance Abuse Emergencies in the Community—FREE
- Positive Psychology & more!

Visit our website for more information!



Dr. Mary Krieg, President

“On-demand continuing education for nurses”

[www.qualitymanagementconsultants.com](http://www.qualitymanagementconsultants.com)

### ONLINE SERVICES

To get the most out of the updated online services, you will need to make sure that your machine has Adobe Reader installed, regardless of whether you are using a Mac or a PC. This software is necessary in order to read any attachments that may be sent to you by email.



Also, if your last renewal was prior to November 19, 2012, you will need to begin any online process by registering as a new user. Any IDs issued prior to that date will not work in the new online services center.

## START HERE

### CREATING AN ONLINE USER ACCOUNT

All licensing processes begin with user registration, including logging in to update contact, employment or educational information. Secured Access and ordering a roster also require the visitor to register.

The main menu displays the following option:

**Licensing Services**

All of the following services require registration and login. If you last registered prior to November 19, 2012, you will need to create a new account, i.d. and password.

- [Create a New Account](#)  
To create a brand new E A & A account ID and password to access IBON online services.

If you click on "Create a New Account," you will be taken directly to the registration page **and tab** that you need in order to register.

## AMANDA - Iowa Board of Nursing

The registration site is maintained by the state's technology division (ITE) as a global login for the entire state enterprise. Once you create an account, you can use the i.d. to do other state business.

First time users – including anyone who last renewed prior to December 2012 – must start by creating a new account. **Previous login i.d. or password will not allow access to the new site.**

Enter your first and last name:

**Enterprise A&A** What Is A&A?

[SIGN IN](#) [CREATE AN ACCOUNT](#) [FORGOT PASSWORD](#) [FORGOT ID](#)

**Create an account for AMANDA - Iowa Board of Nursing here.**

Sign up now to get credentials you can use for AMANDA - Iowa Board of Nursing and at other Enterprise A&A enabled sites.

First Name:

Last Name:

[Register](#)

Possibly have an account already?  
Click [here](#) for a listing of all A&A enabled applications. If you created an account for any of these applications you don't need to create a new account.

**Before Beginning:**

- You must have a valid email address.
- Your A&A Account ID may not contain profanity or special characters.
- You will be required to complete some Security Baseline Questions and Answers.

Contact the DAS-ITE Service Desk if you need personal assistance.  
Email: [ITE.Servicesdesk@iowa.gov](mailto:ITE.Servicesdesk@iowa.gov) Phone: 515-281-5703 or 1-800-532-1174

The registration automatically combines first and last names into a suggested user i.d., and appends "@iowaid." But it does not check to see if the suggested i.d. is already taken by someone else with the same name. Anything can be substituted ahead of the "@", but the i.d. that is created is permanent so it will need to be memorable.

**AMANDA - Iowa Board of Nursing**

Single Sign On - AMANDA - Iowa Board of Nursing

Account Id:

First Name:

Last Name:

Email:

Confirm Email:

[Save Account Details](#) [Cancel](#)

You are looking at SSO Registration Transaction Id: GMS0UH

**Enterprise A&A**

©2004 State of Iowa, DAS-ITE Version 3.0.13  
[Additional Terms, Privacy & Warranty Information](#)

Enter your email address twice, and click "Save Account Details." A popup box gives a final caution.

Message from webpage

You are about to register for a new account using the Account Id located at the top of the form. All spaces and most special characters will be stripped from your Account Id.

Click the ? image found at the top of the form for help information.

Do you want to continue with your registration?

[OK](#) [Cancel](#)

If someone else with the same first and last name has already registered to do any kind of business with the State of Iowa, you will receive the following error message.

Single Sign On - AMANDA - Iowa Board of Nursing

Sorry, that Account Id already exists.

After successfully selecting an i.d., entering the email address twice and clicking "continue," you will see the following screen advising you that an email has been sent with information to complete the registration. Note that there is a time limit of 48 hours to complete the registration.

# Inspired to serve

## New! Fall 2014

### 100% ONLINE RN-BSN degree

For more information: [www.marianuniversity.edu/nurse](http://www.marianuniversity.edu/nurse)

## MARIAN UNIVERSITY

45 S. National Ave. | Fond du Lac, WI 54935-4699  
Sara Meyer | 1-800-2-MARIAN ext. 7650 | [sameyer16@marianuniversity.edu](mailto:sameyer16@marianuniversity.edu)

## 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 NAME changes must be made in writing. For your convenience, you may utilize the following form to submit your address/name change.

Last Name: \_\_\_\_\_ SSN: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
 First Name: \_\_\_\_\_ RN/LPN#: \_\_\_\_\_  
 Middle Name: \_\_\_\_\_ Today's Date: \_\_\_\_\_  
 Resident State: \_\_\_\_\_ Name Change: \_\_\_\_\_ Yes \_\_\_\_\_ No  
 Previous Name: \_\_\_\_\_

### OLD ADDRESS:

Home Address \_\_\_\_\_  
 \_\_\_\_\_  
 City \_\_\_\_\_  
 State \_\_\_\_\_ Zip \_\_\_\_\_

### NEW ADDRESS:

Home 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 currently in the process of obtaining 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 or e-mail information to: [ibon@iowa.gov](mailto:ibon@iowa.gov)  
 400 SW 8th St., STE B update address online: [nursing.iowa.gov](http://nursing.iowa.gov),  
 Des Moines, IA 50309 select IBON Online Services

## Agendas and Minutes On the Web

All Board and Committee agendas are on our website. Agendas are posted at least 24 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 locate our Agendas and Minutes at our website, [nursing.iowa.gov](http://nursing.iowa.gov), under "About the Board." You may subscribe to email notification of the first posting of a meeting or conference call agenda by sending a blank email to: [join-IBON\\_AGENIDAS@lists.ia.gov](mailto:join-IBON_AGENIDAS@lists.ia.gov).



## CLARKE UNIVERSITY IMPACTS HEALTHCARE

### DEGREES:

- Bachelor of Science in Nursing
- Doctor of Nursing Practice
- Family Nurse Practitioner
- Nursing Education and Organizational Leadership

## ADVANCE YOUR CAREER NOW.



[graduate@clarke.edu](mailto:graduate@clarke.edu)  
[www.clarke.edu/graduate](http://www.clarke.edu/graduate)  
 (563)588-6635

The Greene County Medical Reserve Corps provides a prepared and ready workforce of volunteers to serve the people of Greene County in the event of any public health or medical emergency.

**Please register to volunteer**

We all have a role to play in preparing Greene County for the challenges of responding to a public health or medical emergency. Greene County seeks nurses and other professionals from all backgrounds, skill levels, and experiences willing to support a public health or healthcare emergency response. If you are a nurse, we encourage you to register with Greene County Medical Reserve Corps

**Contact:**  
**Shelly Berger**  
[shelly.berger@gcmchealth.com](mailto:shelly.berger@gcmchealth.com)  
 1000 W. Lincolnway  
 Jefferson, IA 50129  
 515-386-0114

## WAVERLY HEALTH CENTER

A Designated Planetree Patient-Centered Hospital

**Up to \$5,000 Tuition Debt Assistance for RNs & LPNs.**

For information about nursing opportunities, benefits package and to submit an employment application, visit:  
[www.WaverlyHealthCenter.org](http://www.WaverlyHealthCenter.org)

## Indian Hills COMMUNITY COLLEGE

### PROGRAM DIRECTOR NURSING THEORY & CLINICAL

Indian Hills Community College has an opening for someone who will lead the nursing program administration, recruit students, provide student and staff mentoring & advising and provide excellent communication. Will teach nursing theory courses as assigned; will coordinate curriculum revisions; will select learning experiences at hospitals and other health care agencies for students in the nursing programs; will supervise students providing nursing care and evaluate their progress; will supervise nursing faculty and conduct performance evaluation. A graduate of an approved school of nursing with licensure as a registered nurse in Iowa or a compact state; masters or doctoral degree with a major in nursing; three years clinical nursing as an RN; two years of experience in nursing education required. A complete job description can be found at [www.indianhills.edu](http://www.indianhills.edu). Starting salary range: \$63,459 - \$69,935 plus competitive fringe benefit package & 4-day workweek (184 days annually). Applications will be accepted until the position is filled.

**Send letter of application and resume to:**  
**Human Resources, Indian Hills Community College**  
 525 Grandview, Ottumwa, IA 52501  
**Office: 641-683-5200**  
**Monday thru Thursday**  
**Fax: 641-683-5184**  
**Email: [hr@indianhills.edu](mailto:hr@indianhills.edu)**  
 AA/EOE

## MSN

with tracks in

- \* Clinical Nurse Leader
- \* Nursing Education

**DEVELOP YOUR CAREER** and contribute at a more comprehensive level as a Clinical Nurse Leader or nursing educator.

- \* CNL program design sponsored by the American Association of Colleges of Nursing (AACN).
- \* The only face-to-face MSN program in central Iowa.
- \* Learn from faculty who are connected to central Iowa's largest healthcare organizations.
- \* Scheduled for working adults.

Visit us online at [www.grandview.edu](http://www.grandview.edu), then click Graduate Students or call 263-2810.

## Care Initiatives

Compassionate LPN and RN candidates who share our mission of providing "devoted care to older Iowans" are needed by Care Initiatives, Iowa's largest not for profit senior care provider.

- ✓ Competitive pay
- ✓ Health benefits
- ✓ RN tuition reimbursement
- ✓ Online training and development
- ✓ Advancement opportunities
- ✓ And more

Employees in good standing are eligible for a generous anniversary bonus ranging \$1000-2000/year.

Now accepting applications at:

- Dubuque Nursing and Rehab Center
- Heritage Nursing and Rehab Center (Cedar Rapids)
- Mechanicsville Nursing and Rehab Center
- Montezuma Nursing and Rehab Center
- Windsor Nursing and Rehab Center (Cedar Falls)

You will also gain clinical experience in skilled nursing care, wound care, IV therapy, dementia care, respite care, hospice care, restorative care, and much more. Our nursing team collaborates with rehab, dietary, social services, etc. to provide the best quality care to our residents.

To join our fast-paced, ever-changing industry, apply online or email resume with preferred facility/city.  
**Let us invest in YOU!**  
 (515) 244-4442  
[kbanning@careinitiatives.org](mailto:kbanning@careinitiatives.org)  
[www.careinitiatives.org](http://www.careinitiatives.org)

EOE / AAP Disability & Vets

## Renewal Reminder

Licenses that expire April 15, 2014, are due by March 15, 2014, and can be renewed any time after February 15, 2014.

Licenses that expire May 15, 2014, are due by April 15, 2014, and can be renewed any time after March 15, 2014.

Licenses that expire June 15, 2014, are due by May 15, 2014, and can be renewed any time after April 15, 2014.

A \$50 late fee is required for licensees who renew within the 30 days after the license lapses. Licenses that are not renewed will automatically be placed on inactive status on the 16th of the month following the expiration of the license.

The continuing education requirement for license renewal is 36 contact hours (3.6 CEUs) for renewal of a full three year license. Licensees renewing for the first time after the license was originally issued, or for the first time after a reactivation, will need 24 contact hours (2.4 CEUs) completed after the effective date printed on the wallet card.

## How Are Continuing Education Units Figured?

### Do I Have Enough Continuing Education (CE) Credits To Meet My Renewal Requirements?

Registered Nurse (RN) and Licensed Practical Nurse (LPN) Licensees may see certificates of completion from approved CE providers with contact hours or continuing education units (CEUs) listed. According to Iowa's administrative rules, either one is correct. But, this is one area where a licensee may make an error in conversion and believe he/she has enough CE credits to renew – when in fact one is short of the CE requirements for licensure.

Continuing education is mandated by Iowa law as a prerequisite to renewal of an Iowa nursing license. The requirement is as follows:

- For renewal of a three year license, the requirement is 36 contact hours or 3.6 CEUs.
- For renewal of a license that has been issued for less than three years, the requirement is 24 contact hours or 2.4 CEUs. This applies to the first renewal after any one of the following:
  - Initial Iowa licensure by examination
  - Initial Iowa licensure by endorsement from another state
  - Reactivation from an inactive status

A license issued for less than three years is granted for two years, plus the number of months to the birth month. Thereafter, the license must be renewed every three years.

- For reactivation from an inactive status, the requirement is 12 contact hours that are not more than 12 months old at the time the credit is submitted for reactivation.

The following grid is designed to assist CE providers and licensees with information about the CE conversion formula used by Iowa approved providers.

Please contact Laura Hudson, Associate Director – CE/Workforce if you have questions about CE Units of Measurement. E-mail [laura.hudson@iowa.gov](mailto:laura.hudson@iowa.gov) or call 515-281-8808.

### IOWA BOARD OF NURSING Continuing Education – Units of Measurement

HOURS	MINUTES	CONTACT HOURS	CEU EQUIVALENT
	50	1.0	.10
1.0	60	1.2	.12
1.5	90	1.8	.18
2.0	120	2.4	.24
2.5	150	3.0	.30
3.0	180	3.6	.36
3.5	210	4.2	.42
4.0	240	4.8	.48
4.5	270	5.4	.54
5.0	300	6.0	.60
5.5	330	6.6	.66
6.0	360	7.2	.72
6.5	390	7.8	.78
7.0	420	8.4	.84
7.5	450	9.0	.90
8.0	480	9.6	.96
8.5	510	10.2	1.02
9.0	540	10.8	1.08



## Attention Registered Nurses

Become a part of Iowa's leading Ophthalmology Practice!

With the following clinic locations we are able to serve patients throughout Iowa:  
West Des Moines, Ames, Fort Dodge, Spencer, Marshalltown, Cedar Falls, Waterloo, Cedar Rapids & Iowa City.

We are also able to serve our patients' surgical needs at Wolfe Surgery Center located in West Des Moines.

Please visit our website for current Registered Nurse openings:  
[www.wolfeeyeclinic.com](http://www.wolfeeyeclinic.com)  
email: [dtacconi@wolfeclinic.com](mailto:dtacconi@wolfeclinic.com)  
Fax: 641-754-6205

Become a trusted healthcare partner for life

*Are you an established nurse looking for the next step?*

Join the team that values each and every employee and strives for excellence in caring for the patients we serve!

Franklin General Hospital offers an excellent benefit package including IPERS, Insurance, and a FREE single membership to the Franklin Wellness Center.

**Opportunities For:**

- ER Nurse Leader • Med/Surg Nurse Leader
- Long-term care positions also available

If interested, fill out an application at the hospital or print an application online at [www.franklingeneral.com](http://www.franklingeneral.com)

Human Resources, Franklin General Hospital  
1720 Central Avenue East,  
Hampton, IA 50441 EOE



## CAMP HERTKO HOLLOW

Iowa's camp for youth with diabetes ages 6-18  
Enjoy a terrific, fun pediatric diabetes learning experience!

We're looking for qualified nursing, healthcare professionals to volunteer and join our 2014 summer "camp family" for Kids Week ages 6-12, June 22-28 and/or Teen Week ages 13-18, June 29-July 5, 2014. Our camp is held at the Des Moines Y Camp near Boone, IA. Help with diabetes regulation and medical safety of campers.

Learn, grow and have fun with the kids!  
Staff applications online. Sign up early to reserve your spot! Call 855-502-8500.  
[www.CampHertkoHollow.com](http://www.CampHertkoHollow.com)



*Remembering & Thanking our Nurses*  
May 6-12  
National Nurses Week 2014

**Danville Care Center**  
For employment opportunities, please call:  
April Anyzeski, Admin (319) 392-4259  
401 S. Birch, Danville, Iowa 52623



Physician services by



## Nursing Director of Inpatient Services

**Full time position available:**  
Full time position available as the Nursing Director of Inpatient Services at Winneshiek Medical Center. This position is responsible for the operational and strategic oversight of the Medical/Surgical and OB Departments. The director will be responsible to utilize the nursing process and principles of management to implement innovative care delivery models which ensure the highest quality of care for all patients in these departments as well as a positive work environment for staff. The director is responsible to coordinate care in collaboration with the patient, family, nurses, peers, physicians, and allied health care providers. The successful candidate will be well organized, flexible, have excellent critical thinking skills, and be committed to shared decision making and building strong relationships with all other staff members involved with the continuum of care. They will be knowledgeable of applicable regulations and committed to promoting WMC's mission, vision, values and strategic plan. The director position requires a bachelor's degree; master's degree preferred, with a current license to practice as a Registered Nurse in Iowa. A minimum of three years staff RN experience and previous supervisor/manager experience is required. Benefits include generous PTO accruals, IPERS, and health and dental insurance.

*Winneshiek Medical Center is a growing rural healthcare center offering a positive and progressive working environment as well as competitive salary and benefits.*

Applications available at [winmedical.org](http://winmedical.org).  
Send application and resume to [jobs@winmedical.org](mailto:jobs@winmedical.org), or mail to:  
Winneshiek Medical Center  
901 Montgomery St., Decorah, IA 52101 Attn: Human Resources  
Visit us at: [www.winmedical.org](http://www.winmedical.org)



# Nursing

ON CAMPUS OR ONLINE

- Bachelor of Science in Nursing
- RN to BSN Degree  
All Online

**Iowa Wesleyan COLLEGE**

Mount Pleasant, Iowa  
[www.iwc.edu/nursing](http://www.iwc.edu/nursing)  
800.582.2383

*Happy National Nurses Week!*



**THANK YOU!**

*Your dedication to healthcare is truly appreciated.*

Whether you already are part of our family, searching for a great place to work, or would like to enlist our staffing services, Tri-State Nursing is the place for you.

**Tri-State Nursing** 

*"Professionals with Pride"*  
800-727-1912  
[www.tristatenursing.com](http://www.tristatenursing.com)

## Communicating With The Iowa Board Of Nursing

The Iowa Board of Nursing requests that licensees and the public use the board web site [nursing.iowa.gov](http://nursing.iowa.gov) 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 <a href="mailto:ibon.renewal@iowa.gov">ibon.renewal@iowa.gov</a>
<ul style="list-style-type: none"> <li>Name/address changes</li> <li>Application for license renewal, reactivation, or endorsement</li> <li>Inactive status</li> </ul>	Phone 515-281-4826 <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 <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 <a href="mailto:Laura.Hudson@iowa.gov">Laura.Hudson@iowa.gov</a>
<ul style="list-style-type: none"> <li>Special approval of Continuing Education courses</li> <li>Audits</li> <li>Rosters and label orders</li> </ul>	Phone 515-281-8258 <a href="mailto:ibon.audit@iowa.gov">ibon.audit@iowa.gov</a>
<ul style="list-style-type: none"> <li>Disciplinary issues</li> <li>Sanctioned cases</li> </ul>	Phone 515-281-6472 <a href="mailto:enforce@iowa.gov">enforce@iowa.gov</a>
<ul style="list-style-type: none"> <li>Editor, Iowa Board of Nursing newsletter</li> </ul>	Phone 515-281-8808 <a href="mailto:Laura.Hudson@iowa.gov">Laura.Hudson@iowa.gov</a>
<ul style="list-style-type: none"> <li>Scope of nursing practice in Iowa</li> </ul>	Phone 515-281-4828 <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 <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 <a href="mailto:Lynn.Linder@iowa.gov">Lynn.Linder@iowa.gov</a>

## NURSYS-E Notify Resources Now Available

The National Council State Boards of Nursing (NCSBN) announces the launch of NURSYS E-Notify. NURSYS E-Notify is an innovative national nurse licensure notification system where you receive real-time notifications about nurses in your employ. The system provides licensure and publicly available discipline data directly to you automatically as the data is entered into the NURSYS database without you needing to proactively seek this information.

NURSYS is the only national database for verification of nurse licensure, discipline and practice privileges for registered nurses (RNs) and licensed practical nurses (LPNs). It is comprised of data obtained directly from the licensure systems of US Boards of Nursing through frequent, secured updates.

The E-Notify system alerts subscribers when changes are made to a nurse's license record, including changes to license status, license expirations, pending license renewals and public disciplinary action. If a nurse's license is about to expire, employers have the option to receive a notification about the upcoming expiration date. Employers can also learn about disciplinary action issued by a Nursing Board against a nurse they employ.

Employers are able to subscribe to this service to track licensure and discipline information for little or no charge (cost is dependent on the number of nurses enrolled in the system). The first 100 nurses registered with NURSYS E-Notify in a facility are free of charge. The charge for any nurses registered over the original 100 is \$1.00 per year. If an employer has 99 nurses the charge is \$0.00; if they have 200 nurses the cost per year is \$100.00.

Employers can customize how often they receive notifications and when to run reports. Another feature in E-Notify is the ability to enter nurse contact information so the employer may send licensure renewal reminders to the nurses directly from the E-Notify system.

Employers and Nurses can learn more about the NURSYS E-Notify system by visiting the NURSYS website at [NURSYS.com](http://NURSYS.com). An introductory video is also available at the website.





### NURSING FACULTY

Peoria, Illinois

Position available fall 2014 in the accredited graduate Family Psychiatric Mental Health Nurse Practitioner program. Master's degree in Nursing with focus in Psychiatric Mental Health Nurse Practitioner and experience in psychiatric mental health nursing required. Excellent benefits. Contact Dr. Jan Boundy at 309-655-2230 or [Janice.f.boundy@osfhealthcare.org](mailto:Janice.f.boundy@osfhealthcare.org) for information.

Apply online at OSF Saint Francis Medical Center Human Resources.

*We value self-led teams, and encourage growth in training and education to further community and enhance individual fulfillment, including FREE Wellness Center Membership*

*If you're looking for a challenging and rewarding career, we have the position for you!*



Apply online at [StonehillDBQ.com](http://StonehillDBQ.com), or email resume and cover letter to [hr@StonehillDBQ.com](mailto:hr@StonehillDBQ.com)

**STONEHILL**  
FRANCISCAN SERVICES  
*Celebrating Daily the Dignity of Older Adults*

3485 Windsor Avenue | Dubuque, Iowa 52001 | (563) 557-7180



1-888-VITERBO • [www.viterbo.edu/nursing](http://www.viterbo.edu/nursing) • La Crosse, Wis.

## Viterbo is... Nursing

**BSN Program**

- Offered on campus

**BSN Completion**

- One day a week
- Classes offered in Prairie du Chien, Wis.
- Face-to-face and online options

**Doctor of Nursing Practice (DNP) Program**

- BSN to DNP
- Family NP
- Adult-Gero NP
- MSN to DNP
- For practicing NPs
- Hybrid course delivery



### Mark Your Calendars for Our Upcoming Conferences

25th Annual Breastfeeding Conference & Pre-Conference Events	May 14 & 15
School Nurse Conference	July 15
Injury Prevention Conference	September 9
Cooperative Caregiving (Mother Baby) Conference	September 23
NRP Forum	October 28
Pediatric Nursing Conference	November 4

Learn more at [www.blankchildrens.org/classes](http://www.blankchildrens.org/classes) - Choose Nurses Category




*We would like to extend a special thanks to all our nurses during National Nurses Week.*

### OR/Surgery RNs needed

Buchanan County Health Center is seeking experienced OR/Surgery RNs to meet the needs of our growing surgical services. BCHC has full and part-time positions available and offers competitive wage and benefit packages. Interested candidates should submit their application to Human Resources.



Please visit [www.bchealth.info](http://www.bchealth.info) to retrieve and submit an application.




**Check Us Out for Job Opportunities**  
Central Iowa's largest physician owned multi-specialty group.

Corporate Office  
5950 University Avenue  
West Des Moines, IA 50266  
515-875-9110

Apply Online  
[iowaclinic.com](http://iowaclinic.com)

Washington County Hospital & Clinics  
*Improving Health & Promoting Wellness  
One Patient at a Time*



**Applicants Always Welcome**

Visit us at [www.wchc.org](http://www.wchc.org) to learn more about current employment opportunities and to apply online or contact Tracy, (319) 863-3909.



400 E Polk Street  
Washington, IA 52353  
(319) 653-5481  
[www.wchc.org](http://www.wchc.org)

## Nurse Licensure Compact: What Nurse Employers Need To Know

### Our Mission

The Nurse Licensure Compact advances public protection and access to care through the mutual recognition of one state-based license that is enforced locally and recognized nationally.

### Background

The NLC allows a nurse (registered nurses [RNs] and licensed practical/vocational nurses [LPN/VNs]) to have one multistate license in the primary state of residence (the home state) and practice in other compact states (remote states), while subject to each state's practice laws and discipline.

Lawful practice requires that a nurse be licensed or have the privilege to practice in the state where the patient is located at the time care is directed or service is provided. This pertains to practice by physical or telephonic/electronic means.

Nurses holding a multistate license are allowed to practice across state lines in other NLC states, except when practice is limited to the home state due to a restriction on the license or some level of disciplinary action.

Advanced practice registered nurses (APRNs) are not included in this compact. APRNs must apply for licensure in each state in which they practice, unless exempted when employed in a federal facility.

### Employer Confirmation of a Nurse's Licensure Status

Employers can confirm a nurse's license and receive a Licensure Quick Confirm report at [www.nursys.com](http://www.nursys.com) at no cost. The report will contain the nurse's name, jurisdiction, license type, license number, compact status, license status, expiration date, discipline against license and discipline against privilege to practice.

All NLC states provide licensure and discipline data to Nursys® directly from the board of nursing's (BON's) licensure systems. Nursys is primary source equivalent.

To confirm APRNs and temporary licenses, visit the issuing BON website.

### Licensure and Privileges

A nurse licensed in a compact state must meet the licensure requirements in the primary state of residence (home state). When practicing on a privilege in a remote state, the nurse is accountable for complying with the nurse practice act of that state.

A single state license may be issued to an applicant residing in a noncompact state. A license issued by a noncompact state is valid only in that state.

A nurse with an active multistate license in a compact state has the privilege to practice in any compact state unless the privilege has been disciplined or otherwise restricted.

The NLC permits a nurse to hold only one active compact license in the primary state of residence.

When a nurse is hired in a remote state for a temporary position or commutes to the remote state from the primary state of residence (usually an adjacent state), employers cannot require the nurse to apply for licensure in the remote state when the nurse has lawfully declared another state as the primary state of residence. This is based on where the nurse pays federal income tax, votes or holds a driver's license. The BON cannot issue a license to a nurse who has declared another compact state as the primary state of residence. (A legal memo on this topic is available online at [www.ncsbn.org/nlc](http://www.ncsbn.org/nlc).)

### Discipline

It is the responsibility of the nurse to notify the employer of any action taken by the BON against his or her license.

Under most circumstances, when a license is disciplined, multistate privileges are removed. The nurse is not able to practice in a remote state.

### Requirements When A Nurse Moves

When a nurse declares a new compact state as the primary state of residence, he or she must apply for licensure by endorsement in the new state of residence.

When permanently relocating to another compact state, a nurse must apply for licensure by endorsement and complete the Declaration of Primary State of Residence form for the new home state. The nurse should notify the former compact state BON that he or she is no longer a resident. The nurse can practice on the former license for up to 90 days, which starts when the new state determines that the nurse is a resident of the new state. It is recommended that the nurse starts the application process prior to the move.

- Note: States are in the process of implementing an amended rule; a state may either permit a nurse to practice on his or her former license for 30 or 90 days depending on the current rule status (visit [www.ncsbn.org/nlc](http://www.ncsbn.org/nlc) to view the implementation on table). The number of days is based on the rule in effect in the new state.

Nurses are required to promptly declare a new state of residency when they obtain a new driver's license, change

where federal taxes are paid or register to vote and may not wait for the license to expire in the prior home state.

### Scenario

I am a director of Nursing at a hospital in Colorado (a compact state) and have hired a Texas (a compact state) nurse for a temporary assignment. Our Human Resources department is telling me that I must require the nurse to get a Colorado license in order for her to practice here.

- The NLC permits a nurse to hold one active multistate license in the primary state of residence. A licensee holding a compact multistate license in good standing has the privilege to practice in any compact state. Employers cannot require the nurse to apply for licensure in a remote state when the nurse has lawfully declared a primary state of residence.
- The BON cannot issue a license to a nurse who has declared another compact state as the primary state of residence.

### Definitions

**Compact:** An interstate agreement between two or more states established for the purpose of remedying a particular problem of multistate concern. (*Black's Law Dictionary*)

**Compact State:** Any state that has adopted the NLC.

**Home State:** The compact state that serves as the nurse's primary state of residence.

**Remote State:** A compact state other than the home state where the patient is located at the time nursing care is provided or, in the case of the practice of nursing not involving a patient, a compact state where the recipient of nursing practice is located.

**Primary State of Residence:** The state (also known as the home state) in which a nurse declares a primary residence for legal purposes. Sources used to verify a nurse's primary residence may include driver's license, federal income tax return or voter registration.

**Nursys®:** This database ([www.nursys.com](http://www.nursys.com)) provides licensure and disciplinary information of all RNs and LPN/VNs, as contributed by compact states. The public can access Nursys for free to look up a nurse's license and discipline status.

**Privilege to Practice:** Current, official authority from a remote state permitting the practice of nursing as either an RN or an LPN/VN in such party state. All party states have the authority, in accordance with existing state due process law, to take actions against the nurse's privilege, such as: revocation, suspension, probation or any other action which affects a nurse's authorization to practice.

For more information about the NLC, visit [www.ncsbn.org/nlc](http://www.ncsbn.org/nlc) or e-mail [nursecompact@ncsbn.org](mailto:nursecompact@ncsbn.org). NCSBN; 111 E. Wacker Drive, Ste. 2900; Chicago, IL 60601-4277; (312) 525-3600. 10/13

Reprinted with permission of the National Council of State Boards of Nursing.



### Your nursing dreams start out small... and lead you to Wheaton Franciscan Healthcare.

Fulfill your dreams and be part of something "Great"!

A variety of positions are available. We offer competitive wages plus:

- Education Repayment
- Insurance
- Pension
- Shift Differential
- Paid Time Off



Visit [www.WheatonIowa.org/employment](http://www.WheatonIowa.org/employment) to learn about current job opportunities and to apply on-line.



Find us on Facebook

Covenant Clinic Covenant Medical Center Mercy Hospital (Oelwein) Sartori Memorial Hospital

## Preparing the best to take the lead.

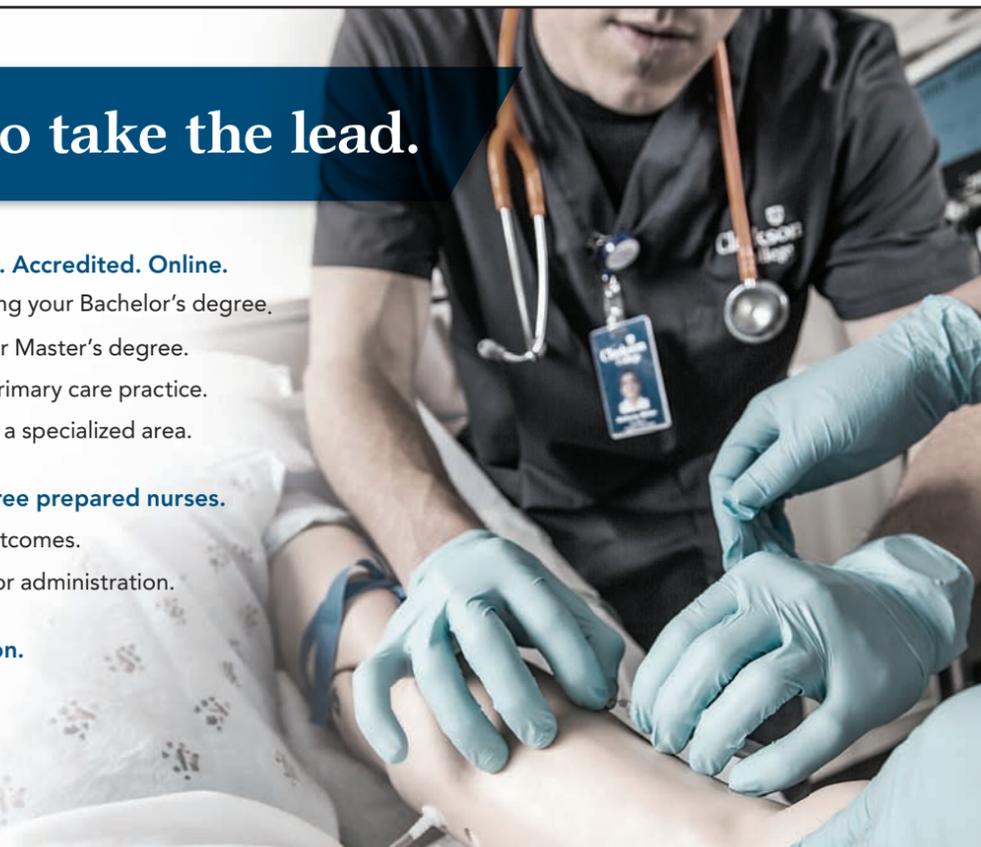
### Programs for RNs seeking advancement. Flexible. Accredited. Online.

- › RN to BSN—Earn graduate credits while completing your Bachelor's degree.
- › RN to MSN—Apply BSN requirements toward your Master's degree.
- › MSN—Specialize in education, administration or primary care practice.
- › Post-MSN Certificate—Advance your expertise in a specialized area.

### Online full- & part-time options for Master's-degree prepared nurses.

- › DNP—Improve health care delivery and patient outcomes.
- › Ed.D.—Become a leader in health care education or administration.

Visit [ClarksonCollege.edu](http://ClarksonCollege.edu) for program information.



A PROGRAM DESIGNED FOR PATIENTS, CAREGIVERS, AND HEALTHCARE PROVIDERS TO LEARN MORE ABOUT THE LATEST TRENDS, RESOURCES AND RESEARCH SURROUNDING LUNG HEALTH.

FRIDAY, OCTOBER 31, 2014  
West Des Moines Sheraton,  
West Des Moines, IA

Continuing Education Credits will be available.

For more information visit us online or call 515-309-9507



[www.LungIA.org](http://www.LungIA.org)

## Board Orders (Previously Named Sanctioned Cases)

**Sanctioned licenses should be verified through our website  
to determine current status.**

\* By Licensee RN number indicates Licensee is registered as an ARNP  
\*\* In the RN column indicates the Licensee does not have an Iowa license

### JANUARY 2014

Last Name	First Name	RN	LPN	Sanction	
Ballalatak	Denise	P50827		Indefinitely Suspended	
Boe	Kristina		P51722	Voluntary Surrender	
Boe	Kristina		P51722	Continuing Education	60 contact hr
Brown	Elizabeth	122024	P50284	Indefinitely Suspended	
Curry	Augusta	061550		Indefinitely Suspended	
Dohrmann	Chrysten	117549		Fine	\$400
Dusch	Brenda	124689		Fine	\$1,000
Dusch	Brenda	124689		Continuing Education	2.4 contact hr
Howe	Tammy	063957		Probation	18 months
Hunter	Audrey	115506		Voluntary Surrender	
Imler	Jennifer	112782		Voluntary Surrender	
Jensen	Jeremy	115221	P47012	Citation & Warning	
Jobe	Nadine	076255	P25893	Indefinitely Suspended	
Johnston	Jill	097004		Continuing Education	30 contact hr
Johnston	Jill	097004		Probation	12 months
Larson	Andrea		P31582	Voluntary Surrender	
Ludtke	Kristina		P51791	License Revoked	
McMeans	Ivory	113484		Citation & Warning	
McNeil	Dawn	118745		Probation	12 months
Mewes	Jennifer	105316		Suspended	
Mewes	Jennifer	105316		Fine	\$400
Neeson	Elizabeth	126256	P50283	Fine	\$50
Neeson	Elizabeth	126256	P50283	Continuing Education	1 contact hr
Paul	Ashley		P55549	Probation	2 years
Peterson	Nils	118732		Reinstated	Upon Payment of Fees and Continuing Education
Peterson	Nils	118732		Continuing Education	36 contact hr
Richie	Kelly	102753	P39826	Probation	6 months
Seely	Jodi		P46357	Reinstated	Upon Payment of Fees
Seitz	Terry	089785		Probation	6 months
Sims	Mandy		P49132	Fine	\$100
Tallam	George		P56251	Probation	6 months
Taylor	Mona		P40964	Reinstated	Upon Payment of Fees
Todd	Katheryne	076210*		Employment Environment Denied	
Wilson	Kathleen	Applicant		Conditional License	Probation – 1 year

### DECEMBER 2013

Last Name	First Name	RN	LPN	Sanction	
Andree	Nicole		P48966	Indefinitely Suspended	
Black	Christina		P52433	Voluntary Surrender	
Champ	Beth		P26616	Voluntary Surrender	
Dickmann	Darby		P48547	Continuing Education	66 contact hr

Dickmann	Darby		P48547	Fine	\$1,000
Feddersen	Amy	100238		Indefinitely Suspended	
Feldt	Kelly		P57079	Continuing Education	30 contact hr
Gavin	Alisa	127426	P53870	Probation	12 months
Golden	Steven	113933		Indefinitely Suspended	
Habhab	Robert	096452		Voluntary Surrender	
Hepperly	Tracy	091261	P28801	Indefinitely Suspended	
Huebener	Christiana	109151		Probation	1 year
Janss	Jane	080702	P28597	Continuing Education	7.8 contact hr
Janss	Jane	080702	P28597	Fine	\$400
Kiefer	Kent		P41050	Probation	12 months
Kraling	Eric	114622		Continuing Education	36 contact hr
Kraling	Eric	114622		Fine	\$1,000
Krohn	Scott		P55742	Indefinitely Suspended	
Lindgren	Barbara		P44327	Indefinitely Suspended	
March	Kori		P42609	Continuing Education	36 contact hr
March	Kori		P42609	Fine	\$1,000
Maynard	Laura		P46001	Continuing Education	29 contact hr
Maynard	Laura		P46001	Fine	\$1,000
Miller	Donna	116513	P47500	Fine	\$1,000
Miller	Donna	116513	P47500	Continuing Education	34.2 contact hr
Santana	Dolores		P39992	Indefinitely Suspended	
Woolison	Renee		P49136	Continuing Education	36 contact hr
Woolison	Renee		P49136	Fine	\$1,000
Young	Nancy		P18587	Probation	12 months

## Mercy College of Health Sciences

### Bachelor of Science in Nursing *Beginning in fall 2014*

- 3-year program of study (year round)
- Concept-based approach to learning
- Immersion trip options with Native Americans in South Dakota and Mayan and Latino populations in Yucatan, Mexico
- Multiple clinical opportunities in acute care and in the community
- One-on-one preceptorships in a variety of settings
- Scholarships and other financial aid available



**QUESTIONS? [MCHS.EDU/IBON](http://MCHS.EDU/IBON)**

### Nursing Faculty Positions Available

- Doctorate degree (PhD, EdD, DNP) required or ability to obtain within a specified period of time
- Excellent benefits and compensation package

**Interested applicants please contact:**

Anne Dennis,  
Mercy College Human Resources  
[adennis@mercydesmoines.org](mailto:adennis@mercydesmoines.org)

*Mercy College of Health Sciences  
is an equal opportunity employer.*



## 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 either complete the waiver form found online at the Nursing Board website, <https://www.nursing.iowa.gov>, or write to the Board explaining the reason a waiver of the LPN Supervisory Course is being requested.

Licensed Practical Nurses that 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 is scheduled to graduate within one year, may request a waiver by either completing the waiver form found online at the Nursing Board's website, <https://www.nursing.iowa.gov>, or by writing to the Board office. The request for a waiver in writing must indicate the number of credit hours to be taken each semester and include the student's expected graduation date.

Questions regarding the LPN Supervisory Course may be directed to Lynn Linder, Operations Officer, either by phone at (515) 281-5535, or by email to [lynn.linder@iowa.gov](mailto:lynn.linder@iowa.gov).

## Alternate Methods To Verify A Nursing License

### Employers/Public (No Charge)

If you or your organization needs to verify a nurse license status and/or check a nurse's discipline status for employment decisions, then you may want to consider the National Council of State Boards of Nursing's secure, online verification system, Nursys® ([www.nursys.com](http://www.nursys.com)). The nursys.com Web site contains data obtained directly from the licensure systems of multiple boards of nursing through frequent, secured updates.

Employers and the general public can now verify licenses and receive a detailed report within minutes, free of charge. This report will contain the name, jurisdiction(s), license type, license number(s), compact status (multistate/single state), license status, expiration date, discipline against license and discipline against privilege to practice (PTP) of the nurse being verified.

### Nurses (Official License Verification for a Fee)

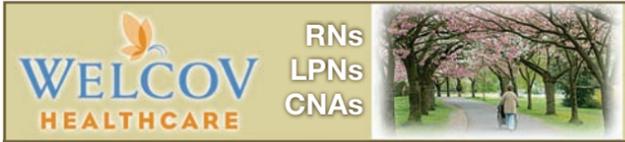
When a nurse applies for endorsement into a state, verification of existing or previously held licenses may be required. A nurse can use [nursys.com](http://nursys.com) to request verification of licensure from a Nursys licensure participating board. A list of licensure participating nursing boards can be found at [nursys.com](http://nursys.com).

In order to be eligible for a multistate license in the Nurse Licensure Compact (NLC), the nurse must legally reside in an NLC state. An active, unencumbered, multistate license allows the nurse to practice in all NLC jurisdictions. Questions about NLC eligibility and legal residency can be directed to the board of nursing in the nurse's state of residency.

Verifications can be processed by completing the online Nursys verification process. The fee for this service is \$30.00 per license type for each state board of nursing where the nurse is applying. Nursys license verification is sent to the endorsing board immediately. Please visit [www.nursys.com](http://www.nursys.com) for more details.

For more information, email [nursys@ncsbn.org](mailto:nursys@ncsbn.org), call (312) 525-3780 or visit [nursys.com](http://nursys.com).

Additional information on the NLC is available by visiting: <https://www.ncsbn.org/nlc.htm>



**WELCOV HEALTHCARE** RNs LPNs CNAs

*We are individuals working as a team serving others*

- Embassy Healthcare Community – Sergeant Bluff, IA
- Morningside Healthcare Community – Ida Grove, IA
- Red Oak Healthcare Community – Red Oak, IA
- Westmont Healthcare Community – Logan, IA

Welcov Healthcare places great value on the role of nursing... and we are committed to exceeding our customers' expectations. We nurture talent and offer rewarding careers throughout our organization for our nursing professionals. Learn new skills while working side by side with other caregivers in a compassionate environment.

**Join Welcov Healthcare today!**

For more information visit:  
[www.welcov.com](http://www.welcov.com)

To apply: send resume to  
Pat Medelman, RN, Dir of Clinical Services NE/IA  
(402) 980-0762  
[pat.medelman@welcov.com](mailto:pat.medelman@welcov.com)

or visit your local Welcov Healthcare facility

EEO/AA

## St. Cloud VA Health Care System Opportunity Announcement

**Opportunities for full-time staff are available in the following positions:**

- **Advanced Practice Registered Nurse, Extended Care**
- **Advanced Practice Registered Nurse, Mental Health**

US Citizenship required or candidates must have proper authorization to work in the US. Applicant(s) selected for a position may be eligible for an award up to the maximum limitation under the provision of the Education Debt Reduction Program. Possible recruitment bonus. EEO Employer.

*Since 1924, the St. Cloud VA Health Care System has delivered excellence in health care and compassionate service to central Minnesota Veterans in an inviting and welcoming environment close to home. We serve over 38,000 Veterans per year at the medical center in St. Cloud, and at three Community Based Outpatient Clinics located in Alexandria, Brainerd, and Montevideo.*



**For more information:**  
Visit [www.USAJobs.gov](http://www.USAJobs.gov)  
or contact  
Human Resources  
[STC.HR@VA.GOV](mailto:STC.HR@VA.GOV)  
Human Resources  
4801 Veterans Drive  
St. Cloud, MN 56303  
(320) 255-6301  
EEO Employer

## Our Community

*Located sixty-five miles northwest of the twin cities of Minneapolis and St. Paul, the City of St. Cloud and adjoining communities have a population of more than 100,000 people. The area is one of the fastest growing areas in Minnesota, and serves as the regional center for education and medicine.*

*Enjoy a superb quality of life here—nearly 100 area parks; sparkling lakes; the Mississippi River; friendly, safe cities and neighborhoods; hundreds of restaurants and shops; a vibrant and thriving medical community; a wide variety of recreational, cultural and educational opportunities; a refreshing four-season climate; a reasonable cost of living; and a robust regional economy!*




**Tuba City Regional Health Care Corporation**

**Nursing in the Heart of the Navajo Nation**

Case Management • ER • ICU • Med/ Surg  
OB • OR • Outpatient Clinics • PACU • PHN

Experienced Nurses with a Sense of Adventure  
[www.tchealth.org](http://www.tchealth.org) • 928-283-2432  
[TCRHCHHR@tchealth.org](mailto:TCRHCHHR@tchealth.org)

1 hour from Grand Canyon, Monument Valley, Lake Powell, and Flagstaff.

## Trusted Choice for your Career

McFarland Clinic is an Equal Opportunity and Affirmative Action Employer. Minorities, individuals with disabilities, and covered veterans are encouraged to apply.

**McFarland Clinic PC**  
[www.mcfarlandclinic.com](http://www.mcfarlandclinic.com)

# If a colonoscopy isn't an option, talk to your patients about other colorectal cancer screening tests.

## *Consider recommending high-sensitivity fecal occult blood tests, or FOBT.*

- *Colorectal cancer screening with FOBT has been shown to decrease both incidence and mortality in randomized controlled trials.*
- *High-sensitivity FOBT detects colorectal cancer at relatively high rates.*
- *Modeling studies suggest that the years of life saved through a high-quality FOBT screening program are essentially the same as with a high-quality colonoscopy-based screening program.*
- *Access to colonoscopy and other invasive tests may be limited or non-existent for many patients. In addition, some adults prefer less invasive tests.*

FOBT is a reasonable choice for patients and for clinics that want to increase colorectal cancer screening rates.

### Two main types of FOBT are available:

**Guaiac-based FOBT's** are the most common form of stool tests used in the U.S. Modern high-sensitivity forms have much higher cancer and adenoma detection rates than older tests.

**FITs**, or fecal immunochemical tests, also look for hidden blood in the stool. Patient adherence with FIT may be higher than with guaiac FOBT, which may be a result of less preparation needed by patients.



[www.noexcusesiowa.com](http://www.noexcusesiowa.com)

\*The content of this advertisement reflects the views of the American Cancer Society and the National Colorectal Cancer Roundtable.



## Our Nurses Are Passionate About Compassionate Care

When you're a nurse at Avera, you join a team of caring people who love their work as much as you do.

### What's so great about our nurses?

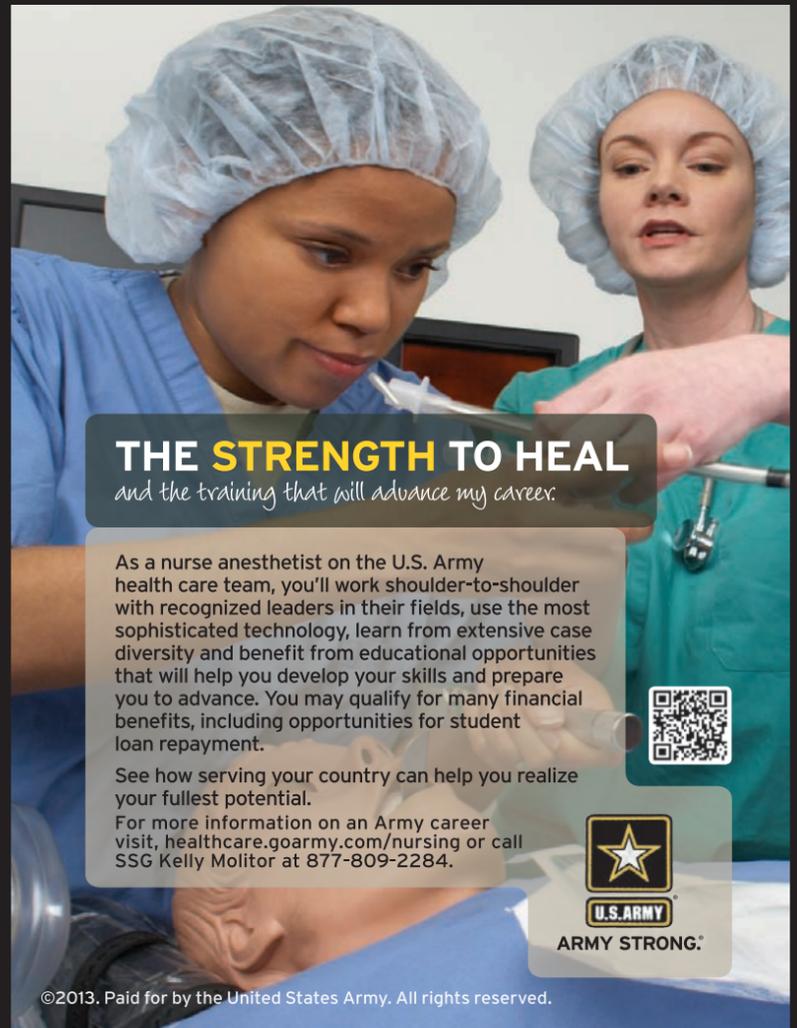
They're good communicators with positive attitudes.

They're engaged with their coworkers and responsive to their patients.

Not to mention they lead the industry in clinical excellence at more than 300 locations in a five-state area.



Ready to love what you do? Learn more about our exciting career opportunities at [AveraJobs.org](http://AveraJobs.org)



**THE STRENGTH TO HEAL**  
*and the training that will advance my career.*

As a nurse anesthetist on the U.S. Army health care team, you'll work shoulder-to-shoulder with recognized leaders in their fields, use the most sophisticated technology, learn from extensive case diversity and benefit from educational opportunities that will help you develop your skills and prepare you to advance. You may qualify for many financial benefits, including opportunities for student loan repayment.

See how serving your country can help you realize your fullest potential.  
For more information on an Army career visit, [healthcare.goarmy.com/nursing](http://healthcare.goarmy.com/nursing) or call SSG Kelly Molitor at 877-809-2284.




©2013. Paid for by the United States Army. All rights reserved.

## A new way to be vital.



### Introducing New Bachelor's Degree Programs

Complete your degree at St. Luke's College — UnityPoint Health. The Bachelor of Science in Nursing and Bachelor of Health Science programs are designed to enrich the academic and professional experiences vital to a health care career.

Contact the Office of Admissions for more information.



[www.stlukescollege.edu/bachelor](http://www.stlukescollege.edu/bachelor) | 712-279-3149

## Be the **FORCE** for change.

### Nursing needs you!

#### Master of Science in Nursing (MSN)

- RN-MSN
- Nurse Practitioner tracks in four areas
- Nursing Education
- Nursing Leadership
- Community/Public Health Nursing
- RN-BSN

#### Doctor of Nursing Practice (DNP)

#### Doctor of Education in Health Professions Education (Ed.D.)

Call us TODAY at (319) 226-2000 to find out the details or visit us at [allencollege.edu](http://allencollege.edu).



# 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
inc:	includes/including	NR:	Nonresident

MEC: Medical Education Collaborative

#### May 1; 8:30 am-4:30 pm; Sioux City

**2014 Stroke Conference.** Spon: Mercy Med Cntr – Sioux City. Contact: Rose Schlessler, (712) 279-2507. Fac: Dr. Craig Block. Aud: RNs/LPNs. This conference is intended for physicians, physician assistants, nurse practitioners, nurses, and other healthcare professionals w/an interest in or currently working in coronary, intensive care, post-critical, medical floor, emergency and stroke rehab areas. Fee: \$89. Reg. by: NG. CEUs: 0.69.

#### May 7; 8 am-3:45 pm; Sioux City

**40th Annual Perinatal Conference.** Spon: UnityPoint Health – St. Luke's. Contact: Naomi Holtz, (712) 279-8941. Fac: Terry S. Johnson, APN, NNP-BC, MN, CLEC. Aud: Nurses who provide prenatal as well as perinatal and neonatal care to mothers, newborns and their families. This annual conference is designed to enhance patient outcomes by providing info on a variety of topics in relation to perinatal care. Fee: \$99; \$109 after April 30. Reg. by: NG. CEUs: 0.72.

#### May 8; 8 am-3 pm; Sioux City

**Pediatric Advanced Life Support Renewal.** Spon: Mercy Med Cntr – Sioux City. Contact: Nora Van Peurse, (712) 279-2163. Fac: Nora Van Peurse, BSN, RN, CCRN. Aud: RNs. PALS Renewal Class is designed to aid the pediatric healthcare provider in developing the knowledge and skills necessary to evaluate and manage seriously ill infants and children per Amer Heart Assn guidelines. Fee: \$150. Reg. by: NG. CEUs: 0.75.

#### May 12; 8 am-1 pm; Sioux City

**Basic Life Support (BLS) Provider.** Spon: Mercy Med Cntr – Sioux City. Contact: Nora Van Peurse, (712) 279-2163. Fac: Carolyn Nelson. Aud: RNs/LPNs. Basic Life Support (BLS) Provider Class for Healthcare Providers prepares a wide variety of healthcare professionals to recognize several life-threatening emergencies and to provide CPR, use an AED, and relieve choking in a safe, timely, and effective manner per Amer Heart Assn guidelines. Fee: \$100. Reg. by: NG. CEUs: 0.6.

#### May 14 and 15; 8 am-3 pm; Sioux City

**Advanced Cardiovascular Life Support Provider.** Spon: Mercy Med Cntr – Sioux City. Contact: Nora Van Peurse, (712) 279-2163. Fac: Nora Van Peurse, BSN, RN, CCRN. Aud: RNs. ACLS Provider Class improves the quality of care provided to the adult victim, both in or out of the hospital, of cardiac arrest or other cardiopulmonary emergencies per Amer Heart Assn guidelines. Fee: \$200. Reg. by: NG. CEUs: 1.26.

#### May 28; 8 am-3 pm; Sioux City

**Advanced Cardiovascular Life Support Renewal.** Spon: Mercy Med Cntr – Sioux City. Contact: Nora Van Peurse, (712) 279-2163. Fac: Nora Van Peurse, BSN, RN, CCRN. Aud: RNs. ACLS Renewal Class improves the quality of care provided to the adult victim, both in or out of the hospital, of cardiac arrest or other cardiopulmonary emergencies per Amer Heart Assn guidelines. Fee: \$150. Reg. by: NG. CEUs: 0.72.

#### June 4 and 5; 8 am-3 pm; Sioux City

**Pediatric Advanced Life Support Provider.** Spon: Mercy Med Cntr – Sioux City. Contact: Nora Van Peurse, (712) 279-2163. Fac: Nora Van Peurse, BSN, RN, CCRN. Aud: RNs. PALS Provider Class is designed to aid the pediatric healthcare provider in developing the knowledge and skills necessary to evaluate and manage seriously ill infants and children per Amer Heart Assn guidelines. Fee: \$200. Reg. by: NG. CEUs: 1.26.

#### June 11; 8 am-3 pm; Sioux City

**Pediatric Advanced Life Support Renewal.** Spon: Mercy Med Cntr – Sioux City. Contact: Nora Van Peurse, (712) 279-2163. Fac: Nora Van Peurse, BSN, RN, CCRN. Aud: RNs. PALS Renewal Class is designed to aid the pediatric healthcare provider in developing the knowledge and skills necessary to evaluate and manage seriously ill infants and children per Amer Heart Assn guidelines. Fee: \$150. Reg. by: NG. CEUs: 0.75.

#### June 16; 8 am-1 pm; Sioux City

**Basic Life Support (BLS) Provider.** Spon: Mercy Med Cntr – Sioux City. Contact: Nora Van Peurse, (712) 279-2163. Fac: Carolyn Nelson. Aud: RNs/LPNs. Basic Life Support (BLS) Provider Class for Healthcare Providers prepares a wide variety of healthcare professionals to recognize several life-threatening emergencies and to provide CPR, use an AED, and relieve choking in a safe, timely, and effective manner per Amer Heart Assn guidelines. Fee: \$100. Reg. by: NG. CEUs: 0.6.

#### June 17; 8 am-3 pm; Sioux City

**Advanced Cardiovascular Life Support Renewal.** Spon: Mercy Med Cntr – Sioux City. Contact: Nora Van Peurse,

(712) 279-2163. Fac: Nora Van Peurse, BSN, RN, CCRN. Aud: RNs. ACLS Renewal Class improves the quality of care provided to the adult victim, both in or out of the hospital, of cardiac arrest or other cardiopulmonary emergencies per Amer Heart Assn guidelines. Fee: \$150. Reg. by: NG. CEUs: 0.72.

#### June 30; 8 am-3 pm; Sioux City

**Basic Life Support (BLS) Provider.** Spon: Mercy Med Cntr – Sioux City. Contact: Nora Van Peurse, (712) 279-2163. Fac: Carolyn Nelson. Aud: RNs/LPNs. Basic Life Support (BLS) Provider Class for Healthcare Providers prepares a wide variety of healthcare professionals to recognize several life-threatening emergencies and to provide CPR, use an AED, and relieve choking in a safe, timely, and effective manner per Amer Heart Assn guidelines. Fee: \$100. Reg. by: NG. CEUs: 0.6.

#### July 10; 8 am-3 pm; Sioux City

**Advanced Cardiovascular Life Support Renewal.** Spon: Mercy Med Cntr – Sioux City. Contact: Nora Van Peurse, (712) 279-2163. Fac: Nora Van Peurse, BSN, RN, CCRN. Aud: RNs. ACLS Renewal Class improves the quality of care provided to the adult victim, both in or out of the hospital, of cardiac arrest or other cardiopulmonary emergencies per Amer Heart Assn guidelines. Fee: \$150. Reg. by: NG. CEUs: 0.72.

#### July 14; 8 am-3 pm; Sioux City

**Basic Life Support Provider.** Spon: Mercy Med Cntr – Sioux City. Contact: Nora Van Peurse, (712) 279-2163. Fac: Carolyn Nelson. Aud: RNs/LPNs. Basic Life Support (BLS) Provider Class for Healthcare Providers prepares a wide variety of healthcare professionals to recognize several life-threatening emergencies and to provide CPR, use an AED, and relieve choking in a safe, timely, and effective manner per Amer Heart Assn guidelines. Fee: \$100. Reg. by: NG. CEUs: 0.6.

#### July 29; 8 am-3 pm; Sioux City

**Pediatric Advanced Life Support Renewal.** Spon: Mercy Med Cntr – Sioux City. Contact: Nora Van Peurse, (712) 279-2163. Fac: Nora Van Peurse, BSN, RN, CCRN. Aud: RNs. PALS Renewal Class is designed to aid the pediatric healthcare provider in developing the knowledge and skills necessary to evaluate and manage seriously ill infants and children per Amer Heart Assn guidelines. Fee: \$150. Reg. by: NG. CEUs: 0.75.

**WANTED: PEDIATRIC NURSING SUPERHEROES**

OUR NURSES USE X-RAY VISION TO SEE STRAIGHT INTO THE HEARTS OF THE KIDS IN THEIR CARE...

**APPLY AT WWW.CHILDSERVE.ORG/CAREERS**

**OPENINGS**

- COMPLEX MEDICAL POST-ACUTE OR LONG-TERM CARE
- REHABILITATION
- RESPIRE RN/LPN
- HOMECARE RN/LPN

**UPPER IOWA UNIVERSITY**

## Your Degree. Your Way.

- Earn your RN-BSN degree in one calendar year
- Full-time or part-time
- Leadership preparation
- Hybrid class schedule (online/on campus)
  - Des Moines (IA) Center
  - Mary Greely Medical Center, Ames (IA)
  - Cedar Rapids (IA) Center
  - Fayette (IA) campus
  - Mesa (AZ) Center

**All online option now available!**

**800-553-4150**  
**uiu.edu/nursing**

UPPER IOWA UNIVERSITY  
Established in 1857

*Your trusted healthcare partner for life.*

# JOIN OUR TEAM!

Mercy Medical Center-North Iowa is hiring experienced RNs for these areas:

- Cardiac Step Down
- Critical Care Unit
- Observation Unit/Short Stay Evaluation Unit

At Mercy-North Iowa, our nursing team works together to provide the best possible care for our patients and each other.

If you are committed to excellence and want to make a positive difference, please apply at [mercynorthiowa.com](http://mercynorthiowa.com). We are an equal opportunity employer.

**Mercy HEALTH NETWORK NORTH IOWA**

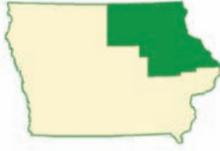
1000 4th Street SW, Mason City, IA 50401  
MERCYNORTHIOWA.COM

# Continuing Education Offerings

## 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

**Date – Open ended; Time – NG; Cedar Rapids**  
**Nursing Leadership and Management (CHNC-8010-42860).** Spon: KCC. Contact: Laura Daman, (319) 398-5626. Fac: NG. Aud: RNs. Learn what constitutes nursing leadership and nursing mngmnt, and identify the skills needed to be a good leader or manager. Fee: \$75. Reg. by: Open reg. CEUs: 0.75.

**Date – Open ended; Time – NG; Cedar Rapids**  
**Surefire Documentation: How, What, and When Nurses Need to Document – Homestudy (CHNC-8010-42864).** Spon: KCC. Contact: Laura Daman, (319) 398-5626. Fac: NG. Aud: RNs. Surefire Documentation demonstrates all aspects of routine care for a wide range of conditions. Learn how to deal with challenging situations, patient relationships and understand the nurse's role in documentation of difficult professional problems. Fee: \$75. Reg. by: Open ended. CEUs: 1.0.

**May 13; 6:30-8:45 pm; Cedar Rapids**  
**Dependent Adult Abuse and Mandatory Reporting (CHNC-2100-43410).** Spon: KCC. Contact: Laura Daman, (319) 398-5626. Fac: Diana Nicholls Blomme. Aud: Nursing and allied health professionals. This class will share the latest updates for mandatory reporters, their roles and responsibilities, and recognition of abuse. The curriculum for this program is approved by the IA Dept of Public Health Abuse Education Review Panel, approval #163. Fee: \$29. Reg. by: May 6. CEUs: 0.2.

**May 15; 8:30 am-3:30 pm; Cedar Rapids**  
**Managing Difficult Personalities in the Workplace: A Primer for Healthcare Professionals (CHNC-1000-54678).** Spon: KCC. Contact: Laura Daman, (319) 398-5626. Fac: Mulvaney. Aud: Nursing and allied health professionals. The purpose of this workshop is to assist healthcare workers and supervisors to be more aware of conflict and how different personality types can help or hinder a productive work environment. Fee: \$99. Reg. by: May 7. CEUs: 0.72.

**May 16; 8 am-3:45 pm; Cedar Rapids**  
**2014 Psychosocial Oncology Care Conference.** Spon: UnityPoint Health – St. Luke's Hosp. Contact: Vicky Richards, (319) 369-8750. Fac: Dr. Brent Van Dorsten. Aud: RNs/LPNs. This conference identifies the importance of psychosocial care and integrating treatment of the whole person.

This year's agenda inc managing pain, survivorship care plans, sexuality and cancer, and spirituality. Fee: \$80. Reg. by: May 9. CEUs: 0.78.

**June 5 and 6; 8 am-2 pm; Cedar Rapids**  
**Basic Dysrhythmia Recognition Course.** Spon: UnityPoint Health – St. Luke's Hosp. Contact: Vicky Richards, (319) 369-8750. Fac: Barb Haeder, RN. Aud: RNs. To provide an understanding of basic rhythm interpretation for monitored patients. Fee: \$35. Reg. by: June 1. CEUs: 1.02.

**June 9 and 10; 8 am-5 pm; Cedar Rapids**  
**CCRN Exam Review Course.** Spon: UnityPoint Health – St. Luke's Hosp. Contact: Vicky Richards, (319) 369-8750. Fac: Vicki Milledge, RN, MSN, CCRN. Aud: RNs. This course is designed to provide critical care nurses a review of AACN's core curriculum in preparation for the certification examination. Fee: \$150. Reg. by: Two weeks prior to class. CEUs: 1.62.

**June 10 and 11; 8 am-5 pm; Cedar Rapids**  
**PCCN Exam Review Course.** Spon: UnityPoint Health – St. Luke's Hosp. Contact: Vicky Richards, (319) 369-8750. Fac: Vicki Milledge, RN, MSN, CCRN. Aud: RNs. This course is designed to provide nurses who care for acutely and critically ill adult patients in the progressive care setting a review of AACN core curriculum in preparation for the certification exam. Fee: \$150. Reg. by: Two weeks prior to class. CEUs: 1.62.

**June 17; 6:30-8:45 pm; Cedar Rapids**  
**Child Abuse and Mandatory Reporting (CHNC-2000-44705).** Spon: KCC. Contact: Laura Daman, (319) 398-5626. Fac: Strang. Aud: Nursing and allied health professionals. This program provides the participant with info on the investigation, identification and legalities of child abuse. Fee: \$29. Reg. by: June 10. CEUs: 0.2.

## Ready to go to the next level?

Des Moines University will help you get there with online graduate level courses and degrees.

### Master of Health Care Administration

Online courses and on-campus executive residencies reflect health care's high-touch, high-tech world.

### Master of Public Health

Accredited by the Council on Education for Public Health (CEPH); take courses online, on campus or a mix of both.



DES MOINES UNIVERSITY

LEARN MORE AT [www.dmu.edu](http://www.dmu.edu)

## Southern Hills Specialty Care

### Seeking RNs

#### Full and Part-time, all shifts

Excellent Benefits, including an Anniversary Bonus Program, Health Insurance, Matching Retirement Program and more!

Mail, e-mail or apply online

444 North West View Dr., Osceola, IA 50213

[cstephens@careinitiatives.org](mailto:cstephens@careinitiatives.org)

[www.careinitiatives.org](http://www.careinitiatives.org)



AA/EOE

## Care Initiatives Hospice

We proudly deliver exceptional palliative care for patients and their families during a vulnerable time. Are you an RN ready to help walk these journeys? Join our team.

Offices in Albia, Cedar Rapids, Des Moines, Greenfield, Sioux City & Waterloo  
 Visit [www.CareInitiativesHospice.org](http://www.CareInitiativesHospice.org).  
 AA/EOE



## Professional Care ... Made Personal! CRMC Hospital

Cherokee Regional Medical Center is seeking two energetic, career driven individuals for the following management and supervisory positions...

### Nurse Manager of Inpatient Services

Seeking a "hands on" clinical expert that excels in leading and mentoring Medical/Surgical, Telemetry, and OB Nursing teams in an acute environment of a Critical Access Hospital to provide high quality, compassionate, and safe patient care. RN licensure required; BSN preferred. Recent Med/ Surg and OB clinical experience essential. Management experience preferred. ACLS and BLS certifications or to be obtained.

### OB Supervisor

Seeking an energetic individual with a passion for maternal and child health to provide leadership in working with staff and physicians to build a superior OB/L&D team for a critical access hospital. RN licensure, BSN preferred, two years OB and Labor/Delivery experience needed. Management experience preferred.

Competitive wage and benefits offered.



CHEROKEE REGIONAL MEDICAL CENTER

Apply online at [www.cherokeermc.org](http://www.cherokeermc.org) or send resume to Cherokee Regional Medical Center Human Resources 300 Sioux Valley Drive Cherokee, Ia 51012 712-225-3368 extension 206

[www.cherokeermc.org](http://www.cherokeermc.org)

## Do you know of any nurse coworkers who might have a substance abuse issue?

### Help them save their career!

At Hazelden, we offer an affordable treatment program just for nurses that includes return-to-work support.

Call our confidential nurses' helpline at **866-650-2084**. Ask about our FREE phone assessment. Insurance accepted.

[hazelden.org/nurses](http://hazelden.org/nurses)

**Hazelden**

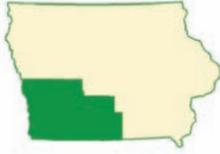
Specialized Addiction Treatment for Health Care Professionals

# Continuing Education Offerings

## 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

There are no Region III listings for this quarter.

## 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
SCC:	Southeastern Community College
UIHC:	University of Iowa Hospital and Clinics

### May 1 and 2; 8 am-5 pm; Coralville

**2014 Spring Nurse Practitioner Conference.** Spon: Univ of IA Col of Nsg. Contact: Nancy Lathrop, (319) 335-7075. Fac: Susan Van Cleve, RN, DNP. Aud: Pediatric nurse practitioners, family nurse practitioners. Topics for this conference inc pediatric orthopedics, integrating mental health into primary care, pediatric vaccinations, atopic dermatitis, common diagnoses in primary care, synthetic drugs, adverse childhood experiences. Fee: \$225-\$250. Reg. by: One week prior. CEUs: 1.63.

### May 5; 9 am-4 pm; Iowa City

**Basic Fetal Monitoring.** Spon: UIHC Dept of Nsg. Contact: Karen Marek, (319) 356-4304. Fac: Jeana Andrew, MSN, RNC and Rachel Woodard, BSN, RNC; Dept of Nsg, UIHC.

Aud: RNs working on obstetrics. To provide basic info on methods of fetal monitoring, recognition of changes/interventions to assist in the mngmnt of patients, and documentation issues. Fee: \$100. Reg. by: April 14. CEUs: 0.65.

### May 5; 8 am-4 pm; Iowa City

**The S.T.A.B.L.E. Program.** Spon: UIHC Dept of Nsg. Contact: Karen Marek, (319) 356-4304. Fac: Stephanie Stewart, MSN, RNC, APN, Neonatal ICU, Univ of IA Children's Hosp. Aud: Nurses working with neonates. To review the steps involved in stabilization of the neonate after the initial resuscitation, using a mnemonic that allows for easy recall of those steps. Fee: \$90. Reg. by: April 14. CEUs: 0.7.

### May 7 and 8; Iowa City

**Times: May 7: 9 am-4:15 pm; May 8: 8 am-4 pm**

**AWHONN Intermediate Fetal Heart Monitoring Program.** Spon: UIHC Dept of Nsg. Contact: Karen Marek, (319) 356-4304. Fac: Jeana Andrew, MSN, RNC; Amy Sanborn, MSN, RNC; and Rachel Woodard, BSN, RNC. Aud: Nurses/Midwives/ARNPs (minimum of 6 months recent experience in fetal heart monitoring). Promotes integration of knowledge and skills essential to nsg assessment, promotion, and evaluation of fetal safety during labor. Fee: \$240. Reg. by: April 15. CEUs: 1.4.

### May 9; 7:30 am-3 pm; Iowa City

**Basic Life Support (BLS) Renewal Class.** Spon: Mercy IA City. Contact: Mercy On Call, 800-358-2767 or [www.mercyiowacity.org](http://www.mercyiowacity.org). Fac: BLS approved instructors. Aud: RNs. Fee: \$45. Reg. by: Preferred by April 18 (class size limited). CEUs: None.

### May 12; 12 noon-4 pm; Iowa City

**ACLS Provider Renewal Course.** Spon: Mercy IA City. Contact: Mercy On Call, 800-358-2767 or [www.mercyiowacity.org](http://www.mercyiowacity.org). Fac: ACLS approved instructors. Aud: RNs. To successfully demonstrate the ACLS protocols acc to the AHA guidelines, prerequisites inc completed self-assessment. Fee: \$80. Reg. by: Preferred by April 9 (class size limited). CEUs: 0.15.

### May 13; Time - NG; Iowa City

**AWHONN Advanced Fetal Heart Monitoring Program.** Spon: UIHC Dept of Nsg. Contact: Karen Marek, (319) 356-4304. Fac: Jeana Andrew, MSN, RNC; Amy Sanborn, MSN, RNC; and Rachel Woodard, BSN, RNC. Aud: Nurses/Midwives/ARNPs (must have completed the AWHONN Intermediate FHM class or have comparable training and have at least 1 year clinical experience). Advanced FHM course conveys the application of advanced fetal heart monitoring knowledge and skills in intrapartum clinical practice. Fee: \$145. Reg. by: April 21. CEUs: 0.84.

### May 14 and 15; Iowa City

**Times: May 14: 5:30-9:30 pm; May 15: Scheduled times in the pm between 3:30-6:30 pm**

**Basic Life Support Provider Course.** Spon: Mercy IA City. Contact: Mercy On Call, 1-800-358-2767 or [www.mercyiowacity.org](http://www.mercyiowacity.org). Fac: BLS approved instructors. Aud: RNs. Fee:

\$55. Reg. by: Preferred by April 22 (class size limited). CEUs: 0.4.

### May 15 and 16; Iowa City

**Times: May 15: 8 am-4 pm;**

**May 16: 8 am-2:15 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: \$220. Reg. by: April 23. CEUs: 1.32.

### May 21; 8:15 am-1 pm; Iowa City

**The S.T.A.B.L.E. Program: Refresher Module.** Spon: UIHC Dept of Nsg. Contact: Karen Marek, (319) 356-4304. Fac: Stephanie Stewart, MSN, RNC, APN, Neonatal ICU, Univ of IA Children's Hosp. Aud: Nurses working with neonates. To review the steps involved in stabilization of the neonate after the initial resuscitation, using a mnemonic that allows for easy recall of those steps. Fee: \$50. Reg. by: April 30. CEUs: 0.48.

### May 28; 7:30-11:15 am; Iowa City

**Basic Life Support (BLS) Renewal.** Spon: Mercy IA City. Contact: Mercy On Call, 1-800-358-2767 or [www.mercyiowacity.org](http://www.mercyiowacity.org). Fac: BLS approved instructors. Aud: RNs. Fee: \$45. Reg. by: Preferred by May 7 (class size limited). CEUs: None.

### June 6; 8 am-5 pm; Coralville

**Culturally Responsive Health Care in Iowa.** Spon: Univ of IA Health Care (UI Carver Col of Med; UI Hosps and Clinics; UIHC Dept of Nsg) and UI Cols of Public Health, Nursing, Pharmacy, and Dentistry. Contact: UI Col of Med CME Division, (319) 335-8599. Fac: Joseph Betancourt, MD, MPH, Director, Disparities Solutions Cntr, Boston, MA. Aud: Nurses. To educate Iowa's health care providers about the importance of providing culturally responsive and competent care in order to improve access to quality health care and reduce health disparities. Fee: Nurses \$85. Reg. by: NG. CEUs: 0.8.

Region 4 Continued on page 16



*Striving to be a premier health services and education provider in the Midwest, by serving and living as Promise People.*

[www.hillcrest-fs.org](http://www.hillcrest-fs.org)

EEO Employer/Protected Veteran/Disabled



Come and join the knowledgeable and caring staff of **Select Specialty Hospital-Des Moines.**

Select Specialty Hospital-Des Moines cares for medically-complex and critically-ill patients.

#### SEEKING:

#### Registered Nurses

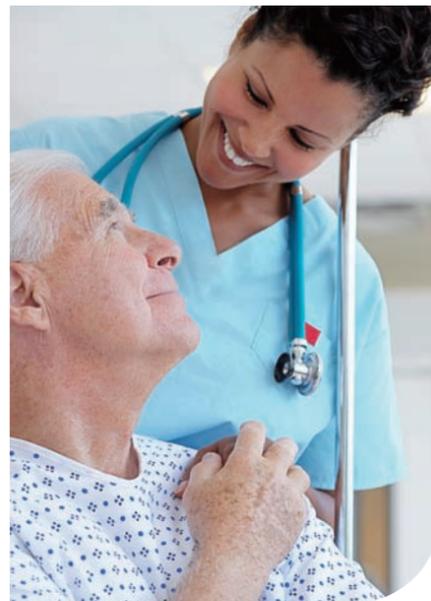
FT - 12 Hour Shifts  
Days and Nights Available

Equal Opportunity Employer



Contact:  
Shondell Thomas  
Divisional Recruiter  
877.582.2004  
shothomas@selectmedical.com

[www.selectmedicalcorp.com](http://www.selectmedicalcorp.com)



## What does "Nurse" mean to you?

- Call center triage
- Population health management
- Bedside care
- Community facilitator
- Care navigator
- Clinic, hospital or home care services

At UnityPoint Health, "Nurse" means a great career in coordinated care.

Visit us at [unitypoint.org/careers](http://unitypoint.org/careers) to view openings in your hometown or across our eight geographic regions.



**UnityPoint Health**

[unitypoint.org](http://unitypoint.org)

# Continuing Education Offerings

## Region 4 Continued from page 15

### June 9; 8 am-12 noon; Iowa City

**ACLS Provider Renewal Course.** Spon: Mercy IA City. Contact: Mercy On Call, 1-800-358-2767 or [www.mercy-iowacity.org](http://www.mercy-iowacity.org). Fac: ACLS approved instructors. Aud: RNs. Fee: \$80. Reg. by: Preferred by May 19 (class size limited). CEUs: 0.15.

### June 9-13; 8 am-5 pm; Iowa City

**Agricultural Medicine: Occupational and Environmental Health for Rural Health Professionals.** Spon: Univ of IA Col of Nsg. Contact: (319) 335-7075. Fac: Diane Rohlman, MA, PhD. Aud: Nurses interested in special health and safety needs of rural and agricultural communities. Topics inc agricultural injury, agricultural respiratory disorders, behavioral health, zoonotic diseases, agricultural pesticides and chemicals, ergonomics, cancer in agricultural populations. Fee: Varies from \$390 to \$440. Reg. by: Early reg by May 9. CEUs: 2.19 for Session I; 2.22 for Session II.

### June 11; 9 am-1 pm; Iowa City

**PALS Provider Renewal Course.** Spon: Mercy IA City. Contact: Mercy On Call, 1-800-358-2767 or [www.mercy-iowacity.org](http://www.mercy-iowacity.org). Fac: Qualified PALS instructors. Aud: RNs. To successfully demonstrate PALS skills and protocols acc to the AHA guidelines; prerequisites inc completed pre-test. Fee: \$80. Reg. by: Preferred by May 1 (class size limited). CEUs: 0.15.

### June 12; 12 noon-3:30 pm; Iowa City

**Basic Life Support (BLS) Renewal.** Spon: Mercy IA City. Contact: Mercy On Call, 1-800-358-2767 or [www.mercy-iowacity.org](http://www.mercy-iowacity.org). Fac: BLS approved instructors. Aud: RNs. Fee: \$45. Reg. by: Preferred by May 22 (class size limited). CEUs: None.

### June 12; 8:15-11:45 am; Iowa City

**The S.T.A.B.L.E. Program: Cardiac Module.** Spon: UIHC Dept of Nsg. Contact: Karen Marek, (319) 356-4304. Fac: Stephanie Stewart, MSN, RNC, APN, Neonatal ICU, Univ of IA Children's Hosp. Aud: Nurses working with neonates. To provide general guidelines for the assessment and stabilization of neonates w/suspected congenital heart disease. Fee: \$50. Reg. by: May 22. CEUs: 0.39.

### June 17; 10 am-2 pm; Iowa City

**ACLS Provider Renewal Course.** Spon: Mercy IA City. Contact: Mercy On Call, 1-800-358-2767 or [www.mercy-iowacity.org](http://www.mercy-iowacity.org).

[iowacity.org](http://www.mercy-iowacity.org). Fac: ACLS approved instructors. Aud: RNs. Fee: \$80. Reg. by: Preferred by May 27 (class size limited). CEUs: 0.15.

### June 24; 7:30 am-3 pm; Iowa City

**Basic Life Support (BLS) Renewal.** Spon: Mercy IA City. Contact: Mercy On Call, 1-800-358-2767 or [www.mercy-iowacity.org](http://www.mercy-iowacity.org). Fac: BLS approved instructors. Aud: RNs. Fee: \$45. Reg. by: Preferred by June 3 (class size limited). CEUs: None.

### June 28; 9 am-5 pm; Iowa City

**USUI Advanced Reiki Training Certificate Class.** Spon: Mercy IA City. Contact: Vickie LeGare, (319) 325-0665 or [Vickie@balancedenergyic.com](mailto:Vickie@balancedenergyic.com). Fac: Vickie LeGare, RN, BS, MS, KRM. Aud: RNs. Fee: \$275. Reg. by: Preferred by June 7 (class size limited to 15). CEUs: 0.72.

### July 14; 7:30 am-3 pm; Iowa City

**Basic Life Support (BLS) Renewal.** Spon: Mercy IA City. Contact: Mercy On Call, 1-800-358-2767 or [www.mercy-iowacity.org](http://www.mercy-iowacity.org). Fac: BLS approved instructors. Aud: RNs. Fee: \$45. Reg. by: Preferred by June 23 (class size limited). CEUs: None.

### July 24 and 25; Iowa City

**Times: July 24: 8 am-4 pm;  
July 25: 8 am-12 noon**

**ACLS Provider Course.** Spon: Mercy IA City. Contact: Mercy On Call, 1-800-358-2767 or [www.mercy-iowacity.org](http://www.mercy-iowacity.org). Fac: ACLS approved instructors. Aud: RNs. To successfully demonstrate the ACLS protocols acc to the AHA guidelines, prerequisites inc completed self-assessment. Fee: \$185. Reg. by: Preferred by July 3 (class size limited). CEUs: 0.74.

### July 25; 12 noon-4 pm; Iowa City

**ACLS Provider Renewal Course.** Spon: Mercy IA City. Contact: Mercy On Call, 1-800-358-2767 or [www.mercy-iowacity.org](http://www.mercy-iowacity.org). Fac: Qualified ACLS instructors. Aud: RNs. To successfully demonstrate the ACLS protocols acc to the AHA guidelines, prerequisites inc completed self-assessment. Fee: \$80. Reg. by: Preferred by July 3 (class size limited). CEUs: 0.15.

## 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

DMACC:	Des Moines Area Community College
HCC:	Hawkeye Community College
INA:	Iowa Nurses' Association
MEC:	Medical Education Collaborative
UIHC:	University of Iowa Hospital and Clinics

### May 15 and 16; 7:30 am-4:30 pm; Des Moines

**ELNEC (End of Life Nursing Education Consortium).** Spon: Mercy Med Cntr, Des Moines. Contact: LuAnn Lang, (515) 643-4082. Fac: Danette Hanson, RN, CHPN and Tami Singleton, RN, CHPN, Program Coordinators. Aud: RNs/LPNs. Presentation of eight core modules addressing the critical aspects of end-of-life care. Fee: \$180 for non-Mercy employees; \$170 for Mercy employees. Reg. by: May 1. CEUs: 1.62.

### June 2, 3, and 16, Testing Conf. Call TBA; 7:30 am-4:30 pm; Des Moines

**Physician Office Health Coach Training Program.** Spon: Mercy ACO, Des Moines. Contact: Del Konopka (515) 643-7451. Fac: Becky Lang, EdD, RDH, MCHES, Certified Health and Wellness Coach, Wellcoaches, Motivational Interviewing Network of Trainers (MINT). Aud: RNs/LPNs. To develop the skills of selected physician office nursing staff to function as health coaches in support of improved patient self-mngmnt, to build leadership and facilitation skills in implementing Wagner's Care Model, and to lead quality improvement processes to increase overall effectiveness of the clinic practice. Fee: \$2000 (Mercy ACO participants, CHI and CHE - Trinity facility employees please inquire for pricing as discounts may be available). Reg. by: May 19. CEUs: 2.94.

## Find the job you want today!

Nursefinders is the trusted staffing agency with opportunities that satisfy your schedule, your talents, and your life.

- Nursing and allied per diem jobs
- Competitive pay rates
- Flexible schedules and contract lengths
- Great locations throughout Iowa
- Medical benefits

### CONTACT US TODAY!

Des Moines: (866) 288-5119  
Mason City: (888) 387-6695

**Nursefinders**

an AMN Healthcare company

[www.nursefinders.com](http://www.nursefinders.com)

## Start your future here!

Find the perfect nursing job that meets your needs at

[nursingALD.com](http://nursingALD.com)



## RNs, LPNs and CNAs

The Good Samaritan Society is looking for licensed nurses and CNAs who are passionate about their profession and are willing to travel within Iowa. 20 locations in the state of Iowa.

Apply for an open nursing position at [www.good-sam.com](http://www.good-sam.com).

EOE, Drug-Free Workplace. 12-G1373



# Continuing Education Offerings

## Out of State

All programs listed in this section are covered by Iowa approved provider numbers even though they are held outside of Iowa.

### ABBREVIATIONS

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

RCC: Rochester Community College

### April 30-May 2; Madison, WI

Times: April 30 and May 1: 7 am-5:30 pm;  
May 2: 7 am-12:30 pm

**Hot Topics in Internal Medicine.** Spon: Univ of WI School of Nsg. Contact: Carmella Glover, (608) 261-1394. Fac: NG. Aud: Advanced practice nurses. Enhance participants' knowledge, skills, attitudes and behaviors with a focus on recent advances in preventive care and acute and chronic disease mngmnt. Fee: \$495. Reg. by: April 30. CEUs: 2.4.

### CE Solutions Group, a Division of VGM Education

1111 West San Marnan Drive  
Waterloo, Iowa 50701

Contact: Linda L. Fisk  
Toll-free: (866) 650-3400  
E-mail: [infocolutions@vgm.com](mailto:infocolutions@vgm.com)  
(Iowa Provider Number 335)

CE Solutions, a Division of VGM Education, is an approved provider of continuing nursing education by The Alabama State Nurses Association, an accredited approver of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

Our home studies and online courses are fast, easy and convenient! Call us today, and we'll ship your order today (M-F), Guaranteed! Order by phone, by mail, or SAVE MONEY by ordering ONLINE at <http://www.HealthCEOnline.com>. New courses added monthly, with over 300 courses currently available for nurses in a variety of settings. MasterCard, VISA and personal checks accepted. Call us today for significant online group discounts for your organization's continuing education needs. Visit us online at [www.DiscoverCESolutions.com!](http://www.DiscoverCESolutions.com!)

### A Guide to Palliative Nursing Care at the End-of-Life.

Fac: Judith K. Orth, RN, CHPN, BSN, MA. Aud: RNs/LPNs/ARNPs. The nurse will enhance her knowledge and skills

for providing end-of-life palliative care. Fee: \$48.95 (inc postage); online, \$35.95. CEUs: 0.3. Tax will be added to all home study orders.

### Alzheimer's Disease.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs/ARNPs. Health care professionals will increase their understanding of Alzheimer's disease and treatment options. Fee: Booklet, \$39.95 (inc postage); online, \$28.95. CEUs: 0.24. Tax will be added to all home study orders.

### Amyotrophic Lateral Sclerosis.

Fac: Linda L. Fisk, RN, BS. Aud: RNs/LPNs/ARNPs. Health care professionals will increase their understanding of Amyotrophic Lateral Sclerosis (ALS), also known as Lou Gehrig's disease. Fee: Booklet, \$39.95 (inc postage); online, \$28.95. CEUs: 0.24. Tax will be added to all home study orders.

### Antimicrobial Resistance. (Online Course Only)

Fac: Linda Fisk, RN, BS. Aud: RNs/LPNs/ARNPs. To increase awareness of antimicrobial resistance, inc CRE, and to identify strategies to maintain good infection control protocol. Fee: Online only, \$14.35. CEUs: 0.12.

### Autism Spectrum Disorders.

Fac: Linda L. Fisk, RN, BS, Master's Candidate. Aud: RNs/LPNs/ARNPs/Direct Care Personnel. To enhance the learner's knowledge of autism spectrum disorders. Fee: Booklet, \$39.95 (inc postage); online, \$28.95. CEUs: 0.24. Tax will be added to all home study orders.

### Basic First Aid.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Health care personnel will learn the techniques of basic first aid. Fee: Booklet, \$48.95 (inc tax & postage); online, \$35.95. CEUs: 0.3.

### Breath Sounds.

Based on the Incredibly Easy Series by Springhouse Publishing. Aud: RNs/LPNs/ARNPs/Respiratory Therapists. To properly interpret normal and adventitious breath sounds through reading and audio CD. Fee: \$150.95 (inc book & postage); online, \$99.95 (nurse responsible for purchasing book). CEUs: 2.0. Tax will be added to all home study orders.

### Cardiac Series. (Online Course Only)

Fac: Linda Fisk, RN, BS. Aud: RNs/LPNs/ARNPs. To increase

understanding of cardiac issues, inc arrhythmias, heart failure, coronary artery disease, and atrial fibrillation. Fee: Online only, \$14.35 for each topic. CEUs: 0.12.

### Child Abuse for Mandatory Reporters.

Fac: Linda L. Fisk, RN, BS. 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 info on incidence, indications, treatment options and legal implications. Fee: Booklet, \$34.95 (inc postage); group discounts for packets of 10 or more. Online fee: \$23.95 (online group discounts available). CEUs: 0.24. Tax will be added to all home study orders.

CE Solutions Group Continued on page 18



## Gerontology Specialist Certificate

Gain skills and knowledge in the field of gerontology. This is an 8 credit program designed for a working adult.

Offered in the fall and spring semesters. Students will meet only twice a semester for the seminar courses and all others are online.

DMACC  
Aging Services Management  
515-964-6262



## Saint Alphonus

BOISE NAMPA ONTARIO BAKER CITY

### Consider a Career at Saint Alphonus Health System

Saint Alphonus Health System is a four-hospital regional, faith-based Catholic ministry serving southwest Idaho and eastern Oregon. Saint Alphonus Health System is anchored by the only Level II Trauma Center in the region, Saint Alphonus Regional Medical Center, providing the highest quality, most experienced care to critically ill and injured patients.

You can make a meaningful difference in these positions:

- Intensive Care
- Coronary Care
- Emergency Department
- Clinical Support Team (Float Pool)
- Med-Surg
- Rehab
- OB/NICU
- Main OR
- Nursing Professionals

We offer competitive compensation and a comprehensive benefit package.



To learn more and to apply, please visit [www.saintalphonus.org/careers](http://www.saintalphonus.org/careers)  
Or call Roxanne Ohlund 208-367-3032  
or Rick Diaz 208-367-3118



SOUTH DAKOTA STATE UNIVERSITY

### Consider a Career in Teaching & Research

Full-time assistant professor and instructor positions and temporary summer teaching positions for 2014 now available.

The College of Nursing is seeking full-time assistant professor and instructor positions and part-time faculty in Sioux Falls and Aberdeen for the summer of 2014. SDSU is a land-grant institution and the state's largest institution of higher education with an enrollment of approximately 13,000 students. The College of Nursing includes CCNE accredited undergraduate standard, accelerated, RN Upward Mobility and graduate programs with more than 900 students at multiple sites. For a closer look, visit our website: [www.sdstate.edu/nurs/index.cfm](http://www.sdstate.edu/nurs/index.cfm)

For a full list of qualifications and to apply for the full-time positions, visit: <http://yourfuture.sdbor.edu>. For temporary summer teaching options, please call the number below. Applications will be screened as received and will continue to be accepted until positions are filled.

For information contact:  
Nancy Fahrenwald, PhD, RN, APHN-BC, Dean  
Call: (Toll Free) 1-888-216-9806  
Email: [Nancy.Fahrenwald@sdstate.edu](mailto:Nancy.Fahrenwald@sdstate.edu)

SDSU is committed to affirmative action, equal opportunity and the diversity of its faculty, staff, and students. Women and minorities are encouraged to apply. Arrangements for accommodations required by disabilities can be made at TTY (605) 688-4394.



Impacting Health Care.  
Nursing at SDSU.

[sdstate.edu](http://sdstate.edu)  
BE GREAT. START HERE.™

*We Salute our Nurses during National Nurses Week and Appreciate their Dedicated Service.*

**Department of Veterans Affairs**  
**VA Central Iowa Health Care System**

**COME CARE FOR OUR NATION'S HEROES!**  
Nursing opportunities at the VA in Des Moines, Iowa and it's Community Based Outpatient Clinics located in Carroll, Fort Dodge, Knoxville, Marshalltown, and Mason City can be found at the website below.

Excellent salary/benefits, guaranteed 40 hour work week, up to 26 vacation days per year, matching 401(k) type plan, shift/weekend differentials, holiday pay, reward/recognition programs, preceptor orientation, and scholarship/tuition support programs.

Call 515-699-5693 for more information.

Visit [www.usajobs.gov](http://www.usajobs.gov) (keywords: Nurse, Iowa)

EOE

# Continuing Education Offerings

**CE Solutions Group** Continued from page 17  
**Child and Dependent Adult Abuse for Mandatory Reporters.**  
 Fac: Linda L. Fisk, RN, BS. Aud: RNs/LPNs/ARNPs. (Approved

## Children's HOSPITALS & CLINICS of Minnesota

At Children's Hospitals and Clinics of Minnesota, doing what is right for all children and their families is what sets us apart. We provide top-quality pediatric care with a family-centered focus. At Children's of Minnesota, it's the caring – for kids – that makes the biggest difference in your career and in your life. And you'll enjoy highly competitive compensation and comprehensive benefits.

**Opportunities available in General Pediatrics, Surgery, Cardiovascular and PICU. Please see our website for available positions.**

**For immediate consideration, please apply online at: <http://www.childrensmn.org/Careers>.** We are an equal opportunity employer and are committed to a diverse workforce. Children's also participates in E-Verify.



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 info on incidence, indications, treatment options and legal implications. Fee: Booklet, \$34.95 (inc postage); group discounts for packets of 10 or more. Online fee: \$23.95 (online group discounts available). CEUs: 0.24. Tax will be added to all home study orders.

### Complications of Diabetes Mellitus.

Fac: Linda L. Fisk, RN, BS. 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, \$48.95 (inc postage); online,

\$35.95. CEUs: 0.3. Tax will be added to all home study orders.

### Dealing with Difficult People in the Healthcare Setting.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs/ARNPs. This revised course will assist health care professionals to learn how to work w/difficult people, recognize problem "types," and manage everyday stress associated w/dealing w/people. Fee: \$34.95 (inc postage); online, \$23.95. CEUs: 0.2. Tax will be added to all home study orders.

### Dependent Adult Abuse for Mandatory Reporters.

Fac: Linda L. Fisk, RN, BS. 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 info on incidence, indications, treatment options and legal implications. Fee: Booklet, \$34.95 (inc postage); group discounts for packets of 10 or more. Online fee: \$23.95 (online group discounts available). CEUs: 0.24. Tax will be added to all home study orders.

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

Based on the book *ADA Complete Guide to Diabetes* (3rd ed.) by the Amer Diabetes Assn. Aud: RNs/LPNs/ARNPs. To update the nurse on current info about diabetes mellitus and the variety of treatment possibilities. Fee: \$137.95 (inc book & postage); online, \$120.95 (nurse responsible for purchasing book). CEUs: 2.4. Tax will be added to all home study orders.

### Drugs and the Elderly.

Fac: Elizabeth Boldon, RN, MSN. Aud: RNs/LPNs/ARNPs. Nurses working w/older adults will review and update their knowledge of medications commonly prescribed for

CE Solutions Group Continued on page 19



**Providing quality home healthcare services since 1995**

## CARING RN/LPN'S NEEDED!

Provide one-on-one pediatric skilled care and give patients the care and attention they deserve! Servicing 30 counties in the Southeastern quarter of Iowa

Call Today:  
800-259-8693 or 887-339-8607

Oskaloosa office:  
heartland1995@live.com  
Iowa City office:  
heart8600@hotmail.com  
www.hhciowa.com

OFFERED BY THE AMERICAN NURSES ASSOCIATION

## COULD YOU MAKE THIS MISTAKE— AND BE SUED?

We all make mistakes. But as a nurse, one mistake can lead to disaster. Consider this real-life example.



“ A 48-year-old woman with sleep apnea had surgery at a hospital for a detached retina. The surgery went well, and the patient was admitted overnight for observation.

That evening, the nurse gave the patient Demerol for pain as prescribed. When the patient vomited shortly thereafter, the nurse assumed the medication had been expelled and gave the patient another dose. Later, the patient complained of inadequate pain control. The nurse alerted the physician, who ordered another pain medication. By 1:15 a.m., the patient coded. The team could not resuscitate her.

The patient's daughter filed a lawsuit. The case was settled for more than \$1 million, split evenly among the nurse and two physicians. ”

It's because of cases like this that the **American Nurses Association (ANA)** offers the Nurses Professional Liability Program. It protects nurses from the potentially devastating impact of malpractice lawsuits.

Get the protection you need—without paying more than you need. To take advantage of special rates for ANA members, [visit proliability.com](http://visitproliability.com) for an instant quote and to fill out an application.

**MALPRACTICE INSURANCE OFFERED BY THE ANA ANNUAL PREMIUM AS LOW AS \$98<sup>2</sup>**  
 Protect yourself now! • Visit [proliability.com](http://proliability.com) or call 800-503-9230.



1 Source: Forum, May 2008  
 2 Please contact the program administrator for more information, or visit [proliability.com](http://proliability.com) for a free quote.

65671 (4/14) Copyright 2014 Mercer LLC. All rights reserved.  
 Underwritten by Liberty Insurance Underwriters Inc., a member company of Liberty Mutual Insurance, 55 Water Street • New York, New York 10041  
 Administered by: Mercer Consumer, a service of Mercer Health & Benefits Administration LLC  
 In CA d/b/a Mercer Health & Benefits Insurance Services LLC  
 AR Ins. Lic. #303439 | CA Ins. Lic. #0G39709

## Take your career to the next level!



**Doctor of Nursing Practice (DNP)**

**MSN/Nurse Educator *online!***

**Master of Arts in Management Health Care Administration *online!***

- Train for practice, leadership, management and independent nursing roles
- Acquire the knowledge necessary to respond to changing health care
- Prepare for careers in community health, emergency, intensive care, pediatric through geriatric care, anesthesia or health and wellness education

## BRIAR • CLIFF • university

*the catholic franciscan learning place*

**800.662.3303 | Sioux City, Iowa | [briarcliff.edu](http://briarcliff.edu)**

# Continuing Education Offerings

**CE Solutions Group** Continued from page 18  
the elderly and potential related problems. Fee: Booklet, \$48.95 (inc postage); online, \$35.95. CEUs: 0.3.

**Fibromyalgia Syndrome.**  
Fac: Linda L. Fisk, RN, BS. Aud: RNs/LPNs. To discuss the incidence, symptomology and common treatments for patients w/Fibromyalgia. Fee: Booklet, \$76.95 (inc postage); online, \$59.95. CEUs: 0.5. Tax will be added to all home study orders.

**Fighting to Breathe: COPD.**  
Fac: Linda L. Fisk, RN, BS, Master's Candidate. Aud: RNs/LPNs/ARNPs. To better understand the COPD patient and how to meet his/her needs. Fee: Booklet, \$48.95 (inc postage); online, \$35.95. CEUs: 0.3. Tax will be added to all home study orders.

**Headache: In Adults and Children.**  
Fac: Linda L. Fisk, RN, BS. 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, \$62.95 (inc postage); online, \$47.95. CEUs: 0.4. Tax will be added to all home study orders.

**Heart Sounds.**  
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: \$152.95 (inc book & postage); online, \$99.95 (nurse responsible for purchasing book online). CEUs: 2.0. Tax will be added to all home study orders.

**Influenza: The Basics 2014. (Online Course Only)**  
Fac: Linda L. Fisk, RN, BS. Aud: RNs/LPNs/ARNPs. To recognize s/s of the disease process, transmission, treatment, complications and prevention strategies. Fee: Online only, \$14.35. CEUs: 0.12.

**Intravenous Medication Infusions.**  
Fac: Elizabeth Boldon, RN, MSN. Aud: RNs/LPNs/ARNPs. To enhance knowledge of safe practices for intravenous infusion of different medications. Fee: \$56.95 (inc booklet & postage); online, \$43.95. CEUs: 0.36. Tax will be added to all home study orders.

**Neurovascular Emergencies.**  
Fac: Elizabeth Boldon, RN, MSN. Aud: RNs/LPNs/ARNPs. The nurse will enhance her understanding of neurovascular emergencies and the treatment options used to limit the severity of complications that may result. Fee: \$56.95 (inc booklet & postage); online, \$42.95. CEUs: 0.36. Tax will be added to all home study orders.

**Nursing Documentation.**  
Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Nurses will gain knowledge and skills related to the documentation of info in the patient's medical record. Fee: Booklet, \$34.95 (inc postage); online, \$23.95. CEUs: 0.2. Tax will be added to all home study orders.

**Parkinson's Disease.**  
Fac: Linda Fisk, RN, BS. Aud: RNs/LPNs. To review and update the nurse about Parkinson's Disease. Fee: Booklet, \$48.95 (inc tax & postage); online, \$35.95. CEUs: 0.3.

**Performing the Physical Health Assessment.**  
Based on the book *Assessment Made Incredibly Easy* (4th ed.) by Springhouse Publishing. Aud: RNs/LPNs. Health care professionals will review as well as gain knowledge of current physical assessment techniques. Fee: Book and test, \$207.95 (inc postage); online, \$179.95 (nurse respon-

sible for purchasing book). CEUs: 3.6. Tax will be added to all home study orders.

**Pharmacology Basics.**  
Fac: Elizabeth Boldon, RN, MSN. Aud: RNs/LPNs. Health care professionals will review and update their understanding of pharmacology. Fee: Booklet, \$48.95 (inc postage); online, \$35.95. CEUs: 0.3. Tax will be added to all home study orders.

**Stroke.**  
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, \$76.95 (inc postage); online, \$59.95. CEUs: 0.5. Tax will be added to all home study orders.

**Terrorism Events: Biological, Chemical, Radiological and Blast Injuries.**  
Fac: Linda L. Fisk, RN, BS. Aud: RNs/LPNs/ARNPs. To enhance the participant's knowledge of potential biologi-

cal, chemical, and radiological terrorism agents, signs and symptoms, and reporting procedures should an event occur or be suspected. Fee: Booklet, \$90.95 (inc postage); online, \$71.95. CEUs: 0.6. Tax will be added to all home study orders.

**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, \$76.95 (inc postage); online, \$59.95. CEUs: 0.5.

**Wound Care.**  
Based on the Incredibly Easy Series by Springhouse Publishing. Aud: RNs/LPNs/ARNPs. The nurse will better identify and understand wound treatment. Fee: \$162.95 (inc book & postage); online, \$125.95 (nurse responsible for purchasing book). CEUs: 2.5. Tax will be added to all home study orders.

**Respected, accredited and online...  
a school with a great history!**

*Online or on campus, we have been educating nurses since 1969.*  
Graceland University offers many options for advancing your nursing education and your career, while still having time for your family and job:

- RN to BSN
- RN to MSN
- Master of Nursing - Family Nurse Practitioner
- Master of Nursing - Nurse Educator
- Doctor of Nursing Practice



RANKED BY  
**U.S. News**  
A WORLD REPORT  
**#10** IN THE NATION  
"Best Graduate  
Online Nursing Program"

**for more information**  
800-833-0524 x 4717  
[www.graceland.edu/nursing](http://www.graceland.edu/nursing)

Educational courses for: **RN • LPN/LVN • NP • PT • PTA • OT • MD • PA**

## Feeling anonymous at work?

Set yourself apart, become certified.

Wound Care Education Institute® provides comprehensive online and nationwide onsite courses in the fields of Skin, Wound, Diabetic and Ostomy Management. In just a few days you will have the knowledge needed to become current with the standards of care and legally defensible at bedside.

**Skin and Wound Management Program**

This course offers an overall comprehensive approach to risk assessment, wound assessment and patient treatment plans.



Scan QRs above for course details or visit our website at [www.wcei.net](http://www.wcei.net).

**Ostomy Management Program**

This comprehensive course takes you through the anatomy and physiology of the systems involved in fecal/urinary diversions and hands-on workshops.



**Diabetic Wound Program**

This online course takes you through the science of the disease process and covers the unique needs of a diabetic patient.



Health care professionals who meet the eligibility requirements can sit for the WCC®, OMS™ and DWC® national board certification examinations through the National Alliance of Wound Care and Ostomy ([www.nawccb.org](http://www.nawccb.org)).

**Receive \$100 off** any certification course by using coupon code **"ALDIA"** (expires 12/31/2014).

Our state of the art online learning management system is fully narrated by a clinical instructor, self paced and available for most certifications.

**We are here to help:**

- Call us at 877-462-9234
- Live online chat at [www.wcei.net](http://www.wcei.net)
- Email us at [info@wcei.net](mailto:info@wcei.net)



**Quality Nurses.**  
*quality care.*



Offering aggressive compensation and benefit option for package positions

We're becoming a national leader in health care quality and safety, earning recognition including "Magnet," "Most Wired" and Thomson Reuters designation as one of the Nation's Top 50 Cardiovascular Hospitals.

Visit [www.genesishealth.com/careers](http://www.genesishealth.com/careers)

# Continuing Education Offerings

**Consultants for the Future**  
**11705 Boyette Road, Suite 470**  
**Riverview, Florida 33569**  
**Phone: Linda Greenfield**  
**1-800-654-2387**  
**FAX: 1-813-754-4499**  
**web: www.consultantsforthefuture.com**  
**(Iowa Provider Number 61)**

Courses may be ordered by phone or mail or downloaded from the website. MasterCard or VISA accepted. Add \$5.00 postage and handling per order. Discounts for large orders.

**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 w/ Alzheimer's disease or related dementias w/extensive suggestions for effective communication. Fee: \$10 online; \$12 in hard copy. 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 mgmnt 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 w/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.

**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. 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 w/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 w/negative emotions. Fee: \$30. CEUs: 0.5.

Consultants for the Future Continued on page 21

## Be a healthcare leader.

**Earn your MSN at Mount Mercy University!**

- Tracks in Health Advocacy, Nursing Education & Nursing Administration
- Accelerated Format
- Completed in 18 Months
- Evening Classes
- Face-to-Face Instruction



**MSN Information Session**  
**Monday, May 12 | 5:30 - 6:30 p.m.**



Francis J. Pruss Conference Center  
 Mount Mercy CRST International Graduate Center  
 1599 Wenig Road NE, Cedar Rapids, IA

For more information or to RSVP, visit  
[www.mtmercy.edu/msn](http://www.mtmercy.edu/msn)  
 or call 319-363-8213 ext. 1864

**Looking for the perfect career?**  
 Look no further than...  
[nursingALD.com](http://nursingALD.com)  
 Find the perfect nursing job for you!

A great place to receive care,  
 because it's a great place to provide care.  
*That's the Mercy Touch.®*



*Benefits to Being a Mercy Nurse*



- ✓ Advancement and recognition programs
- ✓ New grad nurse residency program
- ✓ Nursing scholarships to advance your education
- ✓ Opportunities for input and decision-making
- ✓ Parish Nursing program

For current employment opportunities at Mercy, visit [www.mercycare.org/careers](http://www.mercycare.org/careers).

**Honoring and Appreciating the Difference**

**Our Nurses**

make to the Lives of our Residents and to our Team!

**Think YOU** have what it takes to join this elite group of dedicated professionals?

See what we are about, where our facilities are located and what current opportunities (R.N., MDS Coordinator, etc.) are at

[www.hawkeyecare.com](http://www.hawkeyecare.com)



# Continuing Education Offerings

## Consultants for the Future Continued from page 20

### 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 trans fatty 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 inability to sleep. Fee: \$25 online; \$30 in hard copy. 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: \$35 online; \$42 in hard copy. 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 w/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 info 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 symptoms and approaches to acute and rehabilitative care. Fee: \$30. CEUs: 0.5.

Consultants for the Future Continued on page 22

## THE IOWA VETERANS HOME

**SERVING IOWA VETERANS  
PAST, PRESENT, AND FUTURE**



**Choose a Specialized Nursing Career with the Iowa Veterans Home**

The Iowa Veterans Home Offers an Outstanding Compensation and Benefits Package

Positions available for Certified Nurses Aide, LPN, and Registered Nurse at the Iowa Veterans Home on the evening or night shifts. Excellent wages and fringe benefits. Shift differentials for evening & night shift. Certified Med Aides receive an additional .75 per hour for full shift worked.

**Wages are as follows:**  
 RTW \$31,428.80 to \$45,947.20  
 LPN \$42,286.40 to \$64,272.00  
 RN \$49,940.80 to \$77,459.20

To view our current positions and to apply, go to: [das.hre.iowa.gov](http://das.hre.iowa.gov)

Iowa Veterans Home  
 1301 Summit St, Marshalltown, IA 50158  
 Phone: 641-753-4331

An Equal Opportunity/Affirmative Action Employer

Mercy Hospital, Iowa City is seeking a **Nurse Manager** for the Maternal Child Department, to manage on a twenty-four hour basis the clinical, operational, financial and personnel activities. Responsibilities include management of the following areas: Labor and Delivery, Normal Newborn Nursery, 5 bed Level II Neonatal Intensive Care, Post Partum and 7 bed Pediatrics unit. This position has approximately 56 direct reports including an Assistant Nurse Manager. Qualifications for this position include graduation from an accredited school of nursing. A Bachelors degree is required. Licensure in Iowa as a Registered Nurse is necessary. Three to five years of progressive nursing experience is necessary. Previous management experience is required. Demonstrates the ability to communicate effectively with people; demonstrates expertise in leadership and management skills. Effective critical thinking skills and knowledge of statistical concepts. Ability to multi-task and prioritize. Team oriented with excellent interpersonal skills. Maternal Child or NICU experience required. The pay range for this position starts at minimum of: \$80,246.



**MERCY**  
IOWA CITY

For immediate consideration, please view and apply for this position at [www.mercyiowacity.org](http://www.mercyiowacity.org)

IMPROVING THE QUALITY OF LIFE FOR PATIENTS AND OUR COMMUNITY  
**It's at the heart of everything we do.**

For nearly 100 years, Marshalltown Medical & Surgical Center has been meeting the health care needs of the communities it serves. Today, thousands of residents depend on MMSC for a wide range of health care services, including 24-hour emergency care, a cardiovascular catheterization lab, advanced surgical services, innovative diagnostic imaging, and a host of other services and outreach programs.

As the hospital prepares for its next century of service, MMSC is moving forward with exciting initiatives that will benefit the entire community. MMSC's vision for the future focuses on five key areas of patient care: Providers & Services; Industry Trends, Partnerships & Reform; Community Engagement; Operational Excellence; and Facilities & Technology. Success in each of these areas will enable MMSC to continue delivering high-quality health care for generations to come.

For job opportunities available at MMSC, please visit us at [www.marshmed.com](http://www.marshmed.com) and click on the Careers tab, located at the top of our home page.

5 AREAS OF FOCUS FOR A HEALTHIER FUTURE:







**Marshalltown Medical & Surgical Center**  
 3 South 4th Avenue • Marshalltown, Iowa 50158 • (641) 754-5151 • [www.MarshMed.com](http://www.MarshMed.com)



## TAKE BETTER CARE



**Making a direct, tangible impact on the lives of those around you** – that's what your work is all about. But are you doing all you can? Take better care of your patients – and your career – with a degree from Bellevue University. We'll help you increase your impact and take your healthcare career to the next level.

**CHOOSE FROM OVER 70 DEGREES, INCLUDING:**

- BACHELOR'S DEGREES**
  - RN to BSN (No clinicals!)
  - Healthcare Management
  - Behavioral Science
  - Health Communication (NEW!)
- MASTER'S DEGREES**
  - Healthcare Administration
  - Clinical Counseling
  - MBA – Healthcare Concentration
  - Healthcare Innovation (NEW!)

### BELLEVUE UNIVERSITY PROVIDES:

**Affordability:** We offer the most generous credit transfer in the area, accelerated degrees, and classes that start every month; so you can get started immediately and finish quickly, saving you time and money.

**Flexibility:** Online or in-class, our accommodating faculty will help you stay on track regardless of unexpected interruptions.

**Quality:** Our accredited degrees are designed with industry experts so you'll learn the knowledge and skills employers seek – increasing your employability.

**Support:** With dedicated academic advisors, a tutoring center, a technical support team, and a career services center; you'll always have access to the help you need.

**Ready to take better care? APPLY TODAY!**



**BELLEVUE.EDU**  
**1-800-756-7920**

# Continuing Education Offerings

## Consultants for the Future Continued from page 21 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 w/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 w/ means to establish a therapeutic environment for same. Fee: \$30. CEUs: 0.5.

## Working the Numbers: Nursing Interpretation of Laboratory Tests.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Examines nursing interpretation of CBC, hematologic studies, iron studies, UA, electrolyte survey, kidney function studies and liver function studies. Fee: \$36. CEUs: 0.6.

**Quality Management Consultants, Inc.**  
691 Harwood Drive  
Des Moines, Iowa 59312  
Contact: Dr. Mary Krieg  
Phone: (515) 255-2576  
(Iowa Provider Number 353)

## The Effective Patient Advocate.

Fac: Mary Krieg, RNC, PhD. Aud: RNs/LPNs/ARNPs. Discuss the importance of the effective patient advocate, define the nurse's role, and the ethical and legal challenges therein. Fee: \$49. CEUs: 0.4.

## How to Create a Podcast.

Fac: Mary Krieg, RNC, PhD. Aud: RNs/LPNs/ARNPs. A step-by-step guide for creating podcasts for the purposes of provider and nursing education, patient education, con-

tinuing education, and staff and self-development. Fee: \$39. CEUs: 0.3.

## Mental Health and Substance Abuse Emergencies in the Community.

Fac: Mary Krieg, RNC, PhD. Aud: RNs/LPNs/ARNPs. The nurse will develop a better understanding of mental health and substance abuse emergencies in the community and the appropriate responses to these events. Fee: Free. CEUs: 0.2.

## Nursing Informatics.

Fac: Mary Krieg, RNC, PhD. Aud: RNs/LPNs/ARNPs. Understand the importance of info technology in nursing practice, how it affects patient care, and to understand the role of the Nurse Informaticist. Fee: \$79. CEUs: 0.6.

## Podcasts: A Beginner's Guide.

Fac: Mary Krieg, RNC, PhD. Aud: RNs/LPNs/ARNPs. The nurse will understand podcasting as a method of distributing multimedia files (such as audio programs) via the internet, for the purposes of provider and nursing education, patient education, continuing education, and staff and self-development. Fee: \$19. CEUs: 0.1.

## Positive Psychology.

Fac: Mary Krieg, RNC, PhD. Aud: RNs/LPNs/ARNPs. This program presents the emerging field of positive psychology as the scientific study of the strengths and virtues that enable nurses, patients, families, and communities to thrive. Fee: \$19. CEUs: 0.1.



Department of Health & Human Services  
**DHHS**  
NEBRASKA

**Lincoln Regional Center**  
Located in Lincoln, NE, the Happiest City in the Nation  
- Gallup, 2013

**REGISTERED NURSE - FULL & PART TIME POSITIONS**

**Excellent Benefit Package including tuition reimbursement and continuing education opportunities!**

[www.statejobs.nebraska.gov](http://www.statejobs.nebraska.gov)

✓ Follow these easy steps to apply!

1. Go online to: [statejobs.nebraska.gov](http://statejobs.nebraska.gov)
2. Click "Search for Jobs"
3. Scroll down to Enter Keywords, input "LRC" and press enter
4. Click "Registered Nurse LRC"

Lincoln Regional Center is an Equal Opportunity Employer



**Webster UNIVERSITY**

**Nursing Faculty**

The Department of Nursing at Webster University (St. Louis, MO) is conducting a faculty search seeking three individuals, one with nursing leadership/administration expertise. A master's degree with a major in nursing, required, and an earned doctorate, strongly preferred. RN licensure in the State of Missouri is required.

These are nine (9) month academic positions. Faculty members have advising and practicum supervision responsibilities, are expected to teach core-nursing courses, engage in professional development, and other activities to support the nursing department. In addition, faculty members are expected to participate in department, college, university governance activities, and other university events.

Webster University is an Equal Opportunity/Affirmative Action educator and employer. We are committed to maintaining a culturally and academically diverse faculty of the highest caliber. We strongly encourage applications from those who identify as diverse in terms of gender, race, ethnicity, national origin, sexual orientation, disability, and/or veteran status.

**To apply, send curriculum vitae and 3 letters of reference to Faculty Search, Dept. of Nursing, Webster University, 470 E. Lockwood Ave., St. Louis, MO 63119**



**OTTUMWA REGIONAL HEALTH CENTER**

Is looking for qualified RNs, CNAs and LPNs to work at Southeast Iowa's Hub of Healthcare.

For more information on available positions and to apply, visit our website at [www.ottumwaregionalhealth.com](http://www.ottumwaregionalhealth.com)

**RN-BSN DEGREE PROGRAM**  
*Created with working nurses in mind.*



Earn your RN-BSN Degree by taking classes just one day a week.

**NOW OFFERING CLASSES IN OSKALOOSA AND CLIVE!**

**WILLIAM PENN UNIVERSITY**  
Email: [bsn@wmpenn.edu](mailto:bsn@wmpenn.edu)  
[www.wmpenn.edu/nursing](http://www.wmpenn.edu/nursing) • 800-779-7366



**Nylen School of Nursing at Morningside College**

**Now Offering Nursing Graduate Courses Online**

The Nylen School of Nursing at Morningside College offers online graduate courses that lead to a post-baccalaureate Clinical Outcomes Certificate.

- Is designed for health care professionals with a bachelor's degree.
- Enhances your understanding of the health care system and helps improve patient outcomes.
- Enhances your skills to deliver care that is safer, more efficient, and cost-effective to meet the demands of patients and providers.
- The 4 courses are delivered on-line over two semesters.

For more information contact Dr. Jackie Barber at 712-274-5297 or [barber@morningside.edu](mailto:barber@morningside.edu).

The Morningside College experience cultivates a passion for life-long learning and a dedication to ethical leadership and civic responsibility




**Iowa Wesleyan College** Nursing Faculty Opportunities

The Division of Nursing at Iowa Wesleyan College, a four-year liberal arts college, is seeking qualified candidates for two full-time, tenure track faculty positions for adult medical nursing and obstetrics and pediatrics. Both appointments begin with the fall 2014 semester.

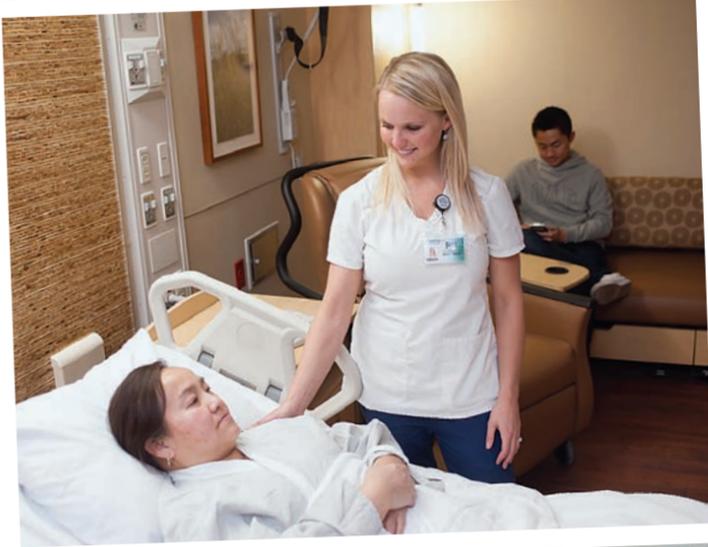
Qualifications: Iowa nursing license, a minimum of a masters degree in nursing required, or a terminal degree in nursing is preferred. Preference will be given to candidates with experience holding a terminal degree. If the masters degree is in nursing, the terminal degree can be completed in any educational discipline. All candidates without a terminal degree will be expected to enroll in a terminal degree program sometime during their first year of employment.

These are teaching positions, and the successful candidates will be expected to teach in the classroom and in the clinical setting.

Electronic submission of a cover letter, current curriculum vitae and contact information for three references is required. Please submit your application to Dr. Richard McCallum, Vice President for Academic Affairs at: [richard.mccallum@iwc.edu](mailto:richard.mccallum@iwc.edu)

Applications will be received and reviewed until both positions are filled.

[www.iwc.edu](http://www.iwc.edu)  
Iowa Wesleyan College is an AA/EEO institution.



# WHERE CARING MEETS EXCELLENCE

The celebration of nurses and nursing occurs every year during the opening of blossoms and the joyful moments of spring time. It is a time to give thanks. For those of us who are nurses, we give thanks to being able to share special moments with our patients and families. We give thanks for moments that are joyful and others that are sad and life changing. For each fulfill what it means to be a nurse.

I suggest that all nurses take pause and reflect "perhaps these moments, with these patients and families, is the very reason we are here on earth at this time" (Dr. Jean Watson).

I would like to thank all the nurses for being at the right place, with the right energy and heart for the special moments we all experience as people and communities.

**You will never know all the lives you touched, but they will never forget you.**

**Thank you! Happy Nurses Day!**

Mary Lu Gerke, PhD, RN  
Vice President/ Chief Nursing Officer

[gundersenhealth.org](http://gundersenhealth.org)  
La Crosse, Wisconsin  
EOE/AA

Gundersen Lutheran Medical Center, Inc. | Gundersen Clinic, Ltd. | 1547\_0214

**GUNDERSEN**  
**HEALTH SYSTEM®**  
*Where Caring Meets Excellence*



## Leading

UI Hospitals and Clinics is proud to recognize all of our 2,300 professional nurses during National Nurses Week. You are leading the way in a profession that requires education, skill, and the dedication to caring for patients and families when they are most vulnerable. Your talents are respected. Your passion is appreciated. Special congratulations to our 11 nurses recognized this year as 100 Great Iowa Nurses. You join an elite group of professional nurses who are leaders in their communities and across the state. Thanks for all you do.



 **UNIVERSITY OF IOWA**  
**HOSPITALS & CLINICS**  
University of Iowa Health Care  
*Department of Nursing Services and Patient Care*

 **University of Iowa**  
**Children's Hospital**  
University of Iowa Health Care



## Online RN to BSN Degree Completion Program

Earn your BSN entirely online in Northwestern's faith-based nursing program. Accredited by the CCNE, our curriculum accommodates the schedules of working nurses and can be completed in 2 years or less while taking just one course at a time.

Northwestern offers:

- \* Clinicals in your area
- \* Affordable tuition
- \* Financial aid available
- \* Strong missions focus

**You can do this.**  
We'll help.

For more information or to apply, contact **Dr. Rebecca Hoey, director of online learning** (712-707-7388 or [online@nwciowa.edu](mailto:online@nwciowa.edu)) or visit our website:

[www.nwciowa.edu/rn-to-bsn](http://www.nwciowa.edu/rn-to-bsn)



**Kootenai Health is a Magnet designated 254-bed hospital offering complete clinical services.**

### Employee Benefits:

- Tuition Reimbursement
- On-site Day Care
- Fully paid medical, dental and vision insurance
- Generous compensation and benefit package
- Extensive on-site professional development opportunities



To review full job descriptions visit: [kootenaihealth.org/careers](http://kootenaihealth.org/careers)

Human Resources | 208.625.4620  
2003 Kootenai Health Way | Coeur d'Alene, ID 83814

# They are the ones WHO RAISE THE BAR



**They are the world-class nurses of UW Health. And yes, they set the bar high.**

Nurses will find remarkable opportunities at one of the nation's leading academic health centers.

Visit [uwhealth.org/careers](http://uwhealth.org/careers) or call (800) 443-6164 to learn more.

**UW Health**  
University of Wisconsin  
Hospital and Clinics



HN-39087-14

# UW Health. Remarkable Careers.