

Iowa Board of Nursing Newsletter



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May, June, July 2015

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

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

Iowa Nurses Called to Action: Implementation of a Competency-Based, Online Nurse Residency Program

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As the baby boomer generation begins to retire, retention of new graduates in the nursing workforce is becoming increasingly important. In Iowa, 46% of registered nurses are 50 years of age or older (IBON Annual Report, 2014). Although schools of nursing have

increased their enrollment in recent years in an effort to avoid a critical shortage, new graduates are often lacking in the skills needed to transition quickly to the role of practicing clinician. Many struggle to apply the critical thinking skills needed to translate what was learned in the classroom to the day-to-day world of care delivery. Moreover, the personal challenges associated with adjusting to overnight shifts and caring for complex, acutely ill patients foster high turnover rates among new graduates. Research has concluded that 30 percent of new RNs will leave their first employment within the first year following graduation and many will leave the profession entirely (Bowles & Candela, 2005).

High turnover rates among new registered nurses have focused attention on the need for structured programs to support the transition from basic nursing programs to practice. The Institute of Medicine in its 2010 landmark report, *The Future of Nursing: Leading Change, Advancing Health*, recommended that all new registered nurses complete a residency program. The report cited multiple studies establishing that nurse residency programs are effective in reducing turnover in a facility's nursing workforce. Other measurable benefits of a nurse residency include increased stability in staffing levels, enhanced morale, improved patient safety and reduced costs stemming from decreased expenses associated with recruitment and orientation of replacement staff (Versant, 2010; Goode, et al., 2009).

While substantial evidence confirms the benefits derived from a nurse residency and the looming exodus of large numbers of seasoned nurses from the workforce creates an urgency to reduce high turnover rates, many hospitals and health care facilities lack the infrastructure needed to implement a nurse residency program. The few existing nurse residency programs are hospital-based and require dedicated staff and support services to be delivered. In response to the growing need for more widely available nurse residency programs the Future of Nursing Iowa Action Coalition called together a task force to work on meeting this demand.

The Nurse Residency Task Force consisted of stakeholders from both hospital and long-term care facilities in the state of Iowa—nurse executives, nurse

Executive Director's Report

Celebrating National Nurses Week – May 6-12, 2015 Ethical Practice – Quality Care

Kathy Weinberg, MSN, RN
Executive Director

When I was a nursing student at Mercy Hospital School of Nursing, the little old red brick building which had served as the school for many years was being torn down and books were being tossed. I happened to pick up a very old book entitled *Ethics in Nursing* dated 1932. I have kept this book for thirty-four years and occasionally thumb through it and smile. As I write this



article celebrating Nurses Week I picked it up again and thought I would reference an excerpt from it.

Executive Director continued on page 10

Called to Action continued on page 6

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Board Meeting Schedule 2015-2016

June 10, 11, 12, 2015 (May 20, 2015)
September 22, 23, 24, 2015 (September 1, 2015)
December 9, 10, 11, 2015 (November 18, 2015)
March 22, 23, 24, 2016 (March 1, 2016)
June 21, 22, 23, 2016 (May 31, 2015)

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

This newsletter is a non-public forum. The Iowa Board of Nursing retains exclusive journalistic discretion over all substantive portions of the newsletter. The Board and its boards and commissions play no role in the solicitation of the advertising, and do not explicitly or implicitly endorse any advertiser or any good or service advertised in the news!

Practice Corner

To Delegate or Not to Delegate?

by Jimmy Reyes, DNP, AGNP, RN
Associate Director – Education/Practice

The Iowa Board of Nursing receives many inquiries about what can and cannot be delegated to another nurse or unlicensed assistive personnel. Delegation refers to the action of a nurse to direct competent individuals to perform selected nursing tasks or functions in specified situations pursuant to 655 Iowa Administrative Code, Chapter 6, subrule 6.2(5).

The decision to delegate to an unlicensed assistive personnel or nurse is based on the delegation process, which includes assessment, planning, implementation, and evaluation. The delegating nurse must ensure the task/function is appropriate to delegate, the individual patient/client is appropriate under the right circumstance, the individual being delegated the task is educated and competent, and supervision, communication and evaluation are being carried out. In addition, there must be facility policies and procedures and the documentation of personnel's education and competency. Activities and functions which are beyond the scope of practice of the licensed practical nurse may not be delegated to unlicensed assistive personnel.

If the delegating nurse has implemented the delegation process correctly and makes the decision to delegate, then the next step would be that the nurse or unlicensed assistive personnel would be able to carry out the task/function following proper technique and following facility policy and procedure.

Unfortunately, there is always the risk for error. However, all facts and circumstances would be reviewed before any decisions would be made which impacted another's license. The question would be asked: Did the delegation process take place? Was the individual educated and competent to implement the task/function?

Important Points for Delegation

- The nurse delegating the task/function retains accountability for the process of delegation and making the decision to delegate.
- Licensed practical nurses are allowed to delegate within the scope of their practice under the supervision of a registered nurse.
- Assessment, planning, evaluation, and nursing judgment cannot be delegated.
- A task delegated to an unlicensed assistive personnel cannot be re-delegated by the unlicensed personnel.
- The decision to delegate is also based on the facilities/agencies regulatory entity and their rules and regulations.
- Just because you can delegate does not mean you should delegate.

The National Council of State Boards of Nursing developed a position paper titled "Working with Others." This document provides additional information and guidelines about the delegation process. This paper is located in the following link: https://www.ncsbn.org/Working_with_Others.pdf

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Communicating with the Iowa Board of Nursing

The Iowa Board of Nursing requests that licensees and the public use the board web site nursing.iowa.gov for 24-hour access to online license renewal and verification, address changes and general information.

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

QUESTIONS ABOUT	CONTACT
<ul style="list-style-type: none"> Name/address changes Request application for license renewal, reactivation, endorsement, or exam Inactive status 	Phone 515-281-4826 ibon@iowa.gov
<ul style="list-style-type: none"> Your license renewal or reactivation in process Lost/stolen licenses License Verification 	Phone 515-281-3264 ibon.renewal@iowa.gov
<ul style="list-style-type: none"> Your license by examination in process Initial ARNP application Your ARNP application in process 	Phone 515-281-6488 newnurs@iowa.gov
<ul style="list-style-type: none"> Your license by endorsement in process Your ARNP renewal in process 	Phone 515-281-4827 endorse@iowa.gov Phone 515-281-4827 arnpren@iowa.gov
<ul style="list-style-type: none"> Continuing Education rules Continuing Education provider rules 	Phone 515-281-8808 Laura.Hudson@iowa.gov
<ul style="list-style-type: none"> Special approval of Continuing Education courses Audits 	Phone 515-281-8258 ibon.audit@iowa.gov
<ul style="list-style-type: none"> Disciplinary issues Sanctioned cases 	Phone 515-281-6472 enforce@iowa.gov
<ul style="list-style-type: none"> Editor, Iowa Board of Nursing newsletter 	Phone 515-281-8808 Laura.Hudson@iowa.gov
<ul style="list-style-type: none"> Scope of nursing practice in Iowa 	Phone 515-281-4828 nursingpractice@iowa.gov
<ul style="list-style-type: none"> Formal nursing education in Iowa 	Phone 515-281-4828 nursingeducation@iowa.gov
<ul style="list-style-type: none"> Nurse Licensure Compact Agreement (Multi-state license) NCLEX accommodations Foreign applicants for licensure 	Phone 515-281-5535 Lynn.Linder@iowa.gov



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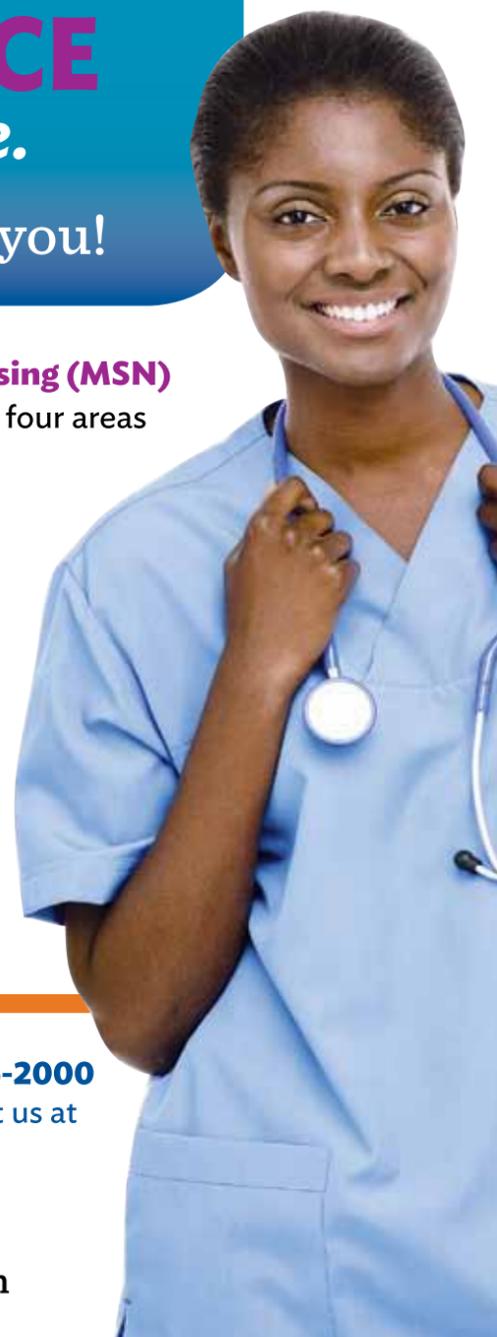


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ONLINE SERVICES

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



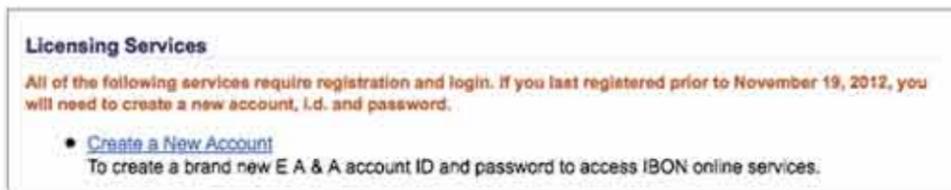
Also, if your last renewal was prior to November 19, 2012, you will need to begin any online process by registering as a new user. Any IDs issued prior to that date will not work in the new online services center.

START HERE

START CREATING AN ONLINE USER ACCOUNT

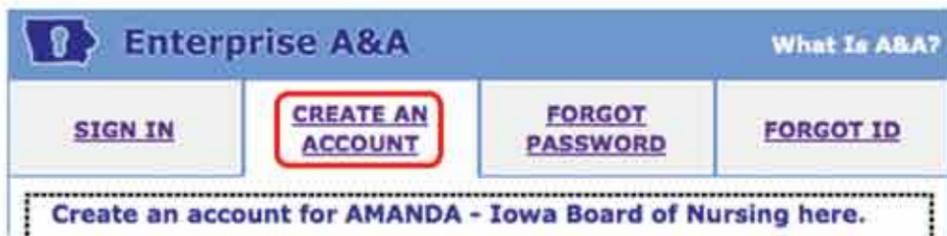
All licensing processes begin with user registration, including logging in to update contact, employment or educational information. Secured Access and ordering a roster also require the visitor to register.

The main menu displays the following option:



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

AMANDA - Iowa Board of Nursing

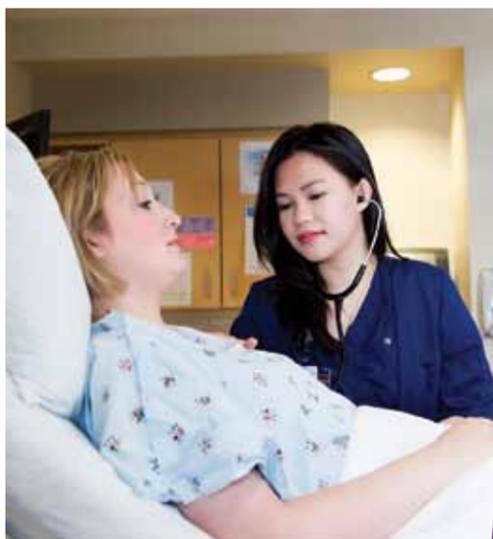


The registration site is maintained by the state's technology division (ITE) as a global login for the entire state enterprise. Once you create an account, you can use the i.d. to do other state business.

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

Enter your first and last name:

NEXT COLUMN PLEASE



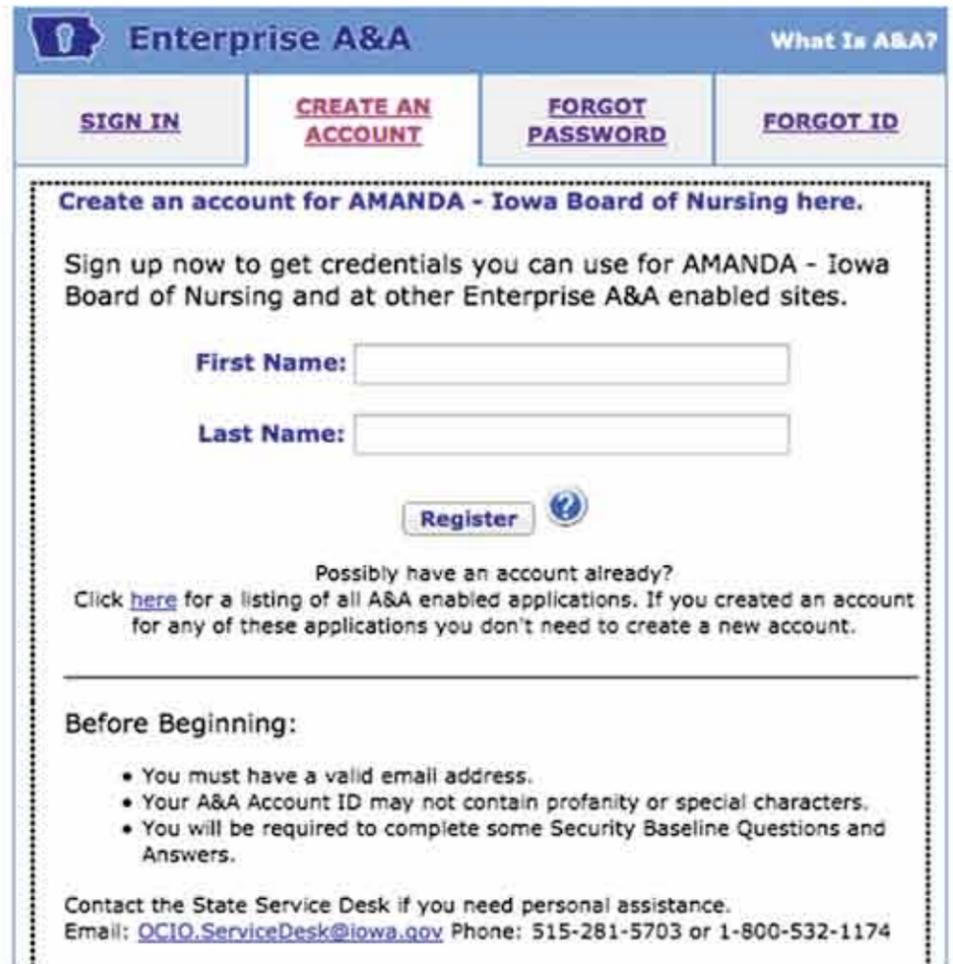
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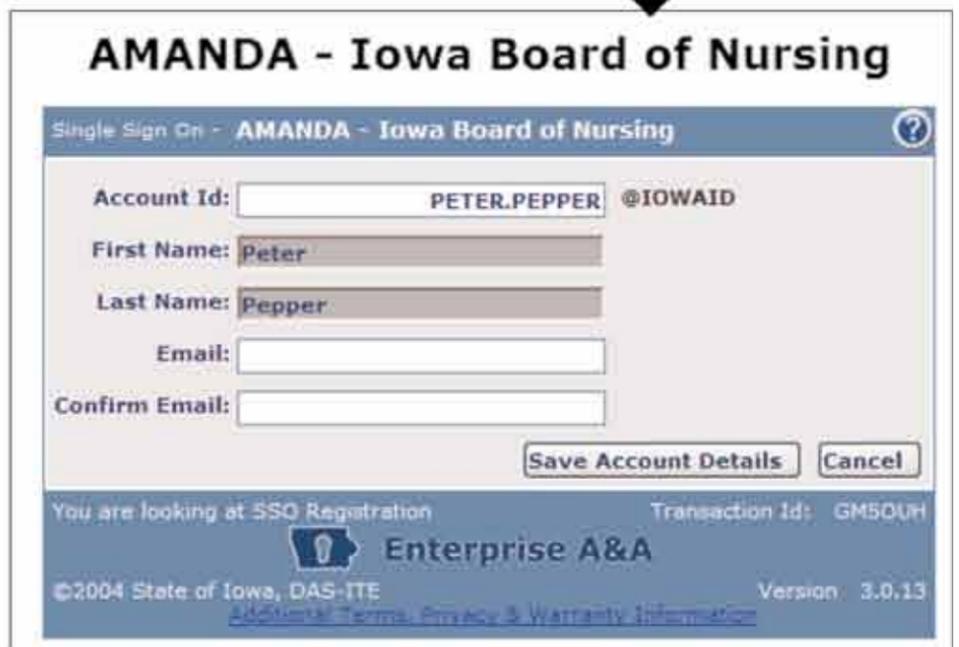
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The registration automatically combines first and last names into a suggested user i.d., and appends "@iowaid." But it does not check to see if the suggested i.d. is already taken by someone else with the same name. Anything can be substituted ahead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



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



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



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

Change of Address/Name

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

Last Name: _____ SSN: _____ / _____ / _____
 First Name: _____ RN/LPN# _____
 Middle Name: _____ Today's Date: _____
 Resident State: _____ Name Change: _____ Yes _____ No
 Phone: _____ 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.

Mail to: Iowa Board of Nursing or e-mail information to: ibon@iowa.gov
 400 SW 8th St., STE B update address online: nursing.iowa.gov,
 Des Moines, IA 50309 select IBON Online Services

Agendas and Minutes On the Web

All Board and Committee agendas are on our website. Agendas are posted at least 24 hours in advance of a meeting. Previous agendas will remain posted until replaced by the current agendas. Board and Committee minutes are posted at our website approximately three (3) months following the meetings.

You can locate our Agendas and Minutes at our website, nursing.iowa.gov, under "About the Board."

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Called to Action continued from page 1

educators, leaders from five hospital-based residency programs, as well as a new nurse graduate and a nursing student. Using the findings in The Advisory Board Company's report, *Bridging the Preparation-Practice Gap* (2008), the task force identified 12 competencies lacking in new graduates as they transitioned to practice. The task force members volunteered their time and clinical expertise to development of a standardized, turn key program that is delivered in the online environment. The competencies are organized into web-based, interactive modules covering four domains: Transitioning from Student to Professional Nurse, Communication, Responsibilities of the Professional Nurse, and Decision-Making at the Point of Care.

Delivery of the online nurse residency program consists of didactic content presentation, participation in discussion groups and development of a quality improvement or evidence-based practice project. The didactic content is presented using audio narration, high quality graphics, testimonials and interactive, realistic video scenarios representing frequently encountered practice situations. Active engagement with each module is facilitated through use of case studies and interactive exercises. Monthly peer discussion groups are held to provide emotional support and to expedite the application of content to practice as the new graduates are experiencing it. These discussion sessions can be

conducted totally online or in a face-to-face setting. In addition to the online modules and monthly discussion groups, throughout the 12-month residency the new graduate works with an onsite clinical mentor who acts as a coach and sounding board for the new RN as concerns arise during day-to-day practice. The residency program culminates with the resident developing a quality improvement or evidence-based practice project focused on a practice problem affecting their patient population. They research the relevant literature, identify and implement the practice change, and develop a poster presentation to disseminate the results. Resources of The University of Iowa library are made accessible to nurse residents to research the literature for evidence to support practice improvements.

Evaluation of the Online Nurse Residency Program is integrated throughout the program. Each nurse resident completes periodical self-evaluations using reflective journaling that focuses on critical thinking as well as recognition of strengths and weaknesses. The resident also has reoccurring meetings with the on-site mentor and nurse manager to assess progress made toward attaining core competencies and to focus on opportunities for improvement. Program evaluation is conducted using the Casey-Fink Graduate Nurse Experience Survey, which is administered at the beginning, midpoint and end of the residency. This previously validated instrument assesses residents' confidence in clinical decision-making, interdisciplinary communication, leadership and delegation skills.

The Future of Nursing Iowa Action Coalition enlisted The University of Iowa College of Nursing to provide the infrastructure for implementation of the residency program. Since the launch of the online nurse residency in August of 2014, 254 nurse residents have enrolled in the program. These residents come from critical access, rural, and urban acute and non-acute care facilities in the states of Iowa, Idaho, and Maryland. The value of the program to participants is reflected in the feedback from Cassie Olesen, RN, a nurse resident in the program, "The Nurse Residency Program is designed to help the new graduate adjust to their role in the work field. Being a nurse, let alone a new graduate can be overwhelming at times. This program helps smooth the process of transitioning from nursing in the classroom to nursing in the field. This course focuses on time management, communication and prioritizing, just to name a few. Since starting the program, I feel more capable and confident with handling situations on my own. Even my coworkers have noticed a positive change. Thanks to the program, I feel more well rounded and capable of doing the job I love."

Facilities wishing to enroll new registered nurses who have completed either an Associate Degree or Bachelor's Degree in Nursing can obtain additional information by contacting Nicole Weathers, Online Nurse Residency Program Manager (nicole-weathers@uiowa.edu). For a complete listing of the online modules and for more information visit our website <http://campaignforaction.org/resource/iowa-online-nurse-residency-program>

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 The Advisory Board Company. *Bridging the preparation-practice gap, Volume 1: Quantifying New Graduate Nurse Improvement Needs.* 2008. Washington, DC: The Advisory Board Company.

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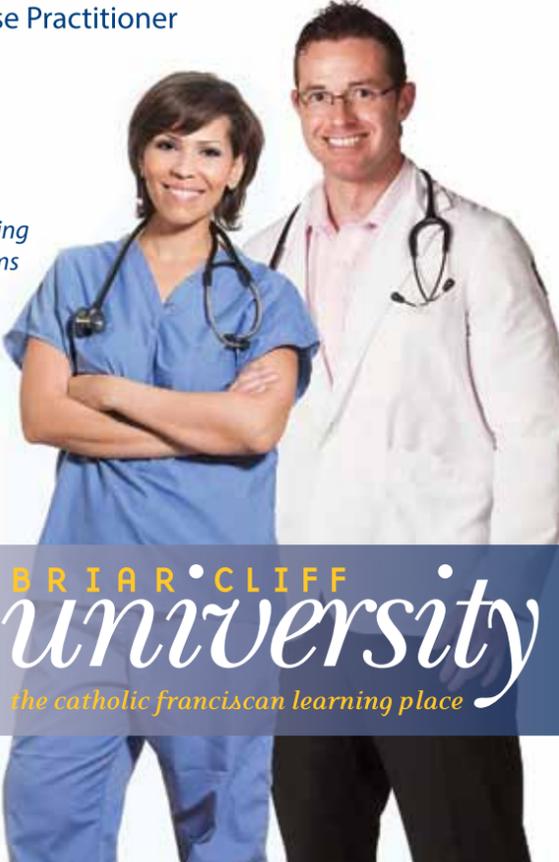
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Iowa Center for Nursing Workforce

With the implementation of the Affordable Care Act, certified nurse practitioners will be used to bridge the gap of primary health providers available in the United States. In approximately 20 states, including Iowa, advance practice nurses may practice independently without the oversight of physicians. In other states, nurse practitioners practice under collaborative agreements with doctors.

The information on pages 8 & 9 submitted by the Institute of Medicine Advanced Practice Task Force of Iowa provides talking points to share with individuals who may not understand the certification areas of nurse practitioners, the number of providers licensed in Iowa, and how their services can impact the healthcare demands in our society.

The table below shows the distribution of nurse practitioners in the state by specialty areas. Source: IBON 2014 Annual Report.

Total Number of Licensees Currently Registered to Practice at the Advanced Level (Advanced Registered Nurse Practitioners)					
	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Certified Family Nurse Practitioner	729	723	908	1114	1274
Certified Nurse Midwife	87	80	99	111	113
Certified Pediatric Nurse Practitioner	181	178	188	195	203
Pediatric Acute Care CNP	NA	NA	NA	NA	1
Pediatric Primary Care CNP	NA	NA	NA	NA	1
Certified Registered Nurse Anesthetist	462	392	486	548	542
Certified School Nurse Practitioner	1	1	1	1	1
Certified Women's Health Care Nurse Practitioner	144	140	144	157	160
Certified Psych/Mental Health Nurse Practitioner	54	72	96	121	146
Adult/Gerontology Acute CNP	NA	NA	NA	NA	4
Adult/Gerontology Primary CNP	NA	NA	NA	NA	14
Certified Adult Nurse Practitioner	112	95	128	160	163
Certified Clinical Nurse Specialist	98	90	85	90	88
Certified Gerontological Nurse Practitioner	48	47	56	67	70
Certified Neonatal Nurse Practitioners	26	28	36	46	50
Acute Care Nurse Practitioners	49	43	57	80	94
Perinatal Nurse Practitioners	2	2	2	2	0
Totals	1940	1993	2286	2692	2924

The number of ARNP's increased by 232 in FY '14.

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

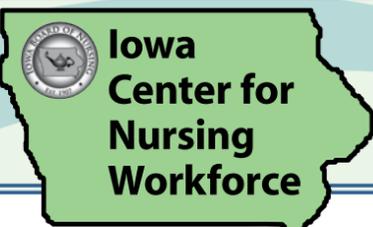
NURSYS is the only national database for verification of nurse licensure, discipline and practice privileges for registered nurses (RNs), licensed practical nurses (LPNs), and advanced registered nurse practitioners (ARNPs). It is comprised of data obtained directly from the licensure systems of US Boards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

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

Employers are able to subscribe to this service to track licensure and discipline information for no charge. Employers can customize how often they receive notifications and when to run reports.

Another feature in E-Notify is the ability to enter nurse contact information so the employer may send licensure renewal reminders to the nurses directly from the NURSYS E-Notify system.

Employers and Nurses can learn more about the NURSYS E-Notify system by visiting the NURSYS website at NURSYS.com. An introductory video is also available at the website.



Iowa Center for Nursing Workforce

Iowa Center for Nursing Workforce

 **ADVANCED REGISTERED NURSE PRACTITIONER**
for THE STATE OF IOWA

ARNP



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ARNPs in Iowa provide care in urban areas as well as rural settings where healthcare access may be limited. Any individual can request an ARNP when seeking care.

An Advanced Registered Nurse Practitioner (ARNP) is a registered nurse with additional education and training. This prepares the ARNP to practice in one of four advanced practice roles; Nurse Practitioner, Nurse Anesthetist, Nurse Midwife, and Clinical Nurse Specialist. In Iowa, all ARNPs are...

- A Registered Nurse with **additional education at the Masters or Doctorate level**
- **Board Certified** to provide comprehensive healthcare in a specialized field
- **Licensed** by the Iowa Board of Nursing
- Granted **full practice authority** in the State of Iowa

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Iowa Center for Nursing Workforce

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ADVANCED EDUCATION	Masters or Doctorate, 600-1000+ clinical hours, successfully pass initial certification exam by an approved specialty certification organization.*	Masters or Doctorate, 600-1000+ clinical hours, successfully pass initial certification exam by the National Board of Certification and Recertification for Nurse Anesthetists (NBCRNA).*	Masters or Doctorate, 600-1000+ clinical hours, successfully pass initial certification exam by the American Midwifery Certification Board.*	Masters or Doctorate, 500-1000+ clinical hours, successfully pass initial certification exam by an approved specialty certification organization.*
SCOPE OF PRACTICE	Provide initial and ongoing comprehensive care through health assessment and screening activities and through the diagnosis, treatment, and management of patients with acute and chronic illnesses and diseases. CNPs order, supervise, and interpret laboratory and imaging studies; prescribe medications and durable medical equipment; and make appropriate referrals for patients and families. CNPs provide care to a wide variety of general and specialty populations, including adult, family, pediatric, neonatal, women's health, and psychiatric mental health.	Provide care to the full spectrum of anesthesia and anesthesia-related care for individuals across the lifespan, whose health status may range from healthy to all recognized levels of acuity. CRNAs provide care in a variety of settings for procedures including, but not limited to surgical, obstetrical, diagnostic, therapeutic, and pain management.	Provide a full range of health care services for women from adolescence beyond menopause. These services include primary care, gynecologic and family planning services, preconception care, care during pregnancy, childbirth, and the postpartum period, care of the normal newborn during the first 28 days of life, and treatment of male partners for sexually transmitted infections.	Integrate care across the lifespan through influence on the patient, nurse, and health system. The primary goal is continuous improvement of patient outcomes and nursing care. The CNS provides diagnosis and treatment of health/illness states, disease management, health promotion, and prevention of illness and risk behaviors among individuals, families, groups, and communities. The CNS works with a wide variety of populations and specialty areas, including pediatrics, adult/geriatrics, women's health, diabetes, mental health and critical care.

*To maintain a license to practice in Iowa, all ARNPs must meet the CE requirements of the certifying body and the state licensure; maintain current board certification, license and drug registrations.

For contact information regarding this document, or to learn about the Institute of Medicine Advanced Practice Task Force of Iowa visit www.campaignforaction.org/resource/iom-advanced-practice-task-force-iowa

American Association of Nurse Practitioners. (2014). Retrieved from <https://aanp.enpnetwork.com/> | Cahill, M., Alexander, M., & Gross, L. (2014). The 2014 NCSBN consensus report on APRN regulation. *Journal of Nursing Regulation*, 4, 5-12. Campaign for Action. (2014). Retrieved from <http://campaignforaction.org/> | IOM Resources. (2014). Retrieved from <http://www.iom.edu/> | American College of Nurse-Midwives. (2014) Retrieved from <http://www.midwife.org/> | Updated: 01/02/15 Reprinted with permission.

Renewal Reminder

Licenses that were due on April 15, 2015, are subject to the late fee listed below.

Licenses that expire May 15, 2015, are due by April 15, 2015, and could be renewed any time after March 15, 2015.

Licenses that expire June 15, 2015, are due by May 15, 2015, and can be renewed any time after April 15, 2015.

Licenses that expire July 15, 2015, are due by June 15, 2015, and can be renewed any time after May 15, 2015.

Licenses that expire August 15, 2015, are due by July 15, 2015, and can be renewed any time after June 15, 2015.

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

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

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Executive Director continued from page 1

"DUTIES TO THE PROFESSION

We must watch our step because:

1. People are likely to judge us harshly.
2. Some go to the opposite extreme and idolize the nurse.
3. We owe it to all nurses, ourselves included, to help elevate the standards of the profession" (Harrison, 1932, p.110).

In 1932 it was the belief that nurses knew too much to remain pure. Their knowledge of the "biological functioning" could be considered immoral. The solution of this thinking, was for the nurse to behave as the perfect lady at all times and in all places (Harrison, 1932).

Today, learning and knowledge is our strength. It gives us credibility to be called a profession and to be a vital part of the healthcare team. Our education has expanded to the doctorate level, both in research and in practice. We guide our practice by research-based knowledge and we share this knowledge with patients in all types of settings.

I encourage you to continue to learn and continue on the path of higher education. I am not sure that this has to be modeled by perfection, though exhibiting professional behavior is the standard we should all strive for.

Harrison (1932) states that there are people who consider the nurse an angel and put them on a pedestal.

It was considered by some that nurses knew all and could do no wrong. He goes on to write, "A nurse should be one of the finest of women. No other is worthy of being trusted with human lives and those things which go to make up human happiness. She should be pure in speech and in thought. She should be kindly, yet firm when occasion demands. She should never be mawkish, and yet she should not be lacking in sentiment. She should always take good care of her own health-yet she should never hesitate to give care to another who needs her. She should never divulge the secrets of another, yet she should ever be ready to listen to the troubles of her patient" (Harrison, 1932, p.112).

I believe these are difficult words to live up to in their truest sense, but as nurses we can do our best to be of good character and a role model for all healthcare professionals. I do need to stop and point out that today many men have entered the nursing profession, though the author speaks to only women in the role in 1932.

Though nurses are truly not angels, we are considered at the top of honesty and ethics among professions (Gallup, 2013), I cannot say that enough! Nurses care for the public with patience, kindness and knowledge every day and are valued in our society.

It is interesting that the discussion of elevating the standards of the nursing profession were being discussed in 1932 and continue to be discussed today. There are still some critics among us that believe that nursing is not a profession, it is a job. I beg to differ and this is why nursing is a profession:

- Nurses are educated at many different levels.
- Nurses practice by a code of ethics.
- Nurses practice by evidenced based research.
- Nurses are autonomous and practice within the scope of nursing.
- Nurses are educators to future nurses and the public.
- Nurses are articulate and communicate with a variety of healthcare members daily.
- Nurses use nursing judgment when planning a patient's plan of care.
- Nurses make nursing diagnoses.
- Nurses use critical thinking skills.
- Nurses are caring and advocate for their patients.

I end this article by thanking you all for being a part of the nursing profession. As a professional remember to be aware of your professional standards, know the law and rules which govern your licensure, take an active role in your professional organizations and become involved in the legislative process. Happy Nurses Week!

References:

Gallup. (2013). Americans rate nurses highest on honesty, ethical standards. Retrieved from <http://www.gallup.com/poll/180260/americans-rate-nurses-highest-honesty-ethical-standards.aspx>
Harrison, G. (1932). Ethics in Nursing. St. Louis: Mosby.

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BOARD ORDERS

Previously Named Sanctioned Cases

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

* By Licensee RN Number Indicates Licensee is licensed as an ARNP
 ** In the RN column indicates the Licensee does not have an Iowa License

FEBRUARY 2015					
Last Name	First Name	RN	LPN	Sanction	
Alatorre	Monica		P57909	Continuing Education	30 contact hours
Boosalis	Christina	080075	P27472	Reinstatement Approved	
Brecht	Nancy	129961		Continuing Education	30 contact hours
Campbell	Jennifer	113815		Indefinitely Suspended	
Carr	Libberty		P50303	Probation	12 months
Craven	Julie	059608	P16214	Fine	\$800
Dau	Amy	096751		Indefinitely Suspended	
Demuth	Francis	090476	P32717	Fine	\$500
Hodson	Chrisann		P39012	Citation & Warning	
Hollingshead	Trisha	101243	P39036	Indefinitely Suspended	
Hull	Angela	116723	P47154	Probation	18 months
Mackenburg	Alicia	131694	P55289	Probation	12 months
Mellody	Karen	097775		Probationary fulfillment date extended	
Shoemaker	Jeffery	Applicant		Probation upon licensure	12 months
Tonelli	Elizabeth		P57997	Citation & Warning	
Vanourney	Jennifer	134367	P48713	Continuing Education	30 contact hours
Vanourney	Jennifer	134367	P48713	Fine	\$100
Vanourney	Jennifer	134367	P48713	Probation	12 months

JANUARY 2015					
Last Name	First Name	RN	LPN	Sanction	
Baux	Arthur	108285		License Revoked	
Boomgarden	Shirley	069878	P14231	Fine	\$400
Brincks	Annette		P51687	Indefinitely Suspended	until conditions met
Bucklin	Heather	100695	P38859	Probation	18 months
Grantham	Nina		P58113	Voluntary Surrender	
Heaton-Culbertson	Jackie		P45848	Probation	3 months
Heaton-Culbertson	Jackie		P45848	Suspended	10 days
Hotovec	Tina		P36114	Indefinitely Suspended	until conditions met
Koch	Angela		P43843	Voluntary Surrender	
Larsen	Michelle	069049		Voluntary Surrender	
Lester	Lucretia		P56800	Probation	2 years
Maxson	Tonya		P35103	Probation	18 months
Noterman	Anna	126599		Fine	\$400
Pfeiff	Shannon		P42614	Continuing Education	Meet Audit Requirement
Pfeiff	Shannon		P42614	Fine	\$450
Pfeiff	Shannon		P42614	Suspended	until conditions met
Reiling	Wendy	119367		Probation Reactivation	
Severson	Gary	087661	P31847	Fine	\$250

DECEMBER 2014					
Last Name	First Name	RN	LPN	Sanction	
Bassett	Pamela	106143	P41654	Continuing Education	36 contact hours
Bassett	Pamela	106143	P41654	Fine	\$1,000
Blocker	Staranet	109600		Continuing Education	30 contact hours
Burgart	Jessica		P44889	Released From Probation	
Caronia	Lisa	093273	P34248	Voluntary Surrender	
Clark	Vicki	089145	P30602	Voluntary Surrender	
Garrett	Tara	126394	P49284	Probation	12 months
Holmes	Jennifer	109689	P42735	Continuing Education	30 contact hours
Jackson	Lisa		P45904	Probation	12 months
Kimble	Kelly		P55903	Fine	\$100
Kuehl	Lynn	115857		Voluntary Surrender	
Kunkle	Michelle	*099381		Probation	Concurrent with North Dakota Board of Nursing
Lee	Lee		P39987	Voluntary Surrender	
Miller	Derrick	116687		Indefinitely Suspended	
Minnaert	Tori		P48979	Continuing Education	33.9 contact hours
Neal	Angela		P44220	Continuing Education	30 contact hours
Phippen	Julie		P32789	Fine	\$350
Schwendinger	Anthony	*059797		Charges Dismissed	
Spencer	Jacqueline		P46153	Reinstated Upon Completion of Continuing Education	30 contact hours
Stepp	Debra	055397		Continuing Education	30 contact hours
Stepp	Debra	055397		Fine	\$1,000
Thomas	Lori	072251	P22072	Continuing Education	30 contact hours
Thomas	Lori	072251	P22072	Fine	\$100
Toala	Patricia	131811		Probation	12 months
Warner	Angela		P54031	Citation and Warning	
Wray	Sara	096670	P36939	Probation	18 months

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How Are Continuing Education Units Figured?

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

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

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

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

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

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

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

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

IOWA BOARD OF NURSING Continuing Education – Units of Measurement

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

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The lawsuit claimed that the nurse — who had worked a busy, 14-hour shift in the ED — failed to document an elevated heart rate on discharge and failed to tell the physician that the patient had had her spleen removed. The jury awarded the plaintiffs \$1.2 million. The nurse was responsible for 40% of that award: \$480,000.¹”

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

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¹ Source: Clinical Advisor, November 1, 2013
² Please contact the program administrator for more information or visit proliability.com for a free quote.

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Have You Completed Your CE Requirements?

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

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

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

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

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

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

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

This is an example: A nurse is renewing his/her three year renewal and has a birthday on December 20th. The actual expiration date of the license is December 15th. The nurse cannot renew until after October 15th, and should plan to renew no later than November 15th. Even though the actual expiration date of the license is not until December 15th, all of the CE credits must be done before the nurse completes the renewal application by mid-November. Upon renewal of the license in mid-November, this nurse should honestly be able to answer the attestation statement on the renewal application stating that he/she has met the 36 contact hours required for a three (3) year license.

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

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

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

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

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

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

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

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



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Details, speakers and registration information for this free webinar will be posted as they become available.



National Nurses Week History



National Nurses Week begins each year on May 6th and ends on May 12th, Florence Nightingale's birthday. These permanent dates enhance planning and position National Nurses Week as an established recognition event. As of 1998, May 8 was designated as National Student Nurses Day, to be celebrated annually. And as of 2003, National School Nurse Day is celebrated on the Wednesday within National Nurses Week each year.

The nursing profession has been supported and promoted by the American Nurses Association (ANA) since 1896. Each of ANA's state and territorial nurses associations promotes the nursing profession at the state and regional levels. Each conducts celebrations on these dates to recognize the contributions that nurses and nursing make to the community.

The ANA supports and encourages National Nurses Week recognition programs through the state and district nurses associations, other specialty nursing organizations, educational facilities, and independent health care companies and institutions.

See nursingworld.org for more information about National Nurses Week.

A Brief History of National Nurses Week

1953 – Dorothy Sutherland of the U.S. Department of Health, Education, and Welfare sent a proposal to President Eisenhower to proclaim a "Nurse Day" in October of the following year. The proclamation was never made.

1954 – "National Nurse Week" was observed from October 11-16. The year of the observance marked the 100th anniversary of Florence Nightingale's mission to Crimea. Representative Frances P. Bolton sponsored the bill for a nurse week. Apparently, a bill for a "National Nurse Week" was introduced in the 1955 Congress, but no action was taken. Congress discontinued its practice of joint resolutions for national weeks of various kinds.

1972 – Again a resolution was presented by the House of Representatives for the President to proclaim "National Registered Nurse Day." It did not occur.

1974 – In January of that year, the International Council of Nurses (ICN) proclaimed that May 12 would be "International Nurse Day." (May 12 is the birthday of Florence Nightingale.) Since 1965, the ICN has celebrated "International Nurse Day."

1974 – In February of that year, a week was designated by the White House as "National Nurse Week", and President Nixon issued a proclamation.

1978 – New Jersey Governor Brendon Byrne declared May 6 as "Nurses Day." Edward Scanlan, of Red Bank, N.J., took up the cause to perpetuate the recognition

of nurses in his state. Mr. Scanlan had this date listed in Chase's Calendar of Annual Events. He promoted the celebration on his own.

1981 – ANA, along with various nursing organizations, rallied to support a resolution initiated by nurses in New Mexico, through their Congressman, Manuel Lujan, to have May 6, 1982, established as "National Recognition Day for Nurses."

1982 – In February, the ANA Board of Directors formally acknowledged May 6, 1982 as "National Nurses Day." The action affirmed a joint resolution of the United States Congress designating May 6 as "National Recognition Day for Nurses."

1982 – President Ronald Reagan signed a proclamation on March 25 proclaiming "National Recognition Day for Nurses" to be May 6, 1982.

1990 – The ANA Board of Directors expanded the recognition of nurses to a week-long celebration, declaring May 6-12, 1991, as "National Nurses Week."

1993 – The ANA Board of Directors designated May 6-12 as permanent dates to observe "National Nurses Week" in 1994 and in all subsequent years.

1996 – The ANA initiated "National RN Recognition Day" on May 6, 1996, to honor the nation's indispensable registered nurses for their tireless commitment 365 days a year. The ANA encourages its state and territorial nurses associations and other organizations to acknowledge May 6, 1996 as "National RN Recognition Day."

1997 – The ANA Board of Directors, at the request of the National Student Nurses Association, designated May 8 as "National Student Nurses Day."



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The Year of Ethics Commences with First Revision of Code Since 2001

ANA Plans Ethics Educational Activities for 2015 to Highlight Importance in Nursing Practice

SILVER SPRING, MD – Making decisions based on a sound foundation of ethics is an essential part of nursing practice in all specialties and settings. In recognition of the impact ethical practice has on patient safety and the quality of care, the American Nurses Association (ANA) has designated 2015 as the “Year of Ethics” highlighted by the release of a revised code of ethics for the profession.

“The public places its faith in nurses to practice ethically. A patient’s health, autonomy and even life or death, can be affected by a nurse’s decisions and actions,” said ANA President Pamela F. Cipriano, PhD, RN, NEA-BC, FAAN. “ANA believes it’s important that all nurses practice at the highest ethical level, and therefore, we will be offering a full range of activities to inform and support nurses to achieve that goal in a stressful and ever-changing health care environment.”

A December Gallup survey ranked nurses as the top profession for honesty and ethical standards for the 13th consecutive year.

The foundation of the 2015 ethics initiative is the revised *Code of Ethics for Nurses with Interpretive Statements*, which was released Jan. 1. Several thousand registered nurses submitted comments during a four-year revision process for the new *Code of Ethics*, which was last updated in 2001. The update ensures that the Code reflects modern clinical practice and evolving conditions, and fully addresses transformations in health care.

Activities emphasizing the importance of ethics in nursing practice include:

- The National Nurses Week theme, “Ethical Practice. Quality Care,” May 6-12.
- The 2015 ANA Ethics Symposium designed to facilitate dialogue across the nursing spectrum, June 4-5 in Baltimore.
- Publication of the *Guide to the Code of Ethics for Nurses*, scheduled for a July release.

In 2014, ANA participated as a strategic partner in the National Nursing Ethics Summit convened by the Johns Hopkins University’s Berman Institute of Bioethics and School of Nursing to strengthen ethics in the profession. The summit resulted in the *Blueprint for 21st Century Nursing Ethics: Report of the National Nursing Summit*. Summit leaders are encouraging individuals and organizations to adopt and implement the ethics blueprint to “create and support ethically principled, healthy, sustainable work environments; and contribute to the best possible patient, family and community outcomes.”

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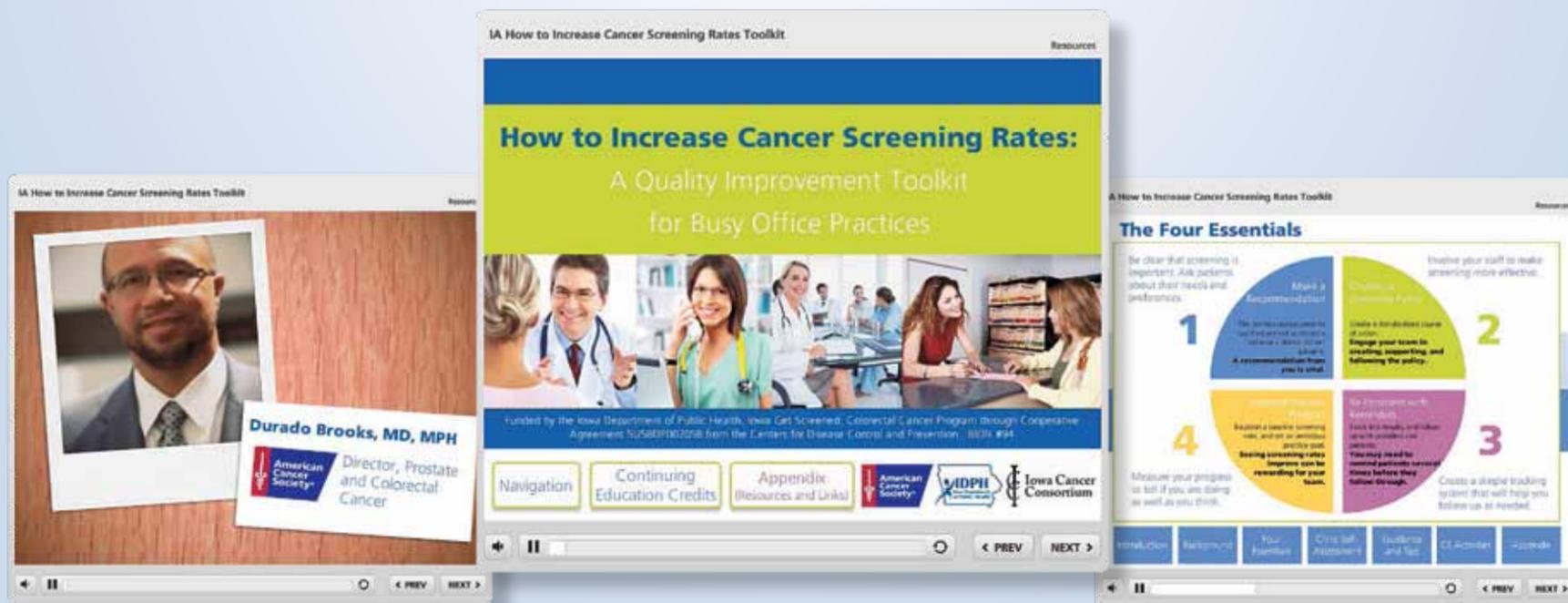
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The image shows three overlapping screenshots of a web-based toolkit. The central screenshot displays the title "How to Increase Cancer Screening Rates: A Quality Improvement Toolkit for Busy Office Practices" and lists navigation options like "Navigation", "Continuing Education Credits", and "Appendix (Resources and Links)". The right screenshot shows "The Four Essentials" with a circular diagram and numbered steps (1-4) for implementation. The left screenshot features a portrait of Durado Brooks, MD, MPH, Director of Prostate and Colorectal Cancer at the American Cancer Society.

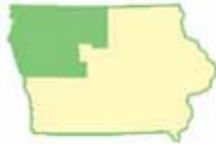


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ABBREVIATIONS

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

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How to Increase Cancer Screening Rates: A Quality Improvement Toolkit for Busy Office Practices.

Contact: Jeanna Jones, 515-242-6516. Aud: ALL. An on-line toolkit training for busy medical clinics which provides evidence-based tools & resources to help increase cancer screening rates. Fee: FREE. Reg. & Course completed by June 29, 2015. CEUs: .12.

April 17; 8:15 am-3:30 pm; Sioux City

Protecting Families Spring Conference 2015.

Spon: Mercy Medical Center. Contact: Rose Schlessler, (712) 279-2507. Fac: Cordelia Anderson, M.A. Aud: All healthcare professionals. This conference will provide information on current information and topics in the protection of children and families. Fee: \$50. CEUs: TBD.

May 6 & 7; 8 am-3 pm; Sioux City

Pediatric Advanced Life Support Provider. Spon: Mercy Medical Center-Sioux City. Contact: Nora Van Peurse, (712) 279-2163. Fac: Nora Van Peurse, BSN, RN, CCRN. Aud: RNs. PALS Provider Class is designed to aid the pediatric health care provider in developing the knowledge and skills necessary to evaluate and manage serious pediatric victim, both in or out of the hospital of cardiac arrest or other cardiopulmonary emergencies per American Heart Association guidelines. Fee: \$200. Reg. by:.. CEUs: 1.26.

May 11; 8 am-1 pm; Sioux City

Basic Life Support (BLS) Provider. Spon: Mercy Medical Center-Sioux City. Contact: Nora Van Peurse, (712) 279-2163. Fac: Carolyn Nelson. Aud: LPNs & RNs. Basic Life Support (BLS) Provider Class for Health Care Providers prepares a wide variety of healthcare professionals to recognize several life threatening emergency and to provide CPR, use an AED, and relieves choking in a safe, timely, and effective manner per American Health Association guidelines. Fee: \$100. Reg. by:.. CEUs: 0.6.

May 12; 8 am-3 pm; Sioux City

Pediatric Advanced Life Support Renewal. Spon: Mercy Medical Center-Sioux City. Contact: Nora Van Peurse, (712) 279-2163. Fac: Nora Van Peurse, BSN, RN, CCRN. Aud: RNs. PALS Renewal Class is designed to aid the pediatric health care provider in developing the knowledge and skills necessary to evaluate and manage serious pediatric victim, both in or out of the hospital of cardiac arrest or other cardiopulmonary emergencies per American Heart Association guidelines. Fee: \$150. Reg. by:.. CEUs: 0.75.

May 20; 8 am-3 pm; Sioux City

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

May 27; 8 am-4 pm; Sioux City

41st Annual Perinatal Conference. Spon: Unity Point Health-St. Luke's. Contact: Naomi Holtz, (712) 279-8941. Fac: Phillip Rauk, M.D. Aud: Maternal-Child nurses, nurse practitioners and midwives. This annual conference is designed to enhance patient outcomes by providing current information on obstetrical and newborn care practices for perinatal healthcare professionals. Fee: \$99; \$109 after May 20, 2015. Reg. by:.. CEUs: .72.

June 3 & 4; 8 am-3 pm; Sioux City

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

June 11; 8 am-3 pm; Sioux City

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June 15; 8 am-1 pm; Sioux City

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June 29; 8 am-1 pm; Sioux City

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July 9; 8 am-3 pm; Sioux City

Pediatric Advanced Life Support Renewal. Spon: Mercy Medical Center-Sioux City. Contact: Nora Van Peurse, (712) 279-2163. Fac: Nora Van Peurse, BSN, RN, CCRN. Aud: RNs. PALS Renewal Class is designed to aid the pediatric health care provider in developing the knowledge and skills necessary to evaluate and manage serious pediatric victim, both in or out of the hospital of cardiac arrest or other cardiopulmonary emergencies per American Heart Association guidelines. Fee: \$150. Reg. by:.. CEUs: 1.26.

July 13; 8 am-1 pm; Sioux City

Basic Life Support (BLS) Provider. Spon: Mercy Medical Center-Sioux City. Contact: Nora Van Peurse, (712) 279-2163. Fac: Carolyn Nelson. Aud: LPNs & RNs. Basic Life Support (BLS) Provider Class for Health Care Providers prepares a wide variety of healthcare professionals to recognize several life threatening emergency and to provide CPR, use an AED, and relieves choking in a safe, timely, and effective manner per American Health Association guidelines. Fee: \$100. Reg. by:.. CEUs: 0.6.

July 22; 8 am-3 pm; Sioux City

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

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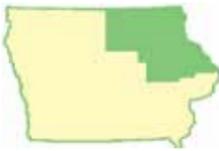
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Continuing Education Offerings

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ABBREVIATIONS

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

HCC:	Hawkeye Community College
KCC:	Kirkwood Community College
MEC:	Medical Education Collaborative
NEICC:	Northeast Iowa Community College
NIACC:	North Iowa Area Community College
MMC:	Mercy Medical Center - North Iowa

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How to Increase Cancer Screening Rates: A Quality Improvement Toolkit for Busy Office Practices.
 Contact: Jeanna Jones, 515-242-6516. Aud: ALL. An on-line toolkit training for busy medical clinics which provides evidence-based tools & resources to help increase cancer screening rates. Fee: FREE. Reg. & course completed by June 29, 2015. CEUs: .12.

Open Ended; Home Study; Cedar Rapids
Caring for Patients from Different Cultures. Spon: Kirkwood Com College. Contact: Laura Daman, RN, (319) 398-5626. Fac: Laura Daman, RN. Aud: Nursing. This is a textbook-based course that may be started at any time. All materials are mailed to the student within approximately 10 working days of registration. Students have 8-weeks to complete the coursework. Fee: \$69. Reg. by: Open ended. CEUs: 0.5.

Open Ended; Home Study; Cedar Rapids
The Practice of Patient Education—A Case Study Approach. Spon: Kirkwood Com College. Contact: Laura Daman, RN, (319) 398-5626. Fac: Laura Daman, RN. Aud: Nursing. This is a textbook-based course that may be started at any time. All materials are mailed to the student within approximately 10 working days of registration. Students have 8-weeks to complete the coursework. Fee: \$69. Reg. by: Open ended. CEUs: 0.6.

Open Ended; Home Study; Cedar Rapids
Surefire Documentation: How, What and When Nurses Need to Document. Spon: Kirkwood Com College. Contact: Laura Daman, RN, (319) 398-5626. Fac: Laura Daman, RN. Aud: Nursing. This is a textbook-based course that may be started at any time. All materials are mailed to the student within approximately 10 working days of registration. Students have 8-weeks to complete the coursework. Fee: \$75. Reg. by: Open ended. CEUs: 1.0.

May 12; 6:30 pm-8:45 pm; Cedar Rapids
Dependent Adult Abuse and Mandatory Reporting. Spon: Kirkwood Com College. Contact: Laura Daman, RN, (319) 398-5626. Fac: Diana Nicholls Blomme, RN. Aud: Nursing. This class will share the latest updates for mandatory reporters, their roles and responsibilities, and recognition of dependent adult abuse in the state of Iowa. Fee: \$29. Reg. by: May 11. CEUs: 0.2.

June 9; 6:30 pm-8:45 pm; Cedar Rapids
Child Abuse and Mandatory Reporting. Spon: Kirkwood Com College. Contact: Laura Daman, RN, (319) 398-5626. Fac: Kerstin Marnin, LISW. Aud: Nursing. This program provides the participant with information on the investigation, identification and legalities of child abuse and the role of one mandatory reporter in the state of Iowa. Fee: \$29. Reg. by: June 1. CEUs: 0.2.

June 11; 1 pm-4 pm; Cedar Rapids
IV Lab: A Skills Review Course for RNs. Spon: Kirkwood Com College. Contact: Laura Daman, RN, (319) 398-5626. Fac: Bonnie Lunsford, RN. Aud: Nursing. This class is designed for the Registered Nurse who is interested in updating their knowledge and skills in IV placement and will include a review of vein anatomy and selection, complications, advancements, and technique. Students will have the opportunity to utilize state of the art simulation equipment for this hands-on learning experience. Fee: \$75. Reg. by: June 1. CEUs: 0.32.

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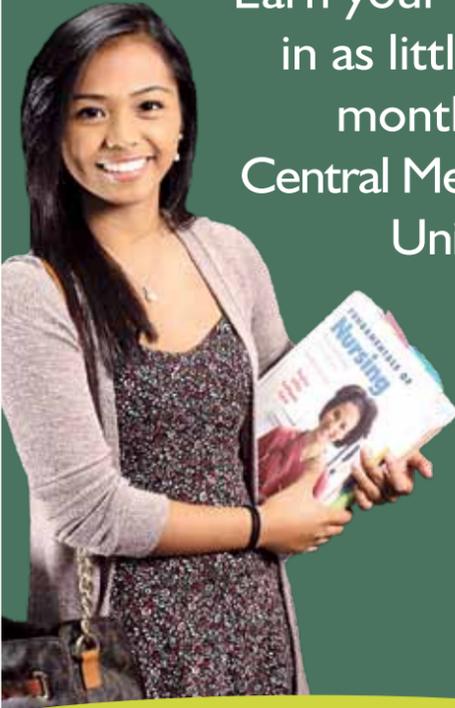
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Continuing Education Offerings

REGION III

Southwest Counties of Iowa

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



ABBREVIATIONS

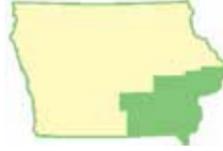
Spon:	Sponsor	Reg. by:	Register by
Fac:	Faculty	TBA:	To be announced
Aud:	Audience	NG:	Not Given
inc:	includes/including	NR:	Nonresident

MEC: Medical Education Collaborative
IWCC: Iowa Western Community College

REGION IV

Southeast Counties of Iowa

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



ABBREVIATIONS

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

KCC: Kirkwood Community College
MEC: Medical Education Collaborative
SCC: Southeastern Community College
UIHC: University of Iowa Hospital and Clinics

April 8; 6 pm-9 pm; Moravia

Dental Screening Training for School Nurses. Spon: Iowa School Nurse Organization. Contact: Sharon Guthrie, (319) 721-1769. Fac: Sonja Bammert. Aud: School nurses. The purpose of workshop is to learn & demonstrate dental screening specifically for students in Iowa schools, review & identify dental health assistance programs or resources. Fee: ISNO member \$30/Non-member \$70. Reg. by: April 8. CEUs: 0.34.

April 9; 8:30 am-5:15 pm / April 10; 8:45 am-3 pm; Moravia

Get in the Game—School Nurses are Key to Educational Success. Spon: Iowa School Nurse Organization. Contact: Sharon Guthrie, (319) 721-1769. Fac: Doug Hurley. Aud: School nurses or pediatric nurses. Participants will engage in discussions related to school nursing & student mental health, effective community partnerships, student academic success. Interactive teaching/learning strategies & current research will be used to inform & engage. Fee: ISNO member 2 days \$145/Non-members 2 days \$185; ISNO member Thursday \$85/Non-member \$105; ISNO member Friday \$85/Non-member \$105. Reg. by: March 25. CEUs: Thurs & Fri 1.32; Thurs Only 0.84; Fri Only 0.48.

Available 24/7; Web-based Online Training

How to Increase Cancer Screening Rates: A Quality Improvement Toolkit for Busy Office Practices.

Contact: Jeanna Jones, 515-242-6516. Aud: ALL. An on-line toolkit training for busy medical clinics which provides evidence-based tools & resources to help increase cancer screening rates. Fee: FREE. Reg. & course completed by June 29, 2015. CEUs: .12.

Available 24/7; Web-based Online Training

How to Increase Cancer Screening Rates: A Quality Improvement Toolkit for Busy Office Practices.

Contact: Jeanna Jones, 515-242-6516. Aud: ALL. An on-line toolkit training for busy medical clinics which provides evidence-based tools & resources to help increase cancer screening rates. Fee: FREE. Reg. & course completed by June 29, 2015. CEUs: .12.

April 8; 6 pm-9 pm; Moravia

Pre-Conference: Medicaid in Iowa Schools. Spon: Iowa School Nurse Organization. Contact: Sharon Guthrie, (319) 721-1769. Fac: Jim Donoghue. Aud: School nurses. The purpose of workshop is to review Medicaid claiming in Iowa schools, learn strategies to avoid potential errors in claims and establish competency of Medicaid claiming process. Fee: ISNO member \$30/Non-member \$70. Reg. by: April 8. CEUs: 0.34.

May 4; 9 am-4 pm; Iowa City

Basic Fetal Monitoring. Spon: UIHC Department of Nursing. Contact: Karen Marek, Conference Coordinator, (319) 356-4304. Fac: Jeana Andrew, MSN, RNC and Rachel Woodard, BSN, RNC; Dept of Nursing, UIHC. Aud: RNs working on obstetrics. To provide basic information on methods of fetal monitoring, recognition of changes/interventions to assist in the management of patients, and documentation issues. Fee: TBA. Reg. by: April 13. CEUs: 0.65.

May 6-7; 9 am-4:15 pm; 8 am-4 pm; Iowa City

AWHONN Intermediate Fetal Heart Monitoring Program. Spon: UIHC Department of Nursing. Contact: Karen Marek, Conference Coordinator, (319) 356-4304. Fac: Jeana Andrew, MSN, RNC; Amy Sanborn, MSN, RNC and Rachel Woodard, BSN, RNC. Aud: Nurse/Midwife/ARNP/MD.* Promotes

Region IV continued on page 19

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Continuing Education Offerings

Region IV continued from page 18

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: \$215 if postmarked by 4/14/2015. Reg. by: April 14. CEUs: 1.4.

May 8; 7:30 am-3 pm; Iowa City

Basic Life Support (BLS) Renewal Class. Spon: Mercy Iowa City #87. Contact: Mercy On Call or www.mercyiowacity.org, (800) 358-2767. Fac: BLS Approved Instructors. Aud: RN's and Health Care Providers. Fee: \$45. Reg. by: April 17. CEUs: No

May 11-12; Day 1: 8:30 am-4 pm & Day 2: 8:30 am-12:30 pm; Iowa City

ACLS Provider Course. Spon: Mercy Iowa City #87. Contact: Mercy On Call or www.mercyiowacity.org, (800) 358-2767. Fac: ACLS Approved Instructors. Aud: RN's and Health Care Providers. To successfully demonstrate PALS skills and protocols according to the AHA guidelines, prerequisites include completed pre-test. Fee: \$185. Reg. by: April 20. CEUs: .74.

May 13; 8:30 am-12:30 pm; Iowa City

PALS Provider Renewal Course. Spon: Mercy Iowa City #87. Contact: Mercy On Call or www.mercyiowacity.org, (800) 358-2767. Fac: Qualified PALS Instructors. Aud: RN's and Health Care Providers. To successfully demonstrate PALS protocols according to the AHA guidelines, prerequisites include completed self-assessment. Fee: \$80. Reg. by: April 22. CEUs: No.

May 13-14; Day 1: 5:30 pm-9:30 pm & Day 2: 3:30 pm-6:30 pm; Iowa City

Basic Life Support Provider Course Spon: Mercy Iowa City #87. Contact: Mercy On Call or www.mercyiowacity.org, (800) 358-2767. Fac: BLS Approved Instructors. Aud: RN's and Health Care Providers. Fee: \$55. Reg. by: April 22. CEUs: 0.4.

May 14; 8 am-5 pm; Iowa City

AWHONN Advanced Fetal Heart Monitoring Program. Spon: UIHC Department of Nursing. Contact: Karen Marek, Conference Coordinator, (319) 356-4304. Fac: Jeana Andrew, MSN, RNC; Amy Sanborn, MSN, RNC and Rachel Woodard, BSN, RNC. Aud: Nurse/Midwife/ARNP/MD.* Advanced FHM course conveys the application of advanced fetal heart monitoring knowledge and skills in intrapartum clinical practice. *Must have completed the AWHONN Intermediate FHM class or have comparable training and have at least 1 year clinical experience. Fee: \$145. Reg. by: April 22. CEUs: 0.84.

May 20; 8 am-4 pm; Iowa City

The S.T.A.B.L.E. Program. Spon: UIHC Dept. Nursing. Contact: Karen Marek, Conference Coordinator, (319) 356-4304. Fac: Stephanie Stewart, MSN, RNC, APN, Neonatal ICU, University of Iowa Children's Hospital. Aud: Nurses working with neonates. To review the steps involved in stabilization of the neonate after the initial resuscitation, using a mnemonic that allows for easy recall of those steps. Fee: \$90. Reg. by: April 28. CEUs: 0.7.

May 26; 7:30 am-11:15 am; Iowa City

Basic Life Support (BLS) Renewal Class. Spon: Mercy Iowa City #87. Contact: Mercy On Call or www.mercyiowacity.org. Fac: BLS Approved Instructors. Aud: RN's and Health Care Providers. Fee: \$45. Reg. by: May 5. CEUs: No.

May 28-29; Day 1: 8 am-4 pm & Day 2: 8 am-2:15 pm; Iowa City

Fundamentals of Chemotherapy and the Patient Experience. Spon: UIHC Department of Nursing. Contact: Karen Marek, Conference Coordinator, (319) 356-4304. Fac: University of Iowa Hospitals and Clinics staff. Aud: RNs providing chemotherapy. This 2 day program is designed to enhance the nurse's understanding of chemotherapy and care of patients receiving chemotherapy. Fee: TBA. Reg. by: May 6. CEUs: 1.32.

May 29; 8:30 am-12:30 pm; Iowa City

ACLS Provider Renewal Course. Spon: Mercy Iowa City #87. Contact: Mercy On Call or www.mercyiowacity.org, (800) 358-2767. Fac: ACLS Approved Instructors. Aud: RN's and Healthcare Providers. To successfully demonstrate the ACLS protocols according to the AHA guidelines, prerequisites include completed self-assessment. Fee: \$80. Reg. by: May 8. CEUs: No.

June 5; 8 am-5 pm; Iowa City

Culturally Responsive Health Care in Iowa. Spon: University of Iowa Health Care (UI Carver College of Medicine; UI Hospitals and Clinics, UIHC Department of Nursing), UI Colleges of Public Health, Nursing, Pharmacy, and Dentistry. Contact: UI College of Medicine CME Division, (319) 335-8599. Fac: Marc Nivet, EdD, MBA, Chief Diversity Officer, Assoc. of Am. Medical Colleges, Washington, DC. Aud: RN's and Healthcare Providers. To educate Iowa's health care providers about the importance of providing culturally responsive and competent care in order to improve access to quality health care and reduce health disparities. Fee: Physicians \$195; Nurses and all others \$85. CEUs: 0.8.

June 10; 12 pm-3:30 pm; Iowa City

Basic Life Support (BLS) Renewal Class. Spon: Mercy Iowa City #87. Contact: Mercy On Call or www.mercyiowacity.org, (800) 358-2767. Fac: BLS Approved Instructors. Aud: RN's and Health Care Providers. Fee: \$45. Reg. by: May 20. CEUs: No.

June 11; 8:30 am-12:30 pm; Iowa City

PALS Provider Renewal Course. Spon: Mercy Iowa City #87. Contact: Mercy On Call or www.mercyiowacity.org, (800) 358-2767. Fac: Qualified PALS Instructors. Aud: RN's and Health Care Providers. To successfully demonstrate PALS skills and protocols according to the AHA guidelines, prerequisites include completed pre-test. Fee: \$80. Reg. by: May 21. CEUs: No.

June 23; 7:30 am-3 pm; Iowa City

Basic Life Support (BLS) Renewal Class. Spon: Mercy Iowa City #87. Contact: Mercy On Call or www.mercyiowacity.org, (800) 358-2767. Fac: BLS Approved Instructors. Aud: RN's and Health Care Providers. Fee: \$45. Reg. by: June 2. CEUs: No.

June 25; 12 pm-4 pm; Iowa City

ACLS Provider Renewal Course. Spon: Mercy Iowa City #87. Contact: Mercy On Call or www.mercyiowacity.org, (800) 358-2767. Fac: ACLS Approved Instructors. Aud: RN's and Healthcare Providers. To successfully demonstrate the ACLS protocols according to the AHA guidelines, prerequisites include completed self-assessment. Fee: \$80. Reg. by: June 4. CEUs: No.

July 9; 12 pm-4 pm; Iowa City

PALS Provider Renewal Course. Spon: Mercy Iowa City #87. Contact: Mercy On Call or www.mercyiowacity.org, (800) 358-2767. Fac: Qualified PALS Instructors. Aud: RN's and Health Care Providers. To successfully demonstrate PALS skills and protocols according to the AHA guidelines, prerequisites include completed pre-test. Fee: \$80. Reg. by: June 18. CEUs: No.

July 13; 7:30 am-3 pm; Iowa City

Basic Life Support (BLS) Renewal Class. Spon: Mercy Iowa City #87. Contact: Mercy On Call or www.mercyiowacity.org. Fac: BLS Approved Instructors. Aud: RN's and Health Care Providers. Fee: \$45. Reg. by: June 23. CEUs: No.

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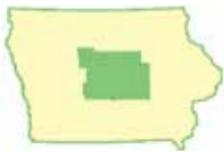
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Continuing Education Offerings

REGION V

Central Counties of Iowa

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



ABBREVIATIONS

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

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

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 Contact: Jeanna Jones, 515-242-6516. Aud: ALL. An on-line toolkit training for busy medical clinics which

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provides evidence-based tools & resources to help increase cancer screening rates. Fee: FREE. Reg. & course completed by June 29, 2015. CEUs: .12.

April 25; 8:30 am-11:30 am; Des Moines

Neurocognitive Disorders. Spon: Des Moines University. Contact: Vanessa Ross, (515) 271-1596. Fac: Yogesh Shan, MD. Aud: Nurses, <https://cme.dmu.edu/neurocognitive-disorders>. Fee: \$0. Reg. by: April 23. CEUs: .36.

April 29; 6 pm-9 pm; Des Moines

Katie Miller Cancer Conference. Spon: Des Moines University. Contact: Vanessa Ross, (515) 271-1596. Fac: Deepti Warad, MBBS. Aud: Nurses, see website at <https://cme.dmu.edu/KMCC2015>. Fee: \$0. Reg. by: April 27. CEUs: .30.

May 19; 7:45 am-4 pm; Des Moines

Care Management of the Patient with Diabetes. Spon: Mercy Medical Center. Contact: Mercy Nurse, (515) 643-8668. Fac: Dodi Gooding, RN, BS, CDE, RD, LD. Aud: RNs, LPNs, Nurse Practitioners. To provide health care providers with the skills and concepts necessary to manage the comprehensive care of the patient with diabetes. Inpatient and outpatient concepts are discussed. Fee: Free for employees of Mercy Medical Center and affiliates; \$50 for others. Reg. by: May 12. CEUs: 0.8.

July 28; 7:45 am-4 pm; Des Moines

Care Management of the Patient with Diabetes. Spon: Mercy Medical Center. Contact: Mercy Nurse, (515) 643-8668. Fac: Dodi Gooding, RN, BS, CDE, RD, LD. Aud: RNs, LPNs, Nurse Practitioners. To provide health care providers with the skills and concepts necessary to manage the comprehensive care of the patient with diabetes. Inpatient and outpatient concepts are discussed. Fee: Free for employees of Mercy Medical Center and affiliates; \$50 for others. Reg. by: July 21. CEUs: 0.8.

OUT OF STATE

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

ABBREVIATIONS

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

RCC: Rochester Community College

April 8; 8 am-3:30 pm; Omaha

Interprofessional Collaboration: Enhancing EBP. Spon: Nebraska Methodist College Center for Professional and Continuing Education Provider #120. Contact: Abby Bynum, (402) 354-7100. Fac: Linda Gallagher-Ford, PhD, RN, DPNAP, NE. Aud: All nurses and other healthcare professionals. This program will provide opportunities for professional growth & development that enhance excellence in nursing & healthcare, promotes interdisciplinary collaboration and optimal patient outcomes in a healthy work environment. Fee: \$72. Reg. by: April 6. CEUs: .575.

April 30; 8 am-4:30 pm; Omaha (LaVista)

2015 Pathways to Wellbeing Symposium & Worksite Wellness Awards Luncheon. Spon: Nebraska Methodist College Center for Professional and Continuing Education Provider #120. Contact: Annie Bowman, (402) 354-7107. Fac: Tara Miller Donohue. Aud: Community Health Nurses, Health Coaches, RNs. To examine wellness in the workplace & community from a corporate wellness & healthcare perspective. Fee: Varies. Reg. by: April 27. CEUs: .55.

May 5; 9 am-12:15 pm; Omaha

AgeWISE Geriatric Education Seminar (AGES): Best Practices in Geropalliative Care. Spon: Nebraska Methodist College Center for Professional and Continuing Education Provider #120. Contact: Tara Miller Donohue, (402) 354-7107. Fac: Annie Bowman. Aud: AgeWISE. This program is designed to provide an interprofessional forum for staff to engage in learning and implementing best practices in geropalliative care; to improve patient outcomes through sustaining and spreading AgeWISE principles; and to provide ongoing support to AgeWISE RNs and AgeWISE sustainability. Fee: \$120, External Registration Fee \$36 with Discount Code: 70PD. Reg. by: May 5. CEUs: 0.3.

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

Faculty: Judith K. Orth, RN, CHPN, BSN, MA. Aud: RNs, LPNs, ARNPs. Purpose: The nurse will enhance her knowledge and skills for providing end-of-life palliative care. Fee: \$44.95 (Shipping & applicable taxes additional). Online Fee: \$29.95. CEUs: 0.3.

Autoimmune Disorders.

Key Faculty: Mary McGeough, BSN. Aud: RN, LPN. Purpose: This online course will provide an overview of common autoimmune disorders including symptoms and treatment modalities. Fee: \$71.95 (Shipping & applicable taxes additional). Online Fee: \$47.95. CEU's: 0.5.

Clostridium Difficile.

Key Faculty: Denise Warren, RN, BSN. Aud: RN, LPN. Purpose: Participants will better understand the relationship between the use of antibiotics and clostridium difficile infection (CDI). Online Fee: \$11.95. CEU's: 0.12.

Care of the Imminently Dying.

Key Faculty: Judy K. Orth, BSN, CHPN, MA. Aud: RN, LPN. Purpose: To aid the learner in recognizing and understanding the signs and symptoms of the active dying process and the corresponding care interventions. Online Fee: \$17.95. CEUs: 0.18.

Child Abuse for Mandatory Reporters.

Key Faculty: Linda L. Fisk, RN, BS. Aud: RN, LPN, ARNP. 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. Fee: Booklet \$37.95 (Shipping & applicable taxes additional). Online Fee: \$23.95. CEUs: 0.24.

Child and Dependent Adult Abuse for Mandatory Providers.

Key Faculty: Linda L. Fisk, RN, BS. Target Aud: RN, LPN, ARNP. 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. Fee: Booklet \$37.95 (Shipping & applicable taxes additional). Online Fee: \$23.95. CEUs: 0.24.

Dependent Adult Abuse for Mandatory Reporters.

Key Faculty: Linda L. Fisk, RN, BS. Aud: RN, LPN, ARNP. Purpose: Approved by the Iowa Abuse Education Review Panel to meet the Mandatory Reporters' requirements for Dependent adult abuse education by reviewing and updating information on incidence, indications, treatment options and legal implications. Fee: Booklet \$37.95 (Shipping & applicable taxes additional). Online Fee: \$23.95. CEUs: 0.24.

Dementia Training: Understanding Alzheimer's Disease. **NEW!**

Key Faculty: Mary McGeough, RN, BSN and Lisa Eick, RN. Aud: RN, LPN, ARNP. Purpose: All staff working in the long term care setting will increase their knowledge and skills in caring for persons diagnosed with Alzheimer's disease or a related disorder. Fee: \$17.95 Online only. CEUs: 0.18.

Dementia Training: Communication. **NEW!**

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

Dementia Training: Behavior Management. **NEW!**

Key Faculty: Mary McGeough, RN, BSN and Lisa Eick, RN. Aud: RN, LPN, ARNP. Purpose: All staff working in the long term care setting will increase their knowledge and skills in caring for persons diagnosed with Alzheimer's disease or a related disorder. Fee: \$17.95 Online only. CEUs: 0.18.

Dementia Training: Philosophy of Care, Family & Staff Issues. **NEW!**

Key Faculty: Mary McGeough, RN, BSN and Lisa Eick, RN. Aud: RN, LPN, ARNP. Purpose: All staff working in the long term care setting will increase their knowledge and skills in caring for persons diagnosed with Alzheimer's disease or a related disorder. Fee: \$11.95. CEU's: 0.12.

Dementia Training: Activities for Persons with Dementia. **NEW!**

Key Faculty: Mary McGeough, RN, BSN and Lisa Eick, RN. Aud: RN, LPN, ARNP. Purpose: All staff working in the long term care setting will increase their knowledge and skills in caring for persons diagnosed with Alzheimer's disease or a related disorder. Fee: \$11.95. CEU's: 0.12.

CE Solutions continued on page 22

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Continuing Education Offerings

CE Solutions continued from page 21

Dementia Training: Activities of Daily Living, Medications & Nutrition. NEW!

Key Faculty: Mary McGeough, RN, BSN and Lisa Eick, RN. Aud: RN, LPN, ARNP. Purpose: All staff working in the long term care setting will increase their knowledge and skills in caring for persons diagnosed with Alzheimer's disease or a related disorder. Fee: \$11.95. CEU's: 0.12.

Dementia Training: Ethical Issues. NEW!

Key Faculty: Mary McGeough, RN, BSN and Lisa Eick, RN. Aud: RN, LPN, ARNP. Purpose: All staff working in the long term care setting will increase their knowledge and skills in caring for persons diagnosed with Alzheimer's disease or a related disorder. Fee: \$11.95. CEU's: 0.12.

Dying with Dignity. NEW!

Key Faculty: Judy K. Orth, RN, CHPN, BSN, MA. Aud: RN, LPN, ARNP. Purpose: Healthcare providers will place an emphasis on each terminally ill patient's uniqueness that tends to preserve their sense of dignity. Fee: \$11.95 Online only. CEU's: 0.12.

Ebola Virus Disease. NEW!

Key Faculty: Judy K. Orth, RN, CHPN, BSN, MA. Aud: RN, LPN, ARNP. Purpose: To provide updated information on best practices regarding the Ebola virus disease to nurses working in all health care settings across the United States. Fee: \$11.95 Online only. CEU's: 0.12.

F315 Urinary Incontinence.

Key Faculty: Denise Warren, RN, BSN. Aud: RN, LPN, ARNP. Purpose: The purpose of this course is to present health care professionals with a comprehensive understanding of the etiology, symptoms, and management of urinary incontinence which are outlined under Federal legislation – (F315) 42 CFR 483.25(d) (1) (2). Fee: \$11.95. CEU's: 0.12.

Hospice 101. NEW!

Key Faculty: Judy K. Orth, RN, CHPN, BSN, MA. Aud: RN, LPN, ARNP. Purpose: The purpose of this course is to educate the learner about the concept of hospice and the corresponding philosophies and services it provides. Fee: \$11.95 Online only. CEU's: 0.12.

Infection Control. NEW!

Key Faculty: Mary McGeough, RN, BSN. Aud: 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. Fee: Booklet \$37.95 (Shipping & applicable taxes additional). Online Fee: \$23.95. CEUs: 0.24.

Leading in Today's Healthcare Organization.

Key Faculty: Mary McGeough, RN, BSN. Aud: RN, LPN. Purpose: This self-study will help you gain the knowledge and skills needed to successfully manage and lead staff members in a health care facility. Fee: Booklet \$119.95 (Shipping & applicable taxes additional). Online Fee: \$79.95. CEU's: 0.8.

Neurovascular Emergencies.

Key Faculty: Elizabeth Boldon, RN, MSN. Aud: RN, LPN, ARNP. Purpose: The nurse will enhance her understanding of neurovascular emergencies and the treatment options used to limit the severity of complications that may result. Fee: Booklet \$59.95 (Shipping & applicable taxes additional). Online Fee: \$35.95. CEUs: 0.36.

Nursing Documentation.

Key Faculty: Mary McGeough, RN, BSN. Aud: RN, LPN. Purpose: Nurses will gain knowledge and skills related to the documentation of information in the patient's medical record. Fee: Booklet \$26.95 (Shipping & applicable taxes additional). Online Fee: \$17.95. CEUs: 0.18.

Pain Management at Life's End. NEW!

Key Faculty: Judy K. Orth, RN, CHPN, BSN, MA. Aud: ARNPs, RNs, LPNs. Purpose: The purpose of this course is to integrate recently published pain management evidence into clinical practice and care for the terminally ill. Fee: \$23.95 Online only. CEUs: 0.24.

Staff Retention: Working Together to Achieve Organizational Success.

Key Faculty: Vicki Parsons, MBA. Aud: ARNPs, RNs, LPNs. Purpose: To provide a framework of strategies to create successful organizations through positive, meaningful leadership. Fee: \$11.95 Online only. CEU's: 0.12.

Wound Care Series.

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

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Alzheimer's Disease and Dementia Related Disorders.

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

Care of the Alzheimer's Patient.

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

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

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

Cognito Ergo Sum: Creating an Empowered Image.

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

End of Life Care.

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

Forgiveness: A Fundamental Health Concept.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs.
Incorporates strategies from both mental health and
body-based therapies to approach forgiveness as a
way to reduce stress-induced physical and mental/

emotional disease states. Fee: \$25 online (\$30 plus
p&h for hard copy).
CEUs: 0.5.

Good Grief: Providing Light to Those in Emotional Pain.

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

Good Vibrations: Recognizing the Healing Energy Within Emotions.

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

HIV/AIDS: A Comprehensive Course.

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

Live or Let Die: The Right to Die.

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

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

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

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.

The Patient in Pain: Why Are We Managing Pain and Not Healing It.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs.
Physiology of acute and chronic pain perception,

factors of pain reaction, attitudes toward the patient
in pain that may hinder therapy, effective use of
medication and use of non-invasive and alternative
pain therapies. Fee: \$35 online; \$42 in hard copy. CEUs:
0.7.

Power Tripping: Issues of Control Resolves Through Shadow Work.

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

The Prevention of Medical Errors.

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

Stroke.

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

Talking With the Docs: Effective Nurse Physician Communication.

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

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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