

# Iowa Board of Nursing Newsletter



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Des Moines, IA 50309-4685

Quarterly publication direct mailed to approximately 59,000, including all active RNs and LPNs licensed in Iowa

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## Iowa Board of Nursing Offers New Alternative to Discipline Program

**Rhonda Ruby, MS, RN**

### What Is Offered

A new program is currently being implemented by the Iowa Board of Nursing. The Iowa Nurse Assistance Program (INAP) is a confidential monitoring program for nurses who are impaired as a result of alcohol or drug use or by any mental or physical condition. It is a voluntary program that provides an opportunity for licensed professionals to receive proper treatment and maintain their professional status while protecting the safety of the public.

### What INAP Accomplishes

INAP is an alternative to discipline program that is aimed at assuring safe nursing care in Iowa. This program is known as an alternative program because nurses are directed into treatment and early monitoring rather than to the disciplinary process (Darbo, 2011). INAP can help quickly remove someone from practice and provide a path to treatment. With proper monitoring this program may prevent harm to the public, and once the nurse is determined to be safe to practice may also help retain nurses in the workforce.

### The Iowa Nurse Assistance Program Can Help

#### Why INAP Was Established

Health care professionals have unique workplace risk factors that may increase their chance for the development of a substance use disorder. These can include medication access, workplace stress, and even a belief they should be able to handle it. Although the rates of substance use disorders in the nursing profession are no higher than those of the general population (National Council of State Boards of Nursing, 2011), it does present complex challenges. This program helps to create an environment that encourages nurses to self-report impairment issues and promote public protection.

#### Why Programs like INAP Work

Research demonstrates that treatment for mental health and substance use disorders works. Similar programs to INAP currently in practice across the country show that an appropriate combination of treatment and support can

effectively help participants manage their impairment or condition. Participation in a highly structured monitoring program provides frequent and stringent review of contract conditions, along with immediate identification of non-compliance. This can help decrease the risk of relapses and increase the likelihood of long term recovery (Darbo, 2011).

### Program Overview

#### How the INAP Process Works

Nurses may access the program by making a self-report, the Board may refer them, or another person such as an employer, co-worker or family member may also refer them. This may result in referral for further evaluation and treatment. The INAP committee may then determine whether or not the nurse would benefit from ongoing support and monitoring. If they determine so, an individualized contract is developed that is designed to allow the nurse to continue or return to practice with reasonable skill and safety.

*INAP continued on page 2*

### Members of the Iowa Board of Nursing

MAY 1, 2016 - APRIL 30, 2017

TERM ENDS

Gwen Suntken, MS, RN Chairperson Representing Nursing Practice	2017
Deb Larson, LPN Vice Chairperson Representing Nursing Practice	2017
Nancy Kramer, EdD, ARNP, CPNP, CNE Representing Nursing Education	2019
Kathryn Dolter, RN, PhD Representing Nursing Education	2018
Mark G. Odden, BSN, MBA, CRNA, ARNP Representing Nursing Practice	2019
LeRoy Strohman, D.D.S. Consumer	2017

## The “Enhanced” Nurse Licensure Compact

At the time of receipt of this newsletter, the 2017 Legislative Session will be underway. Nurses are encouraged to contact their legislators to support the passage of the “Enhanced” Nurse Licensure Compact.

The following article is a combination of the three previous articles published in the *Nursing Newsletter* regarding the “Enhanced” Nurse Licensure Compact. Share this information with your legislators, employers and fellow nurses. Become involved and spread the word. Iowa has been part of the present compact for 16 years and for continued mobility of nurses and adequate access to care of our patients, Iowa needs to adopt the “Enhanced” NLC to continue what we started in the year 2000.

#### Background information:

On July 17, 1998, the Iowa Board of Nursing voted to initiate compact legislation. By the year 2000, the law, Iowa Code, chapter 152E, included language on the Nurse Licensure Compact and rules, 655IAC, chapter 16 were in effect.

The Nurse Licensure Compact (NLC) is an interstate compact. It allows a nurse to have one multistate license in their primary state of residency. This permits the nurse to practice in other member states both physically and electronically subject to each state’s practice laws. So what is an interstate compact? An interstate compact is a statutory agreement between two or more states (party states) established for the purpose of solving a particular issue or multi-state concern.

To think of this in simple terms, the NLC is modeled after the driver’s license compact. Each of us are allowed to drive in another state with a license from the state we reside in, though we follow the rules and regulations of the state we are traveling in.

Currently there are 25 states which are members of the NLC. Within these 25 states the belief is that the practice of nursing takes place in the state where the

*Nurse Licensure Compact continued on page 4*

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## Board Meeting

April 19, 20, 21, 2017 (March 29, 2017)  
July 19, 20, 21, 2017 (June 28, 2017)  
October 4, 5, 6, 2017 (September 13, 2017)

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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### INAP continued from page 1

#### Eligibility Criteria

To be considered for INAP, participants need to meet eligibility criteria. A nurse may be eligible for the alternative program if the following apply:

- Has a physical or mental condition affecting their nursing practice
- Use alcohol or drugs to the extent their nursing practice is affected

Nurses must agree to:

- Voluntarily enter the program
- Comply with all terms in their legally binding contract or they may be terminated from INAP

#### Ineligibility Criteria

Not everyone with a mental or physical condition or substance use disorder is an appropriate candidate for entry into INAP. Some may be referred to the enforcement unit of the Board for further investigation. A nurse may be *ineligible* for the alternative program if they:

- Diverted drugs for distribution to third parties for personal profit
- Adulterated, misbranded, or otherwise tampered with drugs intended for a patient
- Provided inaccurate, misleading, or fraudulent information or fail to fully cooperate
- Participated in the program, or similar program offered by other states without success.

#### How INAP Benefits Nurses and the Public

Programs like INAP are designed to offer a voluntary, non-punitive opportunity for impaired nurses to begin recovery which benefits both the nurse and the public. Participation in the program is confidential to the public as long as the nurse is in compliance with program requirements and adheres to their individualized contract.

**Have Questions?  
Reach Out to INAP Today**

#### Contact INAP

For more information about the program or if you have questions, please contact the INAP Coordinator:

Rhonda Ruby, MS, RN  
Phone 515-725-4008  
Fax 515-725-4017  
Email: [inap@iowa.gov](mailto:inap@iowa.gov)

#### References:

- National Council of State Boards of Nursing. (2011). *Substance Use Disorder in Nursing: A resource manual for alternative and disciplinary monitoring programs*. Chicago, IL: Author.
- Darbo, N. (2011). Model guidelines for alternative programs and discipline monitoring programs. *Journal of Nursing Regulation*, 2(1), 42-49.

### THE IOWA NURSE ASSISTANCE PROGRAM CAN HELP

#### What?



**What is the Iowa Nurse Assistance Program (INAP)?**  
INAP is a new resource for individual nurses who are impaired as a result of alcohol or drug use, dependency, addiction, or by any mental or physical condition. It is a voluntary, confidential program and provides an opportunity for licensed professionals to receive proper treatment and maintain their professional status, while protecting the safety of the public.

#### Who?



**Who may be eligible for the program?**  
Nurses who voluntarily report themselves, nurses with any physical or mental condition affecting their practice, and nurses who use alcohol or drugs to the extent their practice is affected.

#### Why?



**Impairment can cost your job and license.**  
**INAP Serves Nurses:**

- Consultation upon entering program
- Early intervention and treatment referrals to local support services
- Ongoing monitoring and support as an effective alternative to discipline

  
**INAP Serves the Public:**

- Public protection through close monitoring to ensure safe practice
- Coordination with employers to assure patient safety and a smooth transition back to nursing practice

#### Who Runs INAP?

The Iowa Nurse Assistance Program (INAP) is authorized by the Iowa Board of Nursing to assist nurses in the early identification and treatment of impairment and illness. INAP is managed by a committee who works with the program coordinator. Committee members include the director of the Iowa Board of Nursing, substance and mental health professionals, nurses recovering from addiction, and a public member.



**The INAP committee may:**

- 1) Evaluate on a case by case basis whether candidates are appropriate for the program.
- 2) Submit recommendations to the Iowa Board of Nursing.
- 3) Monitor the recovery process of participants.

**Contact Us:**  
Iowa Nurse Assistance Program  
400 SW 8th Street, Suite B  
Des Moines, Iowa 50309  
Email: [INAP@iowa.gov](mailto:INAP@iowa.gov)  
Phone: 515-725-4008  
Fax: 515-725-4017  
Web: [nursing.iowa.gov](https://nursing.iowa.gov)

IOWA NURSE  
ASSISTANCE PROGRAM

OFFERED BY THE IOWA BOARD OF NURSING

Assuring Safe Nursing Care  
in Iowa

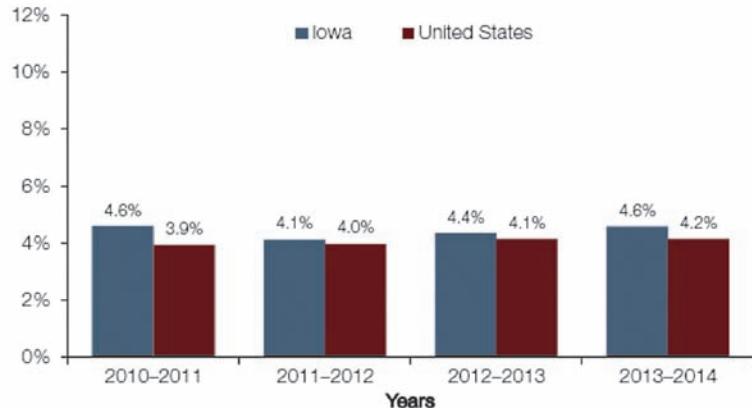
A confidential monitoring program  
for nurses in need of assistance

## Data About Key Aspects of Substance Use and Mental Health



Past Year Serious Mental Illness (SMI) Among Adults Aged 18 or Older in Iowa and the United States (2010–2011 to 2013–2014)<sup>1,7</sup>

Iowa's percentage of serious mental illness (SMI) among adults aged 18 or older was similar to the national percentage in 2013–2014.



In Iowa, about 107,000 adults aged 18 or older (4.6% of all adults) per year in 2013–2014 had SMI within the year prior to being surveyed. The percentage did not change significantly from 2010–2011 to 2013–2014.

Source: SAMHSA, Center for Behavioral Health Statistics and Quality, National Surveys on Drug Use and Health, 2010–2011 to 2013–2014.

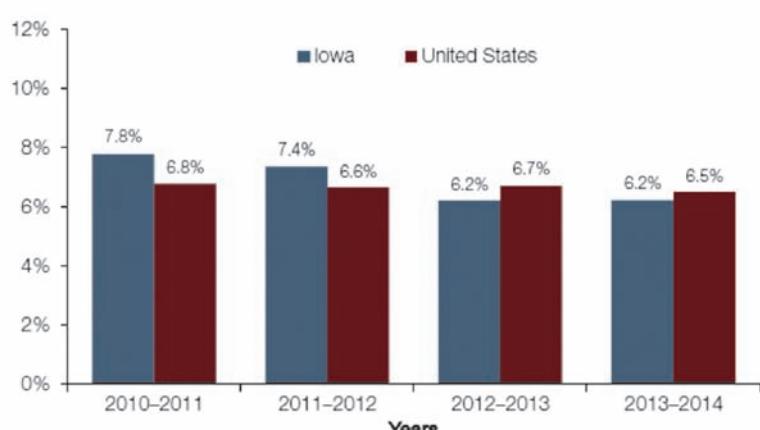
*Serious mental illness (SMI)* is defined by SAMHSA as adults aged 18 or older who currently or at any time in the past year have had a diagnosable mental, behavioral, or emotional disorder (excluding developmental and substance use disorders) of sufficient duration to meet diagnostic criteria specified within the DSM-IV that has resulted in serious functional impairment, which substantially interferes with or limits one or more major life activities.

Graph reflects general population and not just Nursing population.



Past Year Alcohol Dependence or Abuse Among Individuals Aged 12 or Older in Iowa and the United States (2010–2011 to 2013–2014)<sup>1</sup>

Iowa's percentage of alcohol dependence or abuse among individuals aged 12 or older was similar to the national percentage in 2013–2014.



In Iowa, about 160,000 individuals aged 12 or older (6.2% of all individuals in this age group) per year in 2013–2014 were dependent on or abused alcohol within the year prior to being surveyed. The percentage decreased from 2010–2011 to 2013–2014.

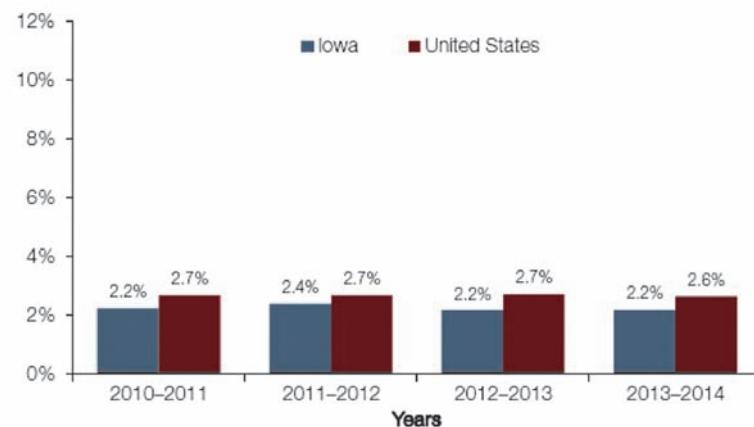
Binge alcohol use is defined as drinking five or more drinks on the same occasion (i.e., at the same time or within a couple of hours of each other) on at least 1 day in the past 30 days.

Graph reflects general population and not just Nursing population.



Past Year Illicit Drug Dependence or Abuse Among Individuals Aged 12 or Older in Iowa and the United States (2010–2011 to 2013–2014)<sup>1</sup>

Iowa's percentage of illicit drug dependence or abuse among individuals aged 12 or older was similar to the national percentage in 2013–2014.



In Iowa, about 56,000 individuals aged 12 or older (2.2% of all individuals in this age group) per year in 2013–2014 were dependent on or abused illicit drugs within the year prior to being surveyed. The percentage did not change significantly from 2010–2011 to 2013–2014.

Source: SAMHSA, Center for Behavioral Health Statistics and Quality, National Surveys on Drug Use and Health, 2010–2011 to 2013–2014.

*Illicit drugs* is defined as marijuana/hashish, cocaine (including crack), inhalants, hallucinogens, heroin, or prescription-type drugs used nonmedically, based on data from original National Survey on Drug Use and Health (NSDUH) questions, not including methamphetamine use items added in 2005 and 2006.

Graph reflects general population and not just Nursing population.

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#### Nurse Licensure Compact continued from page 1

patient resides. Therefore, if a nurse who resides in Iowa and holds an Iowa license practices in a compact state, such as Missouri, she/he would practice on their multistate license following the rules and regulations of Missouri. This would appear to be a win-win situation for both the nurse and those states which participate in the compact.

The compact allows for portability of the nurse to meet the needs of patients in many states and decreases the potential of more than one licensing fee for the nurse.

So why fix what is not broken? There are many reasons for the "Enhanced" Nurse Licensure Compact as cited below:

1. Though there are 25 states which participate in the compact, there are 25 states which do not. There may be many factors as to why a state is opposed to joining the compact. One factor may be that the requirements for licensure in the compact states are not stringent enough. Currently states which participate in the compact are not required to complete background checks on initial licensure applicants or endorsements. Iowa does require background checks.
2. The Affordable Care Act (ACA) has increased access to care for the nation's growing and aging population, which in turn requires creative modalities in the delivery of healthcare.
3. The United States Congress is having national licensure discussions which would remove each state's individual rights for licensing and governing nurses in their respective states.
4. Other health care professions are developing interstate licensure compacts (i.e. medicine, physical therapy, EMS, psychology).
5. Telehealth services are increasingly being utilized. Telehealth delivery has no geographic boundaries. A nurse or an advanced practice nurse may be practicing in a clinic in Iowa and she/he has patients all over the country who she/he communicates with via technology. Again, if the belief is that the practice of nursing is where the patient is, this nurse would require several licenses in those

states which are not part of the compact. The need for facilitating interstate nursing practice continues to grow.

Therefore in 2013 through 2015, members of the National Council of State Boards of Nursing (NCSBN) met several times to redraft a new compact. The "Enhanced" Nurse Licensure Compact was approved by the membership in May of 2015. The NCSBN also approved a new Advanced Practice Registered Nurse Compact.

As a brief reminder the National Council of State Boards of Nursing (NCSBN) is an independent, not-for-profit association comprised of boards of nursing from the U.S. and around the world. NCSBN is the leading source of data, information and research regarding nursing regulation and related issue. The mission of the NCSBN is to provide education, service, and research through collaboration leadership to promote evidence – based regulatory excellence for patient safety and public protection.

By now you are hopefully asking yourself what are the benefits of the "Enhanced" Nurse Licensure Compact. The following will help to answer your questions:

1. A nurse has the ability to practice in multiple states with one license.
2. The compact reduces regulatory requirements by removing the necessity for obtaining a license in each state.
3. The compact clarifies a nurse's authority to practice in multiple states via telehealth, which in turn increases patient access to care and provides continuity of care.
4. The compact provides member states with the authority to facilitate a discipline case across state lines.
5. The compact gives nursing boards the ability to share complaint and investigative information throughout the investigative process and there is a shared responsibility for patient safety not governed by geographical boundaries. There is a commitment to the protection of the public.
6. The compact provides for uniform law, rules and policies applicable and is enforceable to all compact states.

Not to confuse the issue, Iowa is presently one of the 25 states which are part of the current Nurse Licensure Compact, but as the "Enhanced" Nurse Licensure Compact becomes adopted by states the need for Iowa to adopt the new compact will become vital.

#### Uniform Licensure Requirements:

One of the driving forces to adopt the "Enhanced" NLC is that all states joining the compact will require uniform licensure requirements. This is one of the following elements which reinforces the fact that the "Enhanced" NLC is safe and efficient:

1. The current NLC had been operational and successful for more than 15 years.
2. All the safeguards that are built into the current state licensing process are required before a nurse is issued a multistate license.
3. The "Enhanced" NLC has uniform licensure requirements so that all states can be confident the nurses practicing within the NLC have met a set of minimum requirements, regardless of the home state in which they are licensed.
4. Although less than one (1) percent of U.S. nurses ever require discipline by a board of nursing (BON), in the rare event of any disciplinary issues, swift action can be taken by the BON regardless of the state where the nurse is licensed or practices. If a nurse is disciplined, the information is placed into the national database, NURSYS®

The following are the uniform licensure requirements that a nurse must meet to be issued a multistate license, regardless of their home state:

1. Meet the home state's qualifications.
2. Graduate from a qualifying education program.
3. Passed the NCLEX-RN® or NCLEX-PN® exam (or predecessor exam).
4. Have no active discipline on a license.
5. Submit to a criminal background check and have no prior state or federal felony convictions.
6. Not be currently enrolled in an alternative to discipline program.
7. Have a valid U.S. Social Security number.

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**Grandfathering Clause:**

The "Enhanced" NLC has a grandfathering clause to address nurses who currently hold a multistate license and how the uniform licensing requirements affects their licensure. A nurse holding a home state multistate license on the "Enhanced" compact's effective date may retain and renew the license provided that:

- A nurse who changes primary state of residence after the "Enhanced" NLC's effective date must meet requirements to obtain a multistate license from a new home state.
- Example – Nurse Nancy holds a multistate license in Iowa, her primary state of residence. She moves to Missouri, also a compact state, but she has a history of a felony which would now prohibit her from receiving a multistate license in Missouri. Nurse Nancy may receive a single state license in Missouri if she meets the laws and rules set forth in Missouri for licensure.
- A nurse who fails to satisfy the requirements due to a disqualifying event occurring after the compact's effective date is ineligible to retain or renew a multistate license.

Example – Nurse John holds a multistate license in Iowa, his primary state of residence. The Iowa Board of Nursing is informed that Nurse John has been convicted of a felony. He would no longer be eligible for a multistate license.

**Adoption of the Compact:**

As of this publication the "Enhanced" compact is on the move nationally and has been adopted in the following states: Arizona, Florida, Idaho, Missouri, New Hampshire, Oklahoma, South Dakota, Tennessee, Virginia and Wyoming.

The Iowa Board of Nursing will introduce legislation to adopt the "Enhanced" Nurse Licensure Compact in the 2017 Legislative Session.

The effective date of the "Enhanced" NLC legislation is determined by either 26 states joining the compact or by the date December 31, 2018.

- Example 1: If 26 states join by January 1, 2017, the "Enhanced" NLC becomes effective.
- Example 2: If only 20 states have joined by December 31, 2018, the "Enhanced" NLC still becomes effective.

As a reminder here is important information you should know as Iowa moves forward with the "Enhanced" Nurse Licensure Compact:

1. Iowa is one of 25 states currently a member of the Nurse Licensure Compact (NLC).
2. The NLC has been operational for over 15 years.
3. The "Enhanced" NLC is an updated version of the current Nurse Licensure Compact with the goal to have all 50 states become members.
4. Key elements of the "Enhanced" NLC:
  - a. Provides for uniform licensure requirements for all states.
  - b. The practice of nursing takes place in the state where the patient resides.
  - c. Nurses have the ability to practice in multiple states with one license.
  - d. Reduces regulatory requirements by eliminating the necessity to obtain a license in each state.
  - e. Increases access to care while maintaining public protection.
  - f. Clarifies a nurse's authority to practice in multiple states via telehealth.
  - g. Allows nurses to quickly cross state borders and provide vital services in the event of a disaster.

- h. Removes burdensome expense for both the nurse and the organizations that employ them.
- i. Provides member states the authority to facilitate a discipline case across state line.

Visit our website, <https://nursing.iowa.gov> and NCSBN's website, [www.nursecompact.com](http://www.nursecompact.com) to learn more about the "Enhanced" Nurse Licensure Compact.

Keep the momentum going and support the "Enhanced" Nurse Licensure Compact for Iowa.

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# Understanding the Relationship Between the APRN Consensus Model and the APRN Compact

The Advanced Practice Registered Nurse (APRN) Consensus Model was developed in 2008 to provide clarity and uniformity among states for the APRN role, population foci, specialty areas, scope of practice and educational requirements.

The Consensus Model is a result of the collaborative work of the APRN Consensus Work Group and National Council of State Boards of Nursing APRN Advisory Committee with extensive input from the APRN stakeholder community.

For states to adopt the APRN Compact they must comply with the key provisions of the APRN Consensus Model. Currently Iowa does meet the majority of the key provisions to move forward with the adoption of the APRN Compact.

To be in full compliance of the APRN Consensus Model Iowa must change the title from Advanced Registered Nurse practitioner (ARNP) to Advanced Practice Registered Nurse (APRN) and do so legislatively. At this point in time the current title ARNP will not prevent Iowa from moving forward with the APRN Compact, primarily because 10 states must legislatively adopt the APRN Compact for it to be implemented. Currently, two states, Idaho and Wyoming have adopted the APRN Compact and it is estimated that three to four states will adopt the APRN Compact yearly until 10 states have joined.

Therefore, Iowa has time to make the title change with the support of all four advanced practice roles.

The following are the foundational requirements for licensure by Boards of Nursing to be congruent with the APRN Consensus Model as identified in the APRN Joint Dialogue Group Report, July 7, 2008.

Boards of Nursing will:

1. license APRNs in the categories of Certified Registered Nurse Anesthetist (CRNA), Certified Nurse-Midwife (CNM), Clinical Nurse Specialist (CNS) or Certified Nurse Practitioner (CNP) within a specific population focus;
2. be solely responsible for licensing Advanced Practice Registered Nurses;
3. only license graduates of accredited graduate programs that prepare graduates with the APRN core, role and population competencies;
4. require successful completion of a national certification examination that assesses APRN core, role and population competencies for APRN licensure;
5. not issue a temporary license;
6. only license an APRN when education and certification are congruent;
7. license APRNs as independent practitioners with

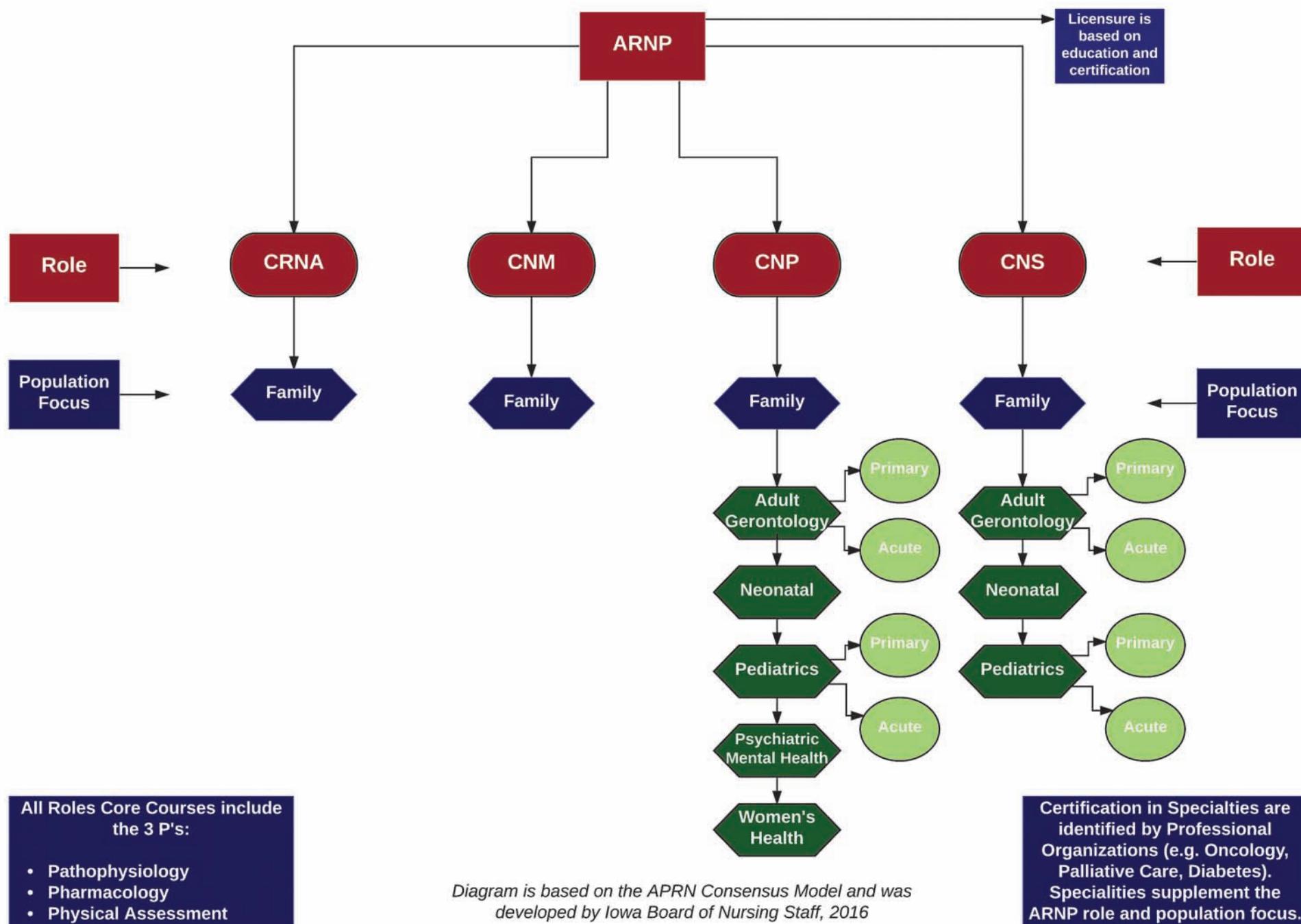
no regulatory requirements for collaboration, direction or supervision;

8. allow for mutual recognition of advanced practice registered nursing through the APRN Compact;
9. have at least one APRN representative position on the board and utilize an APRN advisory committee that includes representatives of all four APRN roles; and,
10. institute a grandfathering clause that will exempt those APRNs already practicing in the state from new eligibility requirements.

The Iowa Board of Nursing is in the process of reviewing and revising 655 Iowa Administrative Code, Chapter 7, Advanced Registered Nurse Practitioners, to be consistent with the Consensus Model. The rules will define the roles, population foci, educational and licensing requirements, and scope of practice for the advanced practice nurse.

A grandfathering clause will be in place for currently practicing ARNPs once the state adopts the Consensus Model in its entirety. The ARNP will be permitted to practice as long as they retain their licensure and certification.

Refer to the diagram which outlines the four roles, current population foci for each role and the core educational requirements.



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# APRN Compact Moving Forward

**At the time of receipt of this newsletter, the 2017 Legislative Session will be underway. Nurses are encouraged to contact their legislators to support the passage of the APRN Compact.**

Currently Iowa does not recognize the title Advanced Practice Registered Nurse (APRN), but for purposes of this document regarding the APRN Compact the title APRN will be used throughout this article.

In 2002, the first APRN Compact was adopted by three states (Texas, Utah and Iowa). However, this version of the APRN Compact was not implemented, partially due to the lack of uniformity of APRN licensure requirements between states. Following the adoption of the APRN Consensus Model in 2008, the three compact states identified an opportunity to address the lack of uniformity and create a new version of the compact which incorporated the APRN Consensus Model. The APRN Consensus Model provides clarity and uniformity for the APRN role, population foci, specialty areas, scope of practice, and educational requirements.

In 2011, the APRN Compact Work Group formed and drafted the new APRN Compact. The APRN Compact was approved by the National Council of State Boards of Nursing's (NCSBN) membership in May of 2015.

The following statements are common to both the "Enhanced" Nurse Licensure Compact and the APRN Compact:

1. Uniform licensure requirements (ULRs) for all states.
2. The practice of nursing takes place in the state where the patient resides.
3. Nurses have ability to practice in multiple states with one license.
4. The Compact will:
  - a. Reduce regulatory requirements by eliminating the necessity to obtain a license in each state.
  - b. Increase access to care while maintaining public protection.
  - c. Clarify a nurse's authority to practice in multiple states via telehealth.
  - d. Allow nurses to quickly cross state borders and provide vital services in the event of a disaster.
  - e. Remove burdensome expenses for both nurses and the organizations that employ them.
  - f. Provide member states the authority to facilitate a discipline case across state lines.

The general provisions specific to the APRN Compact as summarized by the NCSBN, are listed below:

1. A member state must implement procedures for considering the state and federal criminal history records of applicants for initial APRN licensure or APRN licensure by endorsement.
2. The APRN ULRs adopted by the Commission provide the minimum requirements for APRN multistate licensure.
3. To obtain/retain a multistate license, an APRN must meet the home state's qualifications, in addition to the ULRs.

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4. The Commission identifies in rule the approved APRN role and population foci for licensure. An APRN shall be licensed in an approved APRN role and at least one approved population focus.
5. An APRN multistate license is recognized as authorizing the APRN to practice in each party state under a multistate license privilege, in the same role and population focus as in the home state.
6. An APRN multistate license shall include prescriptive authority for non-controlled prescription drugs. An APRN shall satisfy all requirements imposed by the state for each state in which an APRN seeks authority to prescribe controlled substances.
7. An APRN multistate license holder is authorized to practice independent of a supervisory or collaborative relationship with a physician.
8. Authority to take adverse action against a multistate licensure privilege with application of state due process laws.
9. Nurse compliance with state practice laws.

To clarify the "Interstate Commission" is the governing body of the APRN Compact. This term is commonly used by other Interstate Compact governing bodies. The Commission will have the authority for rulemaking. The rules will specifically outline the ULRs and address the key components of the Consensus Model.

To be adopted, the APRN Compact will require legislative action. It is the intent of the Iowa Board of Nursing to introduce APRN Compact language for the 2017 legislative session. The APRN Compact will be implemented once 10 states have adopted the Compact. Idaho and Wyoming adopted the APRN Compact in 2016.

Visit our website, <https://nursing.iowa.gov> and NCSBN's website [www.aprnccompact.com](http://www.aprnccompact.com) to learn more about the APRN Compact.

Keep the momentum going and support the APRN Compact for Iowa.

## CONGRATULATIONS!

SILVER SPRING, MD – The American public has again ranked nurses as the **professionals with the highest honesty and ethical standards**, according to a Gallup poll released December 19. The annual poll marks the 15th consecutive year that nurses have been ranked the most trusted out of a wide spectrum of professions, including medical doctors and police officers.

"Every day, millions of nurses are on the front lines in the fight to improve the health of all Americans," said Pamela F. Cipriano, PhD, RN, NEA-BC, FAAN, president of the American Nurses Association. "Whether nurses are by the bedside or in the board room, **we continue to be a trusted resource and a vital part of our nation's health care system**. This poll reflects the trust the public has in us, and we'll continue to work hard to keep that trust."

According to the poll, **84 percent of Americans rated nurses' honesty and ethical standards as "very high" or "high."** The next closest profession, pharmacists, was rated 17 percentage points behind nursing.

"Trust plays an important role in the relationship between nurses and the patients we serve," said Cipriano. "ANA encourages nurses to draw on that trust to engage with consumers to improve their health and to advocate for patients and for the quality of care in this country. Additionally, I challenge those charged with making health policy at the facility, local, state and national levels, to include the trusted voice of nurses at the decision-making table. Based on this survey, **no other profession is held in as high regard by the public**. And given nursing's frontline perspective on health care delivery, we offer a point of view that is unmatched."

In 2017, ANA will continue its longstanding efforts to advocate for health system reform. The association is committed to working with the new administration and Congress to advance policy that aligns with its four principles for health system reform: **access to care, affordable and equitable care, quality of care and workforce**.

**NURSES RANK**

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## Practice Corner

# The Evolving Role of Telehealth and Telemedicine and the Practice of Nursing in Iowa

**Jimmy A. Reyes, DNP, AGNP, RN**  
**Associate Director of Practice and Education**

The Iowa Board of Nursing receives many inquiries about the use of telehealth and telemedicine technology and services to deliver nursing care in the state of Iowa and across state lines. The definition of telehealth and telemedicine varies by state, regulatory agencies, and healthcare organizations. For purposes of this article, the definition provided by the American Telemedicine Association (ATA) will be used. According to the ATA (2006), "telemedicine is the use of electronic communications and information technologies to provide clinical services when participants are at different locations" (p.3). Concurrently, telehealth comprises of a broader application of technologies and scope of healthcare services, including distance education. The applications and technology used include, but is not limited to, two-way video, smart phones, e-mail, wireless tools, and other forms of telecommunications technology (ATA, 2006; NCSBN, 2014). Fused with a body of knowledge, competency, and expertise utilized to provide nursing care over distance, telehealth nurses and advanced registered nurse practitioners (ARNP) may effectively care for patients remotely (ATA, 2011).

According to the American Hospital Association (2015), there are three main modalities, each with their respective applications within the broader context of telehealth. First, real-time, a live, two-way interface between a patient and a healthcare provider uses audiovisual technology. Second, store-forward, comprises of transmission of a patient's documented health history (i.e. prerecorded

videos) via a secure electronic communications system to a provider, generally a specialist. Third, remote patient monitoring encompasses the collection of patient data via electronic communications (i.e. EKGs). This is particularly helpful when tracking data after a patient has been discharged. Consequently, the facility or agency shall have specific policies and procedures for the delivery and implementation of the aforementioned modalities.

When the registered nurse or ARNP uses electronic modalities to gather information from a patient and gives advice based on assessment of the patient, that is the practice of nursing and provision of patient care. The Board has determined that the practice of nursing is where the patient resides at the time care is provided. When a patient resides in Iowa, the registered nurse or ARNP must hold a current Iowa license and practice within the guidelines of the Iowa Administrative Code (The Iowa Legislature, 2015). If the patient resides outside of Iowa and from a state that is a member of the Nurse Licensure Compact, the nurse or ARNP shall hold a current Iowa license. If the nurse or ARNP is providing nursing care in a non-compact state, the Board suggests the provider contact the agency which regulates nursing in that jurisdiction to determine the license needed to practice in that state. An individual engaged in telehealth and/or telemedicine without an appropriate license or unauthorized to practice nursing in the state of Iowa may be subject to disciplinary action.

Technology is a modality that may continue to change the way registered nurses and advanced registered nurse practitioners practice. The standard of care now includes telemedicine and telehealth to improve access, quality, and patient outcomes (Henderson et al., 2015; IOM, 2012).

As indicated by the National Council of State Boards of Nursing, the delivery of nursing services via telehealth and telemedicine constitutes the practice of nursing and registered nurses and ARNPs should be knowledgeable concerning their scope of practice, legal, regulatory, and ethical guidelines when using this technology.

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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 <https://nursing.iowa.gov> 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
• Name/address changes • Request application for license renewal, reactivation, endorsement, or exam • Inactive status	Phone 515-281-4826 <a href="mailto:ibon@iowa.gov">ibon@iowa.gov</a>
• Your license renewal or reactivation in process • Lost/stolen licenses • License Verification	Phone 515-281-3264 <a href="mailto:ibon.renewal@iowa.gov">ibon.renewal@iowa.gov</a>
• Your license by examination in process • Initial ARNP application • Your ARNP application in process	Phone 515-281-6488 <a href="mailto:newnurs@iowa.gov">newnurs@iowa.gov</a>
• Your license by endorsement in process • Your ARNP renewal in process	Phone 515-281-4827 <a href="mailto:endorse@iowa.gov">endorse@iowa.gov</a> Phone 515-281-4827 <a href="mailto:arnpren@iowa.gov">arnpren@iowa.gov</a>
• Continuing Education rules • Continuing Education provider rules	Phone 515-281-8808 <a href="mailto:Laura.Hudson@iowa.gov">Laura.Hudson@iowa.gov</a>
• Special approval of Continuing Education courses • Audits	Phone 515-281-8258 <a href="mailto:ibon.audit@iowa.gov">ibon.audit@iowa.gov</a>
• Disciplinary issues • Sanctioned cases	Phone 515-281-6472 <a href="mailto:enforce@iowa.gov">enforce@iowa.gov</a>
• Editor, Iowa Board of Nursing newsletter • Website content	Phone 515-281-8808 <a href="mailto:Laura.Hudson@iowa.gov">Laura.Hudson@iowa.gov</a>
• Scope of nursing practice in Iowa	Phone 515-281-4828 <a href="mailto:nursingpractice@iowa.gov">nursingpractice@iowa.gov</a>
• Formal nursing education in Iowa	Phone 515-281-4828 <a href="mailto:nursingeducation@iowa.gov">nursingeducation@iowa.gov</a>
• Nurse Licensure Compact Agreement (Multi-state license) • NCLEX accommodations • Foreign applicants for licensure	Phone 515-281-5535 <a href="mailto:Lynn.Linder@iowa.gov">Lynn.Linder@iowa.gov</a>
• Alternative to Discipline Program (Iowa Nurse Assistance Program)	Phone 515-725-4008 <a href="mailto:inap@iowa.gov">inap@iowa.gov</a>

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## Fluoroscopy Audit Reminder

The administrative rules governing nursing in Iowa require Advanced Registered Nurse Practitioners (ARNPs) who supervise the use of fluoroscopic x-ray equipment to have the appropriate education and continued annual radiological safety updates. 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 ARNP's who supervise fluoroscopy.

The initiation of the audit process began January 12, 2015. The process is as follows:

- 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 the practitioner answers yes, they will be required to provide verification of completion of the initial course and yearly safety courses, along with a **copy of the course description and learning outcomes (it is important to submit the specific course description and learning outcomes and not just the course title)**,
- Board staff will contact the practitioner if there are any questions about the submitted course work or if the practitioner has not completed their required education,
- At any point in time that board staff identifies the ARNP is not complying with the course requirements and the audit process the information will be submitted to the Enforcement Unit.

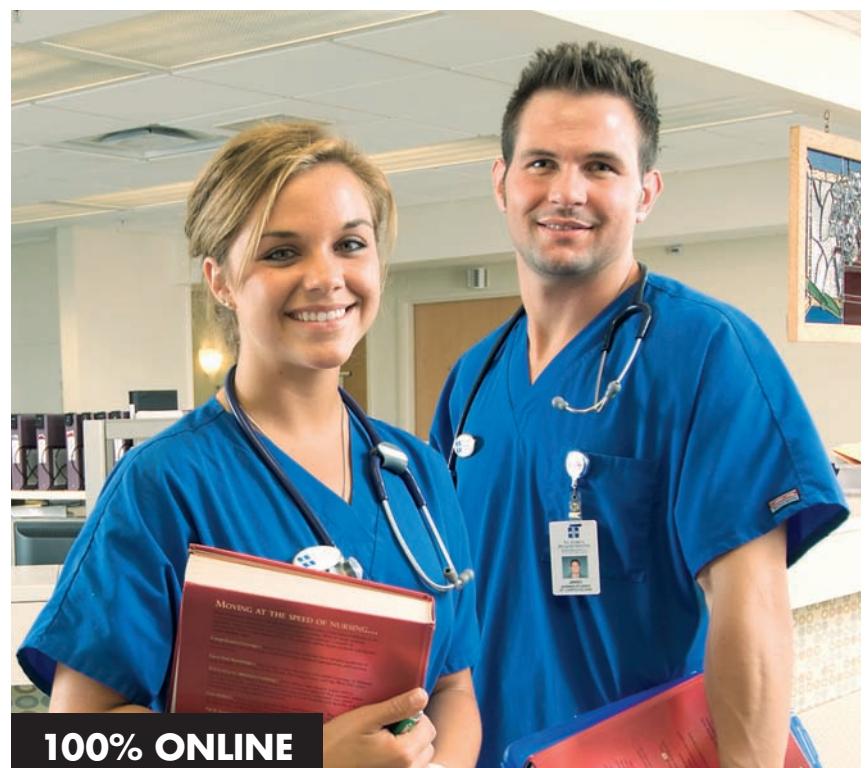
The Iowa Board of Nursing recognizes this is a new process for all ARNP's supervising the use of fluoroscopic x-ray equipment. Board staff is committed to assist practitioners in the audit process. Please contact Dr. Jimmy Reyes, Associate Director of Practice/Education with questions and concerns, [Jimmy.Reyes@iowa.gov](mailto:Jimmy.Reyes@iowa.gov)

## Agendas and Minutes On the Web

All Board and Committee agendas are on our web-site. 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](https://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\\_AGENDAS@lists.ia.gov](mailto:join-IBON_AGENDAS@lists.ia.gov).



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## Creating an Online User Account

If you have ever done business online with any state agency (such as for college aid), you would use the same account id that you have already created. Otherwise, all license related processes begin with user registration, including updating 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:

Enterprise A&A Sign In [Create An Account](#) Forgot Password Forgot Id

AMANDA

This registration site is maintained by the state's technology division as a global login for the entire state enterprise.

Enter your first and last name:

Enterprise A&A Sign In [Create An Account](#) Forgot Password Forgot Id

AMANDA - Iowa Board of Nursing

Sign up now to get credentials you can use for Enterprise A&A enabled sites.

First Name:  Register

Last Name:

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.

What is A&A?  
Help  
Report Issue to State Service Desk

Important!

- 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.

The registration automatically combines first and last names into a suggested user i.d., and appends "@iowaaid." But if the first name/last name combination already exists, the i.d. field will appear blank, and you will need to create your own account i.d. In either case, anything can be substituted ahead of the "@", but the i.d. that is created is permanent so it will need to be memorable.

Create Account

Account Id:  BLUEBERRY SAUCE @IOWAID

First Name:  Blueberry

Last Name:  Sauce

Email:

Confirm Email:

Save Account Details Cancel Help

Trans Id: VTXOZU  
You are looking at:  
User Service Registration

Additional Terms, Privacy & Warranty Information  
Enterprise Authentication & Authorization - Common Interface  
Version 4.0.2  
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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.

Registration Confirmation

An email has been sent to the email address you provided. It will contain your Account Id and instructions to complete your registration.

The email that was just sent to you may show up in a matter of seconds or could take hours. Once sent, we have no way to track this email to determine if or when you have received it. If you do not receive an email within 48 hours you will not be able to complete the registration process and will need to re-register.

Possible reasons you did not receive the email to confirm your account.

- When registering, you may have entered an invalid email id in both of the email and confirm email text boxes.
- The email may have gone to your spam, junk, or blocked email folders.
- In rare occurrences email security products are not allowing this email to be received normally.

Please note: If you do not complete the registration process defined in the confirmation email within 48 hours, you will be required to start the registration process over.

Trans Id: VTXOZU  
You are looking at:  
Registration Confirmation

Additional Terms, Privacy & Warranty Information  
Enterprise Authentication & Authorization - Common Interface  
Version 4.0.2  
©2004 State of Iowa

Identity Baseline

AMANDA - Iowa Board of Nursing

Identity Baseline for BLUEBERRY.SAUCE@IOWAID

On this page, you must create your identity baseline. This is a set of questions and answers you establish for your account. If you forget your password or lock your account for some reason, you can answer these questions to get access to your account.

Question 1:  Select Question

Answer 1:  Confirm:

Question 2:  Select Question

Answer 2:  Confirm:

(Create your own questions)

Question 3:   
Answer 3:  Confirm:

Save Identity Baseline

AMANDA - Iowa Board of Nursing

Password Change for BLUEBERRY.SAUCE@IOWAID

Enter new password:

Confirm new password:

Save New Password  Help

Password Rules

Passwords must be: At least 8 characters long (alphanumeric). Include at least one special character (e.g. !, @, #, \$, %, ^, &, \*, etc.). A mix of uppercase and lowercase letters. You may not use pieces of your name or email address in your password.

The registration is complete, and the user is taken to the screen where they can actually log in. Note that the above registration process should only be required once. Thereafter, the licensee would use the existing account.

Also note that on most screens there is a "Help" button. This will take you to a help library maintained by the state's Office of the Chief Information Officer (OCIO), and may take you to the relevant portion of an extended FAQ system.

It is only on the login screen itself, that you will find a link to report an issue to the OCIO Help Desk.

AMANDA - Iowa Board of Nursing

Enter your Account Id and Password and press sign in to continue.

Account ID:

Sign In

Password:

Account Details

What is A&A?  
Help  
Report Issue to State Service Desk

This link will take you into the state's OCIO site to submit a service request or inquiry.

Single Sign On - AMANDA - Iowa Board of Nursing

Sorry, that Account Id already exists.

## TO CHANGE YOUR EMAIL ADDRESS

If your email address changes, it needs to be updated in two different places: your IBON record, and your login account. These are hosted separately.

### To update your IBON record:

Although you can wait until you renew your license, it may be wiser to update it immediately, as follows:

1. Go to IBON Online Services and select "Update Contact Information."
2. This will take you to the Enterprise login screen mandated by the State of Iowa.
3. Enter your account i.d. and password, and click "Sign In."
4. You will be returned to the Iowa Board of Nursing Online Services, and the proper screen to update your information.
5. Update all available fields on the screen – including your email address, and click Continue.

### To Update your login i.d.

Your login email is different from the email address in your license record. The login email is used by the state's mandated authentication services for all state business. If you forget your login i.d., the system can send it to you – but it will go to the email address they have on record in the login account, not to the address in your license record.

1. Go to IBON Online Services and select "Update Contact Information." This will take you to the Enterprise login screen mandated by the State of Iowa.
2. On the login screen (below), enter your account i.d. and password, **BUT instead of clicking on "Sign In," click on "Account Details."**

## Board of Nursing

Enter your Account Id and Password and press sign in to continue.

Account ID:	<input type="text"/>	Sign In
Password:	<input type="password"/>	<input type="button" value="Account Details"/>
<small>What is A&amp;A? Help Report Issue to State Service Desk</small>		

3. This will take you to the following screen, where it is apparent that you need to enter your new email twice and click save.

## Board of Nursing

Change Account Details	Other Actions
First Name: <input type="text" value="Connie"/>	Change Password
Last Name: <input type="text" value="Cranberry"/>	Change Baseline
Email: <input type="text" value="ibontest33@iowa.gov"/>	<input type="button" value="Continue to Board of Nursing"/>
Confirm Email: <input type="text" value="ibontest33@iowa.gov"/>	
Phone: <input type="text"/>	
<input type="button" value="Save"/>	<input type="button" value="Help"/>

### Additional note:

If you can remember neither your login i.d. nor your password, AND your email address has changed, you have two choices:

1. Create a new and different login i.d. and password. The new login i.d. must be different from the one you initially created, i.e., Suzy.Smith@iowaid could become Suzy.Smith2@iowaid.
2. You can request assistance through the state's Help Desk from the links available in the lower right of the login screen, or by calling 515-281-5703, or 1-800-532-1174.

## Renewal Reminder

Licensees should plan to renew their nursing license 30 to 60 days prior the expiration date. A nursing license may be renewed until midnight of the expiration date without penalty, but this practice is discouraged. Online system problems can occur and late fees will be assessed for any renewal completed after midnight of the expiration date.

EXPIRATION DATE	RENEWAL DATES	LATE FEE ASSESSED	INACTIVE STATUS (if not renewed)
January 15, 2017	November 15, 2016 – January 15, 2017	January 16	February 16, 2017
February 15, 2017	December 15, 2016 – February 15, 2017	February 16	March 16, 2017
March 15, 2017	January 15, 2017 – March 15, 2017	March 16	April 16, 2017
April 15, 2017	February 15, 2017 – April 15, 2017	April 16	May 16, 2017

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 date of the license.

The continuing education requirement for license renewal is 36 contact hours (3.6 CEUs) for the 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 license wallet card. Before you renew, you should have your documentation in-hand to confirm you have what you need. As soon as you renew, you will know if you have been chosen for audit. Remember, if it is not documented – it is not done!

## 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, within 30 days of the change.

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

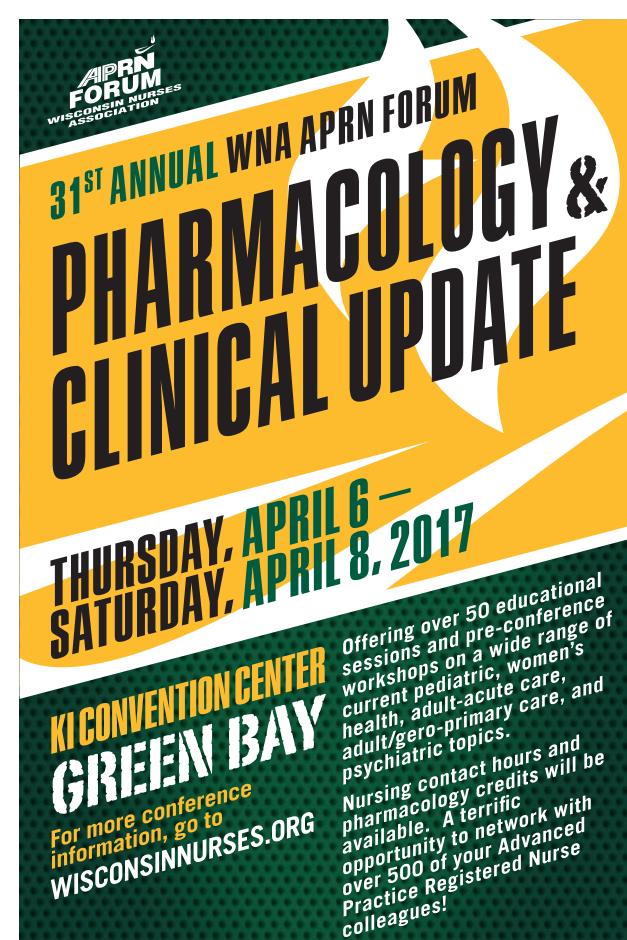
OLD ADDRESS:  
 Home Address: \_\_\_\_\_  
 \_\_\_\_\_  
 City \_\_\_\_\_  
 State \_\_\_\_\_ Zip \_\_\_\_\_

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  
 400 SW 8th St., STE B  
 Des Moines, IA 50309      or

e-mail information to: ibon@iowa.gov  
 update address online: nursing.iowa.gov,  
 select IBON Online Services



### RN/LPN Medical Specialist

BioLife Plasma Services, a subsidiary of Shire, is an industry leader in operating high quality plasmapheresis centers throughout the US.

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Current CPR certification is also a must.

Open and flexible availability during facility operating hours is highly preferred. Learn more about the individual operating hours of each facility at : [www.biolifeplasma.com](http://www.biolifeplasma.com)

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Improving life for everyone.**



# IOWA CENTER FOR NURSING WORKFORCE

Goals for the Iowa Center for Nursing Workforce include providing statistical data to inform the public and employers about supply data regarding Iowa's licensed nurses. The following information, taken from the Iowa Board of Nursing's 2016 Annual Report, provides a snapshot of the active nursing workforce demographics in Iowa. The employment setting and education levels of nurses are gathered through the licensure process, every three years. Therefore, the information is accurate at the point a license is renewed.

**Figure 21** provides the employment statistics of RNs and LPNs licensed in Iowa from FY 2012 through FY 2016.

**Figure 21:** Employed Statistics of Nurses Licensed in Iowa (RNs and LPNs), FY 2012-2016

	EMPLOYMENT STATISTICS OF NURSES LICENSED IN IOWA				
	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
<b>REGISTERED NURSES</b>					
Located in State	42,916	43,478	44,228	45,196	46,194
<b>Employed in Nursing</b>	<b>37,719</b>	<b>37,642</b>	<b>42,557</b>	<b>44,719</b>	<b>44,751</b>
Full-Time	28,210	28,210	32,759	34,739	34,952
Part-Time	9,509	9,432	9,798	9,980	9,799
Employed Outside of Nursing	2,336	3,286	2,093	2,593	2,801
Unemployed	6,092	5,359	4,421	3,412	3,076
Student	119	*	*	*	*
Retired	1,112	1,272	1,443	1,653	1,757
Volunteer	NA	NA	159	254	293
<b>LICENSED PRACTICAL NURSES</b>					
Located in State	11,529	11,086	10,865	10,762	10,586
<b>Employed in Nursing</b>	<b>7,781</b>	<b>7,606</b>	<b>8,710</b>	<b>9,320</b>	<b>9,195</b>
Full-Time	5,779	5,701	6,665	7,105	7,034
Part-Time	2,002	1,905	2,045	2,215	2,161
Employed Outside of Nursing	764	1,175	1,020	1,375	1,497
Unemployed	3,326	2,402	1,900	1,556	1,561
Student	60	*	*	*	*
Retired	127	157	175	208	225
Volunteer	NA	NA	25	33	43

\*Students are included within 'unemployed beginning FY 2013.'

\*\*Data representing nurses who reside out-of-state and hold an active Iowa license is not available for FY 2016.

## GENDER BREAKDOWN OF NURSES

**Figure 25:** Active RN and LPN Licensees by Gender, FY 2016

ACTIVE LICENSEES BY GENDER*	RN	LPN	TOTAL	% OF TOTAL
MALES	2,517	545	3,062	5.4%
FEMALES	43,677	10,041	53,718	94.6%
<b>TOTAL</b>	<b>46,194</b>	<b>10,586</b>	<b>56,780</b>	

\*Totals may include deceased licensees for whom the board has not been notified.

\*\*Data representing nurses who reside out-of-state and hold an active Iowa license is not available for FY 2016.

**RNs, LPNs & CNAs**

Ottumwa Regional Health Center is looking for **RNs, LPNs** and **CNAs** to join our team!

Must have current license.

Tuition Reimbursement, Sign-On/Relocation Bonuses,\* Community Service Incentives, Free use of on-site gym facilities, Employee Discounts, Excellent benefits, Wellness Program, Competitive Salaries, and more!

\*Bonuses for eligible positions only

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- // Central Iowa's largest multi-specialty clinic
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- // Named a Des Moines Register Top 100 Workplace

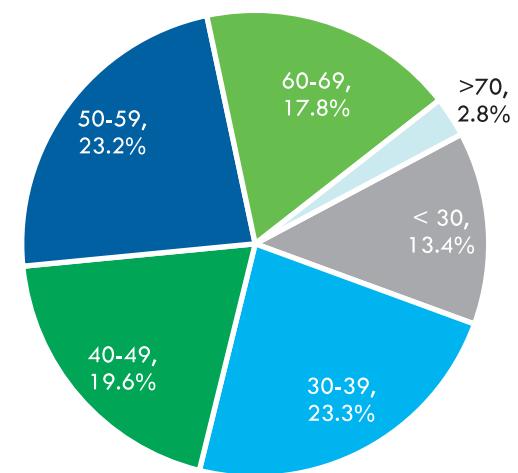
## AGE RANGE OF ACTIVE NURSES

In 2016, nearly half (43.8%) of registered nurses were 50 years old or older. This represents approximately 20,212 active in-state RNs.

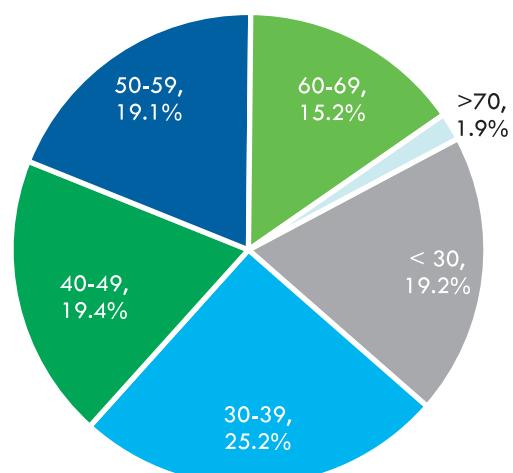
In addition, nearly two-fifths (36.2%) of licensed practical nurses were 50 years old or older. This represents approximately 3,825 active in-state LPNs.

**Figures 22 and 23** breakdown active in-state RNs and LPNs, respectively, by age range during FY 2016.

**Figure 22:** Age Range of Active In-State RNs, FY 2016



**Figure 23:** Age Range of Active In-State LPNs, FY 2016



**Figure 24** breaks down the number of active nurses who reside in Iowa as well as by education level among registered nurses in Iowa for FY 2016.

**Figure 24:** Active Nurse Demographics, FY 2016

ACTIVE NURSE DEMOGRAPHICS	
IOWA RESIDENCE	% OF TOTAL
<b>ACTIVE NURSES</b>	
RN	46,194
LPN	10,586
<b>TOTAL</b>	<b>56,780</b>
<b>BASIC RN EDUCATION</b>	
DIPLOMA	6,758
ADN	27,976
BSN	15,036
OTHER	148
<b>TOTAL</b>	<b>49,918</b>
<b>HIGHEST DEGREE HELD BY RNs</b>	
DIPLOMA	4,457
ADN	21,802
BSN	15,654
OTHER BACCALAUREATE	2,874
MASTER'S IN NURSING	4,085
OTHER MASTER'S	1,242
DOCTORATE IN NURSING	454
OTHER DOCTORATE	205
<b>TOTAL</b>	<b>50,773</b>

# 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 licensed as an ARNP  
\*\* In the RN column indicates the Licensee does not have an Iowa License

# NOVEMBER 2016

Last Name	First Name	RN	LPN	Sanction	
Babcock	Nancy	104592		Agreement Not to Practice	
Broczkowski	Brandy	129893	P54587	Probabtion	12 months
Broczkowski	Brandy	129893	P54587	Reinstatement Granted	
Capron	Tammy		P53073	Voluntary Surrender	
Chitty	Cynthia		P56963	Indefinitely Suspended	
Clayton	Mary		P52489	Indefinitely Suspended	
Coppess	Tracie	109566		Probabtion	12 months
Coppess	Tracie	109566		Reinstatement Granted	with refresher course
Dohl	Lisa		P56584	Indefinitely Suspended	
Hays	Samantha		P46912	Probabtion	12 months
Henderson	Nicole	122399*		Fine	\$950
Jones	Tammi	083207	P28947	Probabtion	12 months
Jones	Tammi	083207	P28947	Reinstatement Granted	with refresher course
Kamau	Beth	131898	P53259	Continuing Education	24 contact hours
Kamau	Beth	131898	P53259	Fine	\$400
Kamau	Beth	131898	P53259	Suspended (Stayed)	
Knutson	Marcia	060656*	P16468	Voluntary Surrender	
Kyle	Christopher	129766		Revoked	
Menning	Paige	076278	P24936	Continuing Education	15 contact hours
Meyer	Amber		P56074	Continuing Education	30 contact hours
Moore	Bobette		P38331	Continuing Education	28.5 contact hours
Moore	Bobette		P38331	Fine	\$300
Moore	Bobette		P38331	Suspended(Stayed)	
Osterholt	Jacquelene	093615		Suspended	
Vaccaro	Victoria	141083		Voluntary Surrender	
Waldman	Nicole	091630		Voluntary Surrender	
Wixom	Willa		P43605	Indefinitely Suspended	
Wixom	Willa		P43605	Indefinitely Suspended	
			* ARNP		

OCTOBER 2016

Last Name	First Name	RN	LPN	Sanction	
Bendixen	Kristine	120362	P49477	Indefinitely Suspended	
Breck	Dennis	068036		Nursing Refresher Course then Reinstated	
Deal	Lisa		P49921	Voluntary Surrender	
Dominguez	Krstal		P60918	Probation	12 months
Duncan	Katie	125278	P44087	Fine	\$250
Dunfee	Barbara		P54353	Indefinitely Suspended	
Evanson	Samantha		P55056	Continuing Education	60 contact hours
Goba	Maita		P56827	Continuing Education	24 contact hours
Goba	Maita		P56827	Fine	\$400
Hinds	Phyllis		P32901	Voluntary Surrender	
Horst	Shona	115216	P47152	Continuing Education	27.3 contact hours
Horst	Shona	115216	P47152	Fine	\$300
Knebel	Jodi	113112		Continuing Education	30 contact hours
Kohls	Mary	077333	P21122	Continuing Education	30 contact hours
Mathis	Peggy		P18375	Indefinitely Suspended	
Mattes	Andrew	137299		Probation	12 months
Moore	Linda	078402	P25949	Continuing Education	6.6 contact hours
Moore	Linda	078402	P25949	Fine	\$100
Newton	Kristine	133848		Continuing Education	8.4 contact hours
Parsons	Emily	132221		Continuing Education	30 contact hours
Reiling	Wendy	119367		Indefinitely Suspended	
Romberg	Mary	108433	P42371	Indefinitely Suspended	
Runnells	April	103211		Probation	12 months
Scott	Megan	120315		Indefinitely Suspended	
Stallings	Heather	115611		Probation	12 months
Straight	Amy		P45677	Fine	\$400
Wagner	Brandy	104545	P40703	Probation	12 months

# SEPTEMBER 2016

Last Name	First Name	RN	LPN	Sanction	
Abramson	Heather		P44348	Continuing Education	30 contact hours
Dietschy	Dietschy		P49756	Indefinitely Suspended	
Hall	Robyn	104248		Voluntary Surrender	
Lowe	Marcia		P52900	Voluntary Surrender	
McLeod	Jessica		P46208	Continuing Education	38 contact hours
Snider	Mary	078429	P23459	Probation	12 months
Stauffer	Eleanor	121988		Voluntary Surrender	
Woodley	Teresa	097898	P36820	Indefinitely Suspended	

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Contact Clara Stults with questions  
(stultsc@ihaonline.org)  
(515) 288-1955



An Affiliate of UnityPoint Health

We are looking for new or experienced RNs to join our team who possess a positive attitude, a passion for rural healthcare and a commitment to "community."

**The positions we are hiring for at this time are:**

- 7:00 P.M. to 7:00 A.M. Occasional weekends/every other Holiday/On Call Rotation
- Weekend Option Saturday and Sunday 7:00 A.M. to 7:00 P.M., On Call Rotation
- OR Circulator/Scrub Nurse. 3+ years of surgical experience.

**Qualifications required are:**

- Graduate of an accredited school of nursing
- Current state of Iowa license
- BLS, ACLS, and PALS certification at the time of hire or within 6-months of hire
- Willingness to be cross-trained on Med/Surg, ED, and possibly Obstetrics in the future

#### SURGICAL SERVICES MANAGER

**Qualifications include:**

- Current state of Iowa license
- At least five years surgical services experience within the last seven years
- Previous management experience
- BSN and AORN certification is preferred

#### OB MANAGER

We are looking for a motivated self-starter to begin our new OB service.

**Qualifications required are:**

- At least five years experience in the OB Unit, preferably in a leadership role
- Graduate of an accredited school of nursing
- Current Iowa license

**Marengo Memorial Hospital offers:**

- Aggressive and competitive wages
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Attention: Lesa Waddell  
300 W. May St., Marengo, IA 52301  
phone: 319-642-8026  
email: [lwaddell@marengohospital.org](mailto:lwaddell@marengohospital.org)



An Address Confidentiality Program  
Helping Victims Become Survivors

### Safe at Home Overview

Safe at Home is an address confidentiality program for survivors of violent crimes, such as domestic abuse, sexual assault, trafficking, and stalking. Safe at Home provides a designated address, mail forwarding, confidential voter registration and absentee voting.

"Safe at Home can save lives. If we save just one life, this program is worth it. Victims will have a much easier time escaping their abusers. This might be the break they need to start rebuilding their lives. Safe at Home helps victims become survivors." - Iowa Secretary of State Paul Pate

#### Designated Address

The designated address is assigned to the participant by the Iowa Secretary of State's Office, and is a Des Moines address. This designated address **must** be accepted where an address is required, both in government agencies and private organizations, by law. All participants are given the same address, with the only distinguishing factor being an apartment number that is assigned to each household.

#### Mail Forwarding Service

All mail to the participant should be sent to the designated Safe at Home address. This mail will come through the Secretary of State's Office, sorted for each participant and forwarded to their actual address. This will cause a minor delay of approximately 5-7 business days. Please take this into consideration when sending mail to participants. Safe at Home forwards first-class mail, prescriptions, and government packages to participants.

	Pursuant to Iowa law the following person is authorized to use this address for all purposes:
Participant's Name 899 East 12th St. Apt. PO Box 959 Des Moines, IA 50304	Date of Birth Mm/dd/yyyy Expiration Date Mm/dd/yyyy
Signature of Participant or Parent / Guardian	

#### Verifying Participation

A participant's address is confidential. However, their participation within the program is not. When using the Safe at Home address participants should present a participation card, and you may ask if they are a participant in the program. If at any time you wish to verify a person is a member of the program you can call our office, and we will verify the person's participation in the program, as well as answer general questions regarding the program.

"When a program participant presents the program participant's designated address to any person, that designated address shall be accepted as the address of the program participant." Iowa Code § 9E.5

Questions regarding the program or use of this card:  
(515) 725-SAFE (7233)  
[SafeAtHome@iowa.gov](mailto:SafeAtHome@iowa.gov)

#### Verifying District

When a participant comes to your location, you may need verification that they live in a specific district. This request needs to be in writing on an official letterhead and either e-mailed or mailed to our office. Once we receive it in our office we will call and confirm verbally whether the participant lives in your district or not.

**Note:** If your client is waiting for the verification please call after e-mailing the request so we can verify ASAP.

#### For More Information

Visit our website at <http://safeathome.iowa.gov/> for FAQs, brochures, and more information. For Questions or concerns please contact: Melanie Shellenberger, Program Administrator at 515-725-SAFE (7233) or [SafeAtHome@iowa.gov](mailto:SafeAtHome@iowa.gov).

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**Nurses, if you are taking part in the Safe at Home initiative, it is your responsibility to provide the Board of Nursing with your Safe at Home address.**

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# \$300 Billion Burden: How Can Employers Reduce Tobacco Threat to Workplace Health?

Did you know that smoking costs the U.S. economy \$300 billion annually in direct medical costs and lost productivity? Almost 20 percent of the nation's workforce smokes, which not only threatens employees' health and well-being, but also decreases productivity, increases absenteeism and increases workplace maintenance costs. Cigarette smoking remains the leading cause of preventable disease, disability and death in the United States.

These statistics highlight the serious challenges businesses face:

- 1 in 5 U.S. workers is exposed to secondhand smoke in the workplace.
- Smokers are estimated to cost employers nearly \$6,000 more per year than nonsmokers.
- Worksites that allow smoking spend about \$728 more per 1,000 square feet annually in maintenance costs for office space than smokefree worksites. With U.S. commercial buildings averaging between 12,000 and 19,000 square feet, that is an estimated extra cost of about \$8,736 to \$13,832 annually.

**Business Pulse: Tobacco Use** was launched October 26, 2016, by the CDC Foundation, a nonprofit entity that advances the mission of CDC through public-private partnerships that protect the health, safety and security



of America and the world. See this site: <http://www.cdcfoundation.org/businesspulse/tobacco-use>. The electronic issue of Business Pulse includes an interactive infographic as well as online CDC resources. Also included is a question and answer feature with Corinne Graffunder, Dr.P.H., M.P.H., director of CDC's Office on Smoking and Health. (Reprinted with permission 12/1/2016)

*Editor's Note: Nurses are uniquely positioned to help reduce the threat of smoking to our businesses and population health. Take advantage of the CDC Business Pulse information to see how you can participate in this initiative at your workplace.*

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Ph: 641-464-3226



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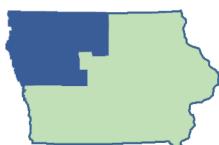
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# Continuing Education Offerings

## Region I

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Hancock, Humboldt, Ida,  
Kossuth, Lyon, Monona, O'Brien, Osceola, Palo Alto,  
Plymouth, Pocahontas, Sac, Sioux, Winnebago,  
Woodbury, Wright.



## ABBREVIATIONS

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

**February 2; 8:00 am - 3:00 pm; Sioux City, IA**  
**Advanced Cardiovascular Life Support Renewal.**  
 Spon: Mercy Medical Center - Sioux City. Contact: Nora Van Peursem, BSN, RN, CCRN, 712-279-2507. Fac: Barb Fitzgerald, RN, BSN, CEN. 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: \$150.00. CEUS: 0.72.

**February 4; 8:00 am - 3:45 pm; West Des Moines, IA**  
**26th Annual Cardiovascular Today Conference.**  
 Spon: Iowa Heart Foundation. Contact: Cindy Conroy, 515-633-3555. Fac: Tim Harlan, M.D. Aud: Registered nurses in family practice, internal medicine, and cardiology. The purpose of this annual conference is to provide an update of the latest in cardiovascular disease including prevention, diagnosis, and treatment modalities. Topics include STEMI and the

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decision making process to achieve best outcomes; cardiac CT imaging; culinary medicine; strategies to improve outcomes in atrial fibrillation and non-sustained ventricular tachycardia patients; current trends in peripheral artery disease treatment; and new treatment/improved outcomes in advanced heart failure. Fee: \$40 before 12:00 pm 01/27/17, \$60 after 12:00 pm 01/27/17. CEUS: 0.66.

**February 13; 8:00 am - 1:00 pm; Sioux City, IA**  
**BLS Provider Course** Spon: Mercy Medical Center - Sioux City. Contact: Nora Van Peursem, BSN, RN, CCRN, 712-279-2507. Fac: Karen Newton, RN. Aud: LPNs & RNs. 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: \$100.00. CEUS: 0.6.

**February 22 & 23; 8:00 am - 3:00 pm; Sioux City, IA**  
**Pediatric Advanced Life Support Provider.** Spon: Mercy Medical Center - Sioux City. Contact: Nora Van Peursem, BSN, RN, CCRN, 712-279-2507. Fac: Charmaine Cantrell, RN. 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: \$200.00. CEUS: 1.26.

**February 24 & 25; 8:00 am - 5:00 pm; Sioux City, IA**  
**EMS Conference 2017** Spon: UnityPoint Health – St. Luke's, Mercy Medical Center – Sioux City, & Western

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Iowa Tech Community College. Contact: Naomi Holtz, 712-279-8941. Fac: Heather Davis, Ed.D, MSN-EMS, EMT-Paramedic. Aud: Emergency Dept. Nurses, Critical Care Nurses, & Trauma Nurses. This annual conference is designed to provide nurses, emergency medical and rescue personnel with current information related to emergency medical services for pre-hospital and ER emergencies. Fee: \$130.00 both days, \$80.00 Fri or Sat only. Reg by: 02/21/17. CEUS: Feb 24 0.84, Feb 25 0.72.

**February 28; 8:00 am - 3:00 pm; Sioux City, IA**  
**Pediatric Advanced Life Support Renewal.** Spon: Mercy Medical Center - Sioux City. Contact: Nora Van Peursem, BSN, RN, CCRN, 712-279-2507. Fac: Charmaine Cantrell, RN. 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: \$150.00. CEUS: 0.75.

**March 8; 8:00 am - 3:00 pm; Sioux City, IA**  
**Advanced Cardiovascular Life Support Renewal.**  
 Spon: Mercy Medical Center - Sioux City. Contact: Nora Van Peursem, BSN, RN, CCRN, 712-279-2507. 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: \$150.00. CEUS: 0.72.

**March 13; 8:00 am - 1:00 pm; Sioux City, IA**  
**BLS Provider Course** Spon: Mercy Medical Center - Sioux City. Contact: Nora Van Peursem, BSN, RN, CCRN, 712-279-2507. Fac: Karen Newton, RN. Aud: LPNs & RNs. 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

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# Continuing Education Offerings

effective manner per American Health Association guidelines. Fee: \$100.00. CEUS: 0.6.

## March 14 & 15; 8:00 am - 2:00 pm; Sioux City, IA

**Basic Arrhythmia.** Spon: Mercy Medical Center - Sioux City. Contact: Nora Van Peursem, BSN, RN, CCRN, 712-279-2507. Fac: Barb Fitzgerald, RN, BSN, CEN. Aud: Healthcare providers. To gain a basic understanding of basic arrhythmia. Fee: \$100.00. CEUS: 1.2.

## March 23; 8:00 am - 3:00 pm; Sioux City, IA

**Pediatric Advanced Life Support Renewal.** Spon: Mercy Medical Center - Sioux City. Contact: Nora Van Peursem, BSN, RN, CCRN, 712-279-2507. Fac: Charmaine Cantrell, RN. 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: \$150.00. CEUS: 0.75.

## March 29 & 30; 8:00 am - 3:00 pm; Sioux City, IA

**Advanced Cardiovascular Life Support Provider.** Spon: Mercy Medical Center - Sioux City. Contact: Nora Van Peursem, BSN, RN, CCRN, 712-279-2507. Fac: Barb Fitzgerald, RN. 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: \$200.00. CEUS: 1.26.

## April 6; 8:00 am - 3:00 pm; Sioux City, IA

**Advanced Cardiovascular Life Support Renewal.** Spon: Mercy Medical Center - Sioux City. Contact: Nora Van Peursem, BSN, RN, CCRN, 712-279-2507. Fac: Barb Fitzgerald, RN, BSN, CEN. 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: \$150.00. CEUS: 0.72.

## April 12 & 13; 8:00 am - 3:00 pm; Sioux City, IA

**Pediatric Advanced Life Support Provider.** Spon: Mercy Medical Center - Sioux City. Contact: Nora Van Peursem, BSN, RN, CCRN, 712-279-2507. Fac: Charmaine Cantrell, RN. 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: \$200.00. CEUS: 1.26.

## April 17; 8:00 am - 1:00 pm; Sioux City, IA

**BLS Provider Course** Spon: Mercy Medical Center - Sioux City. Contact: Nora Van Peursem, BSN, RN, CCRN, 712-279-2507. Fac: Karen Newton, RN. Aud: LPNs & RNs. 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: \$100.00. CEUS: 0.6.

## April 18; 8:00 am - 3:00 pm; Sioux City, IA

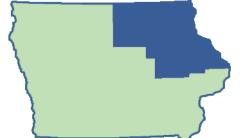
**Pediatric Advanced Life Support Renewal.** Spon: Mercy Medical Center - Sioux City. Contact: Nora Van Peursem, BSN, RN, CCRN, 712-279-2163. Fac: Charmaine Cantrell, RN. Aud: RNs. PALS Renewal Class is designed to aid the pediatric healthcare provider in developing the knowledge and skills necessary 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: \$150.00. CEUS: 1.26.

## April 26 & 27; 8:00 am - 2:00 pm; Sioux City, IA

**Basic Arrhythmia.** Spon: Mercy Medical Center - Sioux City. Contact: Nora Van Peursem, BSN, RN, CCRN, 712-279-2507. Fac: Barb Fitzgerald, RN, BSN, CEN. Aud: Healthcare providers. To gain a basic understanding of basic arrhythmia. Fee: \$100.00. CEUS: 1.2.

## 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

## February 4; 8:00 am - 3:45 pm; West Des Moines, IA

**26th Annual Cardiovascular Today Conference.** Spon: Iowa Heart Foundation. Contact: Cindy Conroy, 515-633-3555. Fac: Tim Harlan, M.D. Aud: Registered nurses in family practice, internal medicine, and cardiology. The purpose of this annual conference is to provide an update of the latest in cardiovascular disease including prevention, diagnosis, and treatment modalities. Topics include STEMI and the decision making process to achieve best outcomes; cardiac CT imaging; culinary medicine; strategies to improve outcomes in atrial fibrillation and non-sustained ventricular tachycardia patients; current trends in peripheral artery disease treatment; and new treatment/improved outcomes in advanced heart failure. Fee: \$40.00 before 12:00 pm 01/27/17, \$60.00 after 12:00 pm 01/27/17. CEUS: 0.66.

**CE Listings continued on page 18**

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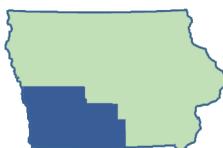


# Continuing Education Offerings

**CE Listings continued from page 17**

## 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

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

### February 4; 8:00 am – 3:45 pm; West Des Moines, IA 26th Annual Cardiovascular Today Conference.

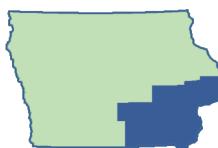
Spon: Iowa Heart Foundation. Contact: Cindy Conroy, 515-633-3555. Fac: Tim Harlan, M.D. Aud: Registered nurses in family practice, internal medicine, and cardiology. The purpose of this annual conference is to provide an update of the latest in cardiovascular disease including prevention, diagnosis, and treatment modalities. Topics include STEMI and the decision making process to achieve best outcomes; cardiac CT

imaging; culinary medicine; strategies to improve outcomes in atrial fibrillation and non-sustained ventricular tachycardia patients; current trends in peripheral artery disease treatment; and new treatment/improved outcomes in advanced heart failure. Fee: \$40 before 12:00 pm 01/27/17, \$60 after 12:00 pm 01/27/17. CEUS: 0.66.

demonstrate the ACLS protocols according to the AHA guidelines, prerequisites include a completed self-assessment. Fee: \$185.00. Reg. by: 01/04/17. CEUS: 0.74.

## 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

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

### Dates & Times Vary; Iowa City, IA

**Hands on Testing for HeartCode ACLS & PALS program.** Spon: Mercy Iowa City. Contact: Kimberly Pattee, 319-688-7418 or [Kimberly.pattee@mercyic.org](mailto:Kimberly.pattee@mercyic.org). Fac: Kimberly Pattee – Approved ACLS and PALS instructor. Aud: RNs & Healthcare providers. To successfully demonstrate the ACLS and/or PALS hands on HeartCode requirements. Must bring certificate of completion from online AHA program. Fee: \$75.00. CEUS: No CEUs.

### February 4; 8:00 am – 3:45 pm; West Des Moines, IA 26th Annual Cardiovascular Today Conference. Spon:

Iowa Heart Foundation. Contact: Cindy Conroy, 515-633-3555. Fac: Tim Harlan, M.D. Aud: Registered nurses in family practice, internal medicine, and cardiology. The purpose of this annual conference is to provide an update of the latest in cardiovascular disease including prevention, diagnosis, and treatment modalities. Topics include STEMI and the decision making process to achieve best outcomes; cardiac CT imaging; culinary medicine; strategies to improve outcomes in atrial fibrillation and non-sustained ventricular tachycardia patients; current trends in peripheral artery disease treatment; and new treatment/improved outcomes in advanced heart failure. Fee: \$40 before 12:00 pm 01/27/17, \$60 after 12:00 pm 01/27/17. CEUS: 0.66.

### February 7-8; 9:00 am – 4:00 pm; Iowa City, IA AWHONN Intermediate Fetal Heart Monitoring Program.

Spon: UIHC Department of Nursing. Contact: Kelly Norton, CE Coordinator, 319-356-4304. Fac: Jeana Forman, MSN, RNC. Aud: Nurse/Midwife/ ARNP/MD\*. Promotes integration of knowledge and skills essential to nursing assessment, promotion, and evaluation of fetal safety during labor. \*All participants must have a minimum of 6 months recent experience in fetal heart monitoring. Fee: \$237.00. Reg. by: 01/17/17. CEUS: 1.4.

### February 8; 7:30 am – 3:00 pm (register for a 2 hr block of time in this window); Iowa City, IA

**Basic Life Support (BLS) Renewal.** Spon: Mercy Iowa City. Contact: Mercy On Call or [www.mercyiowacity.org](http://www.mercyiowacity.org), 1-800-358-2767. Fac: BLS Approved Instructors. Aud: RNs & Healthcare providers. Fee: \$45.00. Reg. by: 01/11/17, class size limited. CEUS: No CEUs.

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or mail to Linda L. Aulwes,  
Guttenberg Municipal Hospital,  
P.O. Box 550, Guttenberg, IA 52052-0550

# Continuing Education Offerings

**February 13; 9:00 am – 4:00 pm; Iowa City, IA**

**Basic Fetal Heart Monitoring.** Spon: UIHC Department of Nursing. Contact: Kelly Norton, CE Coordinator, 319-356-4304. Fac: Jeana Forman, MSN, RNC. 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: \$110.00. Reg. by: 01/23/17. CEUS: 0.65.

**February 14; 8:00 am – 4:20 pm; Iowa City, IA**

**Site Specific Oncology Clinical Enrichment: Hematology Oncology.** Spon: UIHC Department of Nursing. Contact: Kelly Norton, CE Coordinator, 319-356-4304. Fac: University of Iowa Hospitals & Clinics staff. Aud: Licensed nurses. The purpose of this class is to provide information on hematological conditions and hematological malignancies including etiology, diagnosis, treatment, symptom management, nursing care and expected outcomes. Fee: \$87.00. Reg. by: 01/24/17. CEUS: 0.82.

**February 15; 11:30 am – 3:30 pm; Iowa City, IA**

**ACLS Provider Renewal.** Spon: Mercy Iowa City. Contact: Mercy On Call or [www.mercyiowacity.org](http://www.mercyiowacity.org), 1-800-358-2767. Fac: ACLS Approved Instructors. Aud: RNs & Healthcare providers. To successfully demonstrate the ACLS protocols according to the AHA guidelines, prerequisites include completed self-assessment. Fee: \$80.00. Reg. by: 01/18/17, class size limited. CEUS: No CEUs.

**February 16; 8:00 am – 5:00 pm; Iowa City, IA**

**AWHONN Advanced Fetal Heart Monitoring Program.** Spon: UIHC Department of Nursing. Contact: Kelly Norton, CE Coordinator, 319-356-4304. Fac: Jeana Forman, MSN, RNC. Aud: Nurse/Midwife/ARNP/MD\*. Course conveys the application of advanced fetal heart monitoring knowledge and skills in intrapartum clinical practice. \*Designed for clinicians who previously

completed the AWHONN Intermediate FHM course or a comparable fetal monitoring education program. Fee: \$177.00. Reg. by: 01/26/17. CEUS: 0.84.

**February 16; 8:30 am – 12:30 pm; Iowa City, IA**

**PALS Provider Renewal Course.** Spon: Mercy Iowa City. Contact: Mercy On Call or [www.mercyiowacity.org](http://www.mercyiowacity.org), 1-800-358-2767. Fac: PALS Approved Instructors. Aud: RNs & Healthcare providers. To successfully demonstrate PALS skills and protocols according to the AHA guidelines; prerequisites include completed pre-test. Fee: \$80.00. Reg. by: 01/19/17, class size limited. CEUS: No CEUs.

**February 16-17; 8:00 am – 4:00 pm & 8:00 am – 2:00 pm; Iowa City, IA**

**Fundamentals of Chemotherapy and the Patient Experience.** Spon: UIHC Department of Nursing. Contact: Kelly Norton, CE Coordinator, 319-356-4304. Fac: University of Iowa Hospitals & 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: \$240.00. Reg. by: 01/26/17. CEUS: 1.32.

**February 17; 7:30 am – 3:15 pm; Iowa City, IA**

**Trauma 2017.** Spon: Mercy Iowa City. Contact: Mercy On Call or [www.mercyiowacity.org](http://www.mercyiowacity.org), 1-800-358-2767. Fac: Multiple. Aud: RNs & Healthcare providers. This intense one day offering will provide an opportunity to gain pertinent information about key issues related to care of the trauma patient care focusing on multidisciplinary team approaches to care, presenters will be area experts in trauma. Conference

topics include: Burns, UTV/ATV trauma to name a few. Fee: \$65.00. Reg. by: 01/31/17, class size limited. CEUS: 0.72.

**February 23; 12:00 pm – 3:30 pm (register for a 2 hr block of time in this window); Iowa City, IA**

**Basic Life Support (BLS) Renewal.** Spon: Mercy Iowa City. Contact: Mercy On Call or [www.mercyiowacity.org](http://www.mercyiowacity.org), 1-800-358-2767. Fac: BLS Approved Instructors. Aud: RNs & Healthcare providers. Fee: \$45.00. Reg. by: 01/26/17, class size limited. CEUS: No CEUs.

**CE Listings continued on page 20**

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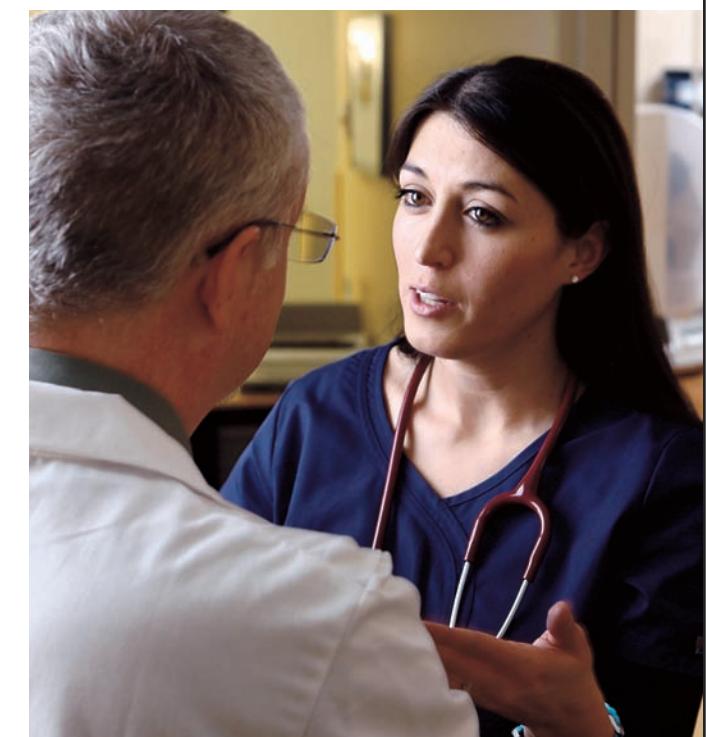
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# Continuing Education Offerings

**CE Listings continued from page 19**

**March 2; 7:30 am – 11:15 am (register for a 2 hr block of time in this window); Iowa City, IA**

**Basic Life Support (BLS) Renewal.** Spon: Mercy Iowa City. Contact: Mercy On Call or [www.mercyowacity.org](http://www.mercyowacity.org), 1-800-358-2767. Fac: BLS Approved Instructors. Aud: RNs & Healthcare providers. Fee: \$45.00. Reg. by: 02/02/17, class size limited. CEUS: No CEUs.

**March 4; 8:00 am – 3:30 pm; Iowa City, IA**

**2017 Perianesthesia Nursing Conference.** Spon: UIHC Department of Nursing. Contact: Kelly Norton, CE Coordinator, 319-356-4304. Fac: University of Iowa Hospitals & Clinics staff. Aud: Licensed nurses. To provide information on topics of interest to pre- & post anesthesia nurses including laser therapy, reactive airways, pediatric anesthesia, legal issues and more. Fee: \$69.00. Reg. by: 02/10/17. CEUS: 0.67.

**March 7; 8:00 am – 3:30 pm; Iowa City, IA**

**Site Specific Oncology Clinical Enrichment:**  
**Solid Tumors.** Spon: UIHC Department of Nursing. Contact: Kelly Norton, CE Coordinator, 319-356-4304. Fac: University of Iowa Hospitals & Clinics staff. Aud: Licensed nurses. The purpose of this class is to provide information for nurses on cancer site specific solid tumors including etiology, diagnosis, treatment, symptom management, and expected outcomes. Fee: \$87.00. Reg. by: 02/14/17. CEUS: 0.72.

**March 21; Time TBA; Iowa City, IA**

**2017 Surgical Nursing Conference.** Spon: UIHC Department of Nursing. Contact: Kelly Norton, CE

Coordinator, 319-356-4304. Fac: University of Iowa Hospitals & Clinics staff. Aud: Licensed nurses. To provide information for nurses caring for a variety of surgical patients with topics including fast track knee replacements, shoulder replacements, diabetes management post-operatively, pharmacy updates and more. Fee: TBA. Reg. by: 02/27/17. CEUS: TBA.

**March 21, 23, 25 & April 4, 6, 8; 4:30 pm – 8:30 pm Tues, Thurs & 8:00 am – 4:00 pm Sat; Cedar Rapids, IA**

**Foundations of Faith Community Nursing.** Spon: Mercy Medical Center. Contact: Melissa Cullum, 319-221-8568. Fac: Melissa Cullum, MSN, MBA, RN. Aud: Interest in parish nursing (faith community nursing). This course will provide the basic preparation for the nurse interested in practicing in the faith community nurse role at his/her faith community. Fee: \$100.00. Reg. by: 03/06/17. CEUS: 3.57.

**March 22; 7:30 am – 3:00 pm (register for a 2 hr block of time in this window); Iowa City, IA**

**Basic Life Support (BLS) Renewal.** Spon: Mercy Iowa City. Contact: Mercy On Call or [www.mercyowacity.org](http://www.mercyowacity.org), 1-800-358-2767. Fac: BLS Approved Instructors. Aud: RNs & Healthcare providers. Fee: \$45.00. Reg. by: 02/22/17, class size limited. CEUS: No CEUs.

**March 25; 7:15 am – 3:15 pm; Iowa City, IA**

**15th Annual Endoscopy Conference.** Spon: Mercy Iowa City. Contact: Mercy On Call or [www.mercyowacity.org](http://www.mercyowacity.org), 1-800-358-2767. Fac: Multiple.

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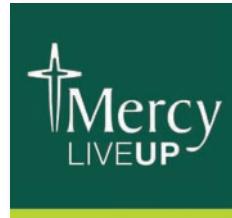
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## Available Full Time Nursing Faculty Positions

Eastern Iowa Community Colleges (SCC campus) is seeking **Full Time Nursing Instructors** who are committed to diversity, inclusion, and innovation. We are in search of educators who are passionate about helping students to achieve educational, professional, and personal goals through basic skills education, workforce development and training, and transfer-level education. **Under the direction of the Dean of Nursing this position will be responsible for:**

- Providing educational instruction in accordance with the strategic priorities of the college, general college guidelines, board policies, and administrative guidelines.
- Teaching courses and assessing learning outcomes may include alternative delivery methods to include technology-based instructional tools, on-line and hybrid environments.
- Will design courses and curricula related to the specific areas of study.
- Responsibilities will include program recruiting, advising students, and facilitating student organizations.

**Qualifications will include:**

- Master's degree in Nursing required, or shall make annual progress toward the attainment of such degree.
- Two years clinical nursing experience required.
- Must have the ability to work with a diverse student population.
- Must possess and maintain a valid Iowa Registered Nurse license and BCCLS certified.
- Successful candidate must possess exceptional communication skills both verbal and written.

**Review of applications/resumes will begin immediately and continue until the position is filled.** For more information regarding these employment opportunities please visit our website at <http://www.eicc.edu/about-eicc/careers/index.aspx>. Interested applicants should submit resume, cover letter and unofficial transcripts to: EICC-HR@eicc.edu or Human Resources Dept., Eastern Iowa Community Colleges, 306 West River Drive, Davenport, Iowa 52801-1221.

*It is the policy of Eastern Iowa Community Colleges not to discriminate on the basis of race, color, national origin, sex, disability, age (employment), sexual orientation, gender identity, creed, religion, and actual or potential parental, family or marital status in its programs, activities, or employment practices as required by the Iowa Code §§ 216.6 and 216.9, Titles VI and VII of the Civil Rights Act of 1964 (42 U.S.C. §§ 2000d and 2000e), the Equal Pay Act of 1973 (29 U.S.C. § 206, et seq.), Title IX (Educational Amendments, 20 U.S.C. §§ 1681 – 1688), Section 504 (Rehabilitation Act of 1973, 29 U.S.C. § 794), and Title II of the Americans with Disabilities Act (42 U.S.C. § 12101, et seq.).*

*If you have questions or complaints related to compliance with this policy, please contact Debora J. Sullivan, Equity Coordinator, 306 W. River Dr., Davenport, Iowa 52801, (563)336-3487, [djsullivan@eicc.edu](mailto:djsullivan@eicc.edu), or the Director of the Office for Civil Rights, U.S. Department of Education, Citigroup Center, 500 W. Madison, Suite 1475, Chicago, IL 60661, phone number 312/730-1560, fax 312/730-1576.*

# Continuing Education Offerings

**March 30; 11:30 am – 3:30 pm; Iowa City, IA**

**PALS Provider Renewal Course.** Spon: Mercy Iowa City. Contact: Mercy On Call or [www.mercyiowacity.org](http://www.mercyiowacity.org), 1-800-358-2767. Fac: PALS Approved Instructors. Aud: RNs & Healthcare providers. To successfully demonstrate PALS skills and protocols according to the AHA guidelines; prerequisites include completed pre-test. Fee: \$80.00. Reg. by: 03/02/17, class size limited. CEUS: No CEUs.

**April 7; 7:30 am – 3:00 pm (register for a 2 hr block of time in this window); Iowa City, IA**

**Basic Life Support (BLS) Renewal.** Spon: Mercy Iowa City. Contact: Mercy On Call or [www.mercyiowacity.org](http://www.mercyiowacity.org), 1-800-358-2767. Fac: BLS Approved Instructors. Aud: RNs & Healthcare providers. Fee: \$45.00. Reg. by: 03/10/17, class size limited. CEUS: No CEUs.

**April 8; Time TBD; Iowa City, IA**

**24th Annual Ambulatory Surgery Conference.** Spon: Mercy Iowa City. Contact: Mercy On Call or [www.mercyiowacity.org](http://www.mercyiowacity.org), 1-800-358-2767. Fac: Multiple. Aud: RNs & Healthcare providers. This intense one day offering will provide an opportunity to gain pertinent information about key issues related to ambulatory surgery patient care. Topics to include: Breast Reconstruction Surgery, Current Infectious Bugs, PICC and Central Line discussion, Advances in Foot and Ankle Surgery, and more. Fee: \$65.00. Reg. by: 03/11/17, class size limited. CEUS: No TBD.

**April 11; Time TBA; Iowa City, IA**

**The Good, the Bad, and the Ugly of Orthopaedic Conditions.** Spon: UIHC Department of Nursing & NAON. Contact: Kelly Norton, CE Coordinator, 319-356-4304. Fac: Heather Kowalski, MD, Clinical Assistant Professor, Orthopaedics & Rehabilitation. Aud: Licensed nurses. A program sponsored with Hawkeye Chapter #149 National Association of Orthopaedic Nurses to discuss treatment options for challenging Orthopaedic conditions and discuss the role of the treatment team. Fee: TBA. Reg. by: 03/20/17. CEUS: TBA.

**April 11; 8:00 am – 3:30 pm; Iowa City, IA**

**Site Specific Oncology Clinical Enrichment: Surgical/Procedural/Misc. Topics.** Spon: UIHC Department of Nursing. Contact: Kelly Norton, CE Coordinator, 319-356-4304. Fac: University of Iowa Hospitals & Clinics staff. Aud: Licensed nurses. The purpose of this class is to provide nurses with information on surgeries, procedures, and cares for patients with cancer including principles of radiation oncology, surgical oncology, oncologic emergencies, delirium and sexuality. Fee: \$87.00. Reg. by: 03/21/17. CEUS: 0.7.

**April 11; 11:30 am – 3:30 pm; Iowa City, IA**

**ACLS Provider Renewal.** Spon: Mercy Iowa City. Contact: Mercy On Call or [www.mercyiowacity.org](http://www.mercyiowacity.org), 1-800-358-2767. Fac: ACLS Approved Instructors. Aud: RNs & Healthcare providers. To successfully demonstrate the ACLS protocols according to the AHA guidelines, prerequisites include completed self-

assessment. Fee: \$80.00. Reg. by: 03/14/17, class size limited. CEUS: No CEUs.

**April 12; 8:30 am – 12:30 pm; Iowa City, IA**

**ACLS Provider Renewal.** Spon: Mercy Iowa City. Contact: Mercy On Call or [www.mercyiowacity.org](http://www.mercyiowacity.org), 1-800-358-2767. Fac: ACLS Approved Instructors. Aud: RNs & Healthcare providers. To successfully demonstrate the ACLS protocols according to the AHA guidelines, prerequisites include completed self-assessment. Fee: \$80.00. Reg. by: 03/15/17, class size limited. CEUS: No CEUs.

**April 25; 12:00 pm – 3:30 pm (register for a 2 hr block of time in this window); Iowa City, IA**

**Basic Life Support (BLS) Renewal.** Spon: Mercy Iowa City. Contact: Mercy On Call or [www.mercyiowacity.org](http://www.mercyiowacity.org), 1-800-358-2767. Fac: BLS Approved Instructors. Aud: RNs & Healthcare providers. Fee: \$45.00. Reg. by: 03/28/17, class size limited. CEUS: No CEUs.

**April 26; 11:30 am – 3:30 pm; Iowa City, IA**

**PALS Provider Renewal Course.** Spon: Mercy Iowa City. Contact: Mercy On Call or [www.mercyiowacity.org](http://www.mercyiowacity.org), 1-800-358-2767. Fac: PALS Approved Instructors. Aud: RNs & Healthcare providers. To successfully demonstrate PALS skills and protocols according to the AHA guidelines; prerequisites include completed pre-test. Fee: \$80.00. Reg. by: 03/28/17, class size limited. CEUS: No CEUs.

**CE Listings continued on page 22**

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The Director of Nursing Program will manage all IDFPR State Board of Nursing program requirements and paperwork and all accreditation requirements and paperwork; manage current affiliate clinical sites (Nursing and BNAT) and collaborate with the department chair to coordinate appropriate clinical sites to match program course and scheduling needs; collaborate with the Department Chair to review and manage the Nursing and BNAT budgets; research and collaborate with faculty, college and community partners to foster growth of the Nursing and BNAT programs; administer program rules and regulations, including maintaining student records for compliance with health requirements and background checks and meeting with and counseling students who either withdraw from or fail courses in the Nursing and BNAT programs regarding standing, options, and expectations; function as an active member of the ICCB Deans and Directors of A.D.N. programs and I-OADN, and other related local and national agencies; also responsible for assistance with programmatic evaluation and assessment efforts, as well as assisting in the addressing of student concerns and complaints; plus other duties as assigned.

A Master's degree or higher in (Registered) Nursing required; a minimum of seven years of experience in a field of nursing, prior teaching experience, and prior nursing administration experience in an academic environment preferred. Current active Registered Professional Nurse license in the state of Illinois. Salary: \$84,040. Hours: Mon–Fri, 8:00 am to 5:15 pm.

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# Continuing Education Offerings

CE Listings continued from page 21

**April 27-28; Time TBA; Iowa City, IA**

**24th National Evidence-Based Practice**

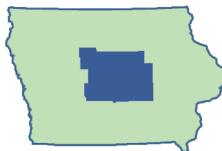
**Conference.** Spon: UIHC Department of Nursing. Contact: Kristen Rempel, Admin. Services Specialist, 319-384-6737. Fac: Victor Montori, MD, Professor of Medicine, Mayo Clinic, Endocrinologist and Health Services Researcher. Aud: Licensed nurses and others. The 2017 EBP program will discuss cutting edge topics including - social determinants of health care, shared decision making, minimally disruptive care, customized evidence-based practice, precision health care and more. Fee: \$210.00. Reg. by: 03/07/17. CEUS: TBA.

**April 27 & 28; 7:30 am – 5:10 pm & 7:45 am – 4:00 pm; Iowa City, IA**

**TNCC Provider Course.** Spon: Mercy Iowa City. Contact: Mercy On Call or [www.mercyiowacity.org](http://www.mercyiowacity.org), 1-800-358-2767. Fac: TNCC Approved Instructors. Aud: RNs & Healthcare providers. This intense course will provide standardized training according to the Trauma Nurse Core Course 7th Edition curriculum. Fee: \$300.00, includes all course materials & recording fees. Reg. by: 03/30/17, class size limited. CEUS: 2.1.

**REGION V**

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**ABBREVIATIONS**

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

**February 4; 8:00 am – 3:45 pm; West Des Moines, IA**

**26th Annual Cardiovascular Today Conference.**

Spon: Iowa Heart Foundation. Contact: Cindy Conroy, 515-633-3555. Fac: Tim Harlan, M.D. Aud: Registered nurses in family practice, internal medicine, and cardiology. The purpose of this annual conference is to provide an update of the latest in cardiovascular disease including prevention, diagnosis, and treatment modalities. Topics include STEMI and the decision making process to achieve best outcomes; cardiac CT imaging; culinary medicine; strategies to improve outcomes in atrial fibrillation and non-sustained ventricular tachycardia patients; current trends in peripheral artery disease treatment; and new treatment/improved outcomes in advanced heart failure. Fee: \$40 before 12:00 pm 01/27/17, \$60 after 12:00 pm 01/27/17. CEUS: 0.66.

**February 6-7; Des Moines, IA**

**2017 Professional Childbirth Educator**

**Workshop International Childbirth Education Association (ICEA).** Spon: Mercy Medical Center – Des Moines. Contact: Tamela J. Hatcher, (515) 358-5060 or [thatcher@mercydesmoines.org](mailto:thatcher@mercydesmoines.org). Fac: Tamela Hatcher, IAT, ICCE, ICD, LCCE, M.Ed., BSE, Childbirth Education & Doula Services. Aud: Individuals interested in pursuing a career as a doula and/or nurses and health care professionals working in the Mother Baby Unit. This workshop will provide hands on education for providing physical and emotional support to birthing

women and their families. Attending one two-day workshop will be one step towards ICEA Birth Professional Childbirth Education Certification. Fee: \$400.00/Early Bird \$360.00 (Registered and Paid 30 days before workshop). CEUS: 1.92.

**February 8-9; Des Moines, IA**

**2017 Doula Workshop International Childbirth**

**Education Association (ICEA).** Spon: Mercy Medical Center – Des Moines. Contact: Tamela J. Hatcher, (515) 358-5060 or [thatcher@mercydesmoines.org](mailto:thatcher@mercydesmoines.org). Fac: Tamela Hatcher, IAT, ICCE, ICD, LCCE, M.Ed., BSE, Childbirth Education & Doula Services. Aud: Individuals interested in pursuing a career as a doula and/or nurses and health care professionals working in the Mother Baby Unit. This workshop will provide hands on education for providing physical and emotional support to birthing women and their families. Attending one two-day workshop will be one step towards ICEA Birth Doula Certification. Fee: \$350.00/Early Bird \$299.00 (Registered and Paid 30 days before workshop). CEUS: 1.92.

**February 10; Des Moines, IA**

**2017 Non-pharmacological Comfort Measures**

**for Birth Workshop.** Spon: Mercy Medical Center – Des Moines. Contact: Tamela J. Hatcher, (515) 358-5060 or [thatcher@mercydesmoines.org](mailto:thatcher@mercydesmoines.org). Fac: Tamela Hatcher, IAT, ICCE, ICD, LCCE, M.Ed., BSE, Childbirth Education & Doula Services. Aud: Nurses and health care professionals working in the Mother Baby Unit. Fee: \$50.00. CEUS: 0.46.

**February 15; 9:00 am; Des Moines, IA**

**INA Legislative & Public Policy Day.** Spon: Iowa Nurses Foundation. Contact: Maggie Rice, 515-225-0495. Aud: All nurses. To provide an opportunity to make contact with elected state representatives & senators and discuss important nursing issues with them which can be addressed in the legislative area. Fee: \$30 students, \$40 members & affiliates. Reg. by: 02/06/17. CEUS: 0.36.

**April 5; 6:00 pm – 8:00 pm; Ames, IA**

**2017 ISNO Pre-Conference - School Nurse**

**Certification.** Spon: Iowa School Nurse Organization. Contact: Sharon Guthrie, 319-721-1769. Fac: Erica Lubbers. Aud: Pediatric nurses, school nurses. Participants will review the requirements for school nursing certification, tips for taking test & overview of NCSN exam content. Fee: \$30.00 ISNO member, \$70.00 non-member. Reg by: 04/05/17, early registration ends 03/24/17. CEUS: 0.24.

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# Continuing Education Offerings

**April 6-7; 8:00 am – 4:00 pm; Ames, IA**

**2017 Iowa School Nurse Conference.** Spon: Iowa School Nurse Organization. Contact: Sharon Guthrie, 319-721-1769. Fac: Melissa Walker - State School Nurse Consultant. Aud: Pediatric nurses, school nurses. Participants will engage in interactive teaching/learning strategies & discussions related to current issues in school nursing, student health & academic success. Fee: \$155.00 ISNO member, \$205.00 non-member. Reg by: 04/05/17, early registration ends 03/24/17. CEUS: 1.4.

**June 5-6; Des Moines, IA**

**2017 Professional Childbirth Educator Workshop International Childbirth Education Association (ICEA).** Spon: Mercy Medical Center – Des Moines. Contact: Tamela J. Hatcher, (515) 358-5060 or [thatcher@mercydesmoines.org](mailto:thatcher@mercydesmoines.org). Fac: Tamela Hatcher, IAT, ICCE, ICD, LCCE, M.Ed., BSE, Childbirth Education & Doula Services. Aud: Individuals interested in pursuing a career as a doula and/or nurses and health care professionals working in the Mother Baby Unit. This workshop will provide hands on education for providing physical and emotional support to birthing women and their families. Attending one two-day workshop will be one step towards ICEA Birth Professional Childbirth Education Certification. Fee: \$400.00/Early Bird \$360.00 (Registered and Paid 30 days before workshop). CEUS: 1.92.

**June 7-8; Des Moines, IA**

**2017 Doula Workshop International Childbirth Education Association (ICEA).** Spon: Mercy Medical Center – Des Moines. Contact: Tamela J. Hatcher, (515) 358-5060 or [thatcher@mercydesmoines.org](mailto:thatcher@mercydesmoines.org). Fac: Tamela Hatcher, IAT, ICCE, ICD, LCCE, M.Ed., BSE, Childbirth Education & Doula Services. Aud: Individuals interested in pursuing a career as a doula and/or nurses and health care professionals working in the Mother Baby Unit. This workshop will provide hands on education for providing physical and emotional support to birthing women and their families. Attending one two-day workshop will be one step towards ICEA Birth Doula Certification. Fee: \$350.00/Early Bird \$299.00 (Registered and Paid 30 days before workshop). CEUS: 1.92.

**June 9; Des Moines, IA**

**2017 Non-pharmacological Comfort Measures for Birth Workshop.** Spon: Mercy Medical Center – Des Moines. Contact: Tamela J. Hatcher, (515) 358-5060 or [thatcher@mercydesmoines.org](mailto:thatcher@mercydesmoines.org). Fac:

Tamela Hatcher, IAT, ICCE, ICD, LCCE, M.Ed., BSE, Childbirth Education & Doula Services. Aud: Nurses and health care professionals working in the Mother Baby Unit. Fee: \$50.00. CEUS: 0.46.

**November 13-14; Des Moines, IA**

**2017 Professional Childbirth Educator Workshop International Childbirth Education Association (ICEA).** Spon: Mercy Medical Center – Des Moines. Contact: Tamela J. Hatcher, (515) 358-5060 or [thatcher@mercydesmoines.org](mailto:thatcher@mercydesmoines.org). Fac: Tamela Hatcher, IAT, ICCE, ICD, LCCE, M.Ed., BSE, Childbirth Education & Doula Services. Aud: Individuals interested in pursuing a career as a doula and/or nurses and health care professionals working in the Mother Baby Unit. This workshop will provide hands on education for providing physical and emotional support to birthing women and their families. Attending one two-day workshop will be one step towards ICEA Birth Professional Childbirth Education Certification. Fee: \$400.00/Early Bird \$360.00 (Registered and Paid 30 days before workshop). CEUS: 1.92.

**November 15-16; Des Moines, IA**

**2017 Doula Workshop International Childbirth Education Association (ICEA).** Spon: Mercy Medical Center – Des Moines. Contact: Tamela J. Hatcher, (515) 358-5060 or [thatcher@mercydesmoines.org](mailto:thatcher@mercydesmoines.org). Fac: Tamela Hatcher, IAT, ICCE, ICD, LCCE, M.Ed., BSE, Childbirth Education & Doula Services. Aud: Individuals interested in pursuing a career as a doula and/or nurses and

health care professionals working in the Mother Baby Unit. This workshop will provide hands on education for providing physical and emotional support to birthing women and their families. Attending one two-day workshop will be one step towards ICEA Birth Doula Certification. Fee: \$350.00/Early Bird \$299.00 (Registered and Paid 30 days before workshop). CEUS: 1.92.

**November 17; Des Moines, IA**

**2017 Non-pharmacological Comfort Measures for Birth Workshop.** Spon: Mercy Medical Center – Des Moines. Contact: Tamela J. Hatcher, (515) 358-5060 or [thatcher@mercydesmoines.org](mailto:thatcher@mercydesmoines.org). Fac: Tamela Hatcher, IAT, ICCE, ICD, LCCE, M.Ed., BSE, Childbirth Education & Doula Services. Aud: Nurses and health care professionals working in the Mother Baby Unit. Fee: \$50.00. CEUS: 0.46.

**CE Listings continued on page 24**

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# Continuing Education Offerings

CE Listings continued from page 23

## HOME STUDY

### Tobacco Use and Dependence: An Updated Review of Treatments.

Spon: UW-Madison, School of Medicine and Public Health. Contact: Sandra Galles, 608-263-5171 or [cen@son.wisc.edu](mailto:cen@son.wisc.edu). Fac: Michael C. Fiore, MD, MPH. Aud: All professionals who provide healthcare to tobacco users. This activity is intended to meet the needs of all professionals who provide healthcare to tobacco users. Fee: Free. Reg. by: 03/15/17. CEUS: 1 CEU, 1 ANCC contact hour. Link to online program: [https://uwmadison.co1.qualtrics.com/jfe/form/SV\\_cYpX65lc5Y6YLXv](https://uwmadison.co1.qualtrics.com/jfe/form/SV_cYpX65lc5Y6YLXv). Program available 01/27/16 – 03/15/17.

### Updates in Diabetes.

Spon: UW-Madison, School of Medicine and Public Health. Contact: Sandra Galles, 608-263-5171 or [cen@son.wisc.edu](mailto:cen@son.wisc.edu). Fac: Michael C. Fiore, MD, MPH. Aud: All professionals who provide healthcare to individuals with diabetes. Fee: \$150, \$105 for clinical instructors or retired pharmacists. Reg. by: 09/13/19. CEUS: 8 ANCC contact hours, 9.6 Iowa contact hours, 0.8 CEUs. Link to online program: <https://ce.pharmacy.wisc.edu/pd/updates-diabetes/>. Program available 09/13/16 – 09/13/19.

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### "Mommy, I Can't Breathe!" Enterovirus D-68

Spon: Words Matter, LLC. Contact: Linda Fisk, 855-227-6784. Fac: Linda Fisk. Aud: RNs, LPNs, Advance Practice Nurses. Healthcare personnel will increase their understanding of non-polio enteroviruses, including the enterovirus D68 (EV-D68), which appears to be the pathogen that caused mild to life-threatening illness and deaths in children in multiple states. Fee: \$4.00. CEUs: 0.24.

### Stowaways! Diseases that are Sneaking Across the U.S. Border

Spon: Words Matter, LLC. Contact: Linda Fisk, 855-227-6784. Fac: Linda Fisk. Aud: RNs, LPNs, Advance Practice Nurses. Healthcare personnel will be introduced to multiple diseases that may accompany immigrant/refugee children and families into the U.S. Fee: \$4.00. CEUs: 0.24.

### Zika Virus: What You Need to Know.

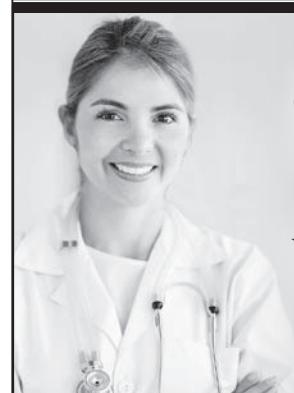
Spon: Words Matter, LLC. Contact: Linda Fisk, 855-227-6784. Fac: Linda Fisk. Aud: RNs, LPNs, Advance Practice Nurses. Healthcare personnel will enhance their understanding of Zika virus. Fee: \$4.00. CEUs: 0.24.

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### Child Abuse for Mandatory Reporters

Key Faculty: Linda L. Fisk, RN, BS. Target Audience: RN, LPN. Purpose: 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. Online Fee: \$23.95. CEUs: 0.24.

### Child and Dependent Adult Abuse for Mandatory Providers

Key Faculty: Linda L. Fisk, RN, BS. Target Audience: RN, LPN. Purpose: Approved by the Iowa Abuse Education Review Panel and intended to meet the Mandatory Reporter's requirements for child and dependent adult abuse education by reviewing and updating information on incidence, indications, treatment options and legal implications. Online Fee: \$23.95. CEUs: 0.24.

### Dependent Adult Abuse for Mandatory Reporters

Key Faculty: Linda L. Fisk, RN, BS. Target Audience: RN, LPN. Purpose: Approved by the Iowa Abuse Education



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**FRIDAY, MARCH 3rd, 2017**

# Continuing Education Offerings

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. Online Fee: \$23.95. CEUs: 0.24.

**A Guide to Palliative Nursing Care at the End-of-Life**  
Faculty: Judith K. Orth, RN, CHPN, BSN, MA. Target Audience: RNs, LPN. Purpose: The nurse will enhance her knowledge and skills for providing end-of-life palliative care. Online Fee: \$29.95. CEUs: 0.3.

**Advance Directives and DNRO**  
Key Faculty: Denise Warren RN BSN. Target Audience: RN, LPN, Respiratory Therapists. Purpose: The purpose of this course is to present health care professionals with a comprehensive understanding of advance directives. The medical community must know the various types of advance directives in order to assist patients with their legal right to make their own decisions concerning their care. Fee: \$11.95. CEUs: 0.12.

**Antipsychotics and the Elderly**  
Key Faculty: Elizabeth Boldon BSN, MSN. Target Audience: RN, LPN. Purpose: The purpose of this course is to increase the knowledge of the health care professional of antipsychotic medications and implications of their use in the elderly population. Online Fee: \$11.95. CEU's: 0.1.

**Autoimmune Disorders**  
Key Faculty: Mary McGeough BSN. Target Audience: RN, LPN. Purpose: This online course will provide an overview of common autoimmune disorders including symptoms and treatment modalities. Online Fee: \$47.95. CEU's: 0.5.

**Care of the Imminently Dying Patient and Their Family**  
Key Faculty: Judith K. Orth, RN, CHPN, BSN, MA. Target Audience: RN, LPN, Respiratory Therapist. Purpose: To aid the learner in recognizing and understanding the signs and symptoms of the active dying process and the corresponding care interventions. Fee: \$17.95. CEUs: 0.18.

**Cultural Competence and Age Specific Considerations**  
Key Faculty: Mary McGeough BSN. Target Audience: RN, LPN. Purpose: Health care professionals working in any setting will increase their understanding and skills in providing optimal care to patients from diverse cultures, religious beliefs, and varying age groups. Online Fee: \$35.95. CEUs: 0.36.

**HIV and AIDS: The Basics**  
Key Faculty: Mary McGeough, RN, BSN. Target Audience: RN, LPN. Purpose: To enhance the participant's knowledge of HIV and AIDS. Fee: \$11.95. CEUs: 0.12.

**Ethical Principles in Nursing**  
Key Faculty: Denise Warren BSN and Mary McGeough BSN. Target Audience: RN, LPN. Purpose: To enhance the nurse's ability to utilize ethical principles in nursing practice. Online fee: \$35.95. CEUs: 0.36.

## Identifying Elder Abuse, Neglect and Exploitation \*NEW COURSE\*

Key Faculty: Judith K. Orth, RN, CHPN, BSN, MA. Target Audience: RN, LPN. Purpose: To enhance the knowledge of the health care professional in defining, assessing, identifying, increasing awareness, reporting, and caring for elderly people who may be suffering from abuse or neglect, whether in a private home or a residential setting. Online Fee: \$11.95. CEUs: 0.12.

## Infection Control

Key Faculty: Mary McGeough BSN. Target Audience: RN, LPN. Purpose: Health care professionals will review and gain knowledge of current and emerging infection control procedures, common health care related infections, and infectious disease outbreaks. Online Fee: \$23.95. CEU's: 0.24.

## Influenza: The Basics

Key Faculty: Deb Martin, RN, BSN. Target Audience: RN, LPN. Purpose: To educate the learner about this season's influenza and best practices for prevention and transmission of the disease. Online Fee: \$11.95. CEUs: 0.12.

## Leadership in Health Care: General Principles

Key Faculty: Judy K. Orth, RN, CHPN, BSN, MA. Target Audience: RN, LPN. Purpose: The purpose of this course is to enhance the knowledge base of the audience in the area of general principles of health care leadership skills. Fee: \$17.95. CEUs: 0.18

## Multi-Drug Resistant Organisms

Key Faculty: Denise Warren RN, BSN. Target Audience: RN, LPN. Purpose: The purpose of this course is to provide a detailed overview regarding the clinical importance of multidrug-resistant organisms in the health care environment. This course will also discuss the most common types of organisms encountered and provide recommendations for preventing their spread. Fee: \$11.95. CEUs: 0.12.

## Nursing Documentation

Key Faculty: Mary McGeough, RN, BSN. Target Audience: RN, LPN. Purpose: Nurses will gain knowledge and skills related to the documentation of information in the patient's medical record. Fee: \$17.95. CEUs: 0.18.

## Nursing Leadership series-Part 1: The Nurse as a Leader

Key Faculty: Judy K. Orth, RN, CHPN, BSN, MA. Target Audience: RN, LPN. Purpose: The purpose of this program is to present the skills and characteristics necessary to perform the effective nursing leadership roles required in today's health care environment. Fee: \$17.95. CEUs: 0.18.

## Nursing Leadership series-Part 2: The Nurse Leader and Team Building

Key Faculty: Judy K. Orth, RN, CHPN, BSN, MA. Target Audience: RN, LPN. Purpose: The purpose of this course is to investigate team building within the context of nursing leadership and improve the nurse's knowledge of effective leadership skills. Fee: \$17.95. CEUs: 0.15.

## Nursing Leadership series-Part 3: The Nurse Leader and Teamwork

Key Faculty: Judy K. Orth, RN, CHPN, BSN, MA. Target Audience: RN, LPN. Purpose: The purpose of this course is to investigate the application of the team within the context of nursing leadership and improve the nurse's knowledge of effective leadership skills. Fee: \$17.95. CEUs: 0.15.

## Nursing Leadership series-Part 4: The Nurse Leader and Delegation

Key Faculty: Judy K. Orth, RN, CHPN, BSN, MA. Target Audience: RN, LPN. Purpose: The purpose of this course is to increase knowledge in the nursing delegation skill set needed to appropriately use delegation as a tool in nursing practice. Fee: \$17.95. CEUs: 0.15.

## Nursing Leadership series-Part 5: The Nurse Leader and the Organization

Key Faculty: Judy K. Orth, RN, CHPN, BSN, MA. Target

**CE Listings continued on page 26**



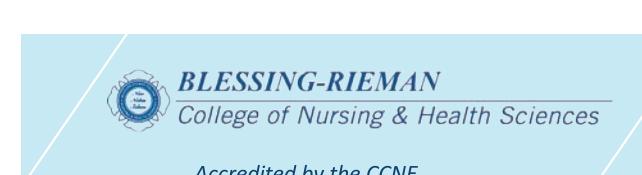
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# Continuing Education Offerings

## CE Listings continued from page 25

**Audience:** RN, LPN. **Purpose:** The purpose of this course is to examine the role of the nurse leader within the organizational framework. **Fee:** \$17.95. **CEUs:** 0.15.

### Nursing CEUs (100+ HR)

**Key Faculty:** Mary McGeough RN, BSN. **Target Audience:** RN, LPN. **Purpose:** CE Solutions is pleased to offer over 100 nursing courses in a variety of healthcare areas. Some of the areas include, dementia care, legal aspects of nursing, endocrinology, mental health care and autoimmune diseases to name just a few. **Fee:** \$33.95. **CEUs:** 10.00+.

### Scott's Story: When a Child Dies

#### \*NEW UPDATES\*

**Key Faculty:** Judith K. Orth, RN, CHPN, BSN, MA. **Target Audience:** RN, LPN. **Purpose:** To educate the learner about

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### Staff Retention: Working Together to Achieve Organizational Success

**Key Faculty:** Vicki Parsons MBA. **Target Audience:** RN, LPN. **Purpose:** To provide a framework of strategies to create successful organizations through positive, meaningful leadership. **Fee:** \$11.95. **CEUs:** 0.12

### Stroke

**Key Faculty:** Mary McGeough RN, BSN. **Target Audience:** RN, LPN. **Purpose:** Healthcare professionals will review and learn new information about caring for the stroke patient. **Fee:** \$35.95. **CEUs:** 0.36.

### Understanding and Supporting Grieving Children

**Key Faculty:** Judith K. Orth, RN, CHPN, BSN, MA. **Target Audience:** RN, LPN. **Purpose:** To educate the learner about helpful ways to talk with grieving children geared toward the individual's developmental level, respectful of their cultural norms, and sensitive to their capacity to understand the situation. Death is an inescapable fact of life and children will need all the love and support of professionals and caregivers to cope with their loss and reach a constructive grief resolution. **Online Fee:** \$17.95. **CEUs:** 0.18.

### Urinary Incontinence in the Elderly

#### \*NEW UPDATES\*

**Key Faculty:** Zoe Bishop, RN, BSN, CWOCN. **Target Audience:** RN, LPN. **Purpose:** To educate the learner on urinary incontinence with the elderly. They will review and update their skills for managing urinary incontinence. **Online Fee:** \$11.95. **CEUs:** 0.12.

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### Breast Cancer

**Faculty:** Suzanne Rita, RN, MSN. **Aud:** RNs/LPNs. This program provides information to skilled nurses on the pathophysiology, risk factors, and treatment of patients with breast cancer as well as exploring evidence related to the genetics of breast cancer. **CEUs:** 0.1.

### Influenza

**Faculty:** Suzanne Rita, RN, MSN. **Aud:** RNs/LPNs. The nurse will increase their knowledge of pathophysiology, diagnosis, and current treatment options for patients with influenza while examining the risk factors associated with the virus. **CEUs:** 0.1.

### Zika

**Faculty:** Suzanne Rita, RN, MSN. **Aud:** RNs/LPNs. Using current clinical guidelines, the focus of this program is to improve the knowledge of the nurse on the zika virus including its effects on fetal development. **CEUs:** 0.1.

### HIV

**Faculty:** Suzanne Rita, RN, MSN. **Aud:** RNs/LPNs. The goal of this activity is to provide information on the pathophysiology of HIV including a focus on prevention strategies and patient teaching. **CEUs:** 0.1.

### Narcolepsy

**Faculty:** Suzanne Rita, RN, MSN. **Aud:** RNs/LPNs. This program will provide the nurse information on the pathophysiology, signs, and treatment options related to the care of the patient with narcolepsy including current evidence related to genetics. **CEUs:** 0.1.

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# Continuing Education Offerings

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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.

### Autism Spectrum Disorder.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Reviews changes in diagnostic terminology, common traits, incidence, possible causes & therapies/approaches to help a person with ASD learn & grow in an outer world that differs from inner experiences. Fee: \$15 online and \$18 hardcopy + P&H. 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.

### Care of Those with Disabilities: Managing Anxious, Aggressive or Combative Behaviors.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Teaches strategies that can help manage anxious, aggressive or combative behaviors arising from limited emotional, mental or physical abilities. Fee: \$5 online, \$6 hard copy + P&H. 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: Palliative & Hospice Care

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. This course discusses the controversies of end of life care, and presents approaches to meet psychological & physical needs encountered in the dying patient, while empowering the patient. Fee: \$15 online, \$23 mailed in hard copy. CEUs: 0.3.

### 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.

### 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.

### 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.

### 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.

### Responsible & Compassionate Communication

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Teaches how language helps or blocks relationships & cooperation in meeting healthcare needs, & provides new communication patterns that foster empowerment, collaboration, & mutual respect. Fee: \$15. CEUs: 0.3.

### 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.

### Stuck in a Rut: Helping Patients & Clients Change Habits that are Interfering with Recovery.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Examines anatomy & physiology of habits, teaches necessary factors to change old habits or form new habits & applies information to motor habits, mental & emotional habits, health habits, language habits & other with consideration to diseases that have significant habit connections. Fee: \$15. CEUs: 0.3.

### 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.

### 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.

### 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.

### 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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