



IOWA BOARD OF NURSING NEWSLETTER

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

November, December 2014, January 2015

Members of the Iowa Board of Nursing MAY 1, 2014 - APRIL 30, 2015

TERM ENDS

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Have You Completed Your CE Requirements?

by Laura Hudson, MSN, RN
Associate Director – CE/Workforce

Every year, board disciplinary actions include lists of nurses who are sanctioned for failing to complete continuing education (CE) requirements for license renewal. Every day, board staff processes CE audits indicating not all Iowa nurses are following the 655 Iowa Administrative Code (IAC), chapter 5 rules. The maximum fines for failing CE audits is \$1,000 and the matter becomes a permanent public disciplinary record for the licensee. This article is intended to provide licensees with information about the CE administrative rule requirements for nursing licensure.

Continuing education (CE) 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 continuing education units (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 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.

Nurses must complete nursing CE within the license renewal period. The timeframe when a licensee may take CE coursework to count toward license renewal begins the 16th of the birth month, and runs until the nurse renews his/her license for the next renewal period. You should plan to renew your license 30 to 60 days prior to the expiration date listed on your nursing license wallet card. Therefore, every three years, there will be a period between when you renew your license, and the actual expiration date of the license, when CE credits do not count toward renewal requirements. In other words, when you renew your nursing license, CE requirements must be met – you do not have until the expiration date listed on your wallet card.

This is an example: A nurse is renewing his/her three year renewal and has a birthday on December 20th. The actual expiration date of the license is December 15th. The nurse cannot renew until after October 15th, and should plan to renew no later than November 15th. Even though the actual expiration date of the license is not until December 15th, all of the CE credits must be done before the nurse completes the renewal application by mid-November. Upon renewal of the license in mid-November, this nurse should honestly be able to answer the attestation statement on the renewal application stating that he/she

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Executive Director's Report

by Kathy Weinberg, MSN, RN

Hello everyone! On August 27, 2014, the Iowa Board of Nursing's revised mission statement became effective. The mission statement is as follows: *The mission of the board is to protect the public health, safety and welfare by regulating the licensure of nurses, the practice of nurses, nursing education and continuing education.*

I thought it would be interesting to take a historic look at nursing regulation in Iowa and how regulation looks today, as it relates to the four areas highlighted in the mission statement. This is part one of a two-part article, in this edition of the *Nursing Newsletter*, I will address the licensure of nurses and the practice of nurses.

The text in italics is taken from historical documents stored in the board office, there is no specific author cited.

Licensure of Nurses. In 1908, the licensing exam was comprised of 50 essay questions divided into five sections, at least one of which was completed orally. There were 10 questions on "disease of men" taken by male candidates only.

The first license issued by examination was number 696 because 695 nurses had been licensed by waiver on the basis

of previous experience or education. All seven testers who sat for the examination passed. Six months later, 50 individuals took the exam and Iowa recorded its first failure.

The examination was comprised of essay questions until 1935 when a Board-constructed, multiple choice exam of 500 questions was initiated. In 1946 the exam was changed to a national State Board Test Pool Exam (SBTPE).

State boards converted from the SBTPE to the National Council Licensure Examination (NCLEX) in 1982. In 1994 the National Council of State Boards of Nursing converted to a computerized adaptive testing methodology (CAT) that allowed candidates to self-schedule the NCLEX examination at board approved centers of their choice.

The National Council of State Boards of Nursing's CAT is the testing methodology which continues today. To be eligible to sit for the NCLEX an applicant must have graduated from an approved nursing program preparing registered nurses as defined in Iowa Code section 152.5(1) or an approved nursing program preparing practical nurses as defined in Iowa Code section 152.5(1). To be licensed an applicant must pass the NCLEX.

Licensure is also based on board approval of an applicant with a criminal history or a record of prior disciplinary action, regardless of jurisdiction.

Licensure today is defined by the Iowa Code and the Iowa Administrative Code. A nurse is licensed in Iowa upon initial licensure by examination, renewal of their license or by endorsement from another state. It is defined in Iowa Code section 147.2 that a person practicing nursing shall obtain a license from the board for the profession.

The Iowa Board of Nursing protects the public by ensuring that those individuals practicing

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Board Meeting Schedule 2014-2015

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.

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Fluoroscopy Draft Audit Procedures Announced for Advanced Registered Nurse Practitioners

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, and the draft of the audit process that will be initiated by the Board of Nursing.

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).

Pursuant to 7.2(d), the initial and annual education requirements are subject to audit by the Board. Therefore, the Board of Nursing will be auditing ARNPs who supervise fluoroscopy. The following is the draft of the audit process. Please note that all ARNPs will be notified when the audit process is initiated.

Steps in Audit Process (draft)

- All ARNPs will receive a letter notifying them of the Board's intent to audit fluoroscopy education.
- Notification will also be placed in the *Nursing Newsletter* and on the Board's website.
- On the ARNP online and paper renewal application a question will be asked if the practitioner provides direct supervision in the use of fluoroscopy. The renewal process is every three years.
- If they answer yes, the practitioner will be asked to provide verification of completion of the initial course and yearly safety courses, along with a copy of course objectives and outcomes.
- Board staff will review and document course verification and course materials.

If you have questions or concerns about these requirements, please contact Kathy Weinberg, Executive Director, at kathy.weinberg@iowa.gov, or by telephone at (515) 281-4822.



nursing.iowa.gov

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NSBN Revises Definition of Entry-Level Nurse

AUGUST 6, 2014 – CHICAGO – The National Council of State Boards of Nursing (NCSBN) Board of Directors has approved a revised definition of the entry-level nurse in the NCLEX environment, which was the result of analysis leading to the question of what constitutes the length of the entry-level period. **The designation of entry-level will now be defined as a nurse having no more than 12 months of experience;** previously it was defined as a nurse having no more than six months of experience.

NCLEX examinations are developed to measure the minimum knowledge, skills and abilities required to deliver safe, effective nursing care at the entry level. Part of the development process is to periodically review and define the examinee profile, the practice environment for entry-level nurses and the environment's effect on the length of the entry-level period.

NCSBN conducts the NCLEX practice analyses every three years to examine entry-level practice. Using the data collected from these studies, NCSBN develops the NCLEX Test Plans. Analysis of data from a nine-year span indicates that the health care environment has become increasingly complex and what defines entry-level nursing should be reevaluated. NCSBN then researched practices used in other professions to identify the entry-level period, the current entry-level practice environment, today's client population and the results of a nurse focus group and arrived at the new definition that will be used from this point forward.

Read more details on the research behind the change in the entry-level definition at the following link: https://www.ncsbn.org/Review_EntryLevel_Characteristics_and_NCLEX.pdf

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Iowa nurse Kelli Aukes, RN, was certified by NCSBN as participating in their nationwide study to describe entry-level registered nursing practice. The IBON would like to acknowledge Kelli and congratulate her for taking part. She accepted the opportunity to make a difference and contribute to the nursing profession. Thanks, Kelli!



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

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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:

NEXT COLUMN PLEASE

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.

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

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.

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.

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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
 400 SW 8th St., STE B update address online: 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, 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.



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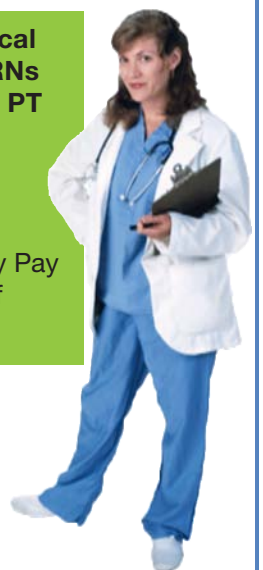
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Renewal Reminder

Licenses that were due on October 15, 2014, are subject to the late fee listed below.

Licenses that expire November 15, 2014, are due by October 15, 2014, and can be renewed any time after September 15, 2014.

Licenses that expire December 15, 2014, are due by November 15, 2014, and can be renewed any time after October 15, 2014.

Licenses that expire January 15, 2015, are due by December 15, 2014, and can be renewed any time after November 15, 2014.

Licenses that expire February 15, 2015, are due by January 15, 2015, and can be renewed any time after December 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.

CE REQUIREMENTS *Continued from page 1*

has met the 36 contact hours required for a three (3) year license.

Carry-over credits are no longer allowed, and were eliminated from the administrative rules in 2001. Using the above example, if the nurse renews on November 15th, and takes a class on December 1st, the CE credits earned for the class do not count for the current renewal, and they cannot be carried over to the next renewal period effective December 16th.

You should make it a practice to keep track of nursing CE credits throughout the renewal period. Before beginning your license renewal application, all of your CE documentation should be in-hand and verified by you as meeting CE requirements. That way, if you are chosen for a random audit when you renew, you are immediately ready to send in your paperwork documenting your CE coursework. **Remember: If it is not documented, it is not done!**

To be accepted for audit purposes, CE certificates for informal coursework must include the following: your name as attendee, the title of the class, date the course was taken, the place where the class was held, name and provider number of Board-approved providers for live coursework held in the state of Iowa, and must clearly list the number of contact hours or CEUs awarded. A transcript from an employer's online learning system is not sufficient documentation for audit: Individual certificates for classes are needed.

Self-study courses and on-site courses attended outside of Iowa are acceptable if they qualify as appropriate subject matter, and are either covered by an approved Iowa provider, or have been granted special approval, or are approved by one of the following:

- The American Nurses Association (American Nurses' Credentialing Center's Commission on Accreditation)
- The National League for Nursing
- The National Federation of Licensed Practical Nurses
- National Association for Practical Nurse Education and Service, Inc.
- A board of nursing in any other mandatory continuing education state.

As soon as you complete an online self-study course, print the certificate and store it in a safe place.

As a nurse licensed in the state of Iowa, it is your responsibility to know, and follow, the administrative rules governing your nursing practice. Make it a priority to choose CE activities that will benefit you and your patients or clients in your nursing practice, and which meet the administrative rule requirements for CE. Make a commitment to quality, lifelong learning – and to accurate documentation that can support the efforts you have taken.

Questions or concerns about CE requirements may be directed to Laura Hudson, Associate Director – CE/Workforce, at laura.hudson@iowa.gov, or by calling 515-281-8808.

EXECUTIVE DIRECTOR'S REPORT *Continued from page 1*

nursing have an active Iowa license and meet the requirements as defined in Iowa Code and Iowa Administrative Code for licensure. As a practicing nurse you are accountable for maintaining your licensure through timely renewal.

On a personal note, I am considered an old, maybe the word should be "seasoned," nurse, but as many of you do, I remember taking the licensing exam with hundreds of other "graduate nurses" in Veterans Auditorium on a very hot summer day. Actually it was a two-day event, with five different fill in the dot tests. Testing has certainly come a long way. Who knows what it will be like in the years to come? I am sure there will be an "App" for it!

The Practice of Nursing. On March 12, 1907 the Iowa Legislature took the first step toward ensuring that individuals providing nursing care to the citizens of Iowa were qualified to do so by passing a law that required education and licensure by examination. Prior to 1907, hospitals set their own educational standards as a condition of employment. There was not an entity to prohibit an individual from claiming to be a nurse.

The 1907 Code of Iowa required an applicant to be 23 years of age and of "good moral character." The latter requirement remained in law until 1964. Proof was supplied in the form of personal references, preferably from clergymen and teachers.

There was no definition of the practice of nursing in the first Nurse Practice Act. The first legal definition of nursing is found in the 1938 Code of Iowa and identifies that "any person shall be deemed to engage in the practice of nursing who practices nursing as a graduate or registered nurse, or publically professes to be a graduate or registered nurse and to assume the duties incident to such a profession."

What defines nursing today? According to the Iowa Code, Chapter 152, the "practice of nursing" means the practice of a registered nurse or a licensed practical nurse. The code goes on to say, the "practice of a licensed practical nurse" means the practice of a natural person who is licensed by the board to perform services in the provision of supportive or restorative care under the supervision of a registered nurse or a physician. The "practice of the profession of a registered nurse" means the practice of a natural person who is licensed by the board to formulate nursing diagnosis and conduct nursing treatment of human responses to actual or potential health problems through services, such as case finding, referral, health teaching, health counseling, and care provision which is supportive to or restorative of life and well-being.

Though not defined in Iowa Code, the Advanced Registered Nurse Practitioner (ARNP) must also practice within the constraints of the definition and rules pursuant to the Iowa Administrative Code 655, chapter 7.

In today's world you, the licensed practical nurse, the registered nurse and the ARNP, must ask yourselves if you are practicing nursing within the parameters of the definitions as cited in Iowa Code and Iowa Administrative Code, and within your specific scope of practice. You must ask yourself, is my practice guided by my education, experience, competencies, and is it upheld by the highest standards of practice based on research and evidence?

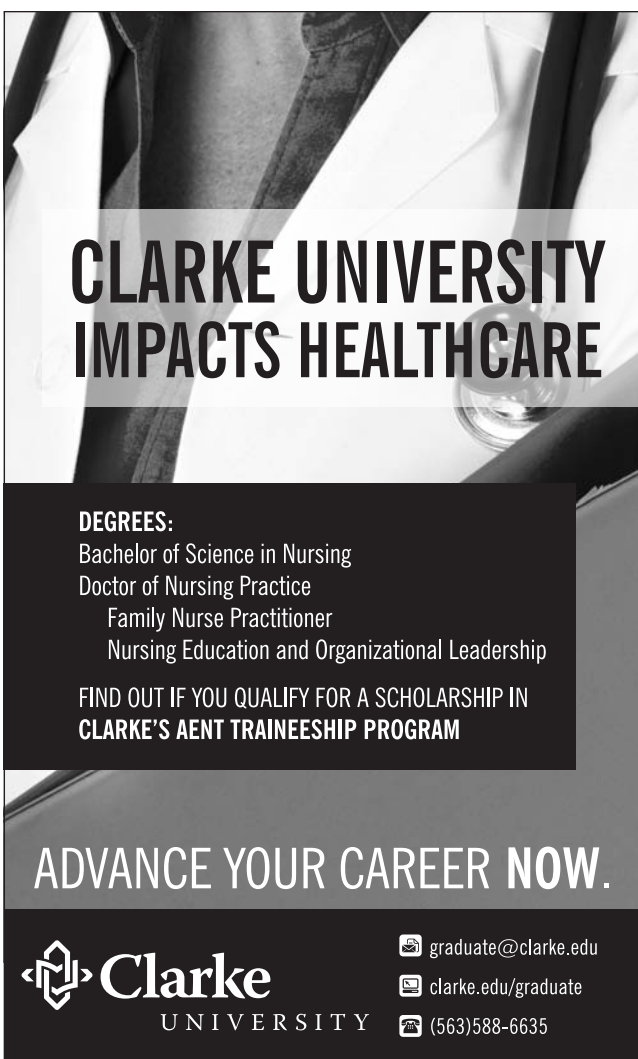
As a licensed nurse in Iowa you are accountable for your actions, for using sound nursing judgment and for carrying out the nursing process. Every day you should ask yourself, does my practice promote the protection of the public's health safety and welfare?



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Iowa Center for Nursing Workforce

Mission Statement

The Iowa Center for Nursing Workforce exists to support a dynamic, well-prepared and diverse nurse workforce to meet the health and wellness needs of Iowans.

2014 – 2017 Strategic Plan

The development of the Iowa Center for Nursing Workforce originated as a result of prior initiatives and studies conducted in the state of Iowa, such as The Report of the Iowa Governor and Lt. Governor's Nursing Task Force (Culver, March 3, 2008), the Iowa Needs Nurses Now coalition recommendations, and legislation passed in 2010, effective January 5, 2011. Funding was not secured for the 2010 legislative mandates.

In September 2011, a representative from the Iowa Council of Nurses made a request to the Iowa Board of Nursing to create a new professional staff position and to join a growing number of states with nursing workforce centers. On September 14, 2011, the Board voted to establish a nursing workforce center and established a professional full time position to support the workforce center.

In early 2012, an associate director was hired, with duties split between continuing education and the workforce. The current associate director was hired in November 2012, with approximately 35% of duties focused on workforce. Concurrent with the staff hiring, the IBON began collecting nursing workforce minimum dataset information through the new online registration process for nursing licensure.

At the September 2013 IBON meeting, the Board voted to appoint an advisory committee to facilitate the strategic planning and direction for Iowa's nursing workforce center, known as the Iowa Center for Nursing Workforce. The committee's charge was: 1) to identify the overall strategic direction for the Iowa Center for Nursing Workforce, and 2) to establish priorities for the Iowa Center for Nursing Workforce.

Over the course of three meetings held in 2014, the workforce advisory committee studied historical information about nursing and healthcare workforce initiatives, conducted a SWOT analysis (strengths, weaknesses, opportunities and threats) about current nursing workforce concerns in the state, and created a mission statement for the Center. Pursuant to the Committee's charge, a list of recommended goals and initiatives was developed for consideration by the Board. These recommendations are presented in an effort to guide the Center in priorities and resources for the years 2014 – 2017.

The Committee's suggestions are high-level, and not intended to fully encompass the work of the Center. The associate director and other board staff will determine the details of the strategic plan, establish the success measurements, and manage the workflow of the projects. The Advisory Committee plans to meet on a quarterly basis going forward.

Committee Members

Name	Affiliation
Julie Adair, RN	Director of Workforce Development, Iowa Health Care Association/Iowa Center for Assisted Living, West Des Moines
Lisa Baumhover, MS, GCNS-BC, ARNP	Geriatric Clinical Nurse Specialist, UnityPoint Health, Des Moines
Stephanie Capesius, RN, BSN	Nurse Manager, Kossuth Regional Health Center, Algona
Tonya (Dyson) Johannes, BSN, RN	Education Coordinator, Mahaska Health Partnership, Oskaloosa; Clinical Instructor for Indian Hills Community College, Ottumwa
Michelle Holst, MPA, BA	Executive Officer 2, Bureau of Health Access, Division of Health Promotion, Iowa Dept. of Public Health, Des Moines
Tami Lund, RN, BSN	Director of Nursing, Pleasant Acres Care Center, Hull
Beverly McLinden	Public Member, Healthcare Consumer, Administrator – Rotary Club of Des Moines A.M., Adel
Ryan M. Murphy, MPA, BA	Bureau Chief, Communications & Labor Market Information, Iowa Workforce Development, Des Moines
Sherrilyn Nikkel, RN, BSN BC, CVRN-BC	Clinic Triage Nurse, Knoxville Hospital and Clinics, Knoxville
Anne Ott, RN	Emergency Room Nurse, Regional Health Services of Howard County, Cresco
Michelle Snitselaar, MSN, RN	Director of Health Services, Mount Mercy University, Cedar Rapids
Ginny Wangerin, MSN, PhDc, RN, CNE	Department Chair, Upper Iowa University, Des Moines Center; Consultant, Nursing Practice & Education, Clive

Board staff participants: Kathy Weinberg, Executive Director; Jimmy Reyes, Associate Director – Education & Practice; Laura Hudson, Associate Director – Continuing Education & Workforce

Goals and Strategic Initiatives

1. Outreach	<ul style="list-style-type: none"> Create & Maintain a Website Develop a newsletter, or include Center news in the IBON newsletter on a separate page.
2. Collaboration	<ul style="list-style-type: none"> Identify and engage other state agencies who can support and advance the work of the center. Work with the Iowa Action Coalition to determine collaborative efforts and to share what has already been accomplished.
3. Data	<ul style="list-style-type: none"> Publish periodic, relevant data about the nurse workforce supply and demand, wages, education, and projected retirements over the next five year period.
4. Regulation/Practice	<ul style="list-style-type: none"> Encourage efforts for a strong, healthy nursing workforce to protect the health, safety and welfare of the public. Support healthcare professionals in providing optimum healthcare for Iowans and their caregivers.
5. Workforce Retention & Career Enhancement	<ul style="list-style-type: none"> Promote recruitment and retention of the nursing workforce. Encourage supportive and nurturing worksite environments.
6. Career Pathways	<ul style="list-style-type: none"> Increase the level of awareness in the state for career opportunities in nursing.

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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

AUGUST 2014					
Last Name	First Name	RN	LPN	Sanction	
Brown	Larry	100135		Continuing Education	30 contact hrs
Collins	Melissa	135736		Fine	\$100
Curran	Paula	045847*		Indefinitely Suspended	
Kimrey	Carrie	109438	P39289	Indefinitely Suspended	
Maze	Jennifer	099740		Voluntary Surrender	
Rosenbaum	Meghan	**		Relinquish Multi-state Privilege	
Smith-Keck	Torey	130195		Voluntary Surrender	
Sprague	David		P50582	Citation & Warning	
Terry	Latisha	124922		Fine	\$400
Terry	Latisha	124922		Continuing Education	3.2 contact hrs
Thompson	Janel	096500*		Fine	\$100

JULY 2014					
Last Name	First Name	RN	LPN	Sanction	
Abrams	Betty	082682	P20759	Voluntary Surrender	
Bales	Kimberly	109309	P43624	Indefinitely Suspended	
Behrends	Cindy		P35098	Probation	12 months
Berger	Christina	125962	P52287	Indefinitely Suspended	
Brooks	Jamie		P353523	Voluntary Surrender	
Cassity	Shawna		P53125	Continuing Education	30 contact hrs
Curl	Sarah		P40318	Continuing Education	11.9 contact hrs
Druery	Sara	098104		Continuing Education	3.9 contact hrs
Edgeworth	Randall	109602		Citation & Warning	
Evezic	Susanne	104207		Citation & Warning	
Heying	Lori	081503	P28047	Probation	2 years
Jennings	Robin	079756	P27328	Reinstatement Denied	

Continued on page 9



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BOARD ORDERS *Continued from page 8*

Last Name	First Name	RN	LPN	Sanction	
McNamara-Fuller	Lynn	096352	P34767	Conditional Reinstatement	
Patterson	Tina		P48701	Voluntary Surrender	
Pruitt	Julianne		P39957	Indefinitely Suspended	
Rasmussen	Dawn	102724	P39804	Indefinitely Suspended	
Reyes	Regina		P09290	Fine	\$550
Rhodes	Karen		P51388	Indefinitely Suspended	
Rice	Marjorie		P28881	Voluntary Surrender	
Swanson	Penelope	110390		Indefinitely Suspended	
Vaske	Marcia		P47235	Probation	12 months
Wasta	Caren	070063		Fine	\$450

Last Name	First Name	RN	LPN	Sanction	
Friesth	Cherie	108513	P43550	Voluntary Surrender	
Harris	Sue	089331		Probation	18 months
Hohn	Lester	069984		Voluntary Surrender	
Huber	Casey	122832		Voluntary Surrender	
Hulett	Bryanna	121000	P4398	Voluntary Surrender	
Huseman	Heidi		P47188	Fine	\$100
Iverson	Gaila		P48028	Continuing Education	30 contact hrs
Iverson	Gaila		P48028	Fine	\$500
Iverson	Gaila		P48028	Probation	12 months
Johnston	Renee		P50316	Continuing Education	34 contact hrs
Johnston	Renee		P50316	Fine	\$1,000
Jones	Melanie	127951	P53369	Voluntary Surrender	
Kelley	Amanda	125474	P51112	Voluntary Surrender	
Mosher	Lee Ann		P50991	Voluntary Surrender	
Wagg	Mallory		P50067	Fine	\$200
Walker	John	107777	P41924	Voluntary Surrender	
Williams	Mindy		P47483	Probation	12 months
Woodley	Teresa	097898	P36820	Continuing Education	36 contact hrs
Woodley	Teresa	097898	P36820	Fine	\$1,000

JUNE 2014					
Last Name	First Name	RN	LPN	Sanction	
A-Rasmussen	Nancy		P37287	Continuing Education	36 contact hrs
A-Rasmussen	Nancy		P37287	Fine	\$1,000
Balk	Amy	094458		Fine	\$450
Boyd	Peggy	096671	P37163	Probation	18 months
Cartee	Amy	104737	P39801	Indefinitely Suspended	
Cowel	Aranda		P51086	Indefinitely Suspended	
Frey	Tennile	104235	P39076	Voluntary Surrender	



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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

November 5 and 6; 8 am-3 pm; Sioux City

Pediatric Advanced Life Support Provider. Spon: Mercy Medical Center – Sioux City. Contact: Nora Van Peursem, (712) 279-2163. Fac: Nora Van Peursem, 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 pediatric victim, both in or out of the hospital, of cardiac arrest or other cardiopulmonary emergencies per American Heart Association guidelines. Fee: \$200. Reg. by: NG. CEUs: 1.26.

November 5; 8:30 am-4 pm; Sioux City

40th Annual Perinatal Conference. Spon: UnityPoint Health – St. Luke's. Contact: Naomi Holtz, (712) 279-8941. Fac: Jeffrey Phelan, M.D. Aud: RNs/LPNs/ARNPs with interest in obstetrical, pediatric, neonatal, prenatal and perinatal care. Content appropriate for nurse midwives. This annual conference is designed to enhance patient outcomes by providing current information on obstetrical and newborn care practices for perinatal healthcare professionals. Fee: \$99; \$109 after Oct 29. Reg. by: NG. CEUs: 0.72.

nual conference is designed to enhance patient outcomes by providing current information on obstetrical and newborn care practices for perinatal healthcare professionals. Fee: \$99; \$109 after Oct 29. Reg. by: NG. CEUs: 0.72.

November 10; 8 am-1 pm; Sioux City

Basic Life Support (BLS) Provider. Spon: Mercy Medical Center – Sioux City. Contact: Nora Van Peursem, (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 American Health Association guidelines. Fee: \$100. Reg. by: NG. CEUs: 0.6.

November 11; 8 am-3 pm; Sioux City

Pediatric Advanced Life Support Renewal. Spon: Mercy Medical Center – Sioux City. Contact: Nora Van Peursem, (712) 279-2163. Fac: Nora Van Peursem, 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 pediatric victim, both in or out of the hospital, of cardiac arrest or other cardiopulmonary emergencies per American Heart Association guidelines. Fee: \$150. Reg. by: NG. CEUs: 0.75.

November 20; 8 am-3 pm; Sioux City

Advanced Cardiovascular Life Support Renewal. Spon: Mercy Medical Center – Sioux City. Contact: Nora Van Peursem, (712) 279-2163. Fac: Nora Van Peursem, 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 American Heart Association guidelines. Fee: \$150. Reg. by: NG. CEUs: 0.72.

Continued on page 11

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REGION 1 Continued from page 10

December 3; 8 am-3 pm; Sioux City

Advanced Cardiovascular Life Support Renewal. Spon: Mercy Medical Center – 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 American Heart Association guidelines. Fee: \$150. Reg. by: NG. CEUs: 0.72.

December 8; 8 am-1 pm; Sioux City

Basic Life Support (BLS) Provider. Spon: Mercy Medical Center – 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 American Health Association guidelines. Fee: \$100. Reg. by: NG. CEUs: 0.6.

December 9 and 10; 8 am-3 pm; Sioux City

Advanced Cardiovascular Life Support Provider. Spon: Mercy Medical Center – 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 American Heart Association guidelines. Fee: \$200. Reg. by: NG. CEUs: 1.26.

December 18; 8 am-3 pm; Sioux City

Pediatric Advanced Life Support Renewal. Spon: Mercy Medical Center – 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 pediatric victim, both in or out of the hospital, of cardiac arrest or other cardiopulmonary emergencies per American Heart Association guidelines. Fee: \$150. Reg. by: NG. CEUs: 0.75.

January 8, 2015; 8 am-3 pm; Sioux City

Pediatric Advanced Life Support Renewal. Spon: Mercy Medical Center – 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 pediatric victim, both in or out of the hospital, of cardiac arrest or other cardiopulmonary emergencies per American Heart Association guidelines. Fee: \$150. Reg. by: NG. CEUs: 1.26.

January 12, 2015; 8 am-1 pm; Sioux City

Basic Life Support (BLS) Provider. Spon: Mercy Medical Center – 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 American Health Association guidelines. Fee: \$100. Reg. by: NG. CEUs: 0.6.

January 14 and 15, 2015; 8 am-3 pm; Sioux City

Pediatric Advanced Life Support Provider. Spon: Mercy Medical Center – 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 pediatric victim, both in or out of the hospital, of cardiac arrest or other cardiopulmonary emergencies per American Heart Association guidelines. Fee: \$200. Reg. by: NG. CEUs: 1.26.

January 22, 2015; 8 am-3 pm; Sioux City

Advanced Cardiovascular Life Support Renewal. Spon: Mercy Medical Center – 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 American Heart Association guidelines. Fee: \$150. Reg. by: NG. CEUs: 0.72.

Region II

Northeast Counties of Iowa

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



ABBREVIATIONS

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

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

Date – Open ended; Time – Open ended; Cedar Rapids

Communications for Nurses. Spon: KCC. Contact: Laura Daman, (319) 398-5626. Fac: Laura Daman, RN. Aud: Nursing. This home study course will teach the professional the communication skills they need to prevent errors and avoid patient injuries. Students will gain an understanding of how communication is tied to desired clinical outcomes. Fee: \$69. Reg. by: Open ended. CEUs: 0.6.

October 30; 9 am-3 pm; Cedar Rapids

Improving Attitudes in the Healthcare Workplace. Spon: KCC. Contact: Laura Daman, (319) 398-5626. Fac: John Mulvaney, MA. Aud: Nursing. A negative attitude not only impacts the organizational culture, but it ultimately has an impact on patient care. The instructor will teach key steps to solving problem attitudes in your organization. Fee: \$99 (includes lunch). Reg. by: Oct 25. CEUs: 0.6.

November 4 to 11; 8 am-4 pm (each day); Cedar Rapids

Advanced 12-Lead EKG Interpretation. Spon: KCC. Contact: Laura Daman, (319) 398-5626. Fac: M.J. Potratz, RN, MSN, CCRN. Aud: Nursing. Students will be provided with up-to-date information on advanced 12-Lead EKG inter-

pretation, extensive handouts and the ability to interact with the instructor and participants from other sites across Iowa. Fee: \$158. Reg. by: Oct 29. CEUs: 1.4.

November 4; 8:30-11:45 am; Cedar Rapids

Combating Compassion Fatigue. Spon: KCC. Contact: Laura Daman, (319) 398-5626. Fac: Emily Logan, LISW. Aud: Nursing. The purpose of the course is to describe the concepts of compassion fatigue and secondary traumatic stress for healthcare providers and to identify symptoms of both conditions. Fee: \$59. Reg. by: Oct 29. CEUs: 0.36.

November 5; 6-9:15 pm; Cedar Rapids

Low Vision: What Every Healthcare Professional Needs to Know. Spon: KCC. Contact: Laura Daman, (319) 398-5626. Fac: Therese Molloy, OT/L. Aud: Nursing. The instructor will define low vision conditions, discuss adaptive aids, explore compensatory techniques and suggest community resources for healthcare professionals working with persons with impaired vision. Fee: \$59. Reg. by: Oct 29. CEUs: 0.36.

November 11; 6:30-8:45 pm; Cedar Rapids

Child Abuse and Mandatory Reporting. Spon: KCC. Contact: Laura Daman, (319) 398-5626. Fac: Kerstin Marnin, LMSW. Aud: Nursing. This program provides the participant with information on the investigation, identification, and legalities of child abuse and the role of the mandatory reporter. Fee: \$29. Reg. by: Nov 1. CEUs: 0.2.

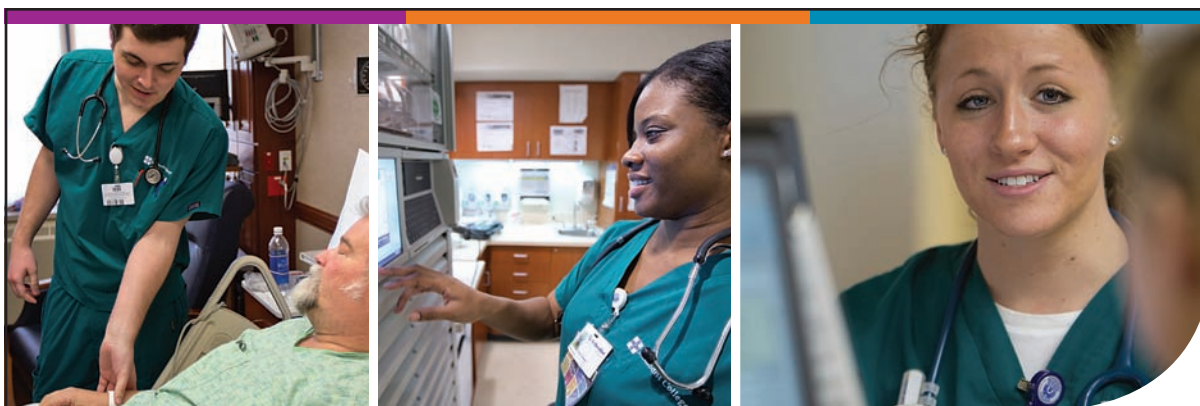


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ABBREVIATIONS

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

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

Amy Sanborn, MSN, RNC; and Rachel Woodard, BSN, RNC. Aud: Nurses/Midwives/ARNPs (all participants must have a minimum of 6 months recent experience in fetal heart monitoring). Promotes integration of knowledge and skills essential to nursing assessment, promotion, and evaluation of fetal safety during labor. Fee: \$240 if postmarked by Oct 14. Reg. by: Oct 14. CEUs: 1.4.

November 15; 8 am-12 noon; West Des Moines
6th Annual Fall Conference. Spon: IA Heart Foundation. Contact Cindy Conroy, (515) 633-3555 or www.iowaheartfoundation.org. Fac: Lisa Benton, ARNP. Aud: Family practice, internal medicine, and cardiology. This program will provide an update on current assessment, monitoring, treatment, and education of individuals with arrhythmia, atrial fibrillation, and heart failure. Fee: \$20. Reg. by: Nov 12. CEUs: 0.26.

November 3; 9 am-4 pm; Iowa City
Basic Fetal Monitoring. Spon: UIHC Department of Nursing. Contact: Karen Marek, (319) 356-4304. Fac: Jeana Andrew, MSN, RNC and Rachel Woodard, BSN, RNC; Department of Nursing, UIHC. Aud: RNs working on obstetrics. To provide basic information on methods of fetal monitoring, recognition of changes/interventions to assist in the management of patients, and documentation issues. Fee: \$100 if postmarked by Oct 13. Reg. by: Oct 13. CEUs: 0.65.

November 8 and 10; Iowa City
Times: November 8: 8 am-12 noon; November 10: 3:30-6:30 pm
Basic Life Support Provider Course. Spon: Mercy Iowa City. Contact: Mercy On Call, 1-800-358-2767 or www.mercyiowacity.org. Fac: BLS approved instructors. Aud: RNs and healthcare providers. To successfully demonstrate BLS skills and protocols according to the AHA guidelines. Fee: \$55. Reg. by: Preferred by Oct 13. CEUs: 0.4.

November 10; 7:30-11:30 am; Iowa City
ACLS Provider Renewal. Spon: Mercy Iowa City. Contact: Mercy On Call, 1-800-358-2767 or www.mercyiowacity.org. Fac: ACLS approved instructors. Aud: RNs. To successfully demonstrate the ACLS protocols according to the AHA guidelines, prerequisites include current BLS validation and completed self-assessment. Fee: \$80. Reg. by: Preferred by Oct 13. CEUs: 0.15.

November 10; 12:30-4:30 pm; Iowa City
ACLS Provider Renewal. Spon: Mercy Iowa City. Contact: Mercy On Call, 1-800-358-2767 or www.mercyiowacity.org. Fac: ACLS approved instructors. Aud: RNs and healthcare providers. To successfully demonstrate the ACLS protocols according to the AHA guidelines, prerequisites include current BLS validation and completed self-assessment. Fee: \$80. Reg. by: Preferred by Oct 13. CEUs: 0.15.

Continued on page 13

November 5 and 6; Iowa City
Times: November 5: 9 am-4:15 pm; November 6: 8 am-4 pm
AWHONN Intermediate Fetal Heart Monitoring Program. Spon: UIHC Department of Nursing. Contact: Karen Marek, (319) 356-4304. Fac: Jeana Andrew, MSN, RNC;

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Continuing Education Offerings

REGION 4 Continued from page 12

November 11; 8 am-5 pm; Iowa City

AWHONN Advanced Fetal Heart Monitoring Program.

Spon: UIHC Department of Nursing. 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 if postmarked by Oct 20. Reg. by: Oct 20. CEUs: 0.84.

November 11; 8 am-3:30 pm; Iowa City

Site Specific Oncology Clinical Enrichment: Surgical/Procedural/Miscellaneous Topics.

Spon: UIHC Department of Nursing. Contact: Karen Marek, (319) 356-4304. Fac: University of Iowa Hospitals and Clinics staff. Aud: Licensed nurses. The purpose of this class is to provide information on surgeries, procedures, and cares for patients with cancer including principles of radiation oncology, surgical oncology, oncologic emergencies, delirium and sexuality. Fee: \$75 if postmarked by Oct 20. Reg. by: Oct 20. CEUs: 0.7.

November 12; 7:30 am-3 pm; Iowa City

Basic Life Support (BLS) Renewal. Spon: Mercy Iowa City. Contact: Mercy On Call, 1-800-358-2767 or www.mercy.iowacity.org. Fac: BLS approved instructors. Aud: RNs and health care providers. Fee: \$45. Reg. by: Oct 22 (class size limited). CEUs: None.

November 13 and 14; 7 am-5 pm; Iowa City

TNCC Provider Course. Spon: Mercy Iowa City. Contact: Mercy On Call, 1-800-358-2767 or www.mercy.iowacity.org. Fac: TNCC approved instructors. Aud: RNs. This intense course will provide standardized training according to the Trauma Nurse Core Course 7th Edition curriculum. Fee: \$275 (includes all course materials and recording fees). Reg. by: Preferred by Oct 3. CEUs: 1.5.

November 15; 8 am-12 noon; West Des Moines

6th Annual Fall Conference. Spon: IA Heart Foundation. Contact Cindy Conroy, (515) 633-3555 or www.iowaheartfoundation.org. Fac: Lisa Benton, ARNP. Aud: Family practice, internal medicine, and cardiology. This program will provide an update on current assessment, monitoring, treatment, and education of individuals with arrhythmia, atrial fibrillation, and heart failure. Fee: \$20. Reg. by: Nov 12. CEUs: 0.26.

November 19; 8 am-4 pm; Coralville

Challenges in Pediatric Palliative Care. Spon: UIHC Department of Nursing and Peds Palliative Care. Contact:

Sara English, (319) 356-4107. Fac: Christina Ullrich, MD, MPH, Asst Prof, Dana-Farber Cancer Institute, Boston, MA. Aud: Nurses and other healthcare professionals. Program will highlight particular challenges in pediatric palliative care, whether related to specific patient populations or all children with life-threatening illnesses. Fee: \$100 (\$125 if after Oct 31). Reg. by: Nov 14. CEUs: 0.79

November 20 and 21; Iowa City

Times: November 20: 8 am-4 pm;

November 21: 8 am-2:15 pm

Fundamentals of Chemotherapy and the Patient Experience.

Spon: UIHC Department of Nursing. Contact: Karen Marek, (319) 356-4304. Fac: University of Iowa Hospitals 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 if postmarked by Oct 29. Reg. by: Oct 29. CEUs: 1.32.

November 25; 7:30-11:15 am; Iowa City

Basic Life Support (BLS) Renewal.

Spon: Mercy Iowa City. Contact: Mercy On Call, 1-800-358-2767 or www.mercy.iowacity.org. Fac: BLS approved instructors. Aud: RNs and health care providers. Fee: \$45. Reg. by: Preferred by Nov 4 (class size limited). CEUs: None.

December 8; 8 am-4 pm; Iowa City

The S.T.A.B.L.E. Program.

Spon: UIHC Department of Nursing. Contact: Karen Marek, (319) 356-4304. Fac: Stephanie Stewart, MSN, RNC, APN, Neonatal ICU, University of Iowa Children's Hospital. 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 if post-marked by Nov 17. Reg. by: Nov 17. CEUs: 0.7.

December 15; 7:30 am-3 pm; Iowa City

Basic Life Support (BLS) Renewal.

Spon: Mercy Iowa City. Contact: Mercy On Call, 1-800-358-2767 or www.mercy.iowacity.org. Fac: BLS approved instructors. Aud: RNs and health care providers. Fee: \$45. Reg. by: Preferred by Nov 24 (class size limited). CEUs: None.

Advanced Cardiovascular Life Support Renewal.

Spon: Mercy Medical Center - 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 American Heart Association guidelines. Fee: \$150. Reg. by: NG. CEUs: 0.72.

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ABBREVIATIONS

Spon: Sponsor	Reg. by: Register by
Fac: Faculty	TBA: To be announced
Aud: Audience	NG: Not Given
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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

tice, internal medicine, and cardiology. This program will provide an update on current assessment, monitoring, treatment, and education of individuals with arrhythmia, atrial fibrillation, and heart failure. Fee: \$20. Reg. by: Nov 12. CEUs: 0.26.

November 18; 7:45 am-4 pm; Des Moines

Care Management of the Patient with Diabetes. Spon: Mercy Medical Center. Contact: Mercy Nurse, (515) 643-8668. Fac: Dodi Gooding, RN, BS, CDE, RD, LD. Aud: RNs/LPNs/Nurse Practitioners. To provide health care providers with the skills and concepts necessary to manage the comprehensive care of the patient with diabetes. Inpatient and outpatient concepts are discussed. Fee: Free for employees of Mercy Medical Center and affiliates; \$50 for others. Reg. by: Nov 7. CEUs: 0.8.

January 27; 7:45 am-4 pm; Des Moines

Care Management of the Patient with Diabetes. Spon: Mercy Medical Center. Contact: Mercy Nurse, (515) 643-8668. Fac: Dodi Gooding, RN, BS, CDE, RD, LD. Aud: RNs/LPNs/Nurse Practitioners. To provide health care providers with the skills and concepts necessary to manage the comprehensive care of the patient with diabetes. Inpatient and outpatient concepts are discussed. Fee: Free for employees of Mercy Medical Center and affiliates; \$50 for others. Reg. by: Jan 16. CEUs: 0.8.

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

October 24; 7:15 am-3:20 pm; Madison, Wisconsin

13th Annual Fall Cancer Symposium. Spon: University of Wisconsin Madison. Contact: Murph Dunne, (608) 263-2746. Fac: Peter Bach, MD, MAPP, Dir Health Policy Sloan Lettering. Aud: Nurses involved in cancer treatment and education of cancer patients and their families. This conference recommends changes in 6 areas to improve cancer care and access to cancer care. Fee: \$125 for nurses. Reg. by: Oct 20. CEUs: 0.7 ANCC contact hours: 5.75.

November 7; 7:15 am-4:30 pm; Madison, Wisconsin

6th Annual Innovations in Women's Health. Spon: University of Wisconsin Madison. Contact: Cathy Means, (608) 828-1755. Fac: Connie Kraus, Pharm D, RPh, Prof School of Pharm. Aud: This content is relevant to all providers in the field of women's health. Conference is dedicated to bringing you the latest innovations in the field of women's reproductive and general health. Fee: \$150 for RNs/LPNs; \$250 for NPs. Reg. by: Nov 7. CEUs: 0.81. ANCC contact hours: 6.75.

November 13 and 14; Madison, Wisconsin

Times: November 13: 7 am-4:30 pm; November 14: 7 am-3:30 pm

2014 Primary Care Conference. Spon: University of Wisconsin Madison. Contact: Cathy Means, (608) 828-1755. Fac: Patrick E. McBride, MD, MPH, Prof and Assoc Dean. Aud: Any nurse working in primary care. The purpose of this activity is to discuss these practice gaps (identified through professional practice, quality data) and provide participants with knowledge, skills and tools to change practice. Fee: \$325. Reg. by: Nov 13. CEUs: 1.56. ANCC contact hours: 13.

November 15; 8 am-12 noon; West Des Moines

6th Annual Fall Conference. Spon: IA Heart Foundation. Contact Cindy Conroy, (515) 633-3555 or www.iowaheartfoundation.org. Fac: Lisa Benton, ARNP. Aud: Family prac-

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A Guide to Palliative Nursing Care at the End-of-Life. (Online Only) *NEW!*

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: \$29.95 online only. CEUs: 0.3.

Autoimmune Disorders.

Fac: Mary McGeough, BSN. Aud: RNs/LPNs. This online course will provide an overview of common autoimmune disorders including symptoms and treatment modalities. Fee: \$71.95 (shipping & applicable taxes additional); online fee, \$47.95. CEUs: 0.5.

Breath Sounds.

Based on the book *Breath Sounds Made Incredibly Easy!* (Incredibly Easy Series); Lippincott, Williams, & Wilkins. Aud: RNs/LPNs/ARNPs/Respiratory Therapists. To properly interpret normal and adventitious breath sounds through reading and audio CD. Fee: \$149.95 (textbook and test; shipping & applicable taxes additional). Online fee for test:

\$99.95 (nurse responsible for purchasing book; applicable taxes additional). CEUs: 2.0.

Cardiac Series. (Online Only)

Author: Linda Fisk, RN, BS. Aud: RNs/LPNs/ARNPs. To increase understanding of cardiac issues, including arrhythmias, heart failure, coronary artery disease and atrial fibrillation. Fee: \$59.95 online only. CEUs: 0.66.

Child Abuse for Mandatory Reporters.

Author: Linda L. Fisk, RN, BS. Aud: RNs/LPNs/ARNPs. Approved by the Iowa Abuse Education Review Panel to meet the Mandatory Reporters' requirements for child abuse education by reviewing and updating information on incidence, indications, treatment options and legal implications. Fee: Booklet, \$35.95 (shipping & applicable taxes additional); online fee, \$23.95. CEUs: 0.24.

Child and Dependent Adult Abuse for Mandatory Reporters.

Author: Linda L. Fisk, RN, BS. Aud: RNs/LPNs/ARNPs. Approved by the Iowa Abuse Education Review Panel and intended to meet the Mandatory Reporters' requirements for child and dependent adult abuse education by reviewing and updating information on incidence, indications, treatment options and legal implications. Fee: Booklet, \$35.95 (shipping & applicable taxes additional); online fee, \$23.95. CEUs: 0.24.

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 with difficult people, recognize problem "types," and manage everyday stress associated with dealing with people. Fee: Booklet, \$26.95 (shipping & applicable taxes additional); online fee, \$17.95. CEUs: 0.18.

Dependent Adult Abuse for Mandatory Reporters.

Author: Linda L. Fisk, RN, BS. Aud: RNs/LPNs/ARNPs. Ap-

proved by the Iowa Abuse Education Review Panel to meet the Mandatory Reporters' requirements for dependent adult abuse education by reviewing and updating information on incidence, indications, treatment options and legal implications. Fee: Booklet, \$34.95 (shipping & applicable taxes additional); online fee, \$23.95. CEUs: 0.24.

Dementia Training: Activities for Persons with Dementia. (Online Only)

Fac: Mary McGeough, RN, BSN, and Lisa Eick, RN. Aud: NG. All staff working in the long term care setting will increase their knowledge and skills in caring for persons diagnosed with Alzheimer's disease or a related disorder. Fee: \$11.95 online only. CEUs: 0.12.

Dementia Training: Activities of Daily Living, Medications and Nutrition. (Online Only)

Fac: Mary McGeough, RN, BSN, and Lisa Eick, RN. Aud: RNs/LPNs/ARNPs. All staff working in the long term care setting will increase their knowledge and skills in caring for persons diagnosed with Alzheimer's disease or a related disorder. Fee: \$11.95 online only. CEUs: 0.12.

Dementia Training: Behavior Management. (Online Only)

Fac: Mary McGeough, RN, BSN, and Lisa Eick, RN. Aud: RNs/LPNs/ARNPs. All staff working in the long term care setting will increase their knowledge and skills in caring for persons diagnosed with Alzheimer's disease or a related disorder. Fee: \$17.95 online only. CEUs: 0.18.

Continued on page 17

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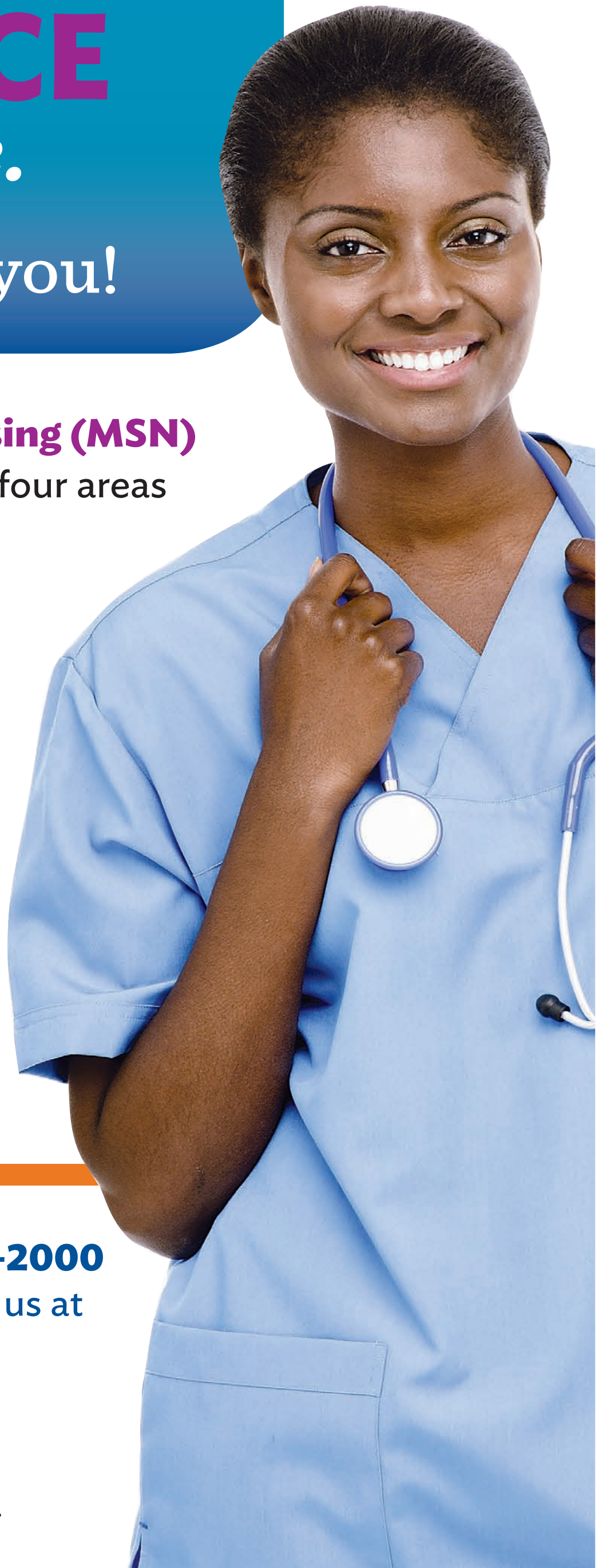
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Continuing Education Offerings

CE SOLUTIONS Continued from page 15

Dementia Training: Communication. (Online Only)

Fac: Mary McGeough, RN, BSN, and Lisa Eick, RN. Aud: RNs/LPNs/ARNPs. All staff working in the long term care setting will increase their knowledge and skills in caring for persons diagnosed with Alzheimer's disease or a related disorder. Fee: \$11.95 online only. CEUs: 0.12.

Dementia Training: Ethical Issues. (Online Only)

Fac: Mary McGeough, RN, BSN, and Lisa Eick, RN. Aud: RNs/LPNs/ARNPs. All staff working in the long term care setting will increase their knowledge and skills in caring for persons diagnosed with Alzheimer's disease or a related disorder. Fee: \$11.95 online only. CEUs: 0.12.

Dementia Training: Philosophy of Care, Family and Staff Issues. (Online Only)

Fac: Mary McGeough, RN, BSN, and Lisa Eick, RN. Aud: RNs/LPNs/ARNPs. All staff working in the long term care setting will increase their knowledge and skills in caring for persons diagnosed with Alzheimer's disease or a related disorder. Fee: \$11.95 online only. CEUs: 0.12.

Dementia Training: Understanding Alzheimer's Disease. (Online Only)

Fac: Mary McGeough, RN, BSN, and Lisa Eick, RN. Aud: RNs/LPNs/ARNPs. All staff working in the long term care setting will increase their knowledge and skills in caring for persons diagnosed with Alzheimer's disease or a related disorder. Fee: \$17.95 online only. CEUs: 0.18.

Diabetes Mellitus: A Guide for Healthcare Professionals.

Based on the book *ADA Complete Guide to Diabetes* (5th ed.) by the American Diabetes Association. Aud: RNs/LPNs/ARNPs. To update the nurse on current information about diabetes mellitus and the variety of treatment possibilities. Fee: \$139.95 (includes textbook and test; shipping & applicable taxes additional). Online test fee: \$119.95 (nurse responsible for purchasing book; applicable taxes additional). CEUs: 2.4.

Dying with Dignity. (Online Only) NEW!

Fac: Judy K. Orth, RN, CHPN, BSN, MA. Aud: RNs/LPNs/ARNPs. Healthcare providers will place an emphasis on each terminally ill patient's uniqueness that tends to preserve their sense of dignity. Fee: \$11.95 online only. CEUs: 0.1.

F315 Urinary Incontinence. (Online Only)

Fac: Denise Warren, RN, BSN. Aud: RNs/LPNs/ARNPs. The purpose of this course is to present health care professionals with a comprehensive understanding of the etiology, symptoms, and management of urinary incontinence which are outlined under Federal legislation - (F315) 42 CFR 483.25(d)(1)(2). Fee: \$11.95 online only. CEUs: 0.12.

Feeding Tubes: A Nurse's Perspective. (Online Only)

Fac: Christine Ames, RN. Aud: RNs/LPNs. The healthcare professional will gain a better understanding of the types, purpose, complications, and care of feeding tubes, including administration of feedings and medication. Fee: \$11.95 online only. CEUs: 0.12.

Heart Sounds.

Based on the book *Heart Sounds Made Incredibly Easy*; Lippincott, Williams & Wilkins. Aud: RNs/LPNs/ARNPs. To accurately identify heart sounds in the normal and cardiovascular-challenged patient through study and audio

CD interpretation. Fee: \$149.95 (includes textbook & test; shipping & applicable taxes additional). Online test fee: \$99.95 (nurse responsible for purchasing book). CEUs: 2.0.

Hospice 101. (Online Only) NEW!

Fac: Judy K. Orth, RN, CHPN, BSN, MA. Aud: RNs/LPNs/ARNPs. The purpose of this course is to educate the learner about the concept of hospice and the corresponding philosophies and services it provides. Fee: \$11.95 online only. CEUs: 0.1.

Leading in Today's Healthcare Organization.

Fac: Mary McGeough, BSN. Aud: RNs/LPNs. This self-study will help you gain the knowledge and skills needed to successfully manage and lead staff members in a health care facility. Fee: Booklet, \$119.95 (shipping & applicable taxes additional); online fee, \$79.95. CEUs: 0.8.

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: Booklet, \$59.95 (shipping & applicable taxes additional); online fee, \$35.95. CEUs: 0.36.

Nursing Documentation.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Nurses will gain knowledge and skills related to the documentation of information in the patient's medical record. Fee: Booklet, \$26.95 (shipping & applicable taxes additional); online fee, \$17.95. CEUs: 0.18.

Performing the Physical Health Assessment.

Based on the book *Assessment Made Incredibly Easy!* (5th ed.); Lippincott, Williams, & Wilkins. Aud: RNs/LPNs. Health care professionals will review as well as gain knowledge of current physical assessment techniques. Fee: \$177.95 (includes textbook and test; shipping & applicable taxes additional); online fee, \$149.95 (nurse responsible for purchasing book). CEUs: 3.6.

Pressure Ulcer Etiology. (Online Only)

Fac: W. Darren Hammond, MPT, CWS. Aud: RNs/LPNs. The healthcare professional will gain foundational knowledge of the skin and the factors that affect healing and repair as well as current treatment and management strategies. Fee: \$29.95 online only. CEUs: 0.3.

Wound Care.

Based on the book *Wound Care Made Incredibly Easy!* (2nd ed.); Lippincott, Williams, & Wilkins. Aud: RNs/LPNs/ARNPs. The nurse will better identify and understand wound treatment. Fee: \$149.95 (inc textbook and test; shipping

& applicable taxes additional); online fee, \$119.95 (nurse responsible for purchasing book). CEUs: 2.5.

Wound Care Series. (Online Only)

Author: Linda Fisk, RN, BS; Dennis J. Janisse, C. Ped.; Erick J. Janisse, C. Ped., C.O.; W. Warren Hammond, MPT, CWS; and Nancy Gorshe, RN. Aud: RNs/LPNs/ARNPs. Upon completion of this series on wound care, the health professional will have an in-depth understanding of wounds, ulcers, complications and current treatments for prevention and healing of a variety of skin issues. This series includes: The Skin; Therapeutic Shoe Fitting; Circulatory Ulcers; Diabetic Foot Ulcers; Pressure Ulcers; Etiology. Fee: \$69.95 online only. CEUs: 0.78.

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Alzheimer's Disease and Dementia Related Disorders.

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

Continued on page 18

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Continued from page 17

for close monitoring, and interactions possible. Fee: \$18. CEUs: 0.3.

Care of the Alzheimer's Patient.

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

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

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

Cognito Ergo Sum: Creating an Empowered Image.

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

End of Life Care.

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

Forgiveness: A Fundamental Health Concept.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Incorporates strategies from both mental health and body-based therapies to approach forgiveness as a way to reduce stress-induced physical and mental/emotional disease states. Fee: \$25 online (\$30 plus p&h for hard copy). CEUs: 0.5.

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 with the moral and/or legal issues of allowing a patient to die. Fee: \$30. CEUs: 0.5.

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

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

Nutrition Cognition: Eating for Health in the '90s.

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

Over the Edge: Biological Stress and Chronic Conditions.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Studies the effect of biological stress from industrial chemicals, heavy metals and other pollutants and impact on chronic

conditions such as unresolving pain, lack of healing, depression, panic attacks and 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 with suggested interventions to restore balance and energetic health. Fee: \$30. CEUs: 0.5.

Power Tripping: Issues of Control Resolves Through Shadow Work.

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

The Prevention of Medical Errors.

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

Stroke.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Studies pathology of various kinds and locations of strokes, the related symptoms and approaches to acute and rehabilitative care. Fee: \$30. CEUs: 0.5.

Talking With the Docs: Effective Nurse Physician Communication.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Designed to help you increase your power and effectiveness when communicating with physicians in difficult situations. Fee: \$24. CEUs: 0.4.

Who's Confused?

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

Working the Numbers: Nursing 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.



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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, continuing education, and staff and self-development. Fee: \$39 – online only at QualityManagementConsultants.com. 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 com-

munity and the appropriate responses to these events. Fee: FREE online only at QualityManagementConsultants.com. CEUs: 0.2.

Nursing Informatics.

Fac: Mary Krieg, RNC, PhD. Aud: RNs/LPNs/ARNPs. Understand the importance of information technology in nursing practice, how it affects patient care, and to understand the role of the Nurse Informaticist. Fee: \$79 online only at QualityManagementConsultants.com. 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 – online only at QualityManagementConsultants.com. 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 online only at QualityManagementConsultants.com. CEUs: 0.1.



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