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Nursing Newsletter

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

Volume 25, Number 3

August, September, October 2006

NCSBN SEEKS YOUR INPUT ON CURRENT LPN/VN ENTRY-LEVEL NURSING PRACTICE

The National Council of State Boards of Nursing (NCSBN) is about to launch a practice analysis study designed to describe entry-level licensed practical/vocational nurse (LPN/VN) practice. Using a survey developed by a panel of experts that included both practicing LPN/VNs from a variety of practice settings and specialty areas as well as LPN/VN educators, a sample of LPN/VNs will be asked to determine the frequency of performance and the importance of each of the activities listed. The results of the survey will be used to evaluate the current LPN/VN test plan in an effort to assure that the NCLEX-PN® examination reflects existing practice.

The LPN/VN survey was launched on June 12, 2006. This study offers an opportunity for LPN/VNs to contribute to the nursing profession and as such, NCSBN encourages nurses receiving the survey to complete and return it as soon as possible. Cutoff date for responses is August 7, 2006.

If you have any questions about the LPN/VN entry-level practice analysis, please contact NCLEX information at (866) 293-9600 (toll free number) or email nclexinfo@ncsbn.org.

SUMMARY BOARD OF NURSING MEETING MARCH 1-2, 2006

Board Members Present:

M. Ann Aulwes-Allison, RN, Chairperson
Pauline Taylor, RN, Secretary
William Miller, RN
Clyde Bradley
Jane Hasek, RN
Mary Jacobus, LPN
John Connors

Professional Staff Present:

Lorinda K. Inman, RN, Executive Director
R.C. Miller, Enforcement
David Lamb, Enforcement
Sandra Colin, RN, Enforcement
Dana Peterson, Enforcement
David Cruse, RN, Enforcement
Doug Bartels, Enforcement
Taunya Cunningham, RN, Enforcement
M. Christine Newell, RN, Nursing Standards
Kathleen R. Weinberg, RN, Practice/Education
Lynn Linder, Licensing Officer

Enforcement:

1. The board completed action on the following cases:

a. Probation:

(1) Theresa M. Perkins, #107065 – 12 months

Continued on page 7

THE ADVANCED REGISTERED NURSE PRACTITIONER

The following information is provided to clarify the scope of practice, role and functions of the Advanced Registered Nurse Practitioner (ARNP) practicing in Iowa.

- Rules governing the advanced practice aspects of nursing are found in 655 IAC Chapter 7, which is available on the Iowa Board of Nursing Web site; www.state.ia.us/nursing.
- The specialty areas of nursing practice for the ARNP in Iowa are a certified clinical nurse specialist, certified nurse midwife, certified nurse practitioner and a certified registered nurse anesthetist.
- Current licensure as a registered nurse is mandatory for advanced nursing practice in Iowa.
- Graduation from a board approved advanced practice master's program or completion of a formal advanced practice education program is required for registration as an ARNP.
- An advanced level certification by a national professional nursing certifying body, recognized by the board, is required for registration as an ARNP.
- Registration with the Iowa Board of Nursing at the advanced level permits the nurse to use the title advanced registered nurse practitioner (ARNP) and authorizes the nurse to prescribe substances or devices, including controlled substances or devices, if the nurse is engaged in the practice of a nursing specialty regulated under the rules adopted by the board of nursing in consultation with the board of medical examiners and the board of pharmacy examiners.
- Registration as a practitioner with the Federal Drug Enforcement Administration and the board of pharmacy examiners permits the advanced registered nurse practitioner to prescribe controlled substances within the nurse's recognized specialty.
- In order to obtain a DEA number the nurse practitioner must be registered as an ARNP. Application forms for DEA numbers may be obtained from the pharmacy board at (515) 281-5944.
- In Iowa an ARNP may provide healthcare services to lowans of all ages. The ARNP practices within their scope of practice based upon their educational background and the standards and guidelines established by their national certifying body. The following services/functions may be performed by the ARNP practicing in Iowa (this list is not all inclusive):
 - Practice independently. An ARNP may have a collaborative agreement with a physician or physicians if their practice so warrants, but this agreement is not a requirement of the Iowa Board of Nursing.
 - Obtain patient histories.
 - Perform physicals.
 - Diagnose.
 - Order tests, treatments of care.
 - Educate and counsel patients and family.
 - Receive third party reimbursement.
 - Maintain hospital privileges.

Care is centered on health maintenance and promotion.

- A registered nurse in Iowa may practice at the level of his/her advanced preparation without registration as an advanced registered nurse practitioner. Without registration, they may not use the title ARNP, and they do not have prescriptive authority. The nurse, employer and the physician make the determination regarding policies and procedures to make prescriptive substances and devices available to clients.
- Advanced Registered Nurse Practitioner Programs in Iowa:
 - Allen College – Waterloo
 - Briar Cliff University – Sioux City
 - Clarke College – Dubuque
 - Graceland College – Lamoni
 - University of Iowa – Iowa City

AGENDAS AND MINUTES ON THE WEB

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

You can reach our Agendas and Minutes at our website, www.state.ia.us/nursing, under "Boards and Meetings."

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**MEMBERS OF THE
IOWA BOARD OF NURSING**
May 1, 2006 - April 30, 2007

TERM ENDS

M. Ann Aulwes-Allison, RN, MA, EdS, Chairperson 436 East Manning, Ottumwa, IA 52501 (Nursing Education)	2009
Pauline E. Taylor, RN, BSN, Secretary 1917 Graslon Drive, Iowa City, IA 52246 (Nursing Practice)	2008
William M. Miller, MS, ARNP 1122 Woodland Road, Harlan, IA 51537 (Nursing Practice)	2007
Clyde Bradley 315 33rd Avenue North, Clinton, IA 52732 (Consumer)	2007
Jane E. Hasek, RN, EdD 606 Center Street, Reinbeck, IA 50669 (Nursing Education)	2007
Mary J. Jacobus, LPN 3105 14th Avenue North, Fort Dodge, IA 50501 (Nursing Practice)	2008
John H. Connors 2808 E. 16th St., Apt. 16, Des Moines, IA 50316 (Consumer)	2008

**BOARD MEETING SCHEDULE
2006 - 2007**

September 6-7-8, 2006 (August 16, 2006)
December 6-7-8, 2006 (November 15, 2006)
February 28, March 1-2, 2007 (February 7, 2007)
June 13-14-15, 2007 (May 23, 2007)

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

**DISCLAIMER
CLAUSE**

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

COMMUNICATING WITH THE IOWA BOARD OF NURSING

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

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

QUESTIONS ABOUT	CONTACT
<ul style="list-style-type: none"> • Your license renewal or reactivation in process • Lost/stolen licenses • License Verification 	Phone 515-281-3264 tconsta@bon.state.ia.us
<ul style="list-style-type: none"> • Application for license renewal or reactivation • Inactive status 	Phone 515-281-4826 ibon@bon.state.ia.us
<ul style="list-style-type: none"> • Application forms for licensure by examination or endorsement • ARNP application and renewal • Foreign applicants for licensure • Your application in process 	Phone 515-281-6488 newnurs@bon.state.ia.us
<ul style="list-style-type: none"> • Continuing education rules • Continuing Education provider rules 	Phone 515-281-8808 cnewell@bon.state.ia.us
<ul style="list-style-type: none"> • Special approval of Continuing Education courses • Audits 	Phone 515-281-8258 dbrown@bon.state.ia.us
<ul style="list-style-type: none"> • Disciplinary issues • Sanctioned cases • Roster and label orders 	Phone 515-281-6472 enforce@bon.state.ia.us
<ul style="list-style-type: none"> • Iowa Board of Nursing newsletter 	Phone 515-281-4823 marmago@bon.state.ia.us
<ul style="list-style-type: none"> • Scope of nursing practice in Iowa 	Phone 515-281-4828 nsgprac@bon.state.ia.us
<ul style="list-style-type: none"> • Formal nursing education in Iowa • NCLEX® test modifications 	Phone 515-281-4828 nsgeduc@bon.state.ia.us
<ul style="list-style-type: none"> • Nurse Licensure Compact Agreement (Multi-state license) • NCLEX accommodations 	Phone 515-281-5535 llinder@bon.state.ia.us

Change of Address/Name

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

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

OLD ADDRESS:

Address _____

City _____

State _____ Zip _____

NEW ADDRESS:

Address _____

City _____

State _____ Zip _____

- Check here if you are on active military duty.
- Check here if you are a Federal Employee.
- Check here if you are an LPN but have filed application for an RN license.
- Check here if your license expires in less than 2 months and you would like a renewal form mailed to you.

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

or
e-mail information to:
ibon@bon.state.ia.us

LPN SUPERVISION IN LONG TERM CARE FACILITIES

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

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

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

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

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

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

PROCEDURES FOR INACTIVE STATUS

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

MANDATORY TRAINING ON ABUSE IDENTIFICATION AND REPORTING

Legislation passed during the 2001 Iowa General Assembly mandates that licensing boards, including the Iowa Board of Nursing, require a person, who regularly examines, attends, counsels, or treats dependent adults or children in Iowa, upon renewal of licensure to accurately document compliance with training requirements on abuse education and/or dependent adult abuse. The course must have been completed within the last 5 years. Licensees who were previously certified using the old curriculum may use that certification to meet the board requirements. Individuals who take the course after September 26, 2002, will be required to complete a course approved by the Iowa Department of Public Health Abuse Education Review Panel. A list of approved courses is available at

www.idph.state.ia.us/bhpl/abuse_ed_review.asp

IOWA BOARD OF NURSING FEES

The following licensing fees have been approved to support regulatory activities of the Iowa Board of Nursing.

Application for Examination	\$ 93.00
Renewal of License	\$ 99.00
License by Endorsement	\$ 119.00
Reactivation of License	\$ 175.00
Late Renewal	\$ 149.00
Application for ARNP	\$ 81.00
ARNP Renewal	\$ 81.00
Evaluation of DCI/FBI Criminal History Background Check	\$ 50.00
Certified Verification of License	\$ 25.00
Duplicate/Re-issue of Wallet Card	\$ 20.00
Certified Copy of Original Document	\$ 20.00
Returned Check	\$ 15.00
Employer Verification of License	\$ 3.00

NURSE LICENSURE COMPACT

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

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

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

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

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

Understanding the Basics

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

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

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

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

✓ If you hold a license in a COMPACT state, but do not RESIDE in that compact state (reside in a non-compact state), your license is a single state license and it authorizes

es you to practice only in that compact state. For example, if you hold an Iowa nursing license, but do not live in Iowa, the license is a single state license and does not grant you the privilege to practice in any other state.

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

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

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

a. The 30-days shall begin with the date of hire/employment in the new primary state of residence.

b. If the licensee begins employment before changing primary state of residence, the 30-days begins upon the date that the licensee establishes the new primary state of residence.

For updates on compact information or a list of compact states go to: www.ncsbn.org/nlc/index.asp

SUMMARY *Continued from page 1*

- (2) Vicki Gummert, #089145, #P30602 – 12 months
 - (3) Erin C. Kaub, #P42190 – 12 months
 - (4) Phyllis Glarborg, #P09770 – 12 months
 - (5) Kimberli D. Curtis, #094401 – 24 months
 - (6) Robyn R. Reitz, #P27195 – 12 months
 - (7) Kimberly D. Chaffee, #P44648 – 6 months
 - (8) Kevin R. Alter, #109659 – Concurrent with probation ordered in Scott County District Court
 - (9) Lillian A. Waite, #P44647 – 12 months
 - (10) Susan L. Jones, #P05639 – 12 months
 - (11) Teresa L. Gersema, #P19699 – Indeterminate to run concurrently with probation ordered by the Bremer County District Court
- b. Suspension:
- (1) Lisa A. Smith, #084411 – Indefinite
 - (2) Tracy R. White, #106980, #P41361 – Indefinite
 - (3) Cheryl A. VanZuiden, #095320 – Indefinite
 - (4) Daniel J. Boelman, #098009 – Indefinite
 - (5) Tina R. Stoner, #113382 – Indefinite
- c. Fine:
- (1) Sherry L. Grady, #P32219 – \$600
 - (2) Pamela J. Parcel, #102851 – \$400
 - (3) Susan T. Stauts, #108461 – \$100
 - (4) Patricia A. Offenburger, #062619, #P12686 – \$800
 - (5) Christa D. Wiggins, #091099, #P34559 – \$200
 - (6) Kimberly D. Keyes, #083545, #P29197 – \$150
 - (7) Heather M. Willemsen, #102547, #P39979 – \$200
 - (8) Paula R. Nelson, #103262 – \$200
 - (9) Shar L. Labus, #085034, #P30883 – \$200
 - (10) Diane Bullard, #062537 – \$100
 - (11) Mary M. Goodall, #059481 – \$150
 - (12) Stephanie Mansur, #089542, #P33050 – \$100
 - (13) Julie A. Lauritsen, #071782, #P23272 – \$100
 - (14) Janice A. Bronson, #044656 – \$100
- d. Continuing Education:
- (1) Pamela S. Collins, #043684 – 30 contact hrs.

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- (2) Karen A. Bauer, #058036 – 30 contact hrs.
- (3) Diane M. Kramer, #105984, #P26384 – 30 contact hrs.
- (4) Eric M. Rankin, #P44287 – 30 contact hrs.
- (5) Shar L. Labus, #085034, #P30883 – 60 contact hrs.
- (6) Patricia Ann Richardson, #081768, #P14074 – 30 contact hrs.
- (7) Diane K. Teske, #099188, #P38334 – 30 contact hrs.
- (8) Julie A. Lauritsen, #071782, #P23272 – 30 contact hrs.
- (9) Lori L. Nyreen, #101695, #P36987 – 45 contact hrs.
- e. Voluntary Relinquishment:
 - (1) Iva Nell Rath, #105706, #P38424
 - (2) Lenore S. Turpin, #P43285
 - (3) Michelle Voyles, #085731
 - (4) Christina Hafenbrack, #067634
 - (5) Maria I. Gonzales, #111302
 - (6) Kimberly J. Bales, #109309, #P43624
 - (7) Amanda M. Forbes, #105017, #P40613
- f. Citation and Warning:
 - (1) Angela Kay Hostens, #083039
 - (2) Christine A. Behrens, #083179, #P28715
 - (3) Elaine H. Countryman, #109041
 - (4) Kimberly J. Bales, #109309, #P43624
 - (5) Melinda L. Hosman, #098417, #P36775
2. The board voted to:
 - a. Issue 15 Notices of Hearing.
 - b. Close 68 cases for lack of probable cause.
 - c. Postpone 25 hearings.
 - d. Accept 15 Statements of Matters Asserted.
 - e. Accept 25 Combined Statements of Charges, Settlement Agreements and Final Orders.
 - f. Approve 2 felony applicants.
 - g. Approve 2 endorsement applicants.
 - h. Approve 1 request for license reinstatement.
3. The board held 3 hearings.

Continuing Education:

1. The following providers were approved for renewal since the last board meeting:
 - #4 Iowa Hospital Association, Des Moines
 - #12 Indian Hills Community College, Ottumwa
 - #14 Spencer Hospital, Spencer
 - #18 Iowa Valley Continuing Education, Marshalltown
 - #109 Myrtue Medical Center, Harlan
 - #272 HealthStream, Denver, CO

#333 Inquisit, Warrendale, PA

2. American Association of Critical Care Nurses, Aliso Viejo, CA, voluntarily relinquished Provider No. 332 since the last board meeting.
3. The board voted to deny Iowa provider approval to Dallas County Hospital, Perry, IA, for failure to meet Chapter 5 provider criteria within one year of filing the initial application.

Education:

1. The board voted to advise Mount Mercy College that nursing students must be awarded an academic credential defined as an Associate Degree, Diploma or Baccalaureate Degree, to be eligible to take the NCLEX-RN®.
2. The board voted to accept the nursing education program report and grant North Iowa Area Community College Associate Degree Nursing Program full approval for a period of six years.
3. The board voted to accept the nursing education program report and grant North Iowa Area Community College Practical Nursing Program full approval for a period of six years.
4. The board voted to accept the Bachelor of Science in Nursing Program proposal and grant interim approval to Northwestern College, Orange City.
5. The board voted to approve the curriculum revisions for the PN and ADN nursing programs submitted by Northeast Iowa Community College, Peosta and approve the following course syllabi:
 - Medical Math
 - Pharmacology (Medications)
 - Nursing Concepts
 - Nursing Care of Adults I
 - Nursing Care of Adults II
 - Nursing Care of the Childbearing Family
 - Nursing Care of Children
 - Dimensions of Practical Nursing
 - Transition to Associate Degree Nursing
 - Comprehensive Nursing Care of the Mental Health Client
 - Comprehensive Nursing Care of Children
 - Comprehensive Nursing Care of the Childbearing Family
 - Comprehensive Nursing Care of Adults
 - Human Anatomy and Physiology I
 - Human Anatomy and Physiology I Lab
 - Human Anatomy and Physiology II
 - Human Anatomy and Physiology II Lab

6. The board voted to approve the following curriculum revisions submitted by Southwestern Community College, Creston:
 - Deletion of course ADN: 491 Gerontology Nursing
 - Addition of course ADN: 850 Employment Empowerment
 - ADN: 563 Comprehensive Nursing increasing from 9.5 credit hours to 10.5 credit hours
 - PNN: 434 Maternal Child Health increasing from 3 credit hours to 4 credit hours
7. The board voted to approve the following course syllabi submitted by Southwestern Community College, Creston:
 - ADN: 850 Employment Empowerment
 - ADN: 563 Comprehensive Nursing
 - PNN: 434 Maternal Child Health
8. The board voted to approve the 15-month accelerated option to the pre-licensure track for the MSN Program, Allen College, Waterloo.
9. The board voted to approve the following BSN program curriculum revisions for the 15-month accelerated option to the pre-licensure track for the BSN program:
 - Required nursing coursework will decrease from 72 credit hours to 62 credit hours with the deletion of the following BSN courses:
 - NU 245: Nursing Elective – 3 credit hours
 - NU 255: Nursing Care of the Client/Family Dealing With Grief, Death and Loss – 3 credit hours
 - NU 260: Nursing Care of the Client at Home – 4 credit hours
 - Addition of the following reviewed course syllabi:
 - NUA 210: Nursing Care of the Adult Client
 - NUA 220: Nursing Care of the Mental Health Client
 - NUA 235: Nursing Care of the Childbearing Family
 - NUA 265: Nursing Care of the Community as Client
 - NUA 271: Nursing Care of the Client
10. The board voted to accept the RN-BSN Program progress report submitted by Upper Iowa University, Fayette.
11. The board voted to accept the Pre-licensure Baccalaureate Program progress report submitted by

Continued on page 8

SUMMARY *Continued from page 7*

- the University of Dubuque, Dubuque.
12. The board voted to accept the Master of Science in Nursing Program progress report submitted by St. Ambrose University, Davenport.
 13. The board voted to accept the Practical Nursing Program progress report submitted by Hamilton College, Iowa Campuses.
 14. The board voted to accept the Bachelor of Science in Nursing Completion Program progress report submitted by Dordt College, Sioux Center.
 15. The board voted to approve the following courses for the Bachelor of Science in Nursing Completion Program submitted by Dordt College, Sioux Center:
 - NUR 301 Healthcare Ethics
 - NUR 304 Professionalism
 - NUR 310 Faith and Cultural Aspects in Healthcare
 - NUR 320 Foundation of Nursing Theory
 - NUR 325 Health Assessment
 - NUR 351 Family, Community and Public Health I
 16. The board voted to accept the Master of Science in Nursing Program progress report submitted by Briar Cliff University, Sioux City.
 17. The board voted to approve the following courses for the Master of Science in Nursing Program submitted by Briar Cliff University, Sioux City:
 - NURS 630 Levels of Prevention and the Older Family
 - NURS 665 Teaching and Evaluating Learning in Colleges of Nursing
 18. The board voted to accept the Online RN to BSN Completion Program progress report submitted by Kaplan University, Davenport.
 19. Information items:
 - a. Letter re: administrative changes – Graceland University, Lamoni
 - b. Letter re: new dean of nursing – Graceland University, Lamoni
 - c. Letter re: pre-licensure online nursing programs – Veterans Memorial Hospital, Waukon
 - d. Letter re: Northwestern College, Orange City – Orange City Health System
 - e. Memo re: administrative changes – Des Moines Area Community College, Ankeny
 - f. NCSBN NCLEX® Statistics; RN and PN Iowa Program Statistics; 4th Quarter NCSBN NCLEX® Results

20. The board voted to establish an eight-member committee with the following charge:
 - To review and revise current rules and regulations in 655 IAC Chapter 2 “Nursing Education Programs.”
21. The board voted to delay action on new nursing program proposals until the review and revision of 655 IAC Chapter 2, “Nursing Education Programs” rules and regulations have been completed.

Practice:

1. The board voted to issue Order No. 2006-02-PR, which denies the petition for a refund of the \$50 late fee submitted by K'Dean L. Lemka-Dunnwald.
2. The board voted to issue Order No. 2006-04-PR, which denies the petition for a refund of the \$50 late fee submitted by Jacqueline R. Spier.
3. The board voted to issue Order No. 2006-03-PR, which denies the petition for a refund of the \$104 license renewal fee submitted by Colleen Brenneman.
4. The board voted to issue Order No. 2006-05-PR, which approves the petition for a waiver of the requirement that the school of nursing submit an official transcript denoting diploma or degree conferred to the board for license by examination submitted by Cynthia Walls.
5. The board voted to establish an ARNP advisory committee to revise board rules for advanced practice compact implementation and to make recommendations to the board on the accessibility and availability of graduate education in Iowa. The committee charge will be:
 - Recommend rules for implementation of the Advanced Practice Registered Nurse Compact.
 - Review and revise current rules and regulations in 655 IAC Chapter 7, “Advanced Registered Nurse Practitioners” to meet uniform core license requirements as defined by the Nurse Licensure Compact Administrators (NLCA).
 - Examine the nurse practitioner nursing education curricula to review the feasibility of certification in more than one specialty area.
 - Examine the accessibility of established graduate nursing programs.

The committee will have seven representatives from:
Pediatric Nurse Practitioners Association
Advanced Practice Society

Nurse-Midwife Association
Certified Registered Nurse Anesthetist
Three members shall be ARNP program directors/educators.

6. The board voted to establish a nurse midwife committee to review board rules regarding midwifery regulation and practice. The committee shall consist of three nurse midwives registered in Iowa and two non-certified nurse midwives, for a total of 5 committee members. The committee charge will be:
 - Review board rules regarding scope of practice for nurse midwives and make recommendations.

Executive Director's Report:

Lorinda Inman addressed the following:

1. National Council of State Boards of Nursing, Inc.
2. New testing sites overseas
3. Annual meeting, Salt Lake City, UT, August 1-4, 2006
4. Standard-setting panel nominations
5. Financial report
6. Legislation

Miscellaneous:

1. The board voted to adopt as filed, ARC 4792B, an amendment to Chapter 3 regarding the license renewal fee.
2. The board voted to file under Notice of Intended Action, amendments to Chapter 11 regarding purchase of rosters.
3. ADHD and the Disabilities Act – No action
4. Trends in Nursing Supply and Education – No action
5. The board deferred the election of officers until the next board meeting.

Minutes:

The board approved the following minutes as submitted:
November 30-December 2, 2005 board meeting
January 3, 2006 conference call
January 9, 2006 conference call
February 14, 2006 conference call
February 22, 2006 conference call

SUMMARY IOWA BOARD OF NURSING CONFERENCE CALLS

MARCH 7, 2006

Board Members Present:

Ann Aulwes-Allison, RN, Chairperson
Pauline Taylor, RN, Secretary
William Miller, RN
Mary Jacobus, LPN
Clyde Bradley
John Connors

Board Member Excused:

Jane Hasek, RN

Professional Staff Present:

Lorinda Inman, RN, Executive Director
Christine Newell, RN, Nursing Standards
Kathy Weinberg, RN, Practice/Education

Audience:

Barb Condon, Briar Cliff University, Sioux City
Kay Frommelt, Clarke College, Dubuque
Judy Hausner, Iowa Wesleyan College, Mount Pleasant
Diann Martin, Kaplan University, Davenport
Sheila Burke, Kaplan University, Davenport
Mary Tarbox, Mount Mercy College, Cedar Rapids
Delores Hilden, St. Ambrose University, Davenport
Kathy Dolter, University of Dubuque, Dubuque
Pat Clinton, University of Iowa, Iowa City
Virginia Wangerin, Des Moines Area Community College, Ankeny
Ruth Sueverkrubbe, Eastern Iowa Community College District
Jennifer Johnson, Hamilton College, Cedar Rapids
Bernadette Wise, Iowa Lakes Community College, Emmetsburg
Kathy Deibert, Iowa Valley Community College District
Carol Maxwell, Iowa Western Community College, Council Bluffs
Lori Jeppson, Kirkwood Community College, Cedar Rapids
Kathy Nacos-Burds, Northeast Iowa Community College, Peosta
Susan White, Southwestern Community College, Creston

Education:

The board voted to amend a motion made at the March 2, 2006 board meeting, which reads as follows:

I move the Iowa Board of Nursing delay action on new nursing program proposals until the review and revision of 655 IAC Chapter 2 Nursing Education Programs rules and regulations have been completed.

The amended motion reads as follows:

I move the Iowa Board of Nursing delay action on the submission of new nursing program proposals, written information and granting interim approval to new nursing programs until the review and revision of 655 IAC Chapter 2 Nursing Education Programs rules and regulations, have been completed.

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APRIL 5, 2006

Board Members Present:

Ann Aulwes-Allison, RN, Chairperson
Pauline Taylor, RN, Secretary
William Miller, RN
Clyde Bradley
John Connors

Board Members Excused:

Jane Hasek, RN
Mary Jacobus, LPN

Professional Staff Present:

Christine Newell, RN, Nursing Standards
David Lamb, Enforcement
Sandra Colin, RN, Enforcement
Dana Peterson, Enforcement
Doug Bartels, Enforcement
Taunya Cunningham, RN, Enforcement
Lynn Linder, Licensing Officer

Enforcement:

1. Voluntary relinquishment:
Allison Ringgenberg, #106140
2. Citation and Warning:
Ginger Schild, #092494
3. Fine:
 - a. Kelly K. Kraft, #P28977 – \$250
 - b. Laura Van Beek, #097640 – \$450
4. Probation:
Dawn M. Carlson, #P34224 – Concurrent with period of supervision from the Deferred Judgment ordered by District Court for Mahaska County, Iowa
5. Continuing Education:
Lori A. Swenson, #104174 – 30 contact hrs.
6. Suspension:
 - a. Annette Montgomery, #P25430 – Indefinite
 - b. Roanna G. Stull, #094185, #P16063 – Indefinite
7. Revocation:
Kelly A. McDonald, #089936, #P33427
8. The board voted to approve 1 request for licensure by endorsement and deny 1 request for licensure by endorsement.

Practice:

The board voted to approve a request to deliver the NCLEX over a two-day period (3 hours each day), submitted by Laura K. Peyton (Schrage). The approval allowing a separate room while taking the exam was granted for a previous request.

Miscellaneous:

1. The board voted by affirmation to elect the following as officers:
Ann Aulwes-Allison, Chair
Pauline Taylor, Secretary
2. The board voted to elect Ann Aulwes-Allison, Chair and Pauline Taylor, Secretary.
3. The board voted to approve the following committee appointments:
Practice
William Miller, RN
Pauline Taylor, RN
SOMAs/Combo Docs

William Miller, RN
John Connors
Mary Jacobus, LPN
Continuing Education

Mary Jacobus, RN
John Connors

Closures

Pauline Taylor, RN
Clyde Bradley
Jane Hasek, RN

Education

Jane Hasek, RN
Ann Aulwes-Allison, RN
Clyde Bradley

4. The board voted to appoint Ann Aulwes-Allison and Jane Hasek as representatives for the National Council of State Boards of Nursing Annual Meeting in Salt Lake City, UT, August 1-4, 2006.

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MAY 11, 2006

Board Members Present:

Ann Aulwes-Allison, RN, Chairperson
William Miller, RN
Clyde Bradley
John Connors
Jane Hasek, RN
Mary Jacobus, LPN

Board Member Excused:

Pauline Taylor, RN, Secretary

Professional Staff Present:

Christine Newell, RN, Nursing Standards
Sandra Colin, RN, Enforcement
Doug Bartels, Enforcement
Taunya Cunningham, RN, Enforcement

Enforcement:

1. Voluntary relinquishment:
 - a. Kathy Gilliland, #101756
 - b. Mitchell Gallo, #105455, #P40008
 - c. Ellen Ballinger, #P28464
 - d. Rebecca L. Pippert, #P19169
 - e. James McDonough, #086438
2. Fine:
 - a. Rebecca A. Wiley, #075930, #P25806 – \$450
 - b. Christina L. Cruz, #P40353 – \$450
 - c. Mary B. Bruening, #040967 – \$100
 - d. Billie N. Wiemers, #P43482 – \$50
 - e. Terri L. Gittings, #068668 – \$50
 - f. Donna L. Pfeiler, #P43650 – \$50
 - g. Colette L. Winget, #098259, #P34053 – \$100
 - h. Kathy J. Meisgeier, #073045, #P21336 – \$100
 - i. Julie R. Spangler, #072210 – \$400
3. Continuing Education:
 - a. Billi A. Williams, #P39111 – 30 contact hrs.
 - b. Donna Jean Newton, #099807 – 30 contact hrs.
 - c. Patricia J. Madsen, #047856 – 30 contact hrs.
 - d. Scott Wentworth, NE #49011 – 30 contact hrs.
4. Suspension:
 - a. Pamela A. Mottet, #076439, #P26017 – Indefinite
 - b. Carmen M. Besler, #095042, #P23422 – Indefinite
 - c. Mary E. Marlatt, #P37951 – Indefinite
5. The board voted to:
 - a. Accept 1 Motion to Dismiss.
 - b. Grant 1 request for licensure by endorsement by a felony applicant.

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

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

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

Telephone Verification

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

Questions may be directed to 515-281-6488 or newnurs@bon.state.ia.us.

LICENSE RENEWAL . . . ONLINE

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

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

Please note that the Board does not mail renewal forms to nurses whose licenses are due for renewal. We encourage all nurses to consider going online to apply for renewal. We think you will be surprised at how easy it is.

(Renewal lists and information for September, October, and November 2006 renewals begin on page 27.)

- CONTINUING EDUCATION OFFERINGS -

REGION I

NORTHWEST COUNTIES OF IOWA



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

ABBREVIATIONS

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

August 7; 9 am-2:30 pm; Sioux City

Stroke Conference. Spon: Mercy Med Cntr – Sioux City. Contact: Karen Newton, (712) 279-2152. Fac: Jennifer K. Pary, MD. Aud: RNs/LPNs/ARNPs. This conference will address the assessment, care and rehabilitation of the stroke patient, including acute treatment of the Ischemic Stroke patient and advances in the treatment of hemorrhagic and Ischemic stroke. Fee: \$55. Reg. by: July 31. CEUs: 0.51.

September 15; 9 am-3:30 pm; Sioux City

15th Annual Pediatric Conference. Spon: St. Luke's Reg Med Cntr. Contact: Sandy Miller, (712) 279-7966. Fac: Ed Bottee, MD. Aud: RNs/LPNs who provide care to children and infants. Issues and topics relating to pediatric health; tentatively to include lead poisoning, asthma, plastic surgery, sports injury, immunization. Fee: \$70. Reg. by: Sept 8. CEUs: 0.6.

October 18; 9 am-3:30 pm; Sioux City

Cardiology Update 2006. Spon: St. Luke's Reg Med Cntr. Contact: Sandy Miller, (712) 279-7966. Fac: Art Easley, MD. Aud: RNs/LPNs. This conference is designed to provide the most current information on the diagnosis, evaluation, treatment and medical management of cardiovascular disease. Fee: \$60. Reg. by: Oct 4. CEUs: 0.6.

October 18, 19, and 20; Cedar Falls

Time: October 18: 2-8 pm; (Pre-conf.)

October 19: 7 am-8 pm;

October 20: 7:30 am-4 pm

8th Annual Conference of the Iowa Nurse Practitioner Society. Spon: CE Solutions w/INPS. Contact: Mary McGeough, 1-866-650-3400 (toll-free). Fac: Marti Hall, ARNP. Aud: ARNPs/RNs/LPNs. To provide advanced registered nurse practitioners with the latest information on clinical issues; contact CE Solutions Group with your questions, or visit their website at <http://www.HealthCE.com> for complete INPS conference information. Fee: Both days – \$175 for INPS members; \$245 for non-members; \$100 for students. Reg. by: Oct 4 (Note: A late fee will be assigned to registrations received after this date). CEUs: 1.32 for **both days**.

REGION II

NORTHEAST COUNTIES OF IOWA



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

ABBREVIATIONS

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

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

July 27-September 14; 9 am-3 pm on Thursdays; Waterloo

Supervision in Health Facilities. Spon: HCC. Contact: Vic Palmer, (319) 296-2320, ext 1481. Fac: Vic Palmer. Aud: LPNs in long term care. Upon completion of this course participants will identify basic characteristics of organizations and discuss the role, responsibilities and qualities of managers in health care facilities. Fee: \$195. Reg. by: July 25. CEUs: 3.6.

August 2; 8 am-4 pm; Cedar Rapids

Neonatal Resuscitation Program (NRP). Spon: St. Luke's Hosp CR. Contact: Cindy Bowers, (319) 369-7902. Fac: Cindy Bowers, RN. Aud: RNs. To instruct the individual in performing a complete, competent resuscitation for newborns. Fee: \$75. Reg. by: July 17. CEUs: 0.75.

August 7 and 8; Cedar Rapids

Time: August 7: 8 am-4:30 pm;

August 8: 8 am-12 noon

Pediatric Advanced Life Support (PALS). Spon: St. Luke's Hosp CR. Contact: Gwen Randall, (319) 369-8750. Fac: Carol Fridal, RN. Aud: RNs. To provide cognitive and psychomotor skills necessary for resuscitation and stabilization for an infant in respiratory failure, shock or arrest. Fee: \$100. Reg. by: July 31. CEUs: 1.29.

August 29 and 30; Cedar Rapids

Time: August 29: 7:30 am-4 pm;

August 30: 7:30-11:30 am

ACLS Provider Course. Spon: St. Luke's Hosp CR. Contact: Gwen Randall, (319) 369-8750. Fac: Lori Gaster, RN. Aud: RNs. Offers participants the knowledge and skills needed for their professional role in resuscitation. Fee: \$100. Reg. by: Aug 15. CEUs: 1.1.

September 8; 8 am-4 pm; Cedar Rapids

Morgan Foster Pediatric Conference. Spon: St. Luke's Hosp CR. Contact: Joan Copper, (319) 369-8750. Fac: Robert Hickman. Aud: RNs/LPNs. To examine interventions that improve communication with children. Fee: \$75. Reg. by: Aug 28. CEUs: TBA.

September 14 and 15; 8 am-4 pm; Cedar Rapids

19th Annual Nelson Critical Care Conference. Spon: St. Luke's Hosp CR. Contact: Joan Copper, (319) 369-8750. Fac: Carol Whiteside, RN, MSN, PhD. Aud: RNs/LPNs. To increase knowledge base of critical care nurses caring for patients exhibiting subclinical signs. Fee: \$75. Reg. by: Sept 4. CEUs: TBA.

September 18 and 19; 8 am-4:30 pm; Cedar Rapids

Basic Dysrhythmia Course. Spon: St. Luke's Hosp CR. Contact: Gwen Randall, (319) 369-8750. Fac: Elaine Young, RN, BA. Aud: RNs/LPNs. To develop a clear understanding of basic rhythm interpretation for monitored patients. Fee: \$35. Reg. by: Sept 4. CEUs: 1.8.

September 22; 8:30 am-4 pm; Mason City

Cancer Update 2006. Spon: Reg Health Ed Cntr. Contact: Mary Newbrough, (641) 422-7941. Fac: Dr. Janis Amatuzio. Aud: RNs/LPNs/ARNPs. This conference is designed to increase the health professional's awareness of issues and practices in cancer care across the lifespan. Fee: \$70. Reg. by: Sept 15. CEUs: 0.7.

Continued on page 12

- CONTINUING EDUCATION OFFERINGS -

REGION II *Continued from page 11*

September 28 and 29; Cedar Rapids

Time: September 28: 8 am-5 pm;
September 29: 8 am-2:15 pm

Child Protection Conference. Spon: St. Luke's Hosp CR. Contact: Rosanne Matuszek, (319) 369-8136. Fac: Olga Trujillo. Aud: RNs/LPNs. This conference will focus on interdisciplinary approaches to child abuse investigation and prosecution. Fee: \$75 for both days; \$40 for one day. Reg. by: Sept 15. CEUs: 0.81 for day one; 0.54 for day 2.

September 29; 8 am-4 pm; Waterloo

Trends in Trauma 2006. Spon: SHARE, w/Wheaton Franciscan HC. Contact: Julie Geise, (319) 296-2329, ext 1250. Fac: Various. Aud: Emergency and critical care nurses. To provide learning opportunities for the health care professional on current issues and trends in trauma care. Fee: \$40. Reg. by: Sept 22. CEUs: 0.6.

September 30; 8 am-12 noon; Waterloo

Trends in Trauma 2006. Spon: SHARE, w/Wheaton Franciscan HC. Contact: Julie Geise, (319) 296-2329, ext 1250. Fac: Various. Aud: Emergency and critical care nurses. To provide learning opportunities for the health care professional on current issues and trends in trauma care. Fee: \$25. Reg. by: Sept 22. CEUs: 0.3.

October 2; 5-9 pm; Cedar Falls

Breast Cancer Conference. Spon: Allen College. Contact: Kathy Boeckmann, (319) 833-6101. Fac: Dr. Douglas Duvon. Aud: RNs/LPNs/hosp and office staff. Update attendees with changes in breast care, high-risk patients and genetic testing, MRI breast biopsy, and reconstructive breast surgery. Fee: TBD. Reg. by: Sept 18. CEUs: TBD.

October 6; 8:30 am-3 pm; Waterloo

5th Annual Mental Health Conference. Spon: Allen College, w/Allen Hosp. Contact: JoEllen Kubik, (319) 226-2142. Fac: Michele Weiner-Davis, MSW. Aud: RNs/LPNs. To offer therapists a conceptual framework for conducting relationship-oriented sessions with one partner when only one partner is willing to seek relationship therapy. Fee: \$75. Reg. by: Sept 28. CEUs: 0.6.

October 10; 9 am-4 pm; Cedar Rapids

12 Lead EKG Interpretation. Spon: St. Luke's Hosp CR. Contact: Linda Oberbroeckling, (319) 369-8750. Fac: Linda Oberbroeckling, RN, BSN, CCRN. Aud: RNs/LPNs. To assist with the identification and interpretation of the 12 Lead EKG. Fee: \$25. Reg. by: Sept 29. CEUs: 0.71.

October 11; 8 am-4 pm; Dubuque

Accompanying the Dying. Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Lores Vlamminck. Aud: RNs/LPNs. By participating in this course, you will acquire the skills to help others prepare for their "final journey." Fee: \$75. Reg. by: NA. CEUs: 0.78.

October 13; Time – NG; Cedar Rapids

2006 Current Trends in Mental Health. Spon: St. Luke's Hosp CR. Contact: Joan Copper, (319) 369-8750. Fac: Ross Greene, PhD. Aud: RNs/LPNs. To study the Collaborative Problem Solving Approach with explosive and noncompliant children and adolescents. Fee: \$75. Reg. by: Oct 2. CEUs: TBA.

October 17; 8 am-4 pm; Waterloo

Becoming a Superstar in the Health Care Arena. Spon: HCC. Contact: Vic Palmer, (319) 296-2320, ext 1481. Fac: Vic Palmer. Aud: RNs/LPNs. Upon completion of this program participants will demonstrate exact strategies for maximizing their talent, motivation and self talk and delineate proven communication concepts as well as manage change and reduce stress. Fee: \$75; \$125 after Sept 25. Reg. by: Sept 25. CEUs: 0.7.

October 17; 6:45-9:45 pm; Cedar Rapids

Delirium in the Elderly. Spon: KCC. Contact: Mike McLaughlin, (319) 398-4947. Fac: Ara Robinson, DO. Aud: RNs/LPNs. To gain a better understanding of delirium in the elderly, including causes, ways to test, and prevention of delirium. A brief review of medications that assist in symptoms will be covered. Fee: \$35. Reg. by: Oct 16. CEUs: 0.3.

October 18, 19, and 20; Cedar Falls

Time: October 18: 2-8 pm; (Pre-conf.)

October 19: 7 am-8 pm;

October 20: 7:30 am-4 pm

8th Annual Conference of the Iowa Nurse Practitioner Society. Spon: CE Solutions w/INPS. Contact: Mary McGeough, 1-866-650-3400 (toll-free). Fac: Marti Hall, ARNP. Aud: ARNPs/RNs/LPNs. To provide advanced registered nurse practitioners with the latest information on clinical issues; contact CE Solutions Group with your questions, or visit their website at <http://www.HealthCE.com> for complete INPS conference information. Fee: Both days – \$175 for INPS members; \$245 for non-members; \$100 for students. Reg. by: Oct 4 (Note: A late fee will be assigned to registrations received after this date). CEUs: 1.32 for both days.

October 19 and 20; Time – TBA; Waterloo

Women's and Children's Health Conference. Spon: Wheaton Franciscan HC. Contact: Juanita Williams, (319) 268-3005. Fac: Marilyn Hildreth. Aud: OB-GYN/NICU or Peds. A two-day conference with Neonatal ICU, Pediatrics and Lamaze topics repeated on both days. Fee: \$75 per day; \$40 for half day; half price for students and retired nurses. Reg. by: Oct 9. CEUs: 1.5 for both days (0.9 for Lamaze workshop and 0.6 for NICU/Peds workshop).

October 27; 8:30 am-3:15 pm; Waterloo

Diabetes Symposium 2006. Spon: Allen College, w/Allen Hosp. Contact: Pat Heth, (319) 235-3106. Fac: C.R. Kannan, MD, Professor of Med, Rush Univ, Chicago, IL. Aud: RNs/LPNs. To enhance knowledge of the management of post-prandial hyperglycemia, cardiovascular risk, new strategies in treatment, retinopathy, diabetic emergencies and "E-diabetes." Fee: TBD. Reg. by: Oct 20. CEUs: 0.6.

- 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

August 2; 9 am-4 pm; Council Bluffs

Managing Self-Esteem Throughout Life. Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Patricia Salvo-Lawrence, MS, LMHC, LMHP. Aud: RNs/LPNs. Provides ways to assist patients/clients improve their self-esteem throughout life by learning and using good self-esteem management techniques. Fee: \$70 (inc tuition/handouts/lunch/refreshments). Reg. by: July 31. CEUs: 0.65.

August 10; 9 am-4 pm; Council Bluffs

Biological Effects of X-Ray. Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Mary Lou Padrnos, BS, RT. Aud: RNs/LPNs in radiography. Provides an understanding of the biological effects of X-Ray on an individual receiving the X-Ray. Fee: \$35. Reg. by: Aug 8. CEUs: 0.35.

August 15; 9 am-4 pm; Council Bluffs

Depression . . . The Way Out – Causes and Treatments. Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Gary Parker, LMHC, MA, MS. Aud: RNs/LPNs. This program provides an understanding of depression, its cause, effective medications, natural herbal alternatives and a way out of depression. Fee: \$70 (inc tuition/handouts/lunch/refreshments). Reg. by: Aug 11. CEUs: 0.65.

August 21; 9 am-4 pm; Council Bluffs

Chart Auditing – Can You Pass the Test? Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Carolyn Hutt, CMA, CPC. Aud: RNs/LPNs. This program provides information on the importance of chart auditing and provides a tool for performing one. Fee: \$70 (inc tuition/handouts/lunch/refreshments). Reg. by: Aug 18. CEUs: 0.65.

August 24; 9 am-4 pm; Council Bluffs

Obsessive-Compulsive Disorders and Self-Injurious Behaviors. Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Deborah Reay, PhD. Aud: RNs/LPNs. Provides an understanding of OCD and Self-Injurious Behaviors and the behaviors, underlying psychological and neurological issues and risk factors associated with these two disorders/behaviors. Fee: \$70 (inc tuition/handouts/lunch/refreshments). Reg. by: Aug 22. CEUs: 0.65.

August 30; 9 am-4 pm; Council Bluffs

Helping the Elderly Find Meaning and Purpose. Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Amy Hanson, PhD. Aud: RNs/LPNs. This program provides an understanding of the psychological needs of aging patients/clients and to know how to effectively help them. Fee: \$70 (inc tuition/handouts/lunch/refreshments). Reg. by: Aug 28. CEUs: 0.65.

September 7; 9 am-12:15 pm; Council Bluffs

Fundamentals of an X-Ray Exposure. Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Mary Lou Padrnos, BS, RT. Aud: RNs/LPNs. Provides information on the fundamentals of an X-ray exposure. Fee: \$35 (inc tuition/handouts/refreshments). Reg. by: Sept 5. CEUs: 0.35.

September 13; 9 am-4 pm; Council Bluffs

ICD-9 Coding – Advanced. Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Carolyn Hutt, CMA, CPC. Aud: RNs/LPNs. Provides instruction and information for advanced ICD-9-CM coding – participants need to bring a current ICD-9-CM book. Fee: \$70 (inc tuition/handouts/lunch/refreshments). Reg. by: Sept 11. CEUs: 0.65.

September 14 (beginning date); 8:30 am-4:30 pm; Council Bluffs

Expanded IV Therapy for the LPN. Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Janet Tetan, BSN. Aud: RNs/LPNs. Designed to prepare the LPN to perform procedures related to the expanded scope of intravenous therapy and please call for flyer. Fee: \$450 – six sessions/days. Reg. by: Sept 8. CEUs: 4.5.

September 15; 9 am-4 pm; Council Bluffs

Obesity in America – The Modern Plague of Affluence. Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Lana Stephens, RN, MSN, ARNP. Aud: RNs/LPNs. Explores reasons for the explosive epidemic of obesity in our society and examines impending health care, social and economic consequences of this crisis. Fee: \$70 (inc tuition/handouts/lunch/refreshments). Reg. by: Sept 13. CEUs: 0.65.

September 21; 9 am-4 pm; Council Bluffs

Identifying Behavior Disorders in Children and Adolescents. Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Deborah Reay, PhD. Aud: RNs/LPNs. Helps to identify symptoms and behaviors related to behavior disorders; identify resources and understand behavior management strategies to modify the negative impact of behavior disorders. Fee: \$70 (inc tuition/handouts/lunch/refreshments). Reg. by: Sept 19. CEUs: 0.65.

September 28; 9 am-4 pm; Council Bluffs

2nd Annual Day Devoted to Women's Healthcare. Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Michael Reed, MD. Aud: RNs/LPNs. Information on healthcare issues for women at various

life stages. Fee: \$50 (inc tuition/handouts/lunch/refreshments). Reg. by: Sept 26. CEUs: 0.65.

October 11; 9 am-4 pm; Council Bluffs

Memory, Learning and Alzheimer's Disease: Working with the Alzheimer's Patient. Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Amy Hanson, PhD. Aud: RNs/LPNs. This program will assist the health professional to better work with the Alzheimer's patient. Fee: \$75 (inc tuition/handouts/lunch/refreshments). Reg. by: Oct 9. CEUs: 0.65.

October 12; 9 am-4 pm; Council Bluffs

Communication Skills for Radiographers and Other Healthcare Workers. Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Mary Lou Padrnos, BS, RT. Aud: RNs/LPNs. Provides information on skills to communicate better with patients/clients. Fee: \$35 (inc tuition/handouts/refreshments). Reg. by: Oct 10. CEUs: 0.35.

October 18; 9 am-12:15 pm; Council Bluffs

Practicing Ethics. Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Kathy Montagne. Aud: RNs/LPNs. This program identifies the importance of ethics in healthcare. Fee: \$40 (inc tuition/handouts/refreshments). Reg. by: Oct 16. CEUs: 0.35.

October 18, 19, and 20; Cedar Falls

Time: October 18: 2-8 pm; (Pre-conf.)

October 19: 7 am-8 pm;

October 20: 7:30 am-4 pm

8th Annual Conference of the Iowa Nurse Practitioner Society. Spon: CE Solutions w/INPS. Contact: Mary McGeough, 1-866-650-3400 (toll-free). Fac: Marti Hall, ARNP. Aud: ARNPs/RNs/LPNs. To provide advanced registered nurse practitioners with the latest information on clinical issues; contact CE Solutions Group with your questions, or visit their website at <http://www.HealthCE.com> for complete INPS conference information. Fee: Both days – \$175 for INPS members; \$245 for non-members; \$100 for students. Reg. by: Oct 4 (Note: A late fee will be assigned to registrations received after this date). CEUs: 1.32 for **both days**.

October 25; 9 am-4 pm; Council Bluffs

Effects of Domestic Violence on Children and Adolescents: Intervention and Support. Spon: IWCC. Contact: Cheryl Downing, (712) 325-3265. Fac: Deborah Reay, PhD. Aud: RNs/LPNs. Provides information on the effects of domestic violence on children and adolescents and learn of intervention procedures and support for the problem. Fee: \$75 (inc tuition/handouts/lunch/refreshments). Reg. by: Oct 23. CEUs: 0.65.

- CONTINUING EDUCATION OFFERINGS -

REGION IV

SOUTHEAST COUNTIES OF IOWA



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

ABBREVIATIONS

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

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

August 2; 8 am-4 pm; Johnston
New School Nurse Orientation. Spon: UI Col of Nursing. Contact: Nancy Lathrop, (319) 335-7075. Fac: Multiple faculty. Aud: School nurses. This orientation will provide an introduction to the role of the school nurse in a coordinated school health program. Fee: \$90. Reg. by: July 27. CEUs: 0.83.

August 5 and 6; 8 am-5 pm (both days); Bettendorf
Wholistic Nutrition. Spon: Genesis Med Cntr. Contact: Anne Pauly, (563) 421-2282. Fac: Rylen Lee-Feeney, BA, LMT, Dipl. CH and ABT (NCCAOM), Cert. Aroma Therapist. Aud: RNs/LPNs. To provide necessary information as we begin the transition from the Standard American diet to the wholistic way of eating with emphasis on East Asian medicine and wholistic western traditions. Fee: \$160 for both days. Reg. by: July 21. CEUs: 1.6.

September 7; Time – NG; Iowa City
Basic Fetal Monitoring Workshop. Spon: UIHC Dept of Nursing. Contact: Karen Marek, (319) 356-4304. Fac: Linda Myers, RN, MSN, Advanced Prac Nurse. Aud: RNs/LPNs. To provide basic information on methods of fetal monitoring, recognition of changes/interventions to assist the management of patients and documentation issues. Fee: TBA. Reg. by: Aug 17. CEUs: 0.65.

September 14 and 15; 8 am-5 pm (both days); Cedar Rapids
Conference Telephone Triage. Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Carol Rutenberg. Aud: RNs/LPNs. Come to this enlightening two-day conference to learn what it takes to implement a safe, effective, and legally defensible telephone triage program. Fee: \$339. Reg. by: NA. CEUs: 1.8.

September 16; 8 am-4 pm; Davenport
Psychiatric Emergencies. Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Sonata Bohlen. Aud: Psychiatric nurses. This course is offered to improve the quality of patient care by increasing the health care professional's knowledge in managing the patient in a psychiatric crisis. Fee: \$175. Reg. by: NA. CEUs: 0.76.

September 19; Time – NG; Iowa City
Mental Health Recovery: Research and Practice. Spon: UIHC Dept of Nursing. Contact: Karen Marek, (319) 356-4304. Fac: Steven Onken, PhD. Aud: RNs/LPNs. To promote a multidimensional understanding of mental health recovery, including what helps and what hinders recovery from mental illness for health care providers, consumers and their family. Fee: TBA. Reg. by: Aug 29. CEUs: TBA.

September 21 and 22; Time – NG; Iowa City
Fundamentals of Chemotherapy and the Patient Experience. Spon: UIHC Dept of Nursing. Contact: Karen Marek, (319) 356-4304. Fac: Univ of IA Hosps and Clinics Staff. Aud: RNs providing chemotherapy. This two-day program is designed to enhance the nurse's understanding of chemotherapy and care of patients receiving chemotherapy. Fee: TBA. Reg. by: Aug 31. CEUs: 1.35.

September 27-29; 8 am-5 pm; Iowa City
Occupational Hearing Conservationist Certification Course. Spon: UI Col of Nursing. Contact: Nancy Lathrop, (319) 335-7075. Fac: Laura Kauth. Aud: Occupational health nurses. This workshop will familiarize participants with all facets of occupational hearing conservation and certify them as an audiometric technician. Fee: \$500. Reg. by: One week prior. CEUs: 2.37.

September 28; Time – NG; Iowa City
22nd Annual Gastroenterology Conference. Spon: UIHC Dept of Nursing. Contact: Karen Marek, (319) 356-4304. Fac: Univ of IA Hosps and Clinics Staff. Aud: RNs/LPNs. To discuss a variety of topics related to the practice of GI medicine including updates on constipation, pancreatitis, cholecystectomy, placement/nursing care of C and J tubes, and sedation issues. Fee: TBA. Reg. by: Sept 7. CEUs: TBA.

September 28; 8 am-5 pm; Iowa City
Occupational Hearing Conservationist Recertification Course. Spon: UI Col of Nursing. Contact: Nancy Lathrop, (319) 335-7075. Fac: Laura Kauth. Aud: Occupational hearing nurses. This workshop will recertify those who already have CAOHC certification in hearing conservation. Fee: \$250. Reg. by: One week prior. CEUs: 0.96.

October 4; Time – NG; Iowa City
2006 Medical Psychiatric Conference. Spon: UIHC Dept of Nursing. Contact: Karen Marek, (319) 356-4304. Fac: Univ of IA Hosps and Clinics Staff. Aud: RNs/LPNs. To provide information and discuss current trends in the care of patients with dual medical and psychiatric disorders. Fee: TBA. Reg. by: Sept 13. CEUs: TBA.

October 5; Time – NG; Iowa City
2006 Transplant Conference. Spon: UIHC Dept of Nursing. Contact: Karen Marek, (319) 356-4304. Fac: Dr. Michael Hines, Wake Forest Univ. Aud: RNs/LPNs. To provide information about a variety of issues related to transplantation. Fee: TBA. Reg. by: Sept 14. CEUs: TBA.

October 10 and 11; Time – NG; Iowa City
2006 Women's Health Conference. Spon: UIHC Dept of Nursing. Contact: Karen Marek, (319) 356-4304. Fac: Univ of IA Hosps and Clinics Staff. Aud: RNs/LPNs. This two-day program is designed to provide current information on clinical practice issues related to obstetrics (Oct 10) and women's health (Oct 11) in ambulatory and inpatient settings. Fee: TBA. Reg. by: Sept 19. CEUs: TBA.

October 10; 8 am-4 pm; Cedar Rapids
Mental Health Medications. Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Fran Miller. Aud: Psychiatric nurses. This seminar will provide you with cutting edge information regarding the use of new generation medications. Fee: \$175. Reg. by: NA. CEUs: 0.76.

October 12; Time – NG; Iowa City
Neonatal Update 2006. Spon: UIHC Dept of Nursing. Contact: Karen Marek, (319) 356-4304. Fac: Children's Hosp of IA speakers. Aud: RNs/LPNs. This program is designed to update nurses on interventions and treatments for the normal and at-risk neonates and key presentations focused on neonatal adoption, near term newborn and use of drugs and effect on the neonate. Fee: TBA. Reg. by: Sept 21. CEUs: TBA.

October 12; 8 am-4 pm; Cedar Rapids
Accompanying the Dying. Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Lores Vlamincck. Aud: RNs/LPNs. By participating in this course, you will acquire the skills to help others prepare for their "final journey." Fee: \$75. Reg. by: NA. CEUs: 0.78.

October 12 and 13; 8 am-4 pm; Coralville
2006 Annual School Nurse Conference. Spon: UI Col of Nursing. Contact: Nancy Lathrop, (319) 335-7075. Fac: Multiple faculty. Aud: School nurses. This conference will discuss a variety of clinical and practice issues per-

inent to the contemporary role of the school nurse. Fee: TBA. Reg. by: Two weeks prior for early reg fee. CEUs: TBA.

October 13 and 14; Davenport
Time: October 13: 1-5:10 pm;
October 14: 7:30 am-4:10 pm
Cardiovascular Interventions and Practice Guidelines 2006. Spon: Genesis Med Cntr. Contact: Anne Pauly, (563) 421-2282. Fac: Nicolas Shammass, MD. Aud: Cardiovascular nurses and Nurse Practitioners. This day and a half program includes didactic up-to-date information on the current status and the future direction of cardiovascular medicine with a focus on guidelines of practice. Fee: TBA. Reg. by: Oct 6. CEUs: 0.44 for Oct 13; 0.8 for Oct 14.

October 18, 19, and 20; Cedar Falls
Time: October 18: 2-8 pm; (Pre-conf.)
October 19: 7 am-8 pm;
October 20: 7:30 am-4 pm
8th Annual Conference of the Iowa Nurse Practitioner Society. Spon: CE Solutions w/INPS. Contact: Mary McGeough, 1-866-650-3400 (toll-free). Fac: Marti Hall, ARNP. Aud: ARNPs/RNs/LPNs. To provide advanced registered nurse practitioners with the latest information on clinical issues; contact CE Solutions Group with your questions, or visit their website at <http://www.HealthCE.com> for complete INPS conference information. Fee: Both days – \$175 for INPS members; \$245 for non-members; \$100 for students. Reg. by: Oct 4 (Note: A late fee will be assigned to registrations received after this date). CEUs: 1.32 for both days.

October 21; 7:30 am-3 pm; Davenport
Sedation Conference. Spon: Genesis Med Cntr. Contact: Anne Pauly, (563) 421-2282. Fac: Jan Odom-Forren, MS, RN, CPAN, FAAN. Aud: All nurses responsible for caring for sedated patients. To discuss the safe management of patients receiving moderate sedation. Fee: TBA. Reg. by: Oct 16. CEUs: TBA + ANCC approval applied for.

October 27; 7:30 am-2:30 pm; Davenport
The Eighth Annual Respiratory Care Conference. Spon: Genesis Med Cntr. Contact: Anne Pauly, (563) 421-2282. Fac: NG. Aud: RNs and LPNs who provide care to the pulmonary patient. To provide pathway/ability to expand awareness in the ever-changing field of pulmonary care. Fee: TBA. Reg. by: Oct 23. CEUs: 0.6 + application for ANCC credit.

October 27; 7:30 am-4 pm; Davenport
Brain Injury Certification Course. Spon: Genesis Med Cntr. Contact: Anne Pauly, (563) 421-2282. Fac: Debra Braunling-McMorrow, PhD. Aud: Nursing staff caring for brain injured patients. This is a short-course, one-day program to prepare individuals to sit for the Certification of Brain Injury Specialists (CBIS), Level I and Trainers exam, with the administration of the exam following. Fee: TBA. Reg. by: Oct 1. CEUs: TBA.

October 28; 7:30 am-4 pm; Davenport
Rehabilitation Conference: Brain Injury. Spon: Genesis Med Cntr. Contact: Anne Pauly, (563) 421-2282. Fac: Randall W. Evans, PhD, ABPP. Aud: RNs/LPNs. To provide therapeutic interventions in caring for the traumatic brain injured (TBI) patient including managing difficult behaviors and use of functional integrated cognitive approaches to rehab. Fee: TBA. Reg. by: Oct 23. CEUs: TBA + application for ANCC credit.

- CONTINUING EDUCATION OFFERINGS -

REGION V CENTRAL COUNTIES OF IOWA



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

ABBREVIATIONS

Spon:	Sponsor	Reg. by:	Register by
Fac:	Faculty	TBA:	To be announced
Aud:	Audience	NG:	Not Given
inc:	includes/including	NR:	Nonresident
HCC:	Hawkeye Community College		
INA:	Iowa Nurses' Association		
MEC:	Medical Education Collaborative		
UIHC:	University of Iowa Hospital and Clinics		

Fall, 2006; Time – NG; Des Moines

Basic Parish Nurse Course. Spon: Contemporary Nursing Update. Contact: Marabel Kersey, (515) 834-2001. Fac: Marabel Kersey. Aud: RNs wanting to serve in a church. This course has a Biblical worldview, meets the recommendations of the International Parish Nurse Resource Center and prepares an RN to serve in a church. Fee: \$350. Reg. by: NG. CEUs: 3.5.

September 12 and 13; 8 am-5 pm (both days); Des Moines

Conference Telephone Triage. Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Carol Rutenberg. Aud: RNs/LPNs. Come to this enlightening two-day conference to learn what it takes to implement a safe, effective, and legally defensible telephone triage program. Fee: \$339. Reg. by: NA. CEUs: 1.8.

September 25; 8 am-4 pm; Des Moines

Psychiatric Emergencies. Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Sonata Bohlen. Aud: Psychiatric nurses. This course is offered to improve the quality of patient care by increasing the health care professional's knowledge in managing the patient in a psychiatric crisis. Fee: \$175. Reg. by: NA. CEUs: 0.76.

October 4; 4:45-5:45 pm; Des Moines

Iowa Nursing Law: Legal Update 2006. Spon: Iowa Nurses Foundation. Contact: Linda Goeldner, (515) 225-0495. Fac: J.R. "Lynn" Böes, RN, BSN, JD. Aud: RNs. This program will provide nurses with current information regarding legislation and case law affecting nursing practice. Fee: \$25 CE fee included with INF/INA convention registration. Reg. by: Oct 1. CEUs: 0.12.

October 5; 10:15-11:45 am; Des Moines

Embracing Change. Spon: Iowa Nurses Foundation. Contact: Linda Goeldner, (515) 225-0495. Fac: Patricia Donahue, PhD, RN, FAAN. Aud: RNs. Program depicts one individual's 46-year journey in nursing including both personal and professional aspects involved in embracing change interwoven with historical phenomenon and looking at "what lies ahead." Fee: NG. Reg. by: Oct 1. CEUs: 0.18.

October 6; 12:30-1:30 pm; Des Moines

Know Your Health: A New Look at How to Quit Smoking. Spon: Iowa Nurses Foundation. Contact: Linda Goeldner, (515) 225-0495. Fac: TBD. Aud: RNs. Learn how Chantix has proven to be effective in smokers motivated to quit and how it will provide another tool for healthcare professionals to use for the millions of smokers who want to quit. Fee: \$25 (inc lunch). Reg. by: Oct 1. CEUs: 0.12.

October 6; 10-11:15 am; Des Moines

Pandemic Flu: Avian Flu Update. Spon: Iowa Nurses Foundation. Contact: Linda Goeldner, (515) 225-0495. Fac: Lisa Caffery, MS, RN, BC, CGRN. Aud: RN. To provide nurses with current information on measures to prepare for pandemic and other emergencies statewide through panel presentation. Fee: \$25. Reg. by: Oct 1. CEUs: 0.15.

October 9; 8 am-4 pm; Des Moines

Mental Health Medications. Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Fran Miller. Aud: Psychiatric nurses. This seminar will provide you with cutting edge information regarding the use of new generation medications. Fee: \$175. Reg. by: NA. CEUs: 0.76.

October 11; 7:30 am-4:30 pm; Des Moines

Keep Your Nursing Lamp Lit: Rejuvenate and Empower. Spon: Broadlawns Med Cntr. Contact: BMC Academy, (515) 282-5614. Fac: Donna Wright, RN, MS. Aud: RNs/LPNs. Join us for a humorous look at nursing and healthcare as we explore the realities of our profession and ways to survive and thrive in it. Fee: \$100. Reg. by: Oct 1. CEUs: 0.7.

October 13; 8 am-4 pm; Des Moines

Accompanying the Dying. Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Lores Vlamminck. Aud: RNs/LPNs. By participating in this course, you will acquire the skills to help others prepare for their "final journey." Fee: \$75. Reg. by: NA. CEUs: 0.78.

October 18, 19, and 20; Cedar Falls

**Time: October 18: 2-8 pm; (Pre-conf.)
October 19: 7 am-8 pm;
October 20: 7:30 am-4 pm**

8th Annual Conference of the Iowa Nurse Practitioner Society. Spon: CE Solutions w/INPS. Contact: Mary McGeough, 1-866-650-3400 (toll-free). Fac: Marti Hall, ARNP. Aud: ARNPs/RNs/LPNs. To provide advanced registered nurse practitioners with the latest information on clinical issues; contact CE Solutions Group with your questions, or visit their website at <http://www.HealthCE.com> for complete INPS conference information. Fee: Both days – \$175 for INPS members; \$245 for non-members; \$100 for students. Reg. by: Oct 4 (Note: A late fee will be assigned to registrations received after this date). CEUs: 1.32 for both days.

OUT OF STATE PROGRAMS

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		
inc:	includes/including		
RCC:	Rochester Community College		

September 6-9; Time – Varies; Las Vegas, Nevada

6th National Neonatal Nurses Meeting. Spon: Neonatal Network. Contact: Barbara Mansinne, (707) 569-1415. Fac: Debbie Fraser Askin, RNC, MN. Aud: Level II and III neonatal nurses. To provide information to neonatal nurses and other healthcare professionals who care for newborn, premature, and sick infants and their families. Fee: \$405 after June 30 for members of The Academy of Neonatal Nursing; \$455 for non-members. Reg. by: Aug 22. CEUs: 1.71.

September 6-9; Time – Varies; Las Vegas, Nevada

9th National Mother Baby Nurses Conference. Spon: Neonatal Network. Contact: Barbara Mansinne, (707) 569-1415. Fac: Debbie Fraser Askin, RNC, MN. Aud: Mother baby nurses. To provide information to mother baby nurses and other health care professionals who care for the expectant and postpartum mother and her newborn. Fee: \$405 (after June 30). Reg. by: Aug 22. CEUs: 1.77.

September 7 and 8; 8 am-4 pm (both days); Grand Island, Nebraska

11th Annual Pharmacological Conference for Advanced Practice Nurses. Spon: Univ of Neb Med Cntr, Col of Nsg, and Neb Nurse Practitioners. Contact: Catherine Bevil, (402) 559-6412. Aud: RNs and Nurse Practitioners. To assist Nurse Practitioners and Registered Nurses with the pharmacological management of acute and chronic patient populations. Fee: \$160. Reg. by: Aug 23. CEUs: 1.5.

- CONTINUING EDUCATION OFFERINGS -

HOME STUDY PROGRAMS

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

AKH Inc.
P.O. Box 2187
Orange Park, Florida 32067-2187
Contact: Helen Holman
Phone: (800) 462-8165
Website: www.AKHHealthcare.com
(Iowa Provider Number 277)

AKH Inc. is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

Alzheimer's and Other Dementias.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses in clinical, elder care or home care settings. This course is designed for nurses involved in the identification and subsequent care for those persons affected by Alzheimer's Disease or other dementias associated with progressive cognitive decline. Fee: \$17.50 plus S&H. CEUs: 0.36.

Arthritis.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses in all settings. This course will provide knowledge about the prevalence, etiology, pathology, clinical manifestations, diagnostic criteria and tests and standard treatment options for the most common arthritic health conditions. Fee: \$22.50 plus S&H. CEUs: 0.48.

Assessment Made Easy.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses in clinical settings. This book-based course details important techniques in a head-to-toe assessment; includes anatomy and physiology, clinical tips, insights and interpretations. Fee: \$64 plus S&H. CEUs: 2.4.

Asthma.

Fac: Jonathan S. Holman, BS, PharmD. Aud: Nurses in clinical practice. Contemporary and comprehensive information for clinicians on the pathophysiology, diagnosis, monitoring, treatment and patient education. Fee: \$27.50 plus S&H. CEUs: 0.6.

Clinical Laboratory Tests.

Fac: Helen M. Holman, MS, RN, BC. Aud: Nurses working in all clinical settings. This book-based course will cover test purposes, preparations, procedures, normal values and implications of results along with patient teaching. Fee: \$68 plus S&H. CEUs: 3.0.

Depression.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses in all settings. This course is designed to present an overview of depression, what it is, whom it affects and what is typically done to alleviate symptoms. Fee: \$22.50 plus S&H. CEUs: 0.48.

Diabetes.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses in all clinical settings. This course addresses prevalence, risk factors, etiology, pathology, clinical manifestations, diagnostic criteria, tests, on-going lab monitoring and standard treatment options. Fee: \$47.50 plus S&H. CEUs: 1.0.

End of Life Issues: Advanced Directives.

Fac: Ann K. Van Ormer, RN, MS, CAN. Aud: Nurses in all settings. This course introduces the concept of preparing advance directives, considered are some of the more common legal and ethical matters associated with end-of-life issues. Fee: \$49 plus S&H. CEUs: 0.12.

Ethics and Professional Boundaries in Healthcare.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses in all settings. This course focuses on ethical theory, principles, and models for decision making: the distinction between law, morals, ethics, and etiquette is addressed; as well as the delineated boundaries between personal and professional ethics. Fee: \$17.50 plus S&H. CEUs: 0.36.

Expert Rapid Response.

Fac: Helen M. Holman, MS, RN, BC. Aud: Nurses in med/surg settings. This book-based course is designed to enhance critical thinking skills for the med/surg nurse, through a series of patient scenarios, the nurse will identify

assessment techniques and primary responses to patient emergencies. Fee: \$52.50 plus S&H. CEUs: 1.2.

Fetal Monitoring and Assessment.

Fac: Lori L. Ley, RNC, MSN. Nurses working in OB/GYN settings. Learn up-to-date concepts of electronic fetal monitoring from operating the equipment to interpreting data. Fee: \$53 plus S&H. CEUs: 1.5.

Handbook of Medical/Surgical Nursing.

Fac: Helen M. Holman, MS, RN, BC. Aud: Nurses in med/surg settings. This book-based course explains nearly 300 disorders along with causes, assessment, diagnostic tests, treatments and complications. Fee: \$64 plus S&H. CEUs: 2.4.

Healing the Dying.

Fac: Ann K. Van Ormer, RN, MS, CAN. Aud: Nurses in palliative/hospice care settings. This book-based course will provide information regarding new choices, concepts in care and resources available to those who work with and care for the dying. Fee: \$52.50 plus S&H. CEUs: 1.44.

Healing Touch.

Fac: Ann K. Van Ormer, RN, MS, CAN. Aud: Nurses in all settings. This book-based course provides information on the integration of holistic approaches with traditional medicine; healing touch, therapeutic touch, and other modalities are explained. Fee: \$52.50 plus S&H. CEUs: 1.44.

Interpreting ECG's.

Fac: S.J. Schultz, RN, MSN, CAN. Aud: Nurses in cardiac care settings. This book-based course describes the anatomy and physiology of the heart, how to obtain a high-quality rhythm strip, measure and record components on an ECG, how to interpret and treat major arrhythmias. Fee: \$64 plus S&H. CEUs: 2.4.

Kids and Their Feelings.

Fac: Dorothy Yeager, MS. Aud: Nurses in pediatric and adolescent settings. This course provides information to better understand why kids need to learn to process feelings constructively, along with steps for assisting kids in successfully dealing with their feelings. Fee: \$30 plus S&H. CEUs: 0.36.

Nurses Drug Handbook.

Fac: Jonathan S. Holman, BS, PharmD. Aud: Nurses in all clinical settings. This book-based course contains thousands of drugs logically organized with patient teaching information; profiles on recently approved drugs and commonly used herbal medications. Fee: \$52.50 plus S&H. CEUs: 1.2.

Nurses Legal Handbook.

Fac: V. McCarty, RN, CIC, LHRM. Aud: Nurses working in all settings. Learn safeguards for legal practice and prevention of lawsuits with this book-based course; understand the legal risks and responsibilities in your

practice area, cover the aspects of documentation and understand why ethics impact decisions. Fee: \$64 plus S&H. CEUs: 2.4.

Nursing Documentation.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses in all clinical settings. This course is designed to assist nurses to communicate effectively using accurate and efficient documentation techniques; basic comprehensive principles of documentation are reviewed. Fee: \$39.50 plus S&H. CEUs: 0.8.

Osteoporosis.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses in clinical settings. This course addresses determination of relative risk, basic anatomy and physiology relevant to the development of osteoporosis, and a discussion of ways to prevent or minimize disease process. Fee: \$17.50 plus S&H. CEUs: 0.36.

Pain Management.

Fac: V. McCarty, RN, CIC, LHRM. Aud: Nurses in clinical settings. This course is designed to provide nurses with information on pain including the physiology and types of pain, factors influencing pain, assessment, treatment modalities, barriers to pain management and patients' rights related to pain. Fee: \$22.50 plus S&H. CEUs: 0.4.

Primary Care of the Older Adult: A Multidisciplinary Approach.

Fac: V. McCarty, RN, CIC, LHRM. Aud: Nurses in clinical settings working with the elderly. This book-based course provides a broad overview of the specialized needs presented by older patients and the information necessary for healthcare professionals to meet those needs. (Book published by Mosby.) Fee: \$68 plus S&H. CEUs: 3.0.

Professional Handbook of Diagnostic Tests.

Fac: V. McCarty, RN, CIC, LHRM. Aud: Nurses in clinical settings. This book-based course will assist the professional in staying abreast of current diagnostic technology; more than 550 tests are covered. Fee: \$64 plus S&H. CEUs: 2.88.

Secrets in Interventional Radiology.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses working in diagnostic settings. This book-based course is designed to improve the understanding of vascular and interventional radiology and the ever-increasing role it plays in patient care. Fee: \$64 plus S&H. CEUs: 2.88.

- CONTINUING EDUCATION OFFERINGS -

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

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

About Autoimmune Disorders.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs/ARNPs. Health care professionals will increase their understanding of a variety of common autoimmune disorders including skills needed for patient care. Fee: booklet, \$49.95 (inc postage); online, \$40. CEUs: 0.5.

Basic First Aid.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Health care personnel will learn the techniques of basic first aid. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.2.

Basics of the Immune System.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. The nurse will discuss how the

immune system works as well as how the immune system is altered by the aging process. Fee: booklet, \$129.95 (inc postage); online, \$91. CEUs: 1.3.

Care Planning for the Cognitively Impaired Resident in the Dining Room.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. To recognize the comprehensive picture of the effects of dementia on nutritional status, inc easy assessment form and interventions. Fee: booklet, \$94.95 (inc postage); online, \$66.50. CEUs: 0.95.

Caring for the Patient with Fibromyalgia Syndrome (Revised).

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs. To discuss the incidence, symptomology and common treatments for patients with Fibromyalgia. Fee: booklet, \$49.95 (inc postage); online, \$40. CEUs: 0.5.

Caring for the Stroke Patient (Revised).

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. The nurse will better understand the pathophysiology of the stroke patient and nursing care/interventions to prevent complications and enhance healing and rehabilitation. Fee: booklet, \$49.95 (inc postage); online, \$40. CEUs: 0.5.

CCDI (Chronic Confusion or Dementing Illness).

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. All staff working in the LTC setting will increase their knowledge and skills in caring for persons diagnosed with chronic confusion or dementing illness. This self-study meets the training requirements for staff working in a CCDI unit or facility. Fee: booklet, \$59.95 (inc postage); group discounts for packets of 10 or more. Online fee: \$56 (online group discounts available). CEUs: 0.6. Note: Contact provider for packets of 10 or more.

Child Abuse for Mandatory Reporters.

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs/ARNPs. (Approved by the Abuse Education Review Panel.) To meet the Mandatory Reporters' requirements for child abuse education by reviewing and updating information on incidence, indications, treatment options and legal

implications. Fee: booklet, \$19.95 (inc postage); group discounts for packets of 10 or more. Online fee: \$16 (online group discounts available). CEUs: 0.2.

Child and Dependent Adult Abuse for Mandatory Reporters.

Fac: Linda Fisk, RN, BA. Aud: RNs/LPNs/ARNPs. (Approved by the Abuse Education Review Panel.) A combined program intended to meet the Mandatory Reporter's requirements for child and dependent adult abuse education by reviewing and updating information on incidence, indications, treatment options and legal implications. Fee: booklet, \$19.95 (inc postage); group discounts for packets of 10 or more. Online fee: \$16 (online group discounts available). CEUs: 0.2.

Complications of Diabetes Mellitus.

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs. To enhance the participants' understanding of complications that may affect the diabetic patient, primarily: diabetic retinopathy, diabetic neuropathy, diabetic nephropathy, and cardiovascular disease. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3.

Coronary Artery Disease.

Based on the book *Coronary Artery Disease: An Incredibly Easy Miniguide*, published by Springhouse Corporation. Aud: RNs/LPNs/ARNPs. To meet the challenges of caring for a patient with CAD by understanding the disease process. Fee: \$64.95 (inc book and postage); online, \$41.95 (nurse responsible for purchasing book). CEUs: 1.2.

Dealing with Difficult People.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs/ARNPs. Health care professionals will learn how to work with difficult people, recognize problem "types," and manage everyday stress associated with dealing with people. Fee: \$19.95 (inc postage); online, \$16. CEUs: 0.2.

Dependent Adult Abuse for Mandatory Reporters.

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- CONTINUING EDUCATION OFFERINGS -

THE CE SOLUTION GROUP

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Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs/ARNPs. (Approved by the Abuse Education Review Panel.) To meet the Mandatory Reporters' requirements for dependent adult abuse education by reviewing and updating information on incidence, indications, treatment options and legal implications. Fee: booklet, \$19.95 (inc postage); group discounts for packets of 10 or more. Online fee: \$16 (online group discounts available). CEUs: 0.2.

Depression in Children and Adolescents.

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

Diabetes and Nutrition for the Health Professional.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. The nurse will discuss changes in diabetic diet, drugs, life cycle, and specific problems found in health care facilities. Fee: booklet, \$139.95 (inc postage); online, \$98. CEUs: 1.4.

Diabetes Mellitus: A Guide for Healthcare Professionals.

Based on the book *ADA Complete Guide to Diabetes*, 3rd Ed, by the American Diabetes Association. Aud: RNs/LPNs/ARNPs. To update the nurse on the best current information about diabetes mellitus and the variety of treatment possibilities in order to support the nurse's role working with patients and clients. Fee: \$89.95 (inc book and postage). Online fee: \$79.95 (nurse responsible for purchasing book). CEUs: 2.4.

Domestic Violence.

Fac: Julia Kaasa-Pitzen, MS Psychology. Aud: RNs/LPNs/ARNPs. To enhance the learner's understanding of family violence, causes, physical, psychological and behavioral indicators; and family violence prevention. Fee: booklet, \$34.95 (inc postage); online, \$24.95.

CEUs: 0.35.

Drug Errors in the Elderly.

Fac: Annette Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. To discuss the risks that can accompany prescription drug use in the elderly. Fee: booklet, \$34.95 (inc postage); online, \$24.50. CEUs: 0.35.

Drug Use in LTC and Effects on Nutrition and Health Status.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. Drugs and their serious side effects are the major reason for hospitalization in the elderly; course inc drug interactions, their impact on nutrition and health status and appropriate interventions are discussed. Fee: booklet, \$119.95 (inc postage); online, \$84. CEUs: 1.2.

Drugs and the Elderly (Revised).

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs/ARNPs. Nurses working with older adults will review and update their knowledge of medications commonly prescribed for the elderly and potential related problems. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3.

EKGs Made Easy.

Based on the book *EKG in a Heartbeat*, by Karen M. Ellis. Aud: RNs/LPNs/ARNPs. To provide a succinct resource for analyzing EKGs; not intended as an elementary text on EKGs, it assumes a basic understanding of EKG principles; however, for those who desire review, update, and support related to EKG, this course is for you! Fee: \$39.95 (inc book and postage); online, \$19.95 (nurse responsible for purchasing book). CEUs: 0.4.

End of Life Care and Pain Management.

Fac: Brooke Gritzner, RN. Aud: RNs/LPNs/ARNPs. End of life care is an important, but sometimes neglected, part of the health care continuum; end of life care focuses on the needs of patients as well as needs of family and friends; this course will help the health care professional better understand how to provide quality care at the end of life. Fee: booklet, \$29.95 (inc postage);

online, \$24. CEUs: 0.3.

Ethical Principles in Nursing.

Fac: Linda Terry Godson, MA, RN. Aud: RNs/LPNs/ARNPs. To enhance the nurse's ability to utilize ethical principles in nursing practice. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3.

The Expert Physical Examination.

Based on the book *Expert 10-Minute Physical Examinations*, by Mosby, a Times Mirror Company. Aud: RNs/LPNs. To enhance nursing physical examination skills. Fee: \$74.95 (inc postage); online, \$32.95 (nurse responsible for purchasing book). CEUs: 1.5.

Fluid and Electrolyte Balance in the Elderly.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. To increase understanding of fluid needs of the elderly. Fee: booklet, \$34.95 (inc postage); online, \$24.50. CEUs: 0.35.

Food Safety (Part I): Keeping the Lid on Sanitation.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs, especially facility infection control nurses, DONs, and supervisory personnel. To increase understanding of foodborne illnesses in the health care setting. Fee: booklet, \$119.95 (inc postage); online, \$84. CEUs: 1.2.

Food Safety (Part II): Clinical and Food Protection Aspects.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs, especially for Infection Control nurses, DONs, and supervisory personnel. To better understand the HACCP system for food safety in health care facilities. Fee: booklet, \$119.95 (inc postage); online, \$84. CEUs: 1.2.

Headache: In Adults and Children.

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs. To better understand the types of headaches in both the adult and child client, what may trigger a certain type of

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- CONTINUING EDUCATION OFFERINGS -

THE CE SOLUTIONS GROUP

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headache, and treatment options. Fee: booklet, \$39.95 (inc postage); online, \$32. CEUs: 0.4.

Hydration: Maintenance, Dehydration, Lab Values and Clinical Alterations.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. To focus on hydration assessment, care planning and lab and clinical evaluation, inc fluids, electrolytes, acid-base balance, minerals and solutions to hydration concerns. Fee: booklet, \$139.95 (inc postage); online, \$98. CEUs: 1.4.

Impact of Cardiovascular Drugs and Effects on Nutrition and Health Status.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. Discusses the effects of digoxin and other cardiac drugs on health status in LTC, inc information on food-drug interactions for cardiac drugs. Fee: booklet, \$104.95 (inc postage); online, \$73.50. CEUs: 1.05.

Impact of Psychotropic Drugs on Health and Nutritional Status.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. Sixty percent of residents have cognitive or mental status problems; this course will examine psychotropic drugs and their impact on health and nutritional status. Fee: booklet, \$179.95 (inc postage); online, \$126. CEUs: 1.8.

Infection Control.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Health care professionals will review and gain knowledge of current infection control procedures including handwashing, use of protective equipment, disposal of contaminated materials, and disinfecting environmental surfaces. Fee: booklet, \$19.95 (inc postage); group discounts available. Online fee: \$16 (online group discounts available). CEUs: 0.2.

Managing Urinary Incontinence in the Elderly.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. To review and update nurses' skills for managing urinary incontinence, primarily in the long term care setting. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3.

Mechanisms of Weight Loss and Anorexia with Chronic Disease.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. The nurse will discuss the mechanisms associated with weight loss and anorexia in chronic disease. Fee: booklet, \$119.95 (inc postage); online, \$84. CEUs: 1.2.

Medical Errors with Drugs and Nutrition.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. The nurse will explore drug-nutrient interactions in the elderly. Fee: booklet, \$34.95 (inc postage); online, \$24.50. CEUs: 0.35.

Multiple Sclerosis: The Nursing Perspective.

Based on the book *Multiple Sclerosis: The Nursing Perspective*, by Rosalind Kalb, PhD. Aud: RNs/LPNs/ARNPs. To provide an overview of MS and its treatment, with an emphasis on the unique role of the nurse in the treatment process. Fee: \$49.95 (inc book and postage); online, \$40. CEUs: 0.5.

A Nurse's Guide to Legal Issues.

Based on the book *Nurse's Legal Handbook*, 5th Ed, published by Lippincott, Williams & Wilkins. Aud: RNs/LPNs/ARNPs. To learn the appropriate responses to current legal issues and decrease the risk of liability in the practice of nursing. Fee: \$89.95 (inc book); online, \$49.95 (nurse responsible for purchasing book). CEUs: 2.4.

Nursing Documentation.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Nurses will gain knowledge and skills related to the documentation of information in the patient's medical record. Fee: booklet, \$19.95 (inc postage); online, \$16. CEUs: 0.2.

Nutrition Aspects of Chronic Disease.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. The nurse will explore the impact of immune and inflammatory processes on specific diseases, inc diabetes, heart disease, and COPD. Fee: booklet, \$109.95 (inc postage); online, \$84. CEUs: 1.2.

Nutrition Assessment: Laboratory Values.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. To focus on clinical assessment, physiological stress, protein labs, malnutrition and hematological labs. Fee: booklet, \$119.95 (inc postage); online, \$84. CEUs: 1.2.

Nutrition/Hydration and the Elderly Patient.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Health care professionals will increase their understanding of the nutrition and hydration needs of the elderly patient. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3.

Nutrition in Long Term Care.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. To increase the knowledge and skills of those working in long-term care facilities toward improving the nutritional care of the elderly and other residents. Fee: booklet, \$239.95 (inc postage); online, \$168. CEUs: 2.4.

Pneumonia.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Health care professionals will review and update their understanding of pneumonia as well as the care and treatment of patients with the disease. Fee: booklet, \$19.95 (inc postage); online, \$16. CEUs: 0.2.

Preventing Medical Errors.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs/ARNPs. To provide the participant with insights and skills for preventing medical errors. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3.

Prevention of Weight Loss in the Elderly – 2004 and Beyond.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. Learn strategies to prevent weight loss in the elderly; indications addressed for weight loss, pressure sores and dehydration. Fee: booklet, \$249.95 (inc postage); online, \$175. CEUs: 2.5.

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

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs/ARNPs. To enhance the participant's knowledge of potential biological, chemical, and radiological terrorism agents, signs and symptoms, and reporting procedures should an event occur or be suspected. Fee: booklet, \$49.95 (inc postage); online, \$40. CEUs: 0.5.

Sarcopenia: An Age Old Problem (Parts I and II).

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs, especially in rehab. To increase understanding of age related disability and how exercise and nutrition can help preserve muscle function in the elderly. Fee: booklet, \$69.95 (inc postage); online, \$49. CEUs: 0.7.

Science Fiction or Reality? Pharmacogenomics.

Fac: Linda Fisk, RN, BA. Aud: RNs/LPNs/ARNPs. To explore the inherited variations in genes that dictate drug response and the way these variations can be used to predict whether a patient will have a good response to a drug, a bad response to a drug, or no response at all. Fee: booklet, \$19.95 (inc postage); online, \$16. CEUs: 0.2.

The Softer Side of Dining in LTC.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. The nurse will explore social, emotional, cultural, and choice as part of dining excellence; the role of the feeding assistant and all-staff dining program is also discussed. Fee: booklet, \$94.95 (inc postage); online, \$66.50. CEUs: 0.95.

Stem Cell Research and Ethical Considerations.

Fac: Linda Fisk, RN, BA. Aud: RNs/LPNs/ARNPs. To enhance the participant's knowledge of the science, ethics and regulatory mechanisms involved in stem cell research. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3.

Supervising in Today's Healthcare Organizations.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Health care professionals will gain the knowledge and skills needed to successfully manage and supervise people working in a health care facility. Fee: booklet, \$79.95 (inc postage); online, \$64. CEUs: 0.8.

Understanding and Supporting Grieving Children.

Fac: Jaymee Glenn-Burns, BS, MDiv, MA. Aud: RNs/LPNs/ARNPs. To present information that will help caregivers better understand and support grieving children. Fee: booklet, \$19.95 (inc postage); online, \$16. CEUs: 0.2.

Understanding Asthma.

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs. To enhance the nurse's knowledge of asthma in the child and adult (w/section inc for the asthmatic child at school). Fee: \$49.95 (inc postage); online, \$40. CEUs: 0.5.

Understanding Heart Failure.

Based on the book *Heart Failure, an Incredibly Easy Miniguide*, by staff at Springhouse Corporation. Aud: RNs/LPNs/ARNPs. Provides basic understanding of CHF as well as prevention assessment, and treatment, including complications and patient teaching. Fee: \$64.95 (inc book and postage); online, \$41.95 (nurse responsible for purchasing book). CEUs: 1.2.

Understanding Parkinson's Disease (Revised).

Fac: Linda Terry Godson, MA, RN. Aud: RNs/LPNs. To review and update the nurse about Parkinson's Disease. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3.

Urologic and Kidney Diseases.

Fac: Linda Fisk, RN, BS. Aud: RNs/LPNs. To enhance the participant's knowledge of the urinary system and diseases that can affect that system. Fee: booklet, \$49.95 (inc postage); online, \$40. CEUs: 0.5.

Using Laboratory Values to Determine Hydration Status.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. To enhance the participant's knowledge of laboratory values related to hydration status of the elderly individual. Fee: booklet, \$34.95 (inc postage); online, \$24.50. CEUs: 0.35.

When a Child Dies: Scott's Story.

Fac: Connie Harsen, RN. Aud: RNs/LPNs. The nurse will better understand the grieving process as it relates to the child, teenager, and adult. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3.

- CONTINUING EDUCATION OFFERINGS -

Consultants for the Future
4302 Kipling Avenue
Plant City, Florida 33566
Phone: Linda S. Greenfield
1-800-654-2387

FAX: 1-813-754-4499

web: www.consultantsforthefuture.com
(Iowa Provider Number 61)

Courses may be ordered by phone or mail or downloaded from the website. MasterCard or VISA accepted. Add \$4.00 postage and handling per order. Discounts for large orders.

Assessments Unlimited.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Teaches techniques used to conduct a physical assessment of an adult patient through inspection, palpation, percussion and auscultation. Fee: \$36. CEUs: 0.6.

The Beat Goes On.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. A review of cardiovascular functioning, with resultant changes due to aging, congestive heart failure, hypertension and peripheral vascular changes. Fee: \$36. CEUs: 0.6.

Beyond the Specimen.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Examines nursing interpretations of the CBC, UA, urine for C & S, and electrolyte studies. Fee: \$30. CEUs: 0.5.

Bittersweet: A Study of Diabetes Mellitus.

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

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

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

Care of the Alzheimer's Patient.

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

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

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

Cognito Ergo Sum: Creating an Empowered Image.

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

End of Life Care.

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

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

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

Good Grief: Providing Light to Those in Emotional Pain.

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

Good Vibrations: Recognizing the Healing Energy Within Emotions.

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

HIV/AIDS: A Mega Concern.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Describes demographics of HIV infection, signs and symptoms of opportunistic infections, the viral modes of transmission, incubation period, diagnostic tests, preventative precautions, and need to promote and maintain privacy and confidentiality. Fee: \$24. CEUs: 0.4.

Live or Let Die: The Right to Die.

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

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

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

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

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

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- CONTINUING EDUCATION OFFERINGS -

CONSULTANTS FOR THE FUTURE

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Outside the Box: How Our Healthcare System is Failing Us and What You Can Do About It.

Fac: Edwin C. Smith, MS. Aud: RNs/LPNs. Examines our healthcare system from a "systems" perspective suggesting that the box we call healthcare is not healthy, so that in order to choose health, we are forced to consider how to get out of the box. Fee: \$30. CEUs: 0.5.

Paper Chasing: Effective Documentation.

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

Pill, the Pulse and the Patient: Cardiovascular Drug Therapy.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Cardiovascular drugs are studied in detail, including: beta blockers, ACE inhibitors, CA channel blockers, digoxin, diuretics, and others. Fee: \$18. CEUs: 0.3.

Power Dynamics: Growth and Development of Personal Power.

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

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.

Skin Deep: Prevention and Treatment of Impaired Skin Integrity in the Elderly.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs.

Examines approaches to prevention and treatment of common skin problems in elderly patients, including: skin tears and bruising, lesions, rashes, infections, and ulcerations with differentiation of various dressings and topical applicants. Fee: \$30. CEUs: 0.5.

Supervision Prescription.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Designed to teach front line management skills to foster delegation of duties, reprimanding, redirecting and resolutions of conflicts. Fee: \$12. CEUs: 0.2.

Talking With the Docs: Effective Nurse Physician Communication.

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

Who's Confused?

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

The Wo-Menopause

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Considers traditional and alternative approaches, including HRT, use of designer estrogens, value of soy,

flaxseed and herbal therapies, and the risk of breast cancer, heart disease and osteoporosis. Fee: \$30. CEUs: 0.5.

Working the Numbers: Nursing Interpretation of Laboratory Tests.

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

- CONTINUING EDUCATION OFFERINGS -

Kirkwood Community College
6301 Kirkwood Boulevard SW
P.O. Box 2068
Cedar Rapids, Iowa 52406
Contact: Diane Constantine
Phone: (319) 398-5626
(Iowa Provider Number 30)

Co-Dependence: Misunderstood – Mistreated.

Fac: Diane Constantine. Aud: RNs/LPNs. Discusses the characteristics, scope, treatment and issues of addictions common for people who are co-dependent. Fee: \$65. CEUs: 0.8.

Healing the Dying.

Fac: Diane Constantine. Aud: RNs/LPNs. Learn the sociological, spiritual, and emotional aspects for terminal patients and their families; be able to assist all persons through the dying process so they are better able to come to terms with it. Fee: \$55. CEUs: 1.0.

Review of Hemodialysis for Nurses and Dialysis Personnel.

Fac: Diane Constantine. Aud: RNs/LPNs. A thorough introduction to dialysis, including a review of fluids and electrolytes, principles of dialysis, patient assessment, medications, nutritional management, transplantation, psychosocial aspects of dialysis; includes chapters on pediatric hemodialysis, end-stage renal disease in the elderly, infection control, and management of quality. Fee: \$95. CEUs: 3.0.

Lorand Health Education
P.O. Box 10391
Cedar Rapids, Iowa 52410
Contact: Lorand CE Resource Office
Phone: (319) 832-1957
Email: LorandHealth@yahoo.com
Website: www.lorandhealth.com
(Iowa Provider Number 300)

Since 1995, Lorand Health has offered Iowa nurses innovative continuing education programming. Licensed in another state? Lorand Health is also a Florida Board of Nursing Provider of continuing education programming, and many other states accept our courses via reciprocity. Contact our office for more information! Order by Email and save \$5 on each course! MasterCard, VISA, and money orders accepted.

Alzheimer's Disease: Hope for the Future.

Aud: RNs/LPNs. Examines memory loss, aging, common therapeutic approaches for the management of behavior symptoms, caregiving issues, nursing practice interventions as well as new Alzheimer's treatment under investigation. Fee: \$33 (resource text inc). CEUs: 2.0.

Antisocial Personality Disorder.

Aud: RNs/LPNs. This course examines symptoms of Antisocial Personality Disorder, diagnosis, causes, treatment, coping strategies for families, a historical look at the disorder, and nursing interventions. Fee: \$48. CEUs: 2.8.

Anxiety and Panic Disorder.

Aud: RNs/LPNs. This course examines anxiety and panic disorders including agoraphobia, social phobia, OCD and PTSD as well as a thorough review of imagery desensitization; relaxation techniques, nutritional aspects, the role of negative self-talk and nursing practice interventions. Fee: \$53 (text inc). CEUs: 3.6.

The Bipolar Child.

Aud: RNs/LPNs. Examines the challenging diagnosis of Bipolar Disorder in children, assessment guidelines, nursing considerations, planning/implementation, and a comprehensive approach toward the needs of children and families. Fee: \$48 (text inc). CEUs: 3.6.

Childhood Depression.

Aud: RNs/LPNs. This course examines possible causes of depression in children, diagnostic features, resources for evaluation, treatment strategies, grief issues in children, psychopharmacological options/issues, patient/parent education information, and nursing assessment/intervention approaches. Fee: \$34 (resource text inc). CEUs: 2.6.

EMDR Revisited.

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

Emotional Abuse of Women: Stopping the Cycle.

Aud: RNs/LPNs. Examines verbal, emotional, psychological, social and economic abuse issues, historical roots of abuse, the impact of emotional abuse on overall physical and mental health, treatment options for abusers and their families, and nursing interventions for working with the abused woman and her family. Fee: \$47 (text inc). CEUs: 3.6.

Menopause: Straight Talk.

Aud: RNs/LPNs. Examines key concerns regarding menopause, inc: hormone therapy and alternatives, risk of heart disease, osteoporosis, breast cancer, hot flashes, mood swings, new research, assess risk factors and goals/nursing intervention to help women take charge of their own well-being. Fee: \$43 (text inc). CEUs: 3.0.

Munchausen By Proxy.

Aud: RNs/LPNs. A critical examination of the disorder Munchausen By Proxy: identification, intervention, and case management issues for healthcare providers. Fee: \$51 (text inc). CEUs: 3.0.

Nursing Leadership and Management.

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

improving quality patient care, understanding the legal parameters of nursing practice and knowing the ethical issues confronting nursing today in the ever-changing health care environment. Fee: \$74 (text inc). CEUs: 3.6.

OCD: Checking It Out.

Aud: RNs/LPNs. Examines Obsessive Compulsive Disorder, diagnostic criteria, treatment options, intervention strategies, OCD in children, and nursing considerations. Fee: \$52 (text inc). CEUs: 3.6.

PTSD: Overcoming Traumatic Stress Symptoms.

Aud: RNs/LPNs. This course presents a clear comprehensive explanation of trauma, techniques and interventions used by PTSD experts from around the world and nursing interventions to help clients deal with triggers, recurrent images, thoughts, perceptions and more. Fee: \$46 (text inc). CEUs: 3.6.

Schizophrenia: Roadmap to Recovery II.

Aud: RNs/LPNs. Provides a comprehensive resource guide that includes first-person accounts and professional information on medications, coping skills, social services, clinical research, nursing issues and vital support information for patients and their families. Fee: \$45. CEUs: 3.0.

Thyroid Disorders: Restoring Health.

Aud: RNs/LPNs. A comprehensive course examines the impact of thyroid disorders on overall health, signs/symptoms, diagnostic criteria, pharmacological options, natural therapies, patient education issues and nursing interventions. Fee: \$39 (resource text inc). CEUs: 2.8.

Neonatal Network

2270 Northpoint Parkway
Santa Rosa, California 95407-7398
Contact: Barbara Mansime
(707) 569-1415
(Iowa Provider Number 189)

Neonatal ECMO: Current Controversies and Trends; Congenital Diaphragmatic Hernia; and Neonatal Thermoregulation.

Fac: Carol Trotter, RN, PhD, NNP. Aud: Level II and III neonatal nurses. To provide current nursing information on ECMO, congenital diaphragmatic hernia, and neonatal thermoregulation. Fee: TBA. CEUs: TBA.

Understanding Neonatal Bowel Obstruction: Building Knowledge to Advance Practice; Caring for the Newborn with Omphalocele; Neonatal Radiology: Congenital Chylothorax: A Case Study; Pointers in Practical Pharmacology: Octreotide.

Fac: Carol Trotter, RN, PhD, NNP. Aud: Level II and III neonatal nurses. To provide current nursing information on neonatal bowel obstruction, caring for the infant with omphalocele, congenital chylothorax, and octreotide. Fee: TBA. Reg. by: Open. CEUs: TBA.

RENEWAL NOTICE

By law, it is the licensee's responsibility to renew the license within the 60 days prior to its expiration. The list of licenses that expire in September, October, and November 2006 can be found in this issue. Please use the following schedule:

Licenses that expire September 15, 2006, are due by August 15, 2006, and can be renewed any time after July 15, 2006.

Licenses that expire October 15, 2006, are due by September 15, 2006, and can be renewed any time after August 15, 2006.

Licenses that expire November 15, 2006, are due by October 15, 2006, and can be renewed any time after September 15, 2006.

Licenses are encouraged to renew over the Internet at the board's Website at www.state.ia.us/nursing. Renewal over the Internet is reflected immediately in the data base, so there are no delays to allow for human intervention. Payment of the fee must be made by using MasterCard or VISA, credit or debit card.

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

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

Inactive Status

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

Advanced Registered Nurse Practitioner (ARNP) Renewal Notice

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

Continuing Education

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

September LPNs

Adams, Colette Michele; Des Moines, IA
 Agu, Robyn D'Lynne; Des Moines, IA
 Akers, Melissa Ann; Walnut, IA
 Allen, Maggie; Waterloo, IA
 Allison, Kelly Leann; Spencer, IA
 Anderson, Sherry A.; Webster City, IA
 Andreasen, Elaine F.; Van Meter, IA
 Anthony, Tony; Sioux City, IA
 Arter, Linda Marie; Plano, IA
 Atkins, Bonnie S.; Muscatine, IA
 Ault, Ramona Carol; Council Bluffs, IA
 Avanti, Dyan; Rock Island, IL
 Bachman, Marie Suzanne; Eldora, IA
 Baker, Marea K.; Lawler, IA
 Balik, Sharon Kay; Cresco, IA
 Ball, Heidi J.; Glidden, IA
 Barker, Diann Michell; Kingman, AZ
 Barnes, Sarah Marie; Monona, IA
 Beauchamp, Mary Kathleen; Moorhead, IA
 Becker, Kristin Sue; Nashua, IA
 Bellmann, Cynthia A.; Dubuque, IA
 Bennar, Karen Jean; Merville, IA
 Bennett, Cheryl M.; Ottumwa, IA
 Bergan, Janis Claire; Council Bluffs, IA
 Bishop, Angela K.; Ankeny, IA
 Blom, Joy; Manilla, IA
 Blunt, Monica Marie; Fort Dodge, IA
 Bollei, Rose Marie; Tiffin, IA
 Bonnstetter, Cathleen K.; Milford, IA
 Boswell, Janeen M.; Lamoni, IA
 Brinker, Karen A.; Harlan, IA
 Brockhoff, Kristina R.; Minden, IA
 Brommer, Joyce E.; Sioux Ctr, IA
 Brooks, Sarah Darlene; Kahoka, MO
 Bruns, Jo A.; Randalia, IA
 Buck, Kari Lynn; Kewanee, IL
 Burge, Julie A.; Boone, IA
 Canady, Karen K.; Davenport, IA
 Carlson, Tamera L.; Columbus Junction, IA
 Christensen, Jessica Marie; Spencer, IA
 Clark, Lori Sue; LaPorte City, IA
 Clemensen, Cathy J.; Atkins, IA
 Clute, Jennifer; Bonaparte, IA
 Cole, Jennifer Starr; Waterloo, IA
 Connard, Debra J.; Davenport, IA
 Conrad, Lisa Leigh; Fairfield, IA
 Cook, Tina Jean; Waterloo, IA
 Cornelius, Beverly; Grundy Center, IA
 Crane, Jolene; Moscow, IA
 Cswercko, Jennifer Lynne; Fort Dodge, IA
 Culbertson, Kayce Lynn; Windsor Heights, IA
 Dailey, Jana Lee; Creston, IA
 Davis, Dawn Marie; Marshalltown, IA
 Davis, Martha B.; Sidney, IA
 Dean, Beverly J.; Newton, IA
 DeGroot, Becky; Orange City, IA
 Derengowski, Katherine Darlene; Magnolia, IA
 Determan, Ann F.; Mason City, IA
 Deutch, Dawn M.; Iowa City, IA
 Dilaura, Dena M.; Ossian, IA
 Dittmer, Donell; Waverly, IA
 Donnelly, Mary B.; Knoxville, IA
 Doty, Jeremy Lee; Ricketts, IA
 Driscoll, Kelly K.; Clinton, IA
 Drish, Marcia J.; Batavia, IA
 Duehr, Heidi Mari E.; Dubuque, IA
 Eberle, Susan Louise; Grimes, IA
 Eden, Kimberly Ann; Mason City, IA
 Effer, Tracy L.; Reinbeck, IA
 Eland, Marilyn; Des Moines, IA
 Eliason, Linda G.; Tipton, IA
 Ellingson, Janet M.; Waukon, IA
 Endres, Patricia A.; Pacific Junction, IA
 Erickson, Ruth J.; Rutland, IA
 Esser, Billie Jo; Rockford, IA
 Faith, Jami Deserae; New London, IA
 Feldt, Elaine S.; Osage, IA
 Ferrell, Kathryn; Erie, IL
 Fick, Lisa Kaye; Grinnell, IA
 Foss, Beckee Sue; Des Moines, IA
 Fowler, Laura Ann; Vinton, IA
 Frye, Linda Lee; Muscatine, IA
 Furnish, Shayla Ann; Milan, MO
 Gaines, Cindie K.; Rock Port, MO

LPN/RN LICENSE RENEWAL NOTICE

Gaul, Catherine T.; Dubuque, IA
 Gaunt, Audrey Lynne; Sioux Falls, SD
 Gifford, Judith J.; New Hartford, IA
 Goater, Helen Louise; Goldfield, IA
 Golberg, Katie Jean; Webster City, IA
 Goodson, Catherine; Bloomfield, IA
 Gottsche, Melanie Agnes; Sioux City, IA
 Greensky, Kathryn Mary; Buffalo Center, IA
 Grinstead, Diane M.; Cedar Falls, IA
 Groen, Terry Ann; Marcus, IA
 Haak, Patricia Ann; Rock Valley, IA
 Hall, Sarah Elizabeth; Hamilton, IL
 Handy, Beth Ann; Story City, IA
 Hansen, Beth Marie; Exira, IA
 Harbison, Kelli Lynn; Ollie, IA
 Harman, Dawn Elise; Iowa City, IA
 Harms, Audrey J.; Conrad, IA
 Harris, Davonna Marie; Des Moines, IA
 Harrison, Hazel M.; Knoxville, IA
 Hayes, Doris A.; East Dubuque, IL
 Haynes, Beverly A.; Burlington, IA
 Heckert, Jane E.; Hazleton, IA
 Heeren, Laura Sue; Paullina, IA
 Heitz, Jennifer Lea; Cedar Rapids, IA
 Hemann, Janine Louise; Osage, IA
 Hendrickson, Sharon L.; Shenandoah, IA
 Hesser, Pamela S.; Des Moines, IA
 Hinkle, Kelly Koann; Kansas City, KS
 Hinsch, Amy Lyn; Winterset, IA
 Hlubek, Tamara J.; Wabash, IN
 Hobart, Jessica May; Clarion, IA
 Hodne, Lisa S.; Manilla, IA
 Hruska, Brittany Ann; Urbandale, IA
 Hudson, Lisa L.; Maxwell, IA
 Hunsaker, Suzanne; Fort Madison, IA
 Hutchinson, Tammy Marie; Missouri Valley, IA
 Imler, April Suzanne; Lake Mills, IA
 Ingalls, Jacki L.; Bancroft, IA
 Johnson, Bobbi Lynn; Evansdale, IA
 Jones, Adrienne Ruth; Ames, IA
 Jones, Heidi Denise; Muscatine, IA
 Junge, Kimberly K.; Keystone, IA
 Kay, Toni Deanne; Underwood, IA
 Kearse, Maranda Suzann; Keokuk, IA
 Keeler, Theresa Lorain; Gravity, IA
 Kelley, Cynthia Ann; Lawton, IA
 Kennedy, Maurine L.; Woodward, IA
 Kerns, Pamela Ruth; Milford, IA
 Kirkland, Lori; Cincinnati, IA
 Knop, Brooke Lee; Nevada, IA
 Knop, Stacie; Emerson, IA
 Koenck, Karen Lynette; Estherville, IA
 Kohlmeier, Bobbie Sue; Evansdale, IA
 Kolk, Jana Leeann; Adel, IA
 Konrardy, Jessica Idel; Dubuque, IA
 Kouri, Jan E.; Des Moines, IA
 Kramer, Gwendolyn K.; Shell Rock, IA
 Krause, Michelle Lee; Waukee, IA
 Kresser, Marjorie A.; Waterloo, IA
 Kriegel, Ashley Ann; Grinnell, IA
 Kruse, Nancy J.; Cushing, IA
 Kuhns, Bonnie Jean; Saint Charles, IA
 Lane, Beth A.; Muscatine, IA
 Lang, Cathy A.; La Motte, IA
 Larsen, Nancy L.; Polk City, IA
 Larsen, Tawnya Jo; Audubon, IA
 Lawton, Linda J.; Davenport, IA
 Leas, Mary J.; Burlington, IA
 Ledding, Crystal Nadene; Maquoketa, IA
 Lewis, Teresa Lynn; Cushing, IA
 Liddle, Kelly Alissa; East Dubuque, IL
 Lobberecht, Sandra M.; Cedar Rapids, IA
 Loetz, Jo Donna; Pleasant Valley, IA
 Logsdon, Cynthia K.; Pleasant Hill, IA
 Lord, Cheryl A.; Seymour, IA
 Luick, Kimberly Ann; Fairbank, IA
 Maclin, Yvonne Denise; Des Moines, IA
 Madden, Darcy May; Mason City, IA
 Madsen, Susan M.; Mason City, IA
 Mahn, Rodney; Creston, IA
 Malenfant, Angela Lynne; Cedar Rapids, IA
 Markert, Elizabeth; Manson, IA
 Marsh, Amber Lea; Granger, IA
 Martin, Kathy Ann; Burlington, IA
 Mathews, Juanita F.; Pleasant Hill, IA
 Mathiesen, Jeffrey Allen; Council Bluffs, IA

Mathis, Peggy; Waukon, IA
 McClellan, Teresa A.; Bayard, IA
 McBee, Eunice Mae; Greentop, MO
 McKinney, Michelle; Carbon Cliff, IL
 McLaughlin, Heather Marie; Council Bluffs, IA
 Mefferd, Bonnie R.; Dunlap, IA
 Meggers, Amy Suzanne; Marion, IA
 Messner, Courtney Jo; Corning, IA
 Meyer, Vicki M.; Davenport, IA
 Michael, Patricia; Grimes, IA
 Mikeworth, Juliet W.; Inwood, IA
 Miller, Debbie S.; Clear Lake, IA
 Millette, Nancy K.; Urbandale, IA
 Mincy, Connie; West Des Moines, IA
 Mitchell, Jane A.; Council Bluffs, IA
 Moen, Shelley Renee; Council Bluffs, IA
 Montieth, Darlene A.; Knoxville, IA
 Mulcahy, Danielle Emily; West Des Moines, IA
 Mullins, Shelly Kay; Sidney, IA
 Musick, Patricia D.; Hopkins, MO
 Namanny, Michelle L.; Cedar Rapids, IA
 Njoroge, Hilder Wairimu; Urbandale, IA
 Nusser, Lisa Faye; Council Bluffs, IA
 Ohms, Emily Ann; Scales Mound, IL
 Olsen, Christopher Ryan; Atlantic, IA
 Osborn, Jean A.; Sumner, IA
 Oswald, Shirley A.; Kalona, IA
 Padget, Meagan Nicole; Milton, IA
 Paine, Kerry Ann; Brighton, MA
 Palmer, Arlene F.; Perry, IA
 Papstein, Kim S.; Logan, IA
 Pardall, Amy L.; Montrose, IA
 Payne, Wesley Shoup; Cedar Falls, IA
 Pezzetti, Gloria J. Kalbach; Dexter, IA
 Pfenhauer, Marsha L.; West Burlington, IA
 Pfiffer, Robin Renee; Dubuque, IA
 Phillips, Sue M.; Riverton, IA
 Pieper, Patty L.; Cedar Falls, IA
 Pierce, Adam Porter; Kingsley, IA
 Plumley, Linda S.; Fulton, IL
 Pounds, Jean A.; Marengo, IA
 Proffitt, Bambi Lynn; Creston, IA
 Pyle, Nancy J.; Hartley, IA
 Raap, Cindy C.; Davenport, IA
 Ralfs, Jessica Lynn; Walcott, IA
 Randall, Linda K.; Ottumwa, IA
 Randolph, Marla; Colorado Springs, CO
 Redenius, Kent; Humeston, IA
 Reeves, Patricia A.; Stratford, IA
 Reichert, LaRae A.; Waterloo, IA
 Reith, Lynne A.; Waterloo, IA
 Richardson, Betty Pauline; Crawfordsvile, IA
 Richey, Melodie K.; Sioux City, IA
 Ritenour, Kathy A.; Waterloo, IA
 Riveira, Susan M.; Cedar Rapids, IA
 Rivers, James F.; Council Bluffs, IA
 Robins, Carey Lynn; Osceola, IA
 Rogers, Jane M.; Cedar Falls, IA
 Rolfes, Julie A.; Des Moines, IA
 Roll, Sharon L.; Davenport, IA
 Rosborough, Kevin Lynn; Davenport, IA
 Rosi, Jenny Shambaugh; Iowa City, IA
 Ross, Jaime Anne; Denmark, IA
 Rozeboom, Marcia K.; Inwood, IA
 Ryan, Kimberly K.; Le Mars, IA
 Sackett, Victoria Kristina; Newhall, IA
 Sackman, Stephanie L.; Hamilton, IL
 Sande, Jacqueline Marie; Fort Dodge, IA
 Schadl, Lisa M.; Dubuque, IA
 Schadle, Jane; Dubuque, IA
 Schafer, Georgeanna; Ottumwa, IA
 Schmitter, Connie J.; Vinton, IA
 Schmidt, Amy Lee; West Bend, IA
 Scholten, Mary Ellen; Rock Rapids, IA
 Schroeder, Julie K.; Coon Rapids, IA
 Schulz, Jodie Kay; Osage, IA
 Schutt, Lyn Marie; Council Bluffs, IA
 Seddon, Jennifer Marie; Bloomfield, IA
 Sheets, Cheryl Ann; Wilton, IA
 Shepherd, Darlene M.; Oskaloosa, IA
 Shipman, Tamara L.; Wapello, IA
 Shriner, Kathleen A.; West Des Moines, IA
 Shuck, John Gerhard; Sioux City, IA
 Simmons, Katharine Brooke; Iowa City, IA
 Simmons, Sheila Rose; Sioux City, IA

Simons, Kathy Ann; West Point, IA
 Sisneros, Raquel Joanne; Cedar Rapids, IA
 Skellenger, Julie Ann; Fontanelle, IA
 Smidt, Amy; Des Moines, IA
 Smith, Clara M.; Toledo, IA
 Snowgren, Marsha Morrison; Jamaica, IA
 Spencer, Ethel Marie; Melbourne, IA
 Spiegelhalter, Leslie Michelle; Cedar Rapids, IA
 Spitznogle, Jacqueline Lee; Muscatine, IA
 Springer, Sarah Ann; Des Moines, IA
 Spurgeon, Michelle Lynn; Cincinnati, IA
 Stepanek, Sheila K.; Cedar Rapids, IA
 Stephens, Calista Kay; Creston, IA
 Stevens, Deana Ann; Boxholm, IA
 Stoakes, Sherri D.; Gladbrook, IA
 Stout, Ann Marie; New Sharon, IA
 Stueve, Deloris I.; Mo Valley, IA
 Swanson, Eunice H.; Fulton, IL
 Taylor, Angela Sue; Ida Grove, IA
 Teepe, Jean A.; West Des Moines, IA
 Thompson, Renee Sue; Burlington, IA
 Thompson, Joan A.; Cedar Falls, IA
 Tigges, Julie A.; Defiance, IA
 Till, Karen L.; Maquoketa, IA
 Toms, Angela Marie; Ankeny, IA
 Trail, Michaelene A.; Hornick, IA
 Trenkamp, Matthew John; Iowa City, IA
 Troester, Natalie Renae; Guttenberg, IA
 Turner, Jamie J.; Bagley, IA
 Twyford, Casey Christina; Gladbrook, IA
 Van Trump, Heather Renee; West Branch, IA
 VanVoorst, Marcia K.; Sioux Center, IA
 VenTeicher, Ann T.; Strawberry Point, IA
 Vonahnen, Mary A.; Rock Island, IL
 Vorhees, Ann Elizabeth; Centerville, IA
 Waddell, Jody; Spencer, IA
 Wagaman, Terrill R.; Wilton, IA
 Waggoner, Lilia Diane; Marshalltown, IA
 Walford, Judith J.; Johnston, IA
 Walvatne, Shannon Marie; Parkersburg, IA
 Warren, Roberta Lynn; Altoona, IA
 Weishaar, Heather Marie; Fort Dodge, IA
 Welch, Monica Jo; Ottumwa, IA
 Wetherell, Mary B.; Cedar Rapids, IA
 Whaley, Janice Eulaine; Clarinda, IA
 Whipple, Sandra K.; Hampton, IA
 Whiting, Connie J.; Fairfax, IA
 Wiegand, Kristine Marie; Marshalltown, IA
 Wilcox, Brian L.; Brooklyn, IA
 Wilkins, Kristi Jo; Nora Springs, IA
 Williams, Debbie A.; Columbia, MO
 Wilson, Patricia G.; Fulton, IL
 Wilson, Patricia G.; Ida Grove, IA
 Wisner, Megan Marie; New Hampton, IA
 Wolthuizen, Sandra F.; Sheldon, IA
 Wood, Debra K.; Montrose, IA
 Wood, Christine Elizabeth; Bettendorf, IA
 Woodford, Patsy D.; Davenport, IA
 Woods, Shannon Kay; Ankeny, IA
 Wulf, Penny Jeanine; Tipton, IA
 Wolke, Irma L.; Marshalltown, IA
 York, Rebecca J.; Washington, IA
 Young, Carrie Ann; Anamosa, IA

October LPNs

Abraham, Carol A.; Cedar Rapids, IA
 Ackerland, Christine L.; East Moline, IL
 Adcock, Carol; Williamson, IA
 Altman, Tammy Jean; Des Moines, IA
 Anderson, Joan J.; Estherville, IA
 Archer, Joan M.; Clinton, IA
 Armstrong, Beverly Ann; Kahoka, MO
 Arthofer, Madonna L.; Dubuque, IA
 Asani, Danielle Lynn; Dubuque, IA
 Asche, Thriulia Mae; Eagle Grove, IA
 Ascher, Brandie Marie; Waverly, IA
 Atkinson, Tonya L.; Ankeny, IA
 Baldwin, Connie D.; Clarinda, IA
 Ball, Peggy L.; Wapello, IA
 Ballanger, Karen Lynn; Centerville, IA
 Ballantyne, Charlene L. King; Stuart, IA
 Balvanz, Sarah Elizabeth; Hiawatha, IA
 Bartolo, Abigail Ann; Algona, IA
 Baxter, Patricia Ann; Charles City, IA

Continued on page 28

OCTOBER LPNs *Continued from page 27*

Bell, Amy; Ames, IA
Bellomy, Judy A.; Owatonna, MN
Benshoof, Vicki L.; Urbandale, IA
Bergstrom, Elaine M.; Mondamin, IA
Berns, Diane Sue; Waukon, IA
Birdsell, Tamara S.; Humboldt, IA
Bixby, Diana L.; Morning Sun, IA
Blake, April Marie; Osage, IA
Blunt, Jennifer Lynn; Glenwood, IA
Boettner, Elaine M.; Dubuque, IA
Boggs, Barbara J.; Clinton, IA
Boots, Ann Marie; Cedar Rapids, IA
Bornhoft, Jeanne Ann; Manilla, IA
Boyer, Patricia M.; Cherokee, IA
Bozwell, Dustin Cain; Iowa City, IA
Bragg, Sharon K.; Des Moines, IA
Brammer, Jennifer Shawn; Silver City, IA
Brown, Diana Lashondra; Waterloo, IA
Brown, Karen J.; Story City, IA
Brugger, Patricia Ann; Bradford, IL
Brus, Michele A.; Denison, IA
Buckley, Barbara A.; Maurice, IA
Buehler, Judith K.; Manson, IA
Bultman, Brenda Larae; Sioux City, IA
Carlson, Timothy J.; Des Moines, IA
Coan, Jill M.; Iowa City, IA
Coats, Sunshine Lynn; What Cheer, IA
Cockhren, Margaret L. Glass; Waterloo, IA
Connor, Marte Ellen; Libertyville, IA
Cooper, Lori S.; Whiting, IA
Copeland, Elizabeth Anne; Batavia, IA
Cornilsen, Brenda Lynn; Clinton, IA
Covemaker, Judith A.; Moline, IL
Crotts, Krystal; Fort Dodge, IA
Crozier, Sharolyn; Mingo, IA
Cuatlatl, Carrie Ann; Clinton, IA
Current, Janelle Lynn; Altoona, IA
Dage, Sandra K.; Waukon, IA
Daugherty, Diane Lynn; Mechanicsville, IA
Daughtery, Mara Erin; Kahoka, MO
Davis, Jeannette L.; Sioux City, IA
Davis, Brenda L.; Mason City, IA
DeLair, Jennifer Elizabeth; Sioux City, IA
Dermody, Richard Michael; Neola, IA
Deshaw, Kathleen L.; Maquoketa, IA
DeWitt, Lisa Kay; Camanche, IA
Deyoung, Joanne R.; Corning, IA
Dickerson, Deborah; Griswold, IA
Dietze, Laura Marie; Keota, IA
Diischer, Charmaine L.; Pocahontas, IA
Doane, Carol; Little Cedar, IA
Dorethy, Elaine K.; Lovilia, IA
Drella, Rosalinda; State Center, IA
Dye, Pearl Leah; Des Moines, IA
Edwards, Lindia M.; Clarinda, IA
Edwards, Sandra J.; Marshalltown, IA
Eichenberger, Becky; New Hampton, IA
Elliott, Megan Francies; Dow City, IA
Elwell, Joann Kay; Charter Oak, IA
Engle, Cindy J.; Bloomfield, IA
Epperson, Sarah Ann; Creston, IA
Esser, Julie M.; Woodbine, IA
Etcher, Jeanne M.; Indianola, IA
Everett, Teresa L.; Cedar Falls, IA
Fairchild, Erica L.; Davenport, IA
Ferguson, Tanya L.; Council Bluffs, IA
Fern, Janet M.; Dubuque, IA
Ferris, Michael Shawn; Sioux City, IA
Ferry, Cheryl M.; Harlan, IA
Ferry, Carolyn; Eagle Grove, IA
Finch, Dawn Lynette; Carroll, IA
Finger, Gail M.; Waterloo, IA
Fogt, Maricelda; Marshalltown, IA
Foreman, Mary J. Baker-; Glenwood, IA
Fouch, Erica Rae; Rushmore, MN
Fowler, Brandi Leigh; Grinnell, IA
Frederick, Christina Mae; Des Moines, IA
Fugate, Laura; Central City, IA
Funk, Brooke Michelle; Red Oak, IA
Funk, Nancy J.; Dallas Center, IA
Gebhardt, Jill Deann; Waterloo, IA
Genung, Penny L.; Cordova, IL
Gerleman, Marlys E.; Charles City, IA
Gibson, Beverly J.; Centerville, IA
Gibson, Evelyn M.; Clarinda, IA
Gilbert, Shari Lyn; Cedar Rapids, IA
Glaspie, Paulette R.; Waterloo, IA
Glattfelder, Brandy Jo; Delta, IA
Godfrey, Linda K. Burkgren; Mason City, IA
Goettsch, Gerane E.; Holstein, IA
Gorter, Kathy Jolene; Doon, IA

Gray, Cheyenne Larae; Waterloo, IA
Gray, Laura Ann; Carthage, IL
Greibert, Mary L.; Clarinda, IA
Green, Carlene Kay; Westboro, MO
Greenwood, Jean A.; Iowa City, IA
Grimley, Nancy J.; Avoca, IA
Hagan, Margaret Kay; Sedalia, MO
Hammes, Annette M.; Altoona, IA
Hanselman, Debra A.; Luverne, IA
Hanson, Sue A.; Laurens, IA
Harberts, Merelyn L.; Hudson, IA
Harms, Ann; Union, IA
Hartman, Linda J.; Fort Dodge, IA
Harvey, Paige Leigh; Marshalltown, IA
Hauptert, Angeline C.; Dubuque, IA
Havermann, Agnes M.; Carroll, IA
Hayes, Debra; Eldon, IA
Heath, Sherry Lyn; Rogersville, MO
Hedrick, Mary; Hampton, IA
Heid, Daniel; West Branch, IA
Hemesath, Andrea Beth; Decorah, IA
Hemmelrick, Lillian M.; Bradgate, IA
Henkel, Carol R.; Vinton, IA
Hill, Danielle Renee; Spencer, IA
Hollis, Rochelle L.; Port Byron, IL
Holmes, Betty; Red Oak, IA
Hook, Beverly Ann; Corydon, IA
Howard, Elizabeth Grace; Louisville, KY
Hurt, Elida R.; Rock Island, IL
Irvine, Colleen Marie; Stanley, IA
Irwin, Debra; Des Moines, IA
Jackson, Kimberly A.; Burlington Junction, MO
Jacoby, Kimberly Dawn; Clarinda, IA
Jamieson, Tracy Lynn; Denver, IA
Jenkins, Melissa A.; Shellrock, IA
Jensen, Janice Ilene; Marshalltown, IA
Jewett, Lisa; Ely, IA
Johnson, Kali Diane; Kahoka, MO
Johnson, Vicky Lynn; Woolstock, IA
Johnson, Jayla Sue; Mount Ayr, IA
Jordan, Alison Christine; Turin, IA
Jordet, Nancy J.; Estherville, IA
Jorgensen, Sara Jenilee Mari; Red Oak, IA
Jungers, Shawn M.; Hartley, IA
Kaiser, Kimberly A.; Waverly, IA
Kannas, Mary Lois; Corning, IA
Kearns, Linda S.; Vinton, IA
Kerr, Sheila; Mount Pleasant, IA
King, Kristine M.; Lucas, IA
Kinzie, Dawn Marie; Perry, IA
Kleinman, Kari Ann; Pulaske, IA
Kosek, Andrea Marie; Fort Stewart, GA
Kraus, Kathryn Sue; Cascade, IA
Kuba, Melissa Ann; Cedar Rapids, IA
Kuecker, Constance Marie; Tripoli, IA
Kueter, Tracy Jo; Bellevue, IA
Landstrum, Sharon Kay; Gibson, IA
Larsen, Barbara Jo; Cresco, IA
Leas, Tonya R.; Monona, IA
Lehman, Doris Louise; Grinnell, IA
Lehmann, Frances Elizabeth; Boone, IA
Lenz, Roxanne Lea; Stanley, IA
Lewis, Mary Alesia; Missouri Valley, IA
Lilly, Delilah Anne; Newton, IA
Loftsgard, Theodore Orven; Decorah, IA
Lown, Lindsey Nicole; Coralville, IA
Lundberg, Francine L.; Marathon, IA
Lunsford, Chalsie Lenae; West Branch, IA
Lynch, Jean M.; Cascade, IA
Mabe, Jennifer Lynn; West Des Moines, IA
Madsen, Shellie L.; Audubon, IA
Marshall, Annette; Glenwood, IA
Martin, Leia Marie; Cedar Rapids, IA
Mauss, Janet A.; New Albin, IA
Mccoy, Joan C.; Lanesboro, IA
Mccoy, Marcia L.; De Witt, IA
McCracken, Linda; Oklahoma City, OK
McDermott, Jessica Sue; Dubuque, IA
McDonald, Cindy Lee; Adel, IA
McDonnell, Lucia C.; Low Moor, IA
McElroy, Robin R.; Overland Park, KS
McGregor, Melanie Jayne; Luverne, IA
McKeighan, Marilyn A.; Missouri Valley, IA
Medd, Michael Allen; Aledo, IL
Meister, Jacqueline J.; Lake View, IA
Meyer, Michelle Marie; Wayland, IA
Meyers, Staci J.; Grundy Center, IA
Miller, Virginia Ann; Readlyn, IA
Mitchell, Wendy; Hornick, IA
Moes, Sandra J.; Davenport, IA

Morris, Diane L.; Des Moines, IA
Morris, Patricia J.; Council Bluffs, IA
Moylan, Peggy A.; Fort Madison, IA
Mullins, Brenda Dee; Algona, IA
Nangle, Linda; Cedar Rapids, IA
Nece, Esther M.; Des Moines, IA
Nelson, Shawna Lynn; Atkins, IA
Nemmers, Kelly Jo; Bellevue, IA
Ngyuen, Ngoc-Anh Thi; Sioux City, IA
Nichols, Jessica Lorraine; Gray, IA
Nichols, Judith H.; Fairfield, IA
Nicol, Tamara M.; Cedar Falls, IA
Nicola, Marna Catherine; Davenport, IA
Niebes, Lindsay Jo; Norway, IA
Oakley, Andrea Barbette; Shellsburg, IA
Olson, Elizabeth Anne; Strawberry Point, IA
Oyadare, Sarah Atinuke; Sioux City, IA
Parks, Pauline M. Wilson-; Blue Grass, IA
Paucean, Damiana; Dubuque, IA
Paulson, Yvonne D.; Duncombe, IA
Pearson, Kimberly Ann; Oskaloosa, IA
Pecenka, Lindsay Marie; Boone, IA
Peet, Kirsten Ellen; Monticello, IA
Peirce, Jeanette A.; Williamsburg, IA
Penning, Marguerite; Sioux City, IA
Pickering, Carma L.; Harvey, IA
Pierson, Judy A.; Sioux City, IA
Pirc, Denise Ann; Dyersville, IA
Poland, Lorraine M.; Sun City, AZ
Postel, Kelly Kristin; Monticello, IA
Proffitt, Natalie; Bettendorf, IA
Pruess, Dionne; Floris, IA
Pry, Reba; Le Mars, IA
Railsback, Sara J.; Moline, IL
Ramsey, Annabelle; Marshalltown, IA
Rinderknecht, Dixie R.; Newhall, IA
Riniker, Katherine J.; Strawberry Point, IA
Rittel, Martina Michelle; Altoona, IA
Roder, Jill N.; Kingsley, IA
Rogers, Elizabeth Jayne; Cedar Falls, IA
Rohrs, Beverly; Orange City, IA
Rollins, Jeffrey M.; Webster City, IA
Rolston, Michelle M.; Clinton, IA
Rosburg, Susan Ann; Monticello, IA
Rost, Dawn Marie; Waukee, IA
Ruiter, Cynthia Jo; Clear Lake, IA
Rupe Snyder, Ila J.; Batavia, IA
Rutto, Elizabeth; Des Moines, IA
Salazar, Carla L.; Columbus City, IA
Samuelson, Lezlie J.; Cherokee, IA
Sanclui, Brianna Rae; Emmetsburg, IA
Saunders, Joan P.; Breda, IA
Schadl, Amy Marie; Dubuque, IA
Schaefer, Jeanne A.; Raymond, IA
Schear, Marlene R.; Charles City, IA
Schebaum, Mandy Lynn; Sidney, IA
Scherer, Jamie Lynn; Batavia, IA
Schlesner, Kristie S.; Auburn, IA
Schlicht, Judith A.; Des Moines, IA
Schon, Joleen Marcella; Cedar Rapids, IA
Schultes, Jill Marie; Carroll, IA
Schumacher, Carol Ann; Marengo, IA
Schumann, Christine Marie; Chariton, IA
Schutjer, Brenda; Woden, IA
Scott, Terri Lee; Sioux City, IA
Sellars, Karen Marie; Maquoketa, IA
Selusi, Christopher A.; Cedar Rapids, IA
Shelangoski, Karen J.; Davenport, IA
Shenk, Sara M.; Wellman, IA
Sherburne, Melissa Sue; Cedar Falls, IA
Shore, Marilyn D.; Clarinda, IA
Simmons, Delia Anne; Eldora, IA
Slater, Sara Estella; Winterset, IA
Slaughter, Mary; Colona, IL
Sloss, Janiece L.; Perry, IA
Smith, Courtney Ann; Agency, IA
Smith, Kimberly Kaye; Cedar Falls, IA
Smouse, Gary Martin; Exira, IA
Sodders, Janna L.; Ellsworth, IA
Sollazzo, Nancy Marie; Underwood, IA
Sonderberg, Cassandra Lavoy; Muscatine, IA
Sorensen, Emily Ann; Avoca, IA
Sproule, Robert Allen; Boone, IA
Spruill, Sheryl Kay; Des Moines, IA
Stark, Angelina Renee; Luzerne, IA
Steinhauser, Linda M.; Indianola, IA
Steinkamp, Jean; Boone, IA
Steinkuehler, Samantha Lea; Logan, IA
Stevens, Barbara R.; Davenport, IA
Stewart, Lou Anne; Cedar Rapids, IA
Stille, Jeni A.; Spencer, IA
Stoneman, Robin K.; Waterloo, IA

Stork, Lois F.; New Hartford, IA
Stroner, Diana F.; Pella, IA
Strouse, Nancy Lenora; Waterloo, IA
Stuart, Sarah Beth; Villisca, IA
Suazo, Amanda; Leon, IA
Summerfield, Connie M.; Dunlap, IA
Sunderman, Elizabeth Anne; Sidney, IA
Sutton, Veronica L.; Dubuque, IA
Szyszka, Laura Emily; Cedar Rapids, IA
Taber, Marcia L.; Des Moines, IA
Thompson, Bonnie Lou; Pella, IA
Thompson, Vicky A.; Cedar Rapids, IA
Thompson, Patricia E.; Cedar Rapids, IA
Thorpe, Marcia R.; East Moline, IL
Thye, Brenda Irene; Burlington, IA
Tielbur, Vangie L.; Sioux Rapids, IA
Treimer, Wanda R.; Wilton, IA
Turecek, Lori A.; Cedar Rapids, IA
Vanatta, Mary Jo; Randolph, IA
Vandenbergh, Norma J.; Rock Valley, IA
Vancoe, Becky S.; Estherville, IA
Vardaman, Lynnette S.; Clarinda, IA
Vaughn, Crystal; Princeton, IA
Vinson, Kristine M.; Fort Dodge, IA
Wagenaar, Cathy L.; Sioux Center, IA
Walker, Catherine M.; Wilton, IA
Wallace, Lynn Renee; Iowa City, IA
Watkins, Kimberly Sue; Cambridge, IA
Weaver, Nichole M.; Lenox, IA
Webb, Jessica Marie; Oskaloosa, IA
Wedeking, Kelly Mae; Plainfield, IA
Wedemeier, Jennifer Sue; Cedar Rapids, IA
Weis, Yvonne L.; Webster City, IA
Welsh, Kathleen A.; Iowa City, IA
Wescott, Bonnie L.; Arlington, IA
Wessel, Pamela E.; Ida Grove, IA
Wiederien, Elizabeth A.; Dedham, IA
Willis, Brent M.; Westphalia, IA
Willison, Tina Michelle; Cedar Falls, IA
Wills, Autumn Dee; Marion, IA
Wilson, Patricia M.; Council Bluffs, IA
Wilson, Sandra K.; Cedar Falls, IA
Wilwerding, Kathleen L.; Defiance, IA
Wingert, Deon; Carroll, IA
Wittman, Julie Anne; Cedar Rapids, IA
Wolter, Regina Ann; Boone, IA
Woods, Elizabeth Delores; Bloomfield, IA
Worth, Elizabeth R.; Hartley, IA
Wymore, Lindsay Elizabeth; Mason City, IA
Young, Gloria E.; Sioux City, IA
Youngblut, Sharon G.; Clear Lake, IA
Zaugg, Julie A.; West Bend, IA
Zenner, Mary A.; Sac City, IA

November LPNs

Abel, Thomas Brent; West Branch, IA
Ade, Court; Des Moines, IA
Adelmund, Alicia Sue; Marshalltown, IA
Agne, Sandra S.; Tipton, IA
Albrecht, Maryce J.; Ames, IA
Alspaugh, Clyde William; Newton, IA
Amick, Michelle Lynn; Bronson, IA
Amling, Frank Phillip; Garber, IA
Amos, Melissa; Chariton, IA
Anderson, Alisha Lynn; Tipton, IA
Antons, Dena Marie; Boone, IA
Atkinson, Diana Kay; Wellman, IA
Austin, Erin A.; Warsaw, IL
Bacot, Ann; Des Moines, IA
Baker, Barbara Jean; Beaman, IA
Baker, Mary Frances; Clearfield, IA
Ballard, Suzann M.; Ladora, IA
Barclay, Linda K.; Muscatine, IA
Barrera, Abigail; Cedar Rapids, IA
Beason, Linda L.; New Market, IA
Becker, Cindy L.; Watkins, IA
Bement, Karen A.; Elgin, IA
Bennett, Judith A.; Council Bluffs, IA
Benz, Cathy R.; Evansdale, IA
Bernhardt, Elsie M.; Albert City, IA
Beutel, Sheila Kay; Bloomfield, IA
Bjorklund, Toni S.; Marathon, IA
Blacketter, Valerie Ann; Geneseo, IL
Blackmon, Barbara J.; Evansdale, IA
Blair, Wanda J.; Sutherland, IA
Bockenstedt, Dula K.; Colesburg, IA
Boeckenstedt, Margaret M.; Cedar Rapids, IA
Bothwell, Angela L.; Onawa, IA
Bradley, Janice Ruth; Des Moines, IA
Brissette, Richard Wayne; Parkersburg, IA
Britcher, Patricia Ann; Pleasant Hill, IA

Brown, Jackelyn Dawn; Centerville, IA
Bruns, Jennifer Christy; Fort Dodge, IA
Bulman, Roberta M.; Cedar Rapids, IA
Burger, Debra K.; Waterloo, IA
Burnett, Deborah Lynn; Marshalltown, IA
Burton, Amber Marie; Des Moines, IA
Campbell, Kathryn Lavon; Waterloo, IA
Chege, Zakaria Muigai; Coralville, IA
Chew, Angela Lyn; Murray, IA
Christensen, Jennifer E.; Grimes, IA
Churney, Cheryl A.; Davenport, IA
Clay, Wendy Sue; Sioux City, IA
Climer, Diane L.; Mason City, IA
Coleman, Rosemary J.; Laurens, IA
Conover, Victoria L.; Montrose, IA
Corlew, Patricia A.; Blue Grass, IA
Corrigan, Edward; Ottumwa, IA
Countryman, Amanda Lee; Fairfield, IA
Cousins, Martha; Low Moor, IA
Cox, Cathy Rae; Knoxville, IA
Crabtree, Heather Lee; Davenport, IA
Cranston, Sandra Kay; Oskaloosa, IA
Crock, Judy A.; Cedar Rapids, IA
Crouch, Emily Ann; Anthon, IA
Currie, Annie Lynn; Cedar Rapids, IA
Dahms, Pamela; Moline, IL
Danielson, Regina Lee; Bettendorf, IA
Davidson, Melissa Abigail; Springville, IA
Davis, Glee M.; West Des Moines, IA
Deist, Catherine A.; Charles City, IA
Demuth, Eleanor J.; Waverly, IA
Dereus, Dixie L.; Kellogg, IA
Dietze, Lauren B.; Marengo, IA
Doran, Christine M.; Boone, IA
Duncan, Martha A.; Cedar Rapids, IA
Duteau, Robert Paul; Altoona, IA
Duwenhoegger, Elizabeth A.; Adrian, MN
Duzik, Teresa A.; Sioux City, IA
Eakins, Mary Ann Catherine; Grinnell, IA
Egunza, Walter Alan; Coralville, IA
England, Jennifer Lynne; Clearfield, IA
Fecht, Charlotte R.; Carthage, IL
Fernandez, Margarita; Thor, IA
Forehand, Linda A.; Grundy Center, IA
Francis, Bonnie Jonella; Cedar Falls, IA
Frankl, Jean A.; Des Moines, IA
Frost, Julie Ann; Gilbertville, IA
Gallo, Angela Tara; Cedar Rapids, IA
Gameon, Judy A.; Burlington, IA
Garmoe, Linda; Burlington, IA
Garvin, Patricia M.; Cedar Falls, IA
Gaylord, Judith A.; New London, IA
Givant, Shirley; Winterset, IA
Glenn, Valerie; Northboro, IA
Glover, Brandi Holm; Sioux City, IA
Goben, Jessica Lynn; Chariton, IA
Golik, Nancy D.; Indianola, IA
Graves, Kathy Ann; Dubuque, IA
Green, Barbara M.; Dubuque, IA
Greenwood, Lisa; Norwalk, IA
Griffin, Linda J.; Spencer, IA
Grimley, Lindee Marie; Sioux City, IA
Grinhaus, Kathy Lynn; Cresco, IA
Gruhn, Mary Lee; Manning, IA
Hadley, Amy Lin; Osceola, IA
Hansen, Lorie A.; Kanawha, IA
Hardersen, Shirley A.; Monticello, IA
Hartmann, Susan Patricia; Cedar Rapids, IA
Hasselbroek, Tara Ellen; Dike, IA
Haugh, Clarissa Sue; Cedar Falls, IA
Hauser, Mollie J.; Masonville, IA
Heredia, Phyllis Margaret; North Liberty, IA
Hill, Angi R.; Arnolds Park, IA
Hoffman, Nicole Annette; Diagonal, IA
Hoogstraat, Amy Lyn; Carroll, IA
Horn, Mandy Catherine; Le Mars, IA
Horn, Kelly Rae; Cedar Rapids, IA
Hoskins, Brenda Marie; Brooklyn, IA
Hougen, Julie K.; Ridgeway, IA
Howell, Lorrie J.; Clarion, IA
Huffman, Julie Anna; Chesapeake; VA
Hustosky, Vicki L.; Coralville, IA
Hysell, Carletta; Des Moines, IA
Irwin, Ruth M.; Grand Mound, IA
Jensen, Georgette Willena; Warner Robins, GA
Johnson, Carolyn Kay; Sioux City, IA
Johnson, Jennifer Rey; Hoppers, IA
Johnson, Catrina; Rock Island, IL
Johnson, Cynthia A.; Calumet, IA
Johnson, Susan J.; Muscatine, IA
Kalumbi, Christina; West Des Moines, IA

Kehm, Sarah Marie; Fort Dodge, IA
Kelley, Jessica Renae; Sioux City, IA
Kelly, Angela Marie; Atlantic, IA
Kinart, Angela Renee; Prairie City, IA
Kirchner, Katrina Ann; Ottumwa, IA
Klapp, Rebecca; Dows, IA
Klein, Dawn Marie; Logan, IA
Klein, Norma J.; Des Moines, IA
Klostermann, JoAnn M.; Dubuque, IA
Klug, Theresa Ann; North English, IA
Knouf, Krystal; Des Moines, IA
Koenig, Megan Marie; West Burlington, IA
Kopiasz, June Kay; Harlan, IA
Kriener, Mandy L.; Waucoma, IA
Krips, Brooke Ann; Pocahontas, IA
Kuipers, Seth Martin; Clarinda, IA
Kurt, Amanda M.; East Dubuque, IL
Laine, Tina Marie; Dubuque, IA
Laird, Julie; Waterloo, IA
Lamp, Holly Shirlee; Omaha, NE
Lantz, Evelyn M.; Marion, IA
Lee, Linda Joy; Allerton, IA
Lee, Sara Anne; Seaside, CA
Lee, Judy R.; Mason City, IA
Lentsch, Elizabeth; Wesley, IA
Leytem, Nancy Ann; Cascade, IA
Lister, Douglas Allen; Ankeny, IA
Loebisack, Sarah Emily; Iowa City, IA
Loury, Melissa Lynn; Afton, IA
Lovetinsky, Janice M.; Oxford, IA
Ludwig, Joyce; Des Moines, IA
Luna, Buffy Jean; Dubuque, IA
Main, Darla J.; Corydon, IA
Marken, Bonnie K.; Clear Lake, IA
Mart, Leslie Ann; Terill, IA
Martin, Lindsay Dawn; Sioux City, IA
Martin, Luke Tanner; Clarinda, IA
Massey, Jane E.; Moline, IL
Mawdsley, Amy Ann; Burt, IA
Mayer, Diane L.; Mason City, IA
McCarty, Goldie V.; Chariton, IA
Mcconeghey, Jennifer L.; Waterloo, IA
Mccullough, Pamela F.; New Virginia, IA
McDonald, Marlys; Fayette, IA
McLaughlin, Angela Mae; Cherokee, IA
McManigle, Pamela; Waucoma, IA
Mcomber, Jennifer J.; Ames, IA
McPherson, Barbara J.; Cedar Rapids, IA
McVay, Misty Nicholle; Humboldt, IA
Mega, Susan M.; Northwood, IA
Mellon, Toni; Evansdale, IA
Melvin, Marvel Marie; Blockton, IA
Metzger, Harriet K.; Alford, IA
Milbrandt, Pamela D.; Storm Lake, IA
Millard, Kim Antoinette; Waterloo, IA
Miller, Robin Marie; Cedar Rapids, IA
Millman, Angela Lynn; Saint Donatus, IA
Molyneux, Leia J. White-; Gibson, IA
Montour, Mary L.; Marion, IA
Mooney, Michelle Lynn; Ankeny, IA
Muhamedagic, Zlata; Waterloo, IA
Munn, Ruth W.; Story City, IA
Muturi, Raxana Wanjiru; Iowa City, IA
Myers, Brenda J.; Pilot Mound, IA
Neiderhiser, Cynthia Diana; Carter Lake, IA
Nelson, Carla A.; Ute, IA
Neumann, Maureen K.; Denison, IA
Nichols, Kelly Lynn; Stronghurst, IL
Noe, Lisa Ann; Bloomfield, IA
Nolan, Tina Marie; Des Moines, IA
Norem, Barbara Jean; Ocheyedana, IA
Northway, Lorraine S.; Runnells, IA
O'Donnell, Donna J.; Clarinda, IA
Oberhelman, Doris L.; Council Bluffs, IA
Obrien, Frances Kay; Des Moines, IA
Ondrashek, Susan K.; Fort Atkinson, IA
Onken, Jennifer L.; East Dubuque, IL
Padilla, Michele; Cedar Rapids, IA
Paez, Kathryn E.; Shenandoah, IA
Parker, Jodi Lynn; Waukee, IA
Paulson, Diane M.; Odebolt, IA
Peek Conder, Debra; Ottumwa, IA
Peterson, Malissa Delight; Sioux City, IA
Peterson, Rosalind F.; Burlington, IA
Petitt, Michael L.; Marshalltown, IA
Plenge, Vina Kay; Kahoka, MO
Poland, Karen Marie; Cedar Falls, IA
Porter, Sarah Jane; Bloomfield, IA
Powell, Michelle Ann; Clearfield, IA
Puente, Elizabeth Ann; Iowa Falls, IA
Radcliff, Linda J.; Mason City, IA

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NOVEMBER LPNs *Continued from page 28*

Reding, Carol G.; Leclaire, IA
 Reed, Mary; Cherokee, IA
 Reefer, Danette L.; Algona, IA
 Reints, Delores; Dysart, IA
 Resczenko, Patricia Kaye; Oskaloosa, IA
 Ries, Lori A.; Edgewood, IA
 Rogers, Shirley Ann; Waterloo, IA
 Roush, Nancy Sue; Keosauqua, IA
 Roustio, Sara W.; Des Moines, IA
 Rumelhart, Katherine M.; New London, IA
 Ruter, Wanda F.; Kanawha, IA
 Sandvik, Georgia Dimitra; Cedar Falls, IA
 Sangster, Jennifer Sue; Granbury; TX
 Schelling, Wilhelmina R.; Sioux Center, IA
 Schipull, Jayne L.; Goldfield, IA
 Schleisman, Joni Ann; Emmetsburg, IA
 Schlumbohm, Beth Ann; Hawarden, IA
 Schmelling, Debra J.; Cedar Rapids, IA
 Schmitt, Debra; Charles City, IA
 Schmitt, Simone L.; Charles City, IA
 Schreck, Christie Lynn; Hudson, IA
 Schropp, Jennifer Rebecca; Parnell, IA
 Schulmeister, Michelle Lee; Oelwein, IA
 Schwartz, Danette; Independence, IA
 Seeden, Suzanne Mary; Glidden, IA
 Seeger, Mary J.; State Center, IA
 Seitz, Julie Kaye; Gladstone, IL
 Selvy, Heather Mae; Fairfield, IA
 Shambo, Debra A.; Clinton, IA
 Shepherd, Sara Katherine; Coralville, IA
 Sidles, Constance R.; Terril, IA
 Siegrist, Jane A.; Fort Madison, IA
 Siemieniowski, Jessica Nichole; Mount Pleasant, IA
 Simons, Stephanie Marie; Waterloo, IA
 Slinger, Tina Lee; Charles City, IA
 Smith, Christy L.; Creston, IA
 Smith, Lindsay Victoria; Oakland, IA
 Smith, Melinda; DeSoto, IA
 Sorensen, Tammie Jo; Nevada, IA
 Stanek, Merrie E. Sellers-; Winona, MN
 Stanley, Peggy L.; West Des Moines, IA
 Stapleford, Robyn L.; Ankeny, IA
 Stephenson, Rachel Marie; Cedar Rapids, IA
 Stevenson, Diane M.; Sioux City, IA
 Strand, Lori L.; Glenwood, IA
 Swank, Kendra Lea; Pleasantville, IA
 Swieter, Colette May; Iowa Falls, IA
 Sykora, Tina M.; Cedar Rapids, IA
 Tallmon, Virginia Louise; Creston, IA
 Thomas, Cynthia K.; Farmington, IA
 Thompson, Linda G.; Davenport, IA
 Tiff, Donna Rae; Spirit Lake, IA
 Toland, Mary Ann; Wapello, IA
 Torkelson, Lisa Ann; Wadena, IA
 Totemeier, Julia P.; New London, IA
 Toussaint, Katrina Barbara; Cedar Falls, IA
 Tripp, Elizabeth Marie; Warsaw, IL
 Tripp, Jan Marie; Niota, IL
 Tully, Angela R.; West Des Moines, IA
 Turner, Lisa; Keithsburg, IL
 Twigg, Jennifer Marie; Guthrie Center, IA
 VanderHamm, Elizabeth Anne; Marion, IA
 Vanderlinden, Siegrid; Tracy, IA
 Vavroch, Kathy Ann; Gladbrook, IA
 Vergith, Stacie Ann; Spencer, IA
 Vortherms, Carol Jean; Sioux City, IA
 Walker, Reta M.; Revere, MO
 Walker, Tammy Rae; Atkins, IA
 Walter, Deborah J.; Grundy Center, IA
 Ward, Lori J.; Newton, IA
 Ward, Sharon K.; Milford, IA
 Washington, Toni Angela; Davenport, IA
 Watson, Sylvia Estela; East Moline, IL
 Watts, Debbie; Curlew, IA
 Weekley, Diana L.; Dysart, IA
 Weihs, Janice L.; Portsmouth, IA
 West, Becky K.; Centerville, IA
 Wisehart, Sara L.; Carthage, IL
 Yoon, Okjoo; Ames, IA

September RNs

Aasland, Paula J.; Lake Mills, IA
 Abell, Terri S.; Keokuk, IA
 Ables, Claudette Marie; Albia, IA

Abramo, Susan; Sioux City, IA
 Ackerman, Helen E.; Cedar Falls, IA
 Ackerman, Rebecca L.; West Des Moines, IA
 Adams, Michael Raymond; Milan, IL
 Adams, Janis M.; Waukee, IA
 Adamson, Sandra S.; Elizabeth, IL
 Alitz, Tasha S.; Roland, IA
 Allen, Marcia E.; Clive, IA
 Alm, Twyla J.; Camanche, IA
 Altenhofen, Thomas J.; Kellogg, IA
 Ambrosio, Rosemary K.; Alleman, IA
 Amundsen, Kelly Rae; Mitchellville, IA
 Anderson, Bruce T.; Solon, IA
 Anderson, Mary Ann; East Moline, IL
 Anderson, Bobbi Jo; Dakota Dunes, SD
 Anderson, Rita; Northwood, IA
 Anderson, Stephanie C.; Marion, IA
 Anderson, Teresa A.; Waterloo, IA
 Andorf, Sandra J.; Waterloo, IA
 Andreasen, Lara Elizabeth; Mount Pleasant, IA
 Andresen, Stacey L.; Kellerton, IA
 Apel, Diane; Lisbon, IA
 Arends, Danielle Joy; Sioux City, IA
 Arensdorf, Sally E.; Cedar Rapids, IA
 Arkfeld, Diane R.; Manning, IA
 Armburg, Trisha Ann; Sioux City, IA
 Ashbrook, Julie Ann; Manson, IA
 Askvig, Linda; Goldfield, IA
 Asmus, Peggy S.; Osceola, IA
 Aubry, John C.; Bertram, IA
 Austin, Maggie Mae; Cedar Falls, IA
 Austin, Lisa A.; Williamsburg, IA
 Ayres, Gail M.; Ridgeway, IA
 Baccam, Somphong; Des Moines, IA
 Bacon, Jean Eneatha; Monona, IA
 Baddeloo, Cindy L.; West Des Moines, IA
 Baier, Kimberley Anne; Sergeant Bluff, IA
 Baker, Charlene L.; Solon, IA
 Baker, Nancy Lee; Marion, IA
 Baker, Teresa M.; Fort Madison, IA
 Balderas, Melinda Incognito; Sioux City, IA
 Balik, Sharon Kay; Cresco, IA
 Ball, Heidi J.; Glidden, IA
 Ball, Teresa; Jefferson, IA
 Ball, Bonnie Lou; Tiffin, IA
 Ballou, Wendy K.; Bettendorf, IA
 Banks, Stephanie Joy; Mason City, IA
 Barcelona, Michelle R.; Albert Lea, MN
 Barclay, Bethene Renee; Mapleton, IA
 Barfuss, Heidi; Coralville, IA
 Barinsky, Cynthia M.; Ottumwa, IA
 Barnett, Shawna; West Des Moines, IA
 Barr, Brenda A.; Grinnell, IA
 Barth, Patricia S.; Pierson, IA
 Bartlett, Sara; Solon, IA
 Bartlett, Robin R.; Titonka, IA
 Bartusek, Teresa L.; Tama, IA
 Baryo, Mary; Sioux City, IA
 Bass, Carla Sue; Eagle Grove, IA
 Bates, Roxanne L.; Peru, IA
 Bathen, Larry Edwin; Dunkerton, IA
 Battani, Gina; West Des Moines, IA
 Bauler, Lois M.; Le Mars, IA
 Baxter, Mary E.; Forest City, IA
 Beall, Denise; Bloomfield, IA
 Beaman, LeRoy E.; Cedar Rapids, IA
 Beattie, Melissa Ann; Waterloo, IA
 Becker, Tina Louise; Gilbert, IA
 Bedford, Elizabeth M.; Davenport, IA
 Beekman, Cynthia S.; Humboldt, IA
 Beener, Kathren Marie; Monroe, IA
 Behlke, Wendy L.; Iowa City, IA
 Beightol, Judy A.; Glenwood, IA
 Bell, Jo Ann; Iowa City, IA
 Bell, Nina L.; Keokuk, IA
 Bellis, McKayla Kathern; Fairbank, IA
 Belzer, Mashell L.; Wapello, IA
 Bender, Thomas Ronald; Bettendorf, IA
 Bender, Linda S.; Centerville, IA
 Bennett, Patricia A.; Centerville, IA
 Bennett, Rhonda Jane; Kelley, IA
 Berends, Holly Lynn; Hartley, IA
 Bernard, Laura Rae; Webster City, IA
 Bernier, Katherine T.; Davenport, IA
 Bertelsen, Deborah A.; Exira, IA
 Best, Robert G.; Des Moines, IA
 Beswick, Kaywyn J.; Morrison, IL
 Bickel, Robyn Rae; Diagonal, IA
 Bieber, Kelijo; Anamosa, IA
 Bierstedt, Jane H.; Spirit Lake, IA
 Binder, Jennifer Lee; Rockford, IL
 Binder, Connie S.; Blue Grass, IA
 Binning, Stephanie; Storm Lake, IA
 Birchmier, Marti R.; Maxwell, IA
 Bird, Lavern John; Dubuque, IA
 Bird, Leslie W.; Lutz, FL
 Birkett, Nicole Lynn; Fort Dodge, IA
 Bittinger, Joan Cecilia; Dubuque, IA
 Bix, Daphne L.; Coin, IA
 Black, Jennifer Lynn; Sioux City, IA
 Blair, Danny J.; Newhall, IA
 Bleil, Lana F.; Kingsley, IA
 Bliven, Kenneth V.; Sioux City, IA
 Blixt, Lisa Ann; Moline, IL
 Blutt, Jeanne M.; Des Moines, IA
 Boardman, Wendy S.; Iowa City, IA
 Boat, Pamela J.; Pella, IA
 Bock, Tonya L.; Gilbert, IA
 Boerhave, Renea D.; Ashton, IA
 Boes, Judith R.; Adel, IA
 Bogenreif, Lori L.; Sioux City, IA
 Bohler, Gina Marie; Johnston, IA
 Bohm, Reka R.; Lake View, IA
 Bohrman, Kelly Ann; Mount Pleasant, IA
 Bolles, Pamela; Prairie City, IA
 Bollinger, Jane E.H.; West Des Moines, IA
 Bombela, Cindy A.; Runnells, IA
 Bonar, Joni Renee; Fairfield, IA
 Bonnett, Vicki L.; Indianola, IA
 Book, Mary A.; Vinton, IA
 Boore, Jayne M.; Davenport, IA
 Borgwardt, Claire M.; Clinton, IA
 Borth, Elizabeth; Spencer, IA
 Bosley, Jolene L.; Des Moines, IA
 Bovenmyer, Chanda Marie; Gladbrook, IA
 Bower, Amy Ann; Cedar Rapids, IA
 Boyer, Tammi K.; Clinton, IA
 Boyer, Wendy L.; Bettendorf, IA
 Boylan, Margie L.; Shenandoah, IA
 Braatz, Bonnie J.; West Des Moines, IA
 Brand, Thelma J.; Taylor Ridge, IL
 Brand, Natalie G.; Grimes, IA
 Brandt, Kathryn J.; Hampton, IA
 Bricker, Geraldine A.; Greenfield, IA
 Bridgford, Dena Katherine; Puyallup, WA
 Bright, Connie E.; Weldon, IA
 Brimeyer, Betty J.; Sherrill, IA

Brodersen, Lisa D.; Cedar Falls, IA
 Brom, Mary Kaye; Altoona, IA
 Brookhart, Christine A.; Bettendorf, IA
 Brown, Candi C. Haye-; Marshalltown, IA
 Brown, Lori L.; Moline, IL
 Brown, Suzanne Renea; Chisago City, MN
 Brown, Carol L.; Corydon, IA
 Brown, Janelle M.; Sioux City, IA
 Brown, Mary M. Vogel-; Ankeny, IA
 Brown, Ragenae Mae; Chariton, IA
 Brown, Ronda J.; Sioux City, IA
 Bruck, Marilyn F.; Dubuque, IA
 Bruegger, Cynthia J.; Moline, IL
 Brumund, Mariah M. Sharkey-; Sacramento, CA
 Brune, Rosemary; West Burlington, IA
 Bruns, Nancy S.; Jolley, IA
 Buck, Gwen E.; Creston, IA
 Bucklin, Linda L.; Altoona, IA
 Budde, Lisa; Des Moines, IA
 Buehrer, Lorraine Marie; West Des Moines, IA
 Bullard, Jean A.; Iowa City, IA
 Buluma, Linda Roselyne; Cedar Rapids, IA
 Burdge, Diane E.; Coin, IA
 Burk, Dixie Lea; Cedar Falls, IA
 Burkett, Jennifer Lee; Cedar Rapids, IA
 Burkett, Nina E.; Grinnell, IA
 Burkhaw, Laura; Vinton, IA
 Burmeister, Debra L.; Cedar Rapids, IA
 Bursch, Heide C.; Iowa City, IA
 Buster, Trudy Maria; North Liberty, IA
 Butrum, Cherie Anne; Stratford, IA
 Buttercase, Jennifer Dawn; New Market, IA
 Buzzell, Gayle L.; Des Moines, IA
 Byrne, Maryann; Webster City, IA
 Byrnes, Colleen Bridget; Osage, IA
 Cacek, Carol A.; Ruthven, IA
 Caffery, Lisa K.; Davenport, IA
 Cain, Mary L.; Shell Rock, IA
 Callahan, Barbara A.; Dubuque, IA
 Calvert, Patricia; Sioux City, IA
 Cameron, Rochelle Ann; Winterset, IA
 Campbell, Julie Kathryn; Moline, IL
 Campbell, Kenneth D.; Mount Ayr, IA
 Campbell, Maureen E.; Albia, IA
 Carew, Michael; Clear Lake, IA
 Carson, Diane Kay; Ely, IA
 Carson, Emily; Marshalltown, IA
 Carstens, Tracy A.; Long Grove, IA
 Cart, Patricia D.; Lisbon, IA
 Carter, Barbara Meyhoefer; Prior Lake, MN
 Carter, Karen L.; Davenport, IA
 Casco, Roberta Brickley; Iowa City, IA
 Cate, Teresa A.; Spencer, IA
 Caylor, Carrolyn L.; Des Moines, IA
 Cerwinske, Kathy S.; Nashua, IA
 Chapman, Gretchen; Clarence, IA
 Charbonneaux, Janice Marie; Britt, IA
 Charkowski, Mary C.; Cedar Rapids, IA
 Cherrico, Mary H.; Cedar Rapids, IA
 Child, Priscilla Lynn; Milan, IL
 Chiprez, Sue E.; Burlington, IA
 Christensen, Bonnie M.; Tanana, AK
 Christy, Mary C.; Oxford, IA
 Church, Ilene K.; Chariton, IA
 Churchill, Tammy P.; Johnston, IA
 Clapp, Tracy E.; Iowa City, IA
 Clark, Denise L.; Boone, IA
 Clark, Genevieve L.; Davis City, IA
 Clark, Paula Sue; Fort Madison, IA
 Clark, Susan F.; Adel, IA
 Clark, Tanya Sue; Des Moines, IA
 Clark, Mary K.; Sioux City, IA
 Closser, Phyllis M.; Des Moines, IA
 Coen, Mary C.; Creston, IA
 Cogil, Kathleen Joy; Washington, DC
 Cole, Linda L.; Cedar Rapids, IA
 Collins, Susan A.; Iowa City, IA
 Conlan, Lisa; Bettendorf, IA
 Connell, Mary E.; Waterloo, IA
 Conover, Tammy L.; Quimby, IA
 Conry, Melinda S.; Denver, IA
 Cook, Kerri Lynne; Urbandale, IA
 Cook, Valerie K.; Hubbard, IA
 Cooke, Stephanie R. Veit; Westerville, OH
 Cooper, Joan; Osceola, IA
 Copperstone, Kindra; Hastings, IA
 Cordero, Roxanne M.; Davenport, IA
 Corio, Terri A.; West Des Moines, IA
 Coughlon, Debra A.; Clare, IA
 Cox, Julie L.; Davenport, IA
 Coy, Jane A.; Ankeny, IA
 Crabb, Lisa L.; Des Moines, IA
 Craig, Mary Beth; West Des Moines, IA
 Cramblit, Lynn A.; Bondurant, IA
 Crampton, Jacqueline Lee; Vail, IA
 Crandall, Pauline M.; Iowa City, IA
 Crawford, Mildred J.; Fort Dodge, IA
 Crawford, Rebecca Sue; Walford, IA
 Creamer, Peggy Diane; Wilton, IA
 Cregeen, Amanda Kay; Perry, IA
 Crozier, Barbara J.; Knoxville, IA
 Culbertson, Linda Gayle; Cedar Falls, IA
 Cullen, Laura M.; Iowa City, IA
 Culp, Kenneth R.; Iowa City, IA
 Cumberland, Robin J.; Council Bluffs, IA
 Cutkomp, Kimberly Marie; Davenport, IA
 Dailey, Lorraine; Knoxville, IA
 Dal Ponte, Brenda Gayle; Centerville, IA
 Daleske, Robert L.; Evansdale, IA
 Dalton, Wendy Michelle; Coralville, IA
 Danielson, Jeffrey John; Iowa City, IA
 Davey, Lauri Ann; Leon, IA
 Davidson, Tara Elizabeth; Bloomfield, IA
 Davis, Cynthia L.; Belleair, FL
 Davis, Annette Dawn; Luana, IA
 Davison, Lisa Lynn; Davenport, IA
 Dean, Linda Sue; Melvin, IA
 Debrun, Carol A.; Long Grove, IA
 Delperdang, Julie A.; Okoboji, IA
 Dengler, Jimsey A.; Cedar Rapids, IA
 Denny, Jane Marie; Sigourney, IA
 Denton, Rebecca J.; Greenfield, IA
 Determan, Lisa Anne; Clinton, IA
 Deutmeyer, Tarilee A.; Junction City, KS
 DeVooght, Alicia Anne; Rock Island, IL
 DeYoung, Jayanne R.; Corning, IA
 Dial, Mary K.; Des Moines, IA
 Dick, Ronald A.; Earlham, IA
 Dillie, Judy L.; Joy, IL
 Dillinger, Sandra L.; Indianola, IA
 Dolan, Carrie B.; Cedar Rapids, IA
 Dorsey, Kelli Jo; Northwood, IA
 Douglas, Carol L.; Oskaloosa, IA
 Dow, Denise J.; Rockford, IA
 Dowling, Kimberly; Sidney, IA
 Downey, Angela; Cherokee, IA
 Downey, Marlene L.; Milledgeville, IL
 Downing, Jay Michael; Milford, IA
 Downing, Tanya Nicole; Creston, IA
 Doyle, Christine L.; Pella, IA
 Draheim, Marcia D.; Lisbon, IA
 Drake, Shellie J.; Des Moines, IA
 Drapeau, Jolene M.; Bellevue, IA
 Driscoll, Jennifer Rebecca; Cedar Falls, IA
 Drzycimski, Kelly A.; Ames, IA
 Duesenberg, Stephanie D.; Clear Lake, IA
 Dunkin, Christine Anne; Grand Mound, IA
 Dunn, Debra R.; Fort Madison, IA
 Durbin, Carolyn K.; Linden, IA
 Dykstra, Denise L.; Boone, IA
 Eastman, Tracy Lynn; Ames, IA
 Ebaugh, Steven Ray; Blaine, MN
 Eberle, Susan Louise; Grimes, IA
 Eberle, Karen A.; Sioux City, IA
 Eckher, Laura; Fonda, IA
 Eckard, Cookie Kingery; Earlham, IA
 Eckels, Loretta; Murray, IA
 Eddy, Judith E.; Polk City, IA
 Edge, Susan L.; Adel, IA
 Edwards, Jennifer L.; Davenport, IA
 Ehlinger, Michelle Lynea; Epworth, IA
 Eilers, Molly Jane; Cedar Rapids, IA
 Ejiasi, Godwin E.; Cedar Rapids, IA
 Ekart, Larry D.; Des Moines, IA
 Elcock, Taryn Denise; West Des Moines, IA
 Elder, Connie L.; Marion, IA
 Elliott, Barbara Lynn; Port Byron, IL
 Elsbury, Ellen M.; Osage, IA
 Elsen, Deborah L.; Missouri Valley, IA
 Enterline, Mary Jo; Des Moines, IA
 Erickson, Susan R.; Belmond, IA
 Erickson, Teresa; Panora, IA
 Erlbacher, Joan Mary; Earling, IA
 Ernst, Jane A.; Greenfield, IA
 Erskine, Willma J.; Sioux City, IA
 Esgate, Susan A.; Coralville, IA
 Eskildsen, Jennifer Denise; Mason City, IA
 Espy, Paula Anne; Burlington, IA
 Evans, Laura Lee; North Liberty, IA
 Evenson, Marlys K.; Albert Lea, MN
 Ewald, Mary C.; Taylor Ridge, IL

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SEPTEMBER RNs *Continued from page 30*

Ogden, Constance S.; Pacific Junction, IA
 Oldfather, Stephanie Jan; Waterloo, IA
 Olsen, Marilyn M.; Clarion, IA
 Olson, Julia M.; De Soto, IA
 Olson, Pamela S.; Humboldt, IA
 Oltmann, Heidi Lynne; Cedar Rapids, IA
 O'Neil, Debra L.; Cedar Rapids, IA
 Orewiler, Robey D.; Des Moines, IA
 Over, Linda S.; Council Bluffs, IA
 Owens, Jill R.; Cedar Falls, IA
 Padula, Patrice V.; McCordsville, IN
 Page, Sandra P.; Millville, NJ
 Palazzo, Kimberly-Ann D.; Long Grove, IA
 Palmer, Glenda J.; Montezuma, IA
 Parker, Timothy Jay; West Des Moines, IA
 Parson, Melinda Ann; Orange City, IA
 Parsons, Pamela K.; Panora, IA
 Patch, Joy M.; Oskaloosa, IA
 Paulos, Lisa S.; Cedar Rapids, IA
 Paulus, Vickie S.; Afton, IA
 Pavic, Patricia Lynn; Swisher, IA
 Peck, Denise A.; Cedar Rapids, IA
 Pederson, Connie C.; Mason City, IA
 Peffer, Jennifer A.; Iowa City, IA
 Pemble, Robert L.; Solon, IA
 Pendergraft, Linda M.; Johnston, IA
 Perdue, Christine E.; Centerville, IA
 Perry, Renee Ann; Clear Lake, IA
 Person, Lindsay Nicole; Hiawatha, IA
 Peters, Shirley Ann; Carroll, IA
 Petersen, Jennifer Lynn; Sioux City, IA
 Petersen, Jill Marie; Treynor, IA
 Petersen, Joshua; Cedar Rapids, IA
 Petersen, Luetta H.; Council Bluffs, IA
 Petersen, Barbara J.; Elk Horn, IA
 Petersen, Karen P.; Fort Dodge, IA
 Peterson, Pamela; Red Oak, IA
 Peterson, Tammy Jo; Coralville, IA
 Peterson, Julie L.; Vinton, IA
 Philippi, Jacqueline Marie; Des Moines, IA
 Phillips, Anne Marie; Crescent, IA
 Phillips, Heather Lyn; Cedar Rapids, IA
 Phillips, Karen S.; Zwingle, IA

Pick, Cynthia Ella; Arnolds Park, IA
 Pickereel, Kim M.; Council Bluffs, IA
 Pihl, Julie A.; Donnellson, IA
 Pillitteri, Lisa Marie; Lancaster, NY
 Pinault, Antoinette; Iowa City, IA
 Pinkerton, Christine; Waukee, IA
 Pipe, Sharon M.; Bettendorf, IA
 Piper, Kimberly Sue; Des Moines, IA
 Pirotte, Larry J.; Iowa City, IA
 Pitsenbarger, Joyce; Perry, IA
 Plendl, Michelle Lynn; Maurice, IA
 Podrebarac, Mary Louise; West Des Moines, IA
 Poggenpohl, Stephanie Ann; Walcott, IA
 Pohl, Jeffrey Scott; Newton, IA
 Poole, Heather M.; Burlington, IA
 Pothast, Sara K.; Port St. Lucie, FL
 Potter, Mary V.; Cedar Rapids, IA
 Powell, Barbara A.; Bondurant, IA
 Powers, Cynthia S.; Spirit Lake, IA
 Powers, Deanna M.; Lisbon, IA
 Pracyk, Sheena Drennan; Waterloo, IA
 Prael, Danielle Sue; Fort Dodge, IA
 Pribil, Glenda J.; Hinton, IA
 Pribyl, Nancy A.; Bettendorf, IA
 Price, Janann E.; Clear Lake, IA
 Prouty, Nikki; Cedar Rapids, IA
 Pruisner, Barbara J.; Grimes, IA
 Punt, Joan H.; Maurice, IA
 Qualley, Mary A.; Iowa Falls, IA
 Quinn, GERALYN J.; Solon, IA
 Radke, Lynnette; Alta, IA
 Ramseyer, Elfrieda M.; Bluffton, OH
 Rankin, Jane A.; Monroe, IA
 Rath, Jill Marie; Carroll, IA
 Ratliff, Stephanie Lee; Davenport, IA
 Reardon, Lydia Marie; Ackley, IA
 Rebhuhn, Deborah K.; Albert City, IA
 Reddick, Joyce; Bonaparte, IA
 Redeker, Lori J.; Boone, IA
 Redmond, Monica K.; Bernard, IA
 Reeves, Lorene M.; Waterloo, IA
 Regnier-Connor, Eugenia Leann; Letts, IA
 Reid, Janet Lynne; Des Moines, IA

Reihsen, Anna L.; Johnston, IA
 Reisetter, Donna D.; Adel, IA
 Renner, Debra K.; Maquoketa, IA
 Reynolds, Anne Louise; Hiawatha, IA
 Reynolds, Janet R.; Marshalltown, IA
 Richardson, Sheryl L.; College Springs, IA
 Richman, Kristin K.; Fort Dodge, IA
 Richmond, Jane A.; Fairfield, IA
 Riedel, Ann Catherine; Waterloo, IA
 Riehl, Lance Richard; Coralville, IA
 Riley, Karen S.; West Des Moines, IA
 Rindone, LaNeis; Council Bluffs, IA
 Risner, Constance Kay; Council Bluffs, IA
 Ritz, June L. Ferguson-; Ankeny, IA
 River, Paula L.; Maquoketa, IA
 Roberts, Jennifer Lynn; Davenport, IA
 Roberts, Michael James; Ankeny, IA
 Roberts, Jessica L.; Mason City, IA
 Roberts, Regan M.; Marshalltown, IA
 Robinson, Linda A.; Cedar Falls, IA
 Rock, Stacy L.; West Liberty, IA
 Rodham, Kris A.; Dubuque, IA
 Roemmich, Maribeth; West Des Moines, IA
 Rogers, Sheree B.; Jensen Beach, FL
 Rogers, Michelle; Vinton, IA
 Roghair, Jill A.; West Des Moines, IA
 Rohde, Tamera A.; Kingsley, IA
 Roorda, Cora Susan; Grimes, IA
 Root, Michelle Diane; Coralville, IA
 Rostenbach, Rita K.; Bondurant, IA
 Roth, Michelle S.; Terril, IA
 Rouse, Debra A.; Keokuk, IA
 Routley, Mary Frances; Dubuque, IA
 Rowles, Deborah A.; Grand Junction, IA
 Roys, Marcia H.; Elkader, IA
 Ruby, Ellen L.; Shelby, IA
 Rupe, Erin Elizabeth; Davenport, IA
 Rydberg, Amy Dawn; Essex, IA
 Sachs, Mary; Bettendorf, IA
 Sager, Laura L.; Grundy Center, IA
 Sammet, Jill Beatrice; Iowa City, IA
 Sander, Dawn Kay; Lowden, IA
 Sander, Heather Kathrine; Carroll, IA
 Sanders, William; Mount Pleasant, IA
 Sanders, Derek; Lisbon, IA

Sandmann, Patrice A.; Onawa, IA
 Satterfield, Mary-Elizabeth L.; Sioux City, IA
 Sauer, Charlene F.; McGregor, IA
 Saul, Kim M.; Asbury, IA
 Saunders, Joan M. Lacayo; Cedar Rapids, IA
 Schacherer, Janice Mary; Estherville, IA
 Schaeffer, Rebecca A.; Riverton, IA
 Schaller, Dina M.; Hamilton, IL
 Scharlepp, Rebecca Ann; Inwood, IA
 Schaver, Laura L.; Fulton, IL
 Schertz, Amanda J.; Atlanta, GA
 Schiers, Diane T.; Ogden, IA
 Schilling, Julie A.; Burlington, IA
 Schippers, Deborah M.; Monroe, IA
 Schlessner, Patricia A.; Rock Rapids, IA
 Schmid, Brenda K.; Central City, IA
 Schmidt, Ginger Kathleen; Charles City, IA
 Schneider, Julie Lynn; Fort Dodge, IA
 Schneider, Judith L.; Bettendorf, IA
 Schneider, Patricia A.; Cedar Rapids, IA
 Schneider, Susan Mae; Elgin, IA
 Schnoor, Barbara K.; Des Moines, IA
 Schrader, Teresa A.; Marshalltown, IA
 Schroeder, Kendra K.; Le Mars, IA
 Schroeder, Kimberly J.; Kingsley, IA
 Schroeder, Mary J.; Coralville, IA
 Schubert, Mavis M.; Sioux City, IA
 Schulte, Susan K.; Portsmouth, IA
 Schulz, Debra L.; West Bend, IA
 Schutte, Shelly Jo; Sibley, IA
 Schwechel, Brenda L.; Norwalk, IA
 Schwenker, Heidi Brooke; Fort Madison, IA
 Schwery, Lisa Ann; Logan, IA
 Seay, Belinda; Moravia, IA
 Seeley, Sheila K.; Waterloo, IA
 Seeman, Bertha Sue; Panora, IA
 Selch, Michelle M.; North Liberty, IA
 Settles, Nancy Olson; Ames, IA
 Severson, Barbara J.; Inwood, IA
 Shaffer, Karen K.; Dubuque, IA
 Sharp, Julie Anne; Marshalltown, IA
 Shaver, Jo Donn; Clarinda, IA
 Shaw, Carol Marie; Burlington, IA
 Shawver, Suzanne Maureen; Newton, IA
 Sheetz, Brenda; Cedar Rapids, IA
 Shelman, Brenda J.; Burlington, IA
 Shinn, Lisa K. Cherry-; Davenport, IA
 Shirbroun, Meredith Leigh; West Des Moines, IA
 Shirk, Rebecca K.; Waterloo, IA
 Shirkey, Mary Jo; Packwood, IA
 Shores, Diane C.; Dows, IA
 Siebens, Claire A.; Akron, IA
 Siebrecht, Sarah Eileen; Newell, IA
 Siefert, Natalie Ann; Iowa City, IA
 Siefers, Susan K.; Davenport, IA
 Siegrist, Linda B.; Waukon, IA
 Sikkema, Cecelia A.; Fulton, IL
 Silver, Barbara A.; Acworth, GA
 Simmons, Jennifer M.; Marion, IA
 Simon, Carol L.; Dubuque, IA
 Sims, Mary B.; Davenport, IA
 Sink, Joan A.; Stanton, IA
 Sisul, Jeffrey Michael; Centerville, IA
 Six, Gina Marie; Ottumwa, IA
 Skipton, Cynthia L.; Bettendorf, IA
 Skogen, Juliann Louise; Plymouth, MN
 Slater, Chris M.; Iowa City, IA
 Slutts, Christina M.; Muscatine, IA
 Small, Lisa M.; Spencer, IA
 Smidt, Joan E.; Titonka, IA
 Smith, Elizabeth Mary Timm; Dubuque, IA
 Smith, Margaret A.; Rock Rapids, IA
 Smith, Nichol Marie; Chariton, IA
 Smith, Stacey L.; Waterloo, IA
 Smith, Tara Ann; Cascade, IA
 Sojka, Karen Rose; Clintonville, WI
 Sokolowski, Joni M.; Sergeant Bluff, IA
 Solberg, Cathrine Jo; Ankeny, IA
 Sowers, Kristin; Fredericksburg, IA
 Spear, Cari L.; Ankeny, IA
 Speers, Nancy J.; Alta, IA
 Spiegel, Linda J.; Charter Oak, IA
 Spiegelhalter, Leslie Michelle; Cedar Rapids, IA
 Spillers, Leslie; Davenport, IA
 Sprague, Beverly; Fairfield, IA
 Sprau, Jennifer Rose; Mason City, IA
 Sprengelmeyer, Diana S.; Elizabeth, IL
 Sprouse, Sara Elizabeth; Selma, IA

Starr, Terri L.; Ankeny, IA
 Starr, Tammy Lou; Des Moines, IA
 Steck, Ronda R.; Sioux City, IA
 Stecker, Twila; Pierson, IA
 Stegmiller, Kathryn Ann; Taylor Ridge, IL
 Steingreaber, Nancy S.; Newton, IA
 Steinick, Kellie M. Gebauer-; Des Moines, IA
 Sterk, Kelly L.; Clinton, IA
 Stewart, Wyona K.; Floyd, IA
 Stineman, Dawn Marie; New Boston, IL
 Stirratt, Cindy A.; Tracy, IA
 Stockham, Kathy K.; Norwalk, IA
 Stoltz, Rebecca Ann; Hartley, IA
 Stong, Sandra J.; Ankeny, IA
 Stoops, Kathi; Ames, IA
 Stovie, Rebecca L.; Des Moines, IA
 Strahan, Catherine C.; Des Moines, IA
 Strand, Anna M.; Marion, IA
 Straw, Katherine J.; Independence, IA
 Streif, Sherry L.; Independence, IA
 Stringer, Colleen R.; Fort Dodge, IA
 Stringham, Janell E.; Guthrie Center, IA
 Struve, Debra A.; Merville, IA
 Studley, Jennifer Ann; Urbandale, IA
 Stueve, Julie Ann; Council Bluffs, IA
 Suther, Jodi J. Fleer-; Tiffin, IA
 Swaink, Christina; Council Bluffs, IA
 Swartz, Twila Darlene; Coralville, IA
 Swartzrock, Diana M.; Charles City, IA
 Sweet, Eleanor O.; Davenport, IA
 Symonds, Sharon A.; Hancock, IA
 Szewczyk, Susan Renee; New London, IA
 Tabb, Lucinda M.; Waterloo, IA
 Taft, Cheryl R.; Knoxville, IA
 Tate, Caroline; Des Moines, IA
 Tate, Marilyn J.; San Diego, CA
 Tedrow, Christine Estle-; Batavia, IA
 Teel, Candus L.; LeClaire, IA
 Teel, Kimberly A.; Muscatine, IA
 Templeton, Pamela S.; Blue Grass, IA
 Tendall, Marcia J.; Nevada, IA
 Terwilliger, Brenda L.; Clear Lake, IA
 Teske, Diane Kay; Ackley, IA
 Tew, Kimberly K.; Brighton, IA
 Tharp, Susan L.; Vinton, IA
 Thomas, Sandra L.; Iowa City, IA
 Thomas, Constance E.; West Des Moines, IA
 Thomas, Lila J.; Earlville, IA
 Thomas, Tammy J.; Clearfield, IA
 Thompson, Clarice Pauline; Newton, IA
 Thompson, Katie Marie; Alberton, MT
 Thompson, Juanita A.; Eagle Grove, IA
 Thompson, Pamela A.; Moline, IL
 Thompson, Tricia L.; Toledo, IA
 Thornley, Rosemary; Adel, IA
 Thurn, Sharlene; North Liberty, IA
 Tiefenthaler, Verna Catherine; Carroll, IA
 Tiernan, Carolyn J.; Urbandale, IA
 Till, Annalisa; Dubuque, IA
 Till, Kay M.; Smithland, IA
 Tillman, Shauna Elizabeth; North Liberty, IA
 Tillotson, Patricia H.S.; Red Oak, IA
 Timm, Cathleen E.; Council Bluffs, IA
 Timmerman, Anne M.; Runnells, IA
 Toftee, Heather Jo; Webster City, IA
 Tollari, Julie Faye; Des Moines, IA
 Toms, Laura Renee; Cedar Rapids, IA
 Trager, Barbara E.; Glenwood, IA
 Trannel, Marie C.; East Dubuque, IL
 Trulson, Julie Ann; Abingdon, IL
 Tubbs, Julie A.; Davenport, IA
 Tucker, Julie K.; Council Bluffs, IA
 Uitermarkt, Laurie A.; Indianola, IA
 Ulman, Karleen K.; Spirit Lake, IA
 Van Beek, Nicole Marie; Doon, IA
 Van De Pol, Carol W.; Des Moines, IA
 Van Deer, Brenda R.; Webster City, IA
 Van Gorp, Barbara A.; Pella, IA
 Van Scoyk, Loretta M.; Manilla, IA
 Vanden Hoek, Tena; Lynnvill, IA
 Vander Eide, Lynda J.; Fulton, IL
 VanderHolt, Leigh Taylor; Overland Park, KS
 VanWyk, Nancy; Mingo, IA
 Vanzee, Dorothy Duane; Cedar Rapids, IA
 Vaughn, Julie A.; Coralville, IA
 Vaughn, Elaine J.; Onawa, IA
 Veach, Courtney Lynn; Maquoketa, IA
 Veber, Ruby; Ankeny, IA
 Venenga, Kurt Marvin; Washington, IA
 Venteicher, Suzanne R.; Pella, IA
 Verros, Monica J.; Sergeant Bluff, IA

Verthein, Mary E.; Waukon, IA
 Vervaecke, Amanda L.; Denver, IA
 Verwers, Kendall K.; Norwalk, IA
 Vis, Loretta Mae; Sheldon, IA
 Visser, Sharon Kay; Rock Valley, IA
 Vitale, Gail L.; Hiawatha, IA
 Vobr, Jean Marie; Cresco, IA
 Vogt, Debra M.; De Witt, IA
 Vorwaldt, Johnita P.; Fort Madison, IA
 Voss, Rachel D.; Mount Vernon, IL
 Voss, Irma; Bigelow, MN
 Vsetecka, Judy; New Hampton, IA
 Wagoner, Rhonda L.; Winterset, IA
 Waite, Lisa M.; Cedar Rapids, IA
 Walker, Mary C.; Ames, IA
 Wall, Elizabeth Ann; Urbandale, IA
 Wallace, Janet S.; Pleasantville, IA
 Wallace, Angela; Bloomfield, IA
 Wallace, Renee L.; Bussey, IA
 Walter, Donna; Afton, IA
 Walter, Elaine G.; Grimes, IA
 Walters, Rhonda R.; Lone Tree, IA
 Waltmann, Angela Diane; Cedar Falls, IA
 Wardenburg, Angela M.; University Heights, IA
 Warren, Linda S.; Davenport, IA
 Washington, Kristine K.; Hampton, IA
 Watson, Brenda M.; Cedar Falls, IA
 Wears, Donna J.; Solon, IA
 Webb, Connie S.; Iowa City, IA
 Weber, Bobbie Rae; Schleswig, IA
 Weets, Barbara Anne; Morrison, IL
 Wehage, Jennifer Kay; Pleasant Hill, IA
 Weidemann, Patricia Ann; Waterloo, IA
 Weinmann, Susan A.; Sioux City, IA
 Wells, Shelly Carol; Broken Arrow, OK
 Welsh, Julia M.; Lansing, IA
 Wendland, Danielle Jane; Iowa City, IA
 Wentz, Lois K.; Sioux City, IA
 Werner, Brenda R.; Coralville, IA
 Wertz, Sadie Nicole; Marshalltown, IA
 Wessling, Deborah A.; Albert Lea, MN
 West, Deborah A.; Ames, IA
 Westerbeck, Carolyn J.; New London, IA
 Weston, Shelly K.; Callender, IA
 Westphal, E. Marion; Manson, IA
 Westphalen, Roxanne K.; Missouri Valley, IA
 Weydert, Janice E.; Peosta, IA
 Whalen, Tasha Rae; Burlington, IA
 Whannel, Sandra Jean; Traer, IA
 Whitmore, Anthony Scott; Marengo, IA
 Wiener, Diane Lynn; Missouri Valley, IA
 Wilcox, Amber Leann; Ida Grove, IA
 Wilcox, Jaci S.; Des Moines, IA
 Wildman, Vicki Ann; Indianola, IA
 Wilkerson, Barbara L.; Spencer, IA
 Wilkinson, Carrie Lynn; Cedar Falls, IA
 Williams, Mary J.; Dubuque, IA
 Willig, Donna L.; Waterloo, IA
 Willwerth, Daphne A.; Eagle Grove, IA
 Wisley, Karen E.; Montrose, IA
 Wilson, Mary S.; Burlington, IA
 Wilson, Jolene; Marion, IA
 Wilson, Lois Jean; Bettendorf, IA
 Wilson, Pamela A.; Council Bluffs, IA
 Winkel, Mary Dianne; Sioux City, IA
 Winn, Catherine Ann; East Moline, IL
 Winnike, Dale A.; Hills, IA
 Winter, Barbara A.; Peosta, IA
 Winters, Martha Joy; Nashua, IA
 Wischmeier, Vicki L.; Sperry, IA
 Wood, Jean L.; Mediapolis, IA
 Wood, Linda R.; Garner, IA
 Woods, Elizabeth Hannah; Council Bluffs, IA
 Wright, Tiffanie Jo; Des Moines, IA
 Wyatt, Kim Marie; North Liberty, IA
 Xayasouk, Sonya Cathi; Cedar Rapids, IA
 Yager, William A.; Norwalk, IA
 Young, Pamela J.; Rockford, IA
 Young, Cory Lynne; Carson, IA
 Youngberg, Marlene Louise; Red Oak, IA
 Zediker, Kay E.; Cushing, IA
 Zevenbergen, Susan E.; Allendorf, IA
 Ziemann, Julia A.; Van Meter, IA
 Zimmerman, Carol Jane; Kewanee, IL

October RNs

Abbott, Sally A.; Cedar Rapids, IA
 Adams, Jennifer Lee; Newton, IA
 Adams, Katie Jean; Indianola, IA
 Adams, Susan M.; Runnells, IA
 Aguilar, Janette Lynn; Marshalltown, IA

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Johanns, Beth A.; Grundy Center, IA
 Johansen, Dale H.; Waukeee, IA
 Johansen, Judy; Castana, IA
 Johnson, Ronald M.; Washington, IA
 Johnson, Anita M.; Cedar Falls, IA
 Johnson, Marcia L.; Sheldon, IA
 Johnson, Peggy A.; Albert City, IA
 Johnson, Rachelle R.; New Providence, IA
 Johnson, Renae Lee; Cedar Falls, IA
 Johnson, Ronda R.; Davenport, IA
 Jones, Becky J.; Sioux City, IA
 Jones, Ann M.; Columbus Junction, IA
 Jones, Kristi L.; Des Moines, IA
 Jordan, Terri M. Dobbs-; Pleasantville, IA
 Junck, Sara; Des Moines, IA
 Junis, Jennifer A.; Rock Falls, IL
 Kagemann, Christina Marie; Dewitt, IA
 Kalkwarf, Jill A.; Parkersburg, IA
 Kalous, Rebecca Lynn; Gowrie, IA
 Kalvig, Jeffrey J.; Fort Dodge, IA
 Kamradt, Karen K.; Archer, IA
 Karn, Cathy Ann; Des Moines, IA
 Karpowicz, Kathryn S.; Des Moines, IA
 Karr, Kathy M.; Bettendorf, IA
 Karsten, Myrna Lou; Iowa City, IA
 Katzer, Edith K.; Iowa City, IA
 Keeney, Casey Joy; Milo, IA
 Keeney, Tami; Cascade, IA
 Kelber, Priscilla; Albion, IA
 Kelchen, Sherry Lynn; Cascade, IA
 Kelleher, Thomas P.; Cedar Falls, IA
 Kelley, Mary K.; Marion, IA
 Kellison, Andrea Lynne; Hampton, IA
 Kelly, Amanda Grace; Fort Dodge, IA
 Kelly, Kimberli J.; Mason City, IA
 Kelly, Susan E.; Tracys Landing, MD
 Kenkel, Ruth B.; Panama, IA
 Kenney, Melanie A.; Iowa City, IA
 Kepler, Kathlene Elizabeth; Webster City, IA
 Keppler, Richard J.; Dubuque, IA
 Kersten, Donna J.; Dysart, IA
 Kessler, Carolyn L.; Sioux City, IA
 Kessler, Paula Mae; Iowa City, IA
 Khanna, Lyndi Marie; Burlington, IA
 Kia, Diana M.; Stanton, IA
 Kidin, Lisa M.; Iowa City, IA
 Kilburg, Melesa Ann; Bellevue, IA
 Kime, Catherine A.; Bettendorf, IA
 Kingland, Shelly Lynn; Forest City, IA
 Kirchgatter, Rachel Nicole; Grafton, IA
 Kirkley, Christine Marie; Davenport, IA
 Kittrell, Linda K.; Iowa City, IA
 Klaas, Joanna Lynn; Rockford, IL
 Klaes, Margaret A. Jensen-; Clinton, IA
 Kleckner, Hollis A.; Webster City, IA
 Kleen, Twyla A.; Pocahontas, IA
 Kleffman, Sarah M.; Harlan, IA
 Kleinhesselink, Jeanne M.; Alton, IA
 Kleinschmidt, Kathryn A.; Walford, IA
 Klepsteen, Donette K.; Fort Dodge, IA
 Kline, Leonna R.; Calamus, IA
 Klingborg, Roberta Kaye; Cherokee, IA
 Kluzza, Cheryl M.; West Des Moines, IA
 Kminek, Elizabeth A.M.; Oskaloosa, IA
 Knapp, Kasia Dowhan; Urbandale, IA
 Knipper, Jane S.; Iowa City, IA
 Knowles, Renee' D. Patton-; Albia, IA
 Knutson, Valerie Jean; Floyd, IA
 Koch, Mardelle Mae; Hudson, IA
 Koepf, Heidi L.; Waterloo, IA
 Koesters, Kara Jayne; Harlan, IA
 Kohnke, Toni; Hiawatha, IA
 Kolb, Dianne L.; Davenport, IA
 Kolesar, Barbara D.; Fort Dodge, IA
 Kopriva, Angela Marie; Traer, IA
 Kowalke, Ann L.; Cresco, IA
 Kraft, Frances M.; Renwick, IA
 Krambeer, Rebecca Sue; Lansing, IA
 Kramer, Diane Marie; Plainfield, IA
 Krause, Kimberly; Emmetsburg, IA
 Kremer, Glenn; Worthington, MN
 Kriener, Rene; Ossian, IA
 Kruse, Katherine Elizabeth; Dubuque, IA
 Kruse, Marilyn J.; Wapello, IA
 Kubik, Jo Ellen; Traer, IA
 Kucera, Debra J.D.; Cedar Rapids, IA
 Kuhn, Laura B.; Marion, IA
 Kuhn, Jeanie Marie; Calmar, IA
 Kulp, Jennifer J.; Garber, IA
 Kunath, Kathleen S.; Waukeee, IA
 Lacina, Kimberly Ann; Iowa City, IA
 Lahammer, Lorna L.; Solon, IA

Lamaak, Catherine J.; Council Bluffs, IA
 Langenbau, Renee M.; Garwin, IA
 Lankford, Tamara L.; Knoxville, IA
 Lansing, Gail A.; Waukon, IA
 Larsen, Joy Lynn; Davenport, IA
 Larson, Janet; Roland, IA
 Larson, Janice M.; Amana, IA
 Larson, Lorie Anne; Story City, IA
 Lauer, Georgia L.; Burlington, IA
 Laursen, Tamara L.; Storm Lake, IA
 Lawler, Alyce A.; Fort Dodge, IA
 Laxamana, Grasheila Alba; Ankeny, IA
 LeCroy, Crystal; Des Moines, IA
 Lee, Ronald L.; Dubuque, IA
 Lee, Tammy Denise; Clarinda, IA
 Leimer, Lisa M.; Des Moines, IA
 Leksell, Heidi Louise; Kamrar, IA
 Lembke, Jill Renae; Rochester, MN
 Lenz, Eileen M.; Decorah, IA
 Lenz, Gloria J.; Sioux City, IA
 Lenz, Stacey Lynn; Pomeroy, IA
 Leonard, Catherine; Marshalltown, IA
 Leonard, Jannien; Waterloo, IA
 Leonard, Cynthia J.; Creston, IA
 Lepic, Mary R.; Clive, IA
 Letner, Shirley A.; Sheldon, IA
 Lewis, Gloria C.; Antioch, CA
 Lienhard, Antonina R.; Sioux City, IA
 Lies, Joan M.; Cedar Falls, IA
 Lindeland, Shannon Lee; Nashua, IA
 Link, Sherryl L.; Des Moines, IA
 Lionberger, Natalie; Mediapolis, IA
 Liston, Margaret; Ogden, IA
 Lock, Robin R.; Emmetsburg, IA
 Loehr, Julie; Callender, IA
 Loftsgard, Shari J.; Robins, IA
 Long, Jill Marie; Boone, IA
 Long, Nancy J.; Newton, IA
 Loux, Tioni; Eagle Grove, IA
 Lovoy, Phyllis Kim; Cullman, AL
 Lucas, Judith K.; Fort Madison, IA
 Ludwig, Alice E.; Council Bluffs, IA
 Ludwig, Lynette K.; Vail, IA
 Lunceford, David Wayne; Mexico, MO
 Lundberg, Jill L.; Johnston, IA
 Lundstrom, Debra; Ankeny, IA
 Lunsford, Chalsie Lenae; West Branch, IA
 Luther, Kimberly K.; Urbandale, IA
 Lutz, Kim; Amana, IA
 Lyon, Jessica Coleen; Toledo, IA
 Lyon, Vicki A.; Cambridge, IA
 MacDonald, Alison Marie; Solon, IA
 Macku, Cynthia D.; Cedar Rapids, IA
 Madden, Darcy D.; Ringsted, IA
 Maher, Catherine A.; Essex, IA
 Maher, Gail L.; Iowa City, IA
 Mai, Mary J.; Dubuque, IA
 Majavec, Evelyn Carole; Grand River, IA
 Malone, Sarah A.; Ankeny, IA
 Manemann, Diane Rose; Bernard, IA
 Manke, Nancy; Cedar Rapids, IA
 Mann, Cheryl A.; Las Vegas, NV
 Marlin, Barbara J.; Keokuk, IA
 Marquard, Sharon B.; Muscatine, IA
 Martin, Amanda Helene; Davenport, IA
 Marz, Caroline A.; Homestead, IA
 Mason, Janice J.; Early, IA
 Mast, Stephen Noel; Raytown, MO
 Mathews, Debra A.; Rock Island, IL
 Matthies, Christine Joanne; Walnut, IA
 Mattice, Gloria J.; Hamburg, IA
 Mattson, Christina Marie; Des Moines, IA
 May, Rhonda J.; Council Bluffs, IA
 May, Susan E.; Cedar Rapids, IA
 Mayse, Rebecca R.; Boone, IA
 Mazan, Elizabeth A.; Des Moines, IA
 McArtor, Lisa Kay; Cedar Rapids, IA
 McBride, Sheila A.; Marengo, IA
 McClung, Debra; Mason City, IA
 Mcdaniel, Susan R.; Ottumwa, IA
 McDermott, Jodie L.; Epworth, IA
 Mcdonald, Mary E.; Sioux City, IA
 Mcdowell, Juanita; West Des Moines, IA
 McFarlin, Sharon M.; East Moline, IL
 McGaugh, Debra Inez; What Cheer, IA
 McGee, Sean William; Bettendorf, IA
 McGonegle, Michele; Eagle Grove, IA
 Mcgrath, Connie A.; Dubuque, IA
 Mcgregor, Darlene M.; Coralville, IA
 McGuire, Theresa A.; Urbandale, IA
 McIntosh, Trisha E.; Davenport, IA
 Mckenzie, Lisa Maureen; Ankeny, IA
 McKibbin, Ann; De Soto, IA
 McKinley, Sheila; Marengo, IA

McManus, Pamala; West Des Moines, IA
 McMillan, Andrae M. Eldredge-; Davenport, IA
 Mcnall, Caroline B.; Cedar Rapids, IA
 McNevin, Marchell L.; Wayland, IA
 Meade, Sharon R.; Oxford, IA
 Meeks, Sarah M.; Waterloo, IA
 Mehan, Kathy L.; Emmetsburg, IA
 Melcher, Megan; Iowa City, IA
 Mente, Denise M.; Tipton, IA
 Meredith, Annabelle; Coal Valley, IL
 Merrifield, Mary C.; Cedar Rapids, IA
 Messer, Christine Ann; New London, IA
 Messer, Diane M.; Des Moines, IA
 Meyer, Linda C.; North Liberty, IA
 Meyer, Angeline D. Wright; Rock Island, IL
 Meyer, Jacqueline R.; Decorah, IA
 Meyers, Debra Kay; Monticello, IA
 Michaud, Erica Helen; Portland, OR
 Michel, Patricia D.; Dubuque, IA
 Mickelson, Barbara J.; Malvern, IA
 Mihal, Holly R. Wiseman; Webster, IA
 Milder, Cheryl K.; Blue Grass, IA
 Miller, Catherine Lee; Fairfax, IA
 Miller, Joyce L.; Des Moines, IA
 Miller, Lou Ann; Washington, IA
 Miller, Sandra Marie; Quincy, IL
 Miller, Brenda S.; Marshalltown, IA
 Miller, Deloris E.; Wellman, IA
 Miller, Joan; Dubuque, IA
 Miller, Mary Jane; Fontanelle, IA
 Miller, Mindy K.; Ankeny, IA
 Miller, Nicole; Cedar Rapids, IA
 Miller, Norma A.; Anita, IA
 Mills, Nancy K.; Webb, IA
 Moetsch, Judy K.; New Hampton, IA
 Montag, Margaret A.; Emmetsburg, IA
 Moore, Pamela M.; Sergeant Bluff, IA
 Moore, Paula Marie; Waterloo, IA
 Moran, Cheri A.; Webster City, IA
 Morgan, Dawn; Mason City, IA
 Morris, Michelle; Fairmont, MN
 Morrissey, Christine; Davenport, IA
 Morrow, Vivian R.; Iowa City, IA
 Mortzo, Rick G.; Peru, IA
 Mosier, Linda M.; Des Moines, IA
 Moss, Margaret M.; Altoona, IA
 Moss, Beth Ballou; Newton, IA
 Motz, Dean A.; Des Moines, IA
 Mousel, Michele M.; Edgewood, IA
 Muir, MaRena J.; Crescent, IA
 Mullen, Charlette Ann; Bondurant, IA
 Murguia, Cynthia A.; Dubuque, IA
 Murphy, Ruth A.; Dougherty, IA
 Murray, DeaAnn; Muscatine, IA
 Musmaker, Martha O.; Creston, IA
 Myhre, Deborah J.; Decorah, IA
 Nagel, Debra K.; Fort Madison, IA
 Naik, Swati; West Des Moines, IA
 Nance, Patricia Lynn; Des Moines, IA
 Naylor, Johann William; San Diego, CA
 Neill, Cheryl A.; Cedar Falls, IA
 Nelson, Kathryn; Spencer, IA
 Nelson, Andrea B.; Denison, IA
 Nelson, Brenda Lea; Council Bluffs, IA
 Nelson, Janine S.; Decorah, IA
 Nelson, Susan C.; Iowa City, IA
 Nemeth, Karen Jodee; Perry, IA
 Nemmers, Jo Ann; Des Moines, IA
 Nepsha IV, John; Davenport, IA
 Newbanks, Ralph R.; Donnellson, IA
 Newbold, Cynthia K.; Ottumwa, IA
 Newsom, Deborah L.; Oakville, IA
 Nicoletto, Norma; Vail, IA
 Nie, Jo Ellen; Center Point, IA
 Niehus, Nichole Lynn; DesMoines, IA
 Nielsen, Nancy J.; New Hampton, IA
 Niles, Myrna Nohemi; Winfield, IA
 Nockels, Patricia J.; Des Moines, IA
 Norgaard, Linda; Des Moines, IA
 Normington, Abigail Hope; Cherokee, IA
 Norris, Stacie; Des Moines, IA
 Northness, Lindsey Marie; Waterloo, IA
 Novak, Gary W.; Eagle River, AK
 Novotny, Suellen; Solon, IA
 Nugent, Holly E.; Coralville, IA
 Null, Marlene L.; Charles City, IA
 Obertance, Emily Ann; Davenport, IA
 OBrien, Carrie; Panora, IA
 Ochs, Joan D.; Solon, IA
 O'Donnell, Mary; Clinton, IA
 Ogawa, Tomoko; Iowa City, IA
 Ogden, Connie A.; Davenport, IA

Ohalloran, Phyllis J.; Cedar Rapids, IA
 Ohde, Gayla J.; Cedar Rapids, IA
 Ohlinger, Marcia J.; Council Bluffs, IA
 Olsen, Laura Joy; Des Moines, IA
 Olson, Leanna L.; Cedar Rapids, IA
 Olson, Shirley A.; Harlan, IA
 Olson, Cynthia L.; Cedar Falls, IA
 Olson, Linda A.; Cedar Rapids, IA
 Olson, Sharon S.; Lone Tree, IA
 Ordagic, Valentina; Urbandale, IA
 Ostrander, Valeta; Des Moines, IA
 Oswald, Andrea Leigh; Manson, IA
 Oувerson, Shelly Renee; Des Moines, IA
 Page, Roxie J.; Pleasant Hill, IA
 Pagel, Catherine J.; Des Moines, IA
 Palas, Marcia A.; West Union, IA
 Palmer, Elizabeth A.; Des Moines, IA
 Pals, Kelli A.; Des Moines, IA
 Papini, Mary Patricia; Iowa City, IA
 Park, Steven L.; Mount Pleasant, IA
 Parker, Susan Alene; Blue Springs, MO
 Patterson, Michael James; Rock Island, IL
 Pattison, Lori A.; Sumner, IA
 Patton, Michael D.; Coralville, IA
 Patton, John Christopher; Kirksville, MO
 Paz, Kelly J.; Sioux City, IA
 Peck, Rebecca Jo; Davenport, IA
 Pederson, Ronald Melvin; Mound City, MO
 Pein, Diane A.; Tabor, IA
 Peitz, Evonne E.; Burlington, IA
 Pelan, Patricia L.; Logan, IA
 Pelster, Angela M.; Imogene, IA
 Perdue, Victoria J.; Ottumwa, IA
 Peter, Lori J.; Dubuque, IA
 Peters, Jackie; Storm Lake, IA
 Petersen, Kaia E.; Muscatine, IA
 Petersen, Leslie Lee; Cedar Rapids, IA
 Petersen, Carrie D.; Walnut, IA
 Petersen, Karen L.; Iowa City, IA
 Peterson, Melissa Lane; Nevada, IA
 Phaiboun, Shawn Lee; Clear Lake, IA
 Phearman, Laura A.; Iowa City, IA
 Philipp, Janet Ann; Manchester, IA
 Phillips, Brandi Marie; Osceola, IA

Phippen, Julie; Russell, IA
 Picchiotti, Lee A.; Bettendorf, IA
 Pierce, Mary Margaret; Clinton, IA
 Pikelis, Aldona; Chicago, IL
 Pion, Cynthia A.; Urbandale, IA
 Pistek, Kimberly Kay; Albia, IA
 Pixler, Christine A.; Fenton, IA
 Plath, Lori A.; Stronghurst, IL
 Playle, Rodney L.; New Sharon, IA
 PleggenKuhle, Andrea S. Sheridan-; Davenport, IA
 Plum, Angela Lynne; Ankeny, IA
 Pobanz, Kassandra K.; Davenport, IA
 Policarpio, Maila Sanchez; Sioux City, IA
 Polsley, Heather Rae; Essex, IA
 Polt, Lois A.; Marshalltown, IA
 Poole, Robin L.; Mediapolis, IA
 Post, Alma R.; Rock Valley, IA
 Potsander, Lynn R.; Fort Madison, IA
 Potter, Lee Ann; Des Moines, IA
 Powell, Kendi L.; Clive, IA
 Powell, Peggy A.; Toddville, IA
 Powers, Virginia M.; Durant, IA
 Prater, Nicola J.; North Liberty, IA
 Prochaska, Christy L.; Orchard, IA
 Proesch, Kyle; Wheatland, IA
 Prokupek, Dianna M.; Oakland, IA
 Propp, Linda K. Haviland; Ottumwa, IA
 Putz, Renee M.; Des Moines, IA
 Quinn, Kelly Anne; Glenwood, IA
 Rasmussen, Diana Faye; Coal Valley, IL
 Rayman, Trudi S.; Urbandale, IA
 Read, Tina; Indianola, IA
 Reel, Rhonda L.; Whitten, IA
 Reeves, Gerald; Des Moines, IA
 Reeves, Susana; Davenport, IA
 Regur, James C.; Newton, IA
 Reid, Lisa Lynn; Carroll, IA
 Reineking, Charlene Rae; Urbandale, IA
 Relph, Janice Lee; Corydon, IA
 Renaas, Judith Ann; Tripoli, IA
 Rensink, Marlene Kidder-; Council Bluffs, IA
 Rensink, Shannon Dawn; Boyden, IA
 Rentfro, Faith L.; Milan, IL

Rethwisch, Marcy Elaine; Lansing, IA
 Reuter, Paula R.; Preston, IA
 Reutlinger, Sherri L.; Decorah, IA
 Richardson, Aaron Daniel; Creston, IA
 Richardson, Iva J.; Council Bluffs, IA
 Riddle, October R.; Des Moines, IA
 Riley, Mary L.; Cedar Rapids, IA
 Ring, Angela Marie; Cedar Rapids, IA
 Rippon, Mary E.; Marion, IA
 Risse, Carolee; Dunkerton, IA
 Ritland, Julie L.; Waterloo, IA
 Rittenhouse, Karen Elizabeth; Cedar Rapids, IA
 Rittenmeyer, Mary J.; Lone Tree, IA
 Ritter, Sharon L.; Davenport, IA
 Robbins, Katherine A.; Des Moines, IA
 Robinson, Sandra K.; Colo, IA
 Robken, Diane D.; Davenport, IA
 Rogers, Susan E.; Stanton, IA
 Roller, Kathleen Marie; Rockwell City, IA
 Rollinger, Khristine A.; Bettendorf, IA
 Roskam, Sherrill; Brush Prairie, WA
 Rosmann, Marilyn L.; Harlan, IA
 Rummel, Lucinda; Lisbon, IA
 Russell, Elizabeth A.; Sioux City, IA
 Rustad, Beverly S.; Decorah, IA
 Ruyter, Mary J.; Jackson, MN
 Ryan, Mary L.; Des Moines, IA
 Sadoris, Kimberly Kay; Clinton, IA
 Sadewasser, Beth; Guttenberg, IA
 Sadler, Brent Edward; Topeka, KS
 Saleh, Joshua Mark; Iowa Falls, IA
 Saltzman, Ronald Dean; Council Bluffs, IA
 Sanders, Linda S.; Aledo, IL
 Sanders, Tria Lynne; Polk City, IA
 Sandquist, Michelle; Adel, IA
 Saul, Marilyn J.; Center Point, IA
 Schadle, Jane L.; Des Moines, IA
 Scheib, Sheila K.; Cedar Rapids, IA
 Schissler, Amy J.; Bettendorf, IA
 Schlee, Karla M.; Postville, IA
 Schlenger, Stephanie Kay; Sioux City, IA
 Schlichte, Mary E.; Cedar Rapids, IA
 Schmalz, Deborah E.; Iowa City, IA

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Schmidt, Jeanne C.; Marion, IA
Schmitz, Alissa; La Porte City, IA
Schneider, Douglas; Coralville, IA
Schneider, Jolyn; Iowa City, IA
Schnepf, Ann M.; Grimes, IA
Schoonover, Diana Jean; Washington, IA
Schrobilgen, Lisa M.; Dubuque, IA
Schroder, Jane; Blairsburg, IA
Schroeder, Deborah J. Graham-; Davenport, IA
Schroeder, Diane S.; Dyersville, IA
Schubert, Sonia K.; Coralville, IA
Schultz, Carole Ann; Cedar Falls, IA
Schultz, Marsha L.; Chariton, IA
Schuster, Jayne A.; Dubuque, IA
Schwartz, Beverly A.; Williamsburg, IA
Schwartzhoff, Katherine J.; Cedar Rapids, IA
Schwery, Julie A.; Ames, IA
Seablom, Leanne M.; Pierson, IA
Sears, Ann; West Des Moines, IA
Seemann, Pamela A.; Elk Run Heights, IA
Sehulster, Joseph Anthony; Manhattan, MT
Seil, Rachel A.; Lake City, IA
Sellers, Paul Frederick; Davenport, IA
Selph, Carolyn Janette; Hartsville, SC
Sels, Debra Sue; Lowden, IA
Selzer, Jacinta M.; Fairfax, IA
Semsch, Jean Anne; Stockton, IA
Senior, Brooke Lynn; Johnston, IA
Serbousek, Tracy R.; Cedar Rapids, IA
Seuferer, Dana Marie; Des Moines, IA
Seward, Tammy R.; Fort Dodge, IA
Sexton, Jeanette L.; West Branch, IA
Shannon, Leah Esther; Pomeroy, IA
Shinkwin, Robbin Marie; Nashua, NH
Shiple, Cynthia Ann; Spirit Lake, IA
Shissler, Nicole Renae; Altoona, IA
Short, Michele L.; Camanche, IA
Short, Helen C.; Masonville, IA
Shuff, Teresa A.; North Liberty, IA
Shumate, Patricia; Des Moines, IA
Siedelmann, Debra A.; Audubon, IA
Skahill, Jenifer Lee; Bettendorf, IA
Skala, Karen K.; Toledo, IA
Sleiter, Jennifer Rebecca; Ankeny, IA
Slick, Janice A.; Indianola, IA
Smies, Cynthia S.; Ankeny, IA
Smith, Mary Lou; Mount Pleasant, IA
Smith, Paul E.; Burlington, IA
Smith, Steven James; Evely, IA
Smith, Donna J.; Newton, IA
Smith, Dorothy M.; New Boston, IL
Smith, Mary A.; Brooklyn, IA
Smith, Sherri; Ankeny, IA
Smoot, Vina Mae; Wichita, KS
Snyder, Myrna M.; Breda, IA
Snyder, Melissa Ann; Waukee, IA
Sokol, Gina H. Lawrence-; Ankeny, IA
Solomon, Elizabeth; Boone, IA
Sondall, Cheryl C.; Marshalltown, IA
Sorel, Karen Larson; Saint Louis Park, MN
Spahr, Christine; Oskaloosa, IA
Speas, JoAnn; Belle Plaine, IA
Speicher, Katherine R.; Conrad, IA
Spracklin, Mary E.; Des Moines, IA
Sprecher, Dena G.; Ogdon, IA
Sprick, Mary L.; Storm Lake, IA
Sproul, Cynthia; Missouri Valley, IA

Staggs, Linda A.; Seymour, IA
Stalter, Nicole L.; Pleasant Hill, IA
Standifer, Marcia L.; Spring Creek, NV
Staner, Constance R.; Cascade, IA
Stapes, Karla; Des Moines, IA
Stark, Ruth E.; Storm Lake, IA
Starkey, Martha R.; Charles City, IA
Starkey, Wilma Marie; Cherokee, IA
Starry, Julie A.; Des Moines, IA
Stclair, Nancy L.; Farmington, IA
Steele, Sandra K.; Ottumwa, IA
Steelman, Lori L.; Adel, IA
Steen, Erin Lynn; Clinton, IA
Steffen, Phyllis K.; Cedar Falls, IA
Steinbaker, Deborah A.; North Liberty, IA
Steinberg, Sandra K.; Marion, IA
Stimpson, Denise Marie; Bettendorf, IA
Stocki, Lindsay Marie; Cedar Rapids, IA
Stoker, Jodie A.; Norwalk, IA
Stolba, Kristine J.; Cedar Rapids, IA
Stoltz, Erica R. Sawvel-; Dubuque, IA
Stonewall, Corrie Lynn; Muscatine, IA
Strait, Loretta Lynn; Spragueville, IA
Strasko, Sherri Jo; Fremont, IA
Strong, Diane Ardell; Missouri Valley, IA
Strong, Mary Louise; Cedar Rapids, IA
Stroup, Matthew Allen; Mason City, IA
Stuart, Lisa A.; Altoona, IA
Studebaker, Sandra S.; Cedar Rapids, IA
Sueppel, Karmel M.; West Des Moines, IA
Sullivan, Dana Jean; New Hartford, IA
Sullivan, Sheryll A.; Pella, IA
Sutterer, Erin Marie; Grimes, IA
Svoboda, Jennifer; Ankeny, IA
Swanson, Randi Lou; Spirit Lake, IA
Swanson, Stephanie Kaye; Waterloo, IA
Swearingen, Jacquelyn P.; Mapleton, IA
Sweedler, Cynthia A.; Williams, IA
Swenson, Mary Janel; Belmond, IA
Swift, Susan; Davenport, IA
Sylvara, Mabelle; Madrid, IA
Taylor, Laura Lynn; Anamosa, IA
Taylor, Mary L.; Cedar Rapids, IA
Taylor, Patricia Ann; Ankeny, IA
Telepnev, Heidi Irene; Newton, IA
Terrill, Pamela A.; Iowa City, IA
Terrill, Angelica Mae; Polk City, IA
Terrones, Andrea Diane; Marshalltown, IA
Tetrault, Geraldine K.; Coralville, IA
Theobald, Holly J.; Clear Lake, IA
Thien, Marianne I.; Fulton, IL
Thier, Elaine M.; Farley, IA
Thiltgen, Margaret A.; De Witt, IA
Thodos, Patricia R.; East Moline, IL
Thomas, Susan K.; Marshalltown, IA
Thomas, Dawn; Swisher, IA
Thomas, Essie C.; Davenport, IA
Thomas, Lillie B.; Blue Grass, IA
Thomas, Mary M.; Iowa City, IA
Thompson, Amy J.; Blue Springs, MO
Thompson, Barbara J.; Red Oak, IA
Thomsen, Gloria; La Porte City, IA
Thornton, Amy Lynn; Avoca, IA
Thrapp, Judith E.; Keota, IA
Timm, Joanne; Monticello, IA
Tissue, Diane C.; Decorah, IA
Todd, Linda D.; Correctionville, IA
Town, Jennifer L.; Coronado, CA

Trecker, Jean M.; Carroll, IA
Trees, Elizabeth Ann; Greene, IA
Treff, Nancy J.; Sioux City, IA
Treprow, Christy A.; Des Moines, IA
Triska, Patricia I.; Boone, IA
Trott, Donna D.; Merville, IA
Trowbridge, Dorcelle M.; Marshalltown, IA
True, Susan; Mason City, IA
Tschanner, Sherri L.; Dubuque, IA
Turner, Kenneth W.; Bloomfield, IA
Turnis, Trisha; Cedar Rapids, IA
Tuttle, Johannah Carla; Aurelia, IA
Uhle, Tracy Ann; Davenport, IA
Uitermarkt, Patricia Ann; Altoona, IA
Uken, Vicky S.; Perry, IA
Ulmer, Robin Mechel; Mondamin, IA
Urfer, Sandra K.; Grimes, IA
Utley, Teresa; Fort Dodge, IA
Valentine, Christine; Kirkland, IL
Van Beek, Amy J.; Sioux Center, IA
Van Berkum, Dona J.; Council Bluffs, IA
Van Heiden, Kelly J.; Cedar Rapids, IA
Van Leeuwen, Melissa Ann; Ankeny, IA
VanAlstine, Nancy J.; Davenport, IA
VanDer Linden, Cathy; Lamoni, IA
VanderZee, Christine M.; Rock Rapids, IA
Vannoy, Victoria M.; Chariton, IA
Vanourek, Julie Elizabeth; Bartlett, IL
Van't Hof, Kelly Allaine; Sioux Center, IA
Vanwyk, Judith L.; Sanborn, IA
Vermeire, Ann L.; Moline, IL
Vermillion, Karen A.; Des Moines, IA
Von Behren, Sandra; Springfield, IL
Vondrak, Theresa L.; Hinton, IA
Vonnahme, Marilyn L.; Breda, IA
Votroubek, Sue A.; Coralville, IA
Wadsworth, Mary C.; Moline, IL
Wadzinski, Mary Ellen; Newton, IA
Waechter, Marilyn J.; Sigourney, IA
Walding, Rebecca E.; Sioux City, IA
Walker, Nancy Anne; Iowa City, IA
Walker, Pamela R.; Mondamin, IA
Walker, Robyn Tara; Des Moines, IA
Wall, Vicky L.; Camanche, IA
Waller, Kimberly M.; Cedar Falls, IA
Walls, Linda; Tiffin, IA
Walls, Ronald R.; Clear Lake, IA
Walser, Tracie Jane; Northwood, IA
Walter, Sharon A.; Centerville, IA
Walters, Ruth A.; Bettendorf, IA
Walton, Maureen; Jesup, IA
Wankum, Margaret M.; Merrill, IA
Ward, Beth Ann; Council Bluffs, IA
Warner, Luann Lea; Clive, IA
Warwick, James Ronald; Webster City, IA
Wasenius, Jeanna Marie; Treynor, IA
Washington, Portia Collette; Moline, IL
Waters, Cynthia D.; Iowa City, IA

Watson, Sally L.; Des Moines, IA
Watters, Ilene A.; Fulton, IL
Webber, Karlya L.; Cedar Rapids, IA
Weber, Michele M.; Epworth, IA
Weeks, Jeffrey P.; Indianola, IA
Wegmann, Kristine A.; Epworth, IA
Weiland, Kim Lyons-; Alta, IA
Welchans, Peggy Sue; Hamburg, IA
Wellman, Anne Catherine; Bettendorf, IA
Wellman, Doris E.; Bloomington, MN
Wells, Amy L. Rooker-; Douds, IA
Wells, Carolyn Sue; Iowa City, IA
Wells, Peggy E.; Bettendorf, IA
Wells, Teresa M.; Marble Rock, IA
Welsh, Holli B.; Williamsburg, IA
Welter, Kimberly K.; Central City, IA
Welty, Melissa; Sioux City, IA
Wendt, Rebecca Mae; Clarence, IA
Wernet, Julie A.; Mason City, IA
West, Kathryn M.; Prescott, IA
Westercamp, Karen S.; Oskaloosa, IA
Westhoff, Elizabeth Amanda; Cantril, IA
Weydert, Julie A.; Bode, IA
Weymiller, Bonnie Ann; New Albin, IA
White, Lisa Marie; Coralville, IA
Whitehill, Lisa; Coin, IA
Whittenbaugh, Connie M.; McGregor, IA
Wiebel, Michelle; Eldridge, IA
Wieland, Tamara Lynette; Laura, IL
Wiernandt, Marla J.; East Moline, IL
Wiersema, Cynthia; Maquoketa, IA
Wiese, Stacey Ann; Spencer, IA
Wilcke, Marcy A.; Clinton, IA
Wilcox, Mardean O.; West Des Moines, IA
Wilke, Jennifer Renee; Avoca, IA
Wilkening, Ione D.; Sigourney, IA
Wille, Susan E.; Tama, IA
Willets, Wendy; Des Moines, IA
Willett, Linda M.; Anamosa, IA
Williams, Amy Lynn; Des Moines, IA
Williams, John C.; North English, IA
Williams, Kristy J.; Carlisle, IA
Willis, Joyce; Cedar Rapids, IA
Wilson, Brenda L.; Ottumwa, IA
Wilson, Debra S.; Des Moines, IA
Wilson, Molly A.; Bloomfield, IA
Wiltgen, Tania I.; Algona, IA
Wise, Bernadette M.; Emmetsburg, IA
Wiseman, Kimberly S.; Moline, IL
Wolf, Sara L.; Des Moines, IA
Wolfe, Shawn Marie; North Liberty, IA
Wonder, Valarie L.; Ida Grove, IA
Woock, Lori J.; Fort Dodge, IA
Workman, Sarah J.; Marshalltown, IA
Wright, Joan M. Comer; Solon, IA
Wullner, Beverly J.; Cedar Rapids, IA
Wunderlich, Jessica Rose; Council Bluffs, IA
Wurth, Jean A.; Marcus, IA

Xuereb, Patrice C.; Bettendorf, IA
Yenny, Sharon Kay; Grand Island, NE
Yoder, Carolyn C.; Kalona, IA
Young, Barbara Lea; Peoria, IL
Young, Donna Frances; Marshalltown, IA
Young, Linda J.; Iowa City, IA
Young, Patricia A.; Jamaica, IA
Youngblut, Julie L.; Jesup, IA
Younge, Sara Louise; Cedar Rapids, IA
Yusten, Deborah J.; Sioux City, IA
Zane, Jane E.; Donnellson, IA
Zeiser, Tammie Lee; Maxwell, IA
Zeka, Lois Mae; Fort Dodge, IA
Zenner, Rachel Ann; Dubuque, IA
Zenti, Veronica K.; Des Moines, IA
Zinnel, Linda Lee; Pomeroy, IA
Zirkelbach, Emily Irene; Monticello, IA
Zwirlein, Ellen A.; Monona, IA

November RNs

Adams, Joan F.; Ankeny, IA
Adams, Brenda J.; Amana, IA
Adams, Denise M.; Davenport, IA
Adams, Susan L.; New Liberty, IA
Adkins, Rhonda S.; Grinnell, IA
Adkisson, Peggy; Knoxville, IA
Adrian, Elizabeth R.; Knoxville, IA
Agnew, Ann Frances; Marshalltown, IA
Aldrich, Carla Louise; Manhattan, KS
Aldridge, Joyce L.; Canton, MO
Aleff, Linda K.; Knoxville, IA
Allbritton, Shaundra Delicia; Rock Island, IL
Allers, Joleen M.; Fort Dodge, IA
Altenhofen, Claudia J.; Harper, IA
Amos, Sherry Lynn; Bushnell, IL
Amos, Barbara; Indianola, IA
Amos, Nicolle Lea; Clear Lake, IA
Andersen, Jennifer Lynn; Carlisle, IA
Anderson, Eric Wayne; Spencer, IA
Anderson, Jeannette M.; Washington, IA
Anderson, Glenn E.; Iowa City, IA
Anderson, Ulrike B.; Nora Springs, IA
Andresen, Kathleen M.; Davenport, IA
Andrys, Catherine Jean Keys-; Swisher, IA
Anfinson, S. Michelle; Waukee, IA
Arant, Leatha Anne; Ames, IA
Arbaugh, Pamela S.; Underwood, IA
Arens, Monica A.; Remsen, IA
Arjes, Gail Ann; Greene, IA
Arndt, Lisa A.; Bettendorf, IA
Arney, Colleen Anne; Laurel, IA
Arnold, Katherine A.; Davenport, IA
Arnold, Teresa K. Jones-; Shenandoah, IA
Aschenbrenner, Carrie Ann; Cedar Rapids, IA
Averill, Kathleen Rose Ann; Rock Island, IL
Backen, Debra K.; Gilman, IA
Bacon, Andrea Lea; Mitchellville, IA
Bagby, Dennis Edward; Manchester, IA
Bahlmann, Julie Ann; Urbandale, IA
Bahr, Debra; Spirit Lake, IA
Bahrke, Karen J.; Sioux City, IA
Bailes, Mary Ann; Dubuque, IA
Bair, Gail M.; Altoona, IA
Bair, Pam; Wheatland, IA
Baker, Bonnie Sue; Iowa City, IA
Ball, Cynthia; Boone, IA
Ballantyne, Lynanne M.; Glen Cove, NY
Ballard, Brenda K.; Knoxville, IA
Banwarth, Helen F.; Dubuque, IA
Barnes, Janice A.; Cedar Rapids, IA
Bartelt, Kathleen; West Des Moines, IA
Bartenhagen, Joan Elaine; Muscatine, IA
Bartman, RuthAnn; Aledo, IL
Bassett, Diane M.; Algona, IA
Bauer, Darla A.; Sioux City, IA
Bauer, John C.; Sioux City, IA
Baughman, Nathan Lynn; Unionville, MO
Baughman, Arnel E.; Washington, IA
Beasley, Karla K.; Sigourney, IA
Beaty, Shannon Gay; Orange City, IA
Beckel, Charleen Marie; Shambaugh, IA
Becker, Denise K.; Lansing, IA
Behounek, Francine M.; Chelsea, IA
Beier, Mary Elizabeth; Des Moines, IA
Beilby, Donia Diane; Mitchellville, IA
Bell, Heidi Rebecca; Hamilton, IL
Benda, Lynette L.; Toledo, IA
Bengfort, Yvonne M.; Altoona, IA
Benjegerdes, Candace S.; Manly, IA
Berg, Mary S.; Iowa City, IA
Berg, Jodi Lyn; Nottingham, MD
Berry, Jennifer Michelle; Keokuk, IA
Berry, Julie A.; Mason City, IA
Berryhill, Linda L.; Iowa City, IA
Bertness, Jacki L.; Sioux Rapids, IA
Besco, Wanda; Ottumwa, IA
Betts, Brett Jean; East Moline, IL
Bier, David A.; Des Moines, IA
Bigelow, Tamara Gerilyn; Dubuque, IA
Bihn, Jessica Marie; Oskaloosa, IA
Bildstein, Laura L.; Coralville, IA
Bingham, Susan Gayle; Wever, IA
Bishop, Mary C.; Sioux City, IA
Bjuström, Jean E.; Stratford, IA
Black, Bobbi L.; Huxley, IA
Black, David Allen; West Des Moines, IA
Blackwell, Linda L.; Cedar Rapids, IA
Blair, Cindy; Lake City, IA
Blakely, Cheryl A.; Mason City, IA
Blank, Patricia S.; West Branch, IA
Bloch, Katherine E.; Polk City, IA
Blumhardt, Wayne R.; Waterloo, IA
Bockenstedt, Barbara A.; Center Point, IA
Boeck, Shelly Lee; ElkHorn, IA
Boetz, Patricia; Burlington, IA
Bohlke, Janice M.; Le Mars, IA
Boland, Karen Elaine; Williamsburg, IA
Boling, Cheryl A.; Davenport, IA
Bolletta, Camie; Polk City, IA
Bontrager, Shelly L.; Kalona, IA
Bookmeyer, Sandra K.; Lee's Summit, MO
Borchardt, Janet K.; Mason City, IA
Borgeson, Sarah A.; Rippey, IA
Bornhoft, Martin A.; Irwin, IA
Bosaw, Kathleen Cecilia; Kansas City, MO
Bosch, Mary L.; Indianola, IA
Boshart, Lisa A.; Kalona, IA
Bovy, Theresa R.; Waterloo, IA
Bowen, Deborah K.; Dallas Center, IA
Bowen, Megan Kay; Burlington, IA
Bowyer, Divana Lee; Dubuque, IA
Boyce, Judith M.; Rockwell City, IA
Boyd, Linda M.; Des Moines, IA
Boyer, Tracy M.; Ottumwa, IA
Boyington, Arlys M.; Marshalltown, IA
Boyt, Margaret A.; Iowa City, IA
Bradke, Margaret M.; Cedar Rapids, IA
Bradley, Theresa G.; Sioux City, IA
Bradley, Pamela E.; Burlington, IA
Bradshaw, Glenda S.; Ames, IA
Brand, Sandi J.; Indianola, IA
Brandau, Teresa Ann; Saint Ansgar, IA
Brandel, Joan M.; Garnavillo, IA
Brenneman, Donna; Harper, IA
Briggs, Sharon A.; Newton, IA
Briggs, Barbara K.; Grinnell, IA
Brinkman, Rebecca Ann; Cedar Rapids, IA
Brockney, May Belle; Riceville, IA
Bronner, Terri A.; Cedar Rapids, IA
Brown, Jessica May; Clearfield, IA
Brown, Jillian Rae; Cherokee, IA
Brown, Margaret L.; Ames, IA
Brown, Nancy D.; Clinton, IA
Buckley, Judy Ann; Hinton, IA
Buffo, Joanne Lynn; West Branch, IA
Burchett, Kimberly Kay; Harlan, IA
Burg, Beverly K.; Marshalltown, IA
Burke, Maureen M.; Altoona, IA
Burr, Cynthia M.; Muscatine, IA
Burrichter, Dorothy P.; Carlisle, IA
Burt, Carolyn J.; Slater, IA
Burton, Mary L.; Keokuk, IA
Bussard, Lisa M.; Sacramento, CA
Butler, Danielle Renee; Eldora, IA
Butts, Cynthia A.; Traer, IA
Byram, Charla Ann; Waverly, IA
Byrd, Randall S.; Waterloo, IA
Bywaters, Patricia A.; Nevada, IA
Caffrey, Jacalyn J.; Thornton, IA
Cahill, Delia E.; Donahue, IA
Cain, Barbara Louise; Sioux City, IA
Calloway, Susan Kay; Saint Joseph, MO
Camblin, Yvonne M.; Atlantic, IA
Campbell, Virginia L.; Johnston, IA
Cardella, Lori P.; Heathrow, FL
Cardwell, Diane M.; Ames, IA
Carey, Susan W.; Council Bluffs, IA
Carlson, Elaine J.; Surprise, AZ
Carlson, Shirley A.; Oskaloosa, IA
Carman, Susan K.; Ottumwa, IA
Carolan, Margaret Louise; Iowa City, IA
Carter, Jean E.; Cedar Rapids, IA
Casey, Margaret R.; Fort Dodge, IA
Cashatt, Jennifer Dawn; Red Oak, IA
Cave, Cathy Lynn; Washington, IA
Cerny, Linda A.; Council Bluffs, IA
Cerruto, Tami D.; Cedar Rapids, IA

NOVEMBER RNs *Continued from page 34*

Chabal, Rae Genevieve; Lone Tree, IA
 Chalgren, William W.; Mason City, IA
 Chamberlain, Renee Lynn; Hiawatha, IA
 Chambers, Sarah Anne; Thor, IA
 Champagne, Cindy; Fort Dodge, IA
 Chaplin, Marsha K.; Ames, IA
 Chapman, Joel Roland; Rock Island, IL
 Cheers, Kristine K.; Stanton, IA
 Chia, Lori S.; Indianola, IA
 Christensen, Lori Ann; McCausland, IA
 Christiansen, Cheryl L.; Sacramento, CA
 Christopher, Verna Jean; Newton, IA
 Cirksema, Rhonda R.; Cedar Falls, IA
 Clabaugh, Lynn A.; Graettinger, IA
 Clark, Denise; Pleasantville, IA
 Clark, Carol; Udell, IA
 Clark, Jo Ann; Mount Vernon, IA
 Clay, Angela Kay; Coralville, IA
 Clendenen, Melissa Beth; Des Moines, IA
 Cline, Ruth K.; Delta, IA
 Colburn, Abigail Marie; Council Bluffs, IA
 Combs, Donna R.; Newton, IA
 Conard, January Elizabeth; Kent, IA
 Conklin, Amy E.; Iowa City, IA
 Conley, Sally E.; West Liberty, IA
 Connelly, Laura Ann; Lansing, IA
 Conrad, Susan; Donnellson, IA
 Constant, Christine Gay; Council Bluffs, IA
 Converse, Elizabeth Marcella; Dubuque, IA
 Cooper, Lynette Patrice; Iowa City, IA
 Cooper, Penny I.; Des Moines, IA
 Cooper, Tracy; Danville, IA
 Corley, Diane; Cedar Falls, IA
 Cornish, Donna L.; Toddville, IA
 Costigan, Michele L.; Cedar Rapids, IA
 Cox, Patricia J.; Ankeny, IA
 Cox, Douglas E.; Ankeny, IA
 Crees, Ann M.; West Liberty, IA
 Cronister, Patricia; Morrison, IL
 Crosby, Mary L.; Fort Dodge, IA
 Crouch, Emily Ann; Anthon, IA
 Cummings, Denise M.; Waukee, IA
 Cummings, Ruth M.; Chester, VA
 Curry, Cathy A.; Muscatine, IA
 Cutler, Julie E.; Davenport, IA
 Dammann, Karol L.; Manning, IA
 Daniel, Karen A.; Altoona, IA
 Daniels, Michelle Renee; Muscatine, IA
 Dauphin, Carol J.; Savanna, IL
 Davey, Candace J.; Des Moines, IA
 Davidson, Amy E.; West Des Moines, IA
 Davidson, DeeAnn; Carlisle, IA
 Davis, Beverly A.; Polk City, IA
 Davis, Jana; Des Moines, IA
 Davis, Debra S.; Indianola, IA
 Davis, Michelle Marie; Mondamin, IA
 De Boer, Pamela; Coralville, IA
 De Visser, Patricia J.; Alton, IA
 Deam, Shelley A.; Mediapolis, IA
 Deboef, Marian L.; Perry, IA
 DeJong, Jennifer Marie; Paullina, IA
 Delaney, Connie White; North Liberty, IA
 Dellachiesa, Sarah Jane; Polk City, IA
 Demuth, Meriel J.; Clarion, IA
 DeNike, Kristin Ann; Bettendorf, IA
 Dereus, Margaret A.; Davenport, IA
 DeSotel, Kendra Irene; Dallas City, IL
 Deters, Jackie Suzanne; Dubuque, IA
 Detweiler, Carol D.; Washington, IA
 Devnich, Holli M.; Altoona, IA
 DeVore, Nancy L.; Urbandale, IA
 Dewitt, Krista Marie; Ankeny, IA
 Dewitt, Marilyn K.; Shell Rock, IA
 Dietz, Michelle L.; Davenport, IA
 Dietzel, Sandy L.; Maquoketa, IA
 Dietzenbach, Donna M.; Protivin, IA
 Dilks, Evelyn Marie; Fort Madison, IA
 Dillard, Michael; Solon, IA
 Dixon, Jane E.; Correctionville, IA
 Dolphin, Becky R.; Cascade, IA
 Dolphin, Heidi M.; Cedar Rapids, IA
 Donkersloot, Diana Lynn; Hartley, IA
 Donnelly, Marlys J.; Sioux City, IA
 Doolgaard, Jane A.; Steamboat Rock, IA
 Dooley, Barbara E.; Eagle Grove, IA
 Dougherty, Diane M.; Ankeny, IA
 Downes, Joanne; Oxford, IA
 Downey, Melinda Ann; Dallas City, IL
 Downs, Dynelle D.; Sioux City, IA
 Dozier, Marlene Kay; Villisca, IA
 Drew, Stacie L.; Hampton, IA
 DuBois, Cynthia Ann; Ankeny, IA
 Dunbar, Brenda Olson; Des Moines, IA

Durni, Nancy L.; Dubuque, IA
 Dvorak, Clarann R.; Cedar Rapids, IA
 Dyal, Claudia Jeanne; Swisher, IA
 Easton, Rhonda Lynn; Sioux City, IA
 Eaton, Jessica May; Carlisle, IA
 Eatwell, Lorie L.; West Des Moines, IA
 Ebel, Margaret E.; Cedar Rapids, IA
 Eckhoff, Christi A.; Allison, IA
 Eckholm, Lisa Marie; Williamsburg, IA
 Einck, Jill Marie; West Branch, IA
 Eisenauer, Kathryn M.; Glenwood, IA
 Elgin, Grace E.; Holy Cross, IA
 Ellefson, Randeon A.; Waverly, IA
 Ellingson, Rebecca; Decorah, IA
 Elliott, Teri D.; Ames, IA
 Emmart, Renee C.; Council Bluffs, IA
 Emswiler, Dona; Logan, IA
 Engel, Leeann Erin; Clarksville, IA
 Engel, Linda L.; Elk Run Heights, IA
 English, Virginia; Mason City, IA
 Erbe, Vanessa Renee; Cedar Rapids, IA
 Ericksen, Cleo Mae; Dike, IA
 Erickson, Joyce; Moline, IL
 Erwin, Dorothy Mae; Sioux City, IA
 Escher, Pamela A.; Wellman, IA
 Escobedo, Patricia Gail; Ankeny, IA
 Espeland, Ricky L.; Winterset, IA
 Etzel, Karen C.; Toledo, IA
 Evans, Sharolyn L.; Coralville, IA
 Evans, Iris R.; Mitchellville, IA
 Everson, Barbara F.; Sioux City, IA

Ewell, Rebecca J.; Waterloo, IA
 Faber, Rita R.; Ionia, IA
 Fahey, Traci Lynn; Sioux City, IA
 Falkers, Sherrie Ann; Tipton, IA
 Farquharson, Paula J.; Coralville, IA
 Feckers, Charlotte K.; Fairbank, IA
 Fedler, Cynthia Anne; Oquawka, IL
 Feldhaus, Kerri Ann; Cedar Rapids, IA
 Feldmann, Norma J.; Coralville, IA
 Feldmann, Jane; Cedar Rapids, IA
 Felema, Gergelu Bedasso; Marshalltown, IA
 Felger, Victoria F.; Bettendorf, IA
 Ferdig, Dennis L.; Merville, IA
 Ferguson, LaVonne J.; Dubuque, IA
 Fick, Phyllis; Paton, IA
 Ficken, Michelle S.; Independence, IA
 Fiedler, Ashley Ann; Ankeny, IA
 Fillmore, Kathleen Mary; Winona, MN
 Fink, Sarah Katherine; Iowa City, IA
 Fiori, Roger A.; Grimes, IA
 Fischer, Alexander Robert; Rock Island, IL
 Fischer, Barbara J.; Marne, IA
 Fisher, Christian; Glenwood, IA
 Fisher, Loreen A.; North Liberty, IA
 Fisher, Huella D.; Fort Dodge, IA
 Fisher, Jean A.; Walford, IA
 Fisk, Greta E.; Cedar Rapids, IA
 Fitkin, Janice; Cedar Falls, IA
 Flack, Kelli; Le Mars, IA
 Flaherty, Marcia K.; Cedar Falls, IA
 Flanders, Erica Sheldahl; Coralville, IA

Fleckenstein, Barbara E. Schott; Iowa City, IA
 Fleming, Mary C.; Sioux City, IA
 Flenker, Deborah Dianne; Council Bluffs, IA
 Forcucci, Crystal M.; Coralville, IA
 Ford, Debra L. Spitzer; Clinton, IA
 Forystek, Theresa K.; Cedar Falls, IA
 Fottrall, Kazumi; Swisher, IA
 Fowler-Seward, Judy; Lehigh, IA
 Fox, Darlene O.; Camanche, IA
 Fox, Susan Louise; Bondurant, IA
 Francois, Rachel Jean; Marion, IA
 Franke, Deborah K.; Charles City, IA
 Franklin, Cynthia L.; Eldon, IA
 Franzen, Michelle; Elkhart, IA
 Frasher, Lisa M.; Cascade, IA
 Frazier, Susan B.; Ankeny, IA
 Fredregill, Allison Renee; Zearing, IA
 Freeman, Ann W.; Mason City, IA
 Frerichs, Bobbie J.; Ames, IA
 Friesth, Carolyn K.; Fort Dodge, IA
 Frisch, Sherry L.; New Hampton, IA
 Frizzell, Judy K.; Grimes, IA
 Fry, Sherrel A.; Council Bluffs, IA
 Fry, Kay A.; Altoona, IA
 Funte, Marcine Louise; Clarion, IA
 Furler, Brandy Sue; Cedar Rapids, IA
 Furlong, Joyce E.; Galena, IL
 Furman, Katie Marie; Milford, IA
 Gabrielson, Karen L.; Clear Lake, IA
 Gaitan, Teresita; Dublin, OH

Gallatin, Beverly J.; Waterloo, IA
 Gansen, Suzanne E.; Epworth, IA
 Gardner, Marilyn Jean; Woodbine, IA
 Garman, Karen S.; Algona, IA
 Garvey, Teresa A.; Spirit Lake, IA
 Gaulke, Pamela S.; Ankeny, IA
 Geerts, Jennifer Jo; New Hampton, IA
 George, Bethany Lynn; West Des Moines, IA
 Gerleman, Nicole Anne; Rock Rapids, IA
 Gianello, Kellie Renee; Ames, IA
 Gibbs, Gerene G.; Earlville, IA
 Gibbs, Kimberly A.; Council Bluffs, IA
 Gibson, Betty M.; Raymond, IA
 Gilchrist, Erin Christine; Des Moines, IA
 Gillis, Dixie; West Burlington, IA
 Glanz, Katherine N.; Des Moines, IA
 Glazebrook, Crystal Nicole; Osceola, IA
 Glenski, Cynthia R.; Cedar Rapids, IA
 Goedken, Rachel Leanne; Marion, IA
 Goldenstein, Ruth M.; Aurora, IA
 Goldermann, Jennifer A.; Davenport, IA
 Goode, Debbie Ann; West Des Moines, IA
 Gossett, Anita A.; Sioux City, IA
 Gothard, Jeannine R.; Long Grove, IA
 Gottsche, Peggy C.; Milford, IA
 Graber, Amy J.; Treynor, IA
 Grage, Laura L.; Kingsley, IA
 Graham, Amy Margaret; Des Moines, IA
 Graham, Molly Lyn; Davenport, IA
 Graham, Holly K.; Quimby, IA
 Grant, Nancy R.; Council Bluffs, IA

Graves, Amber; Dayton, IA
 Graves, Kristal Lee; New Hartford, IA
 Greder, Joan E.; Sloan, IA
 Green, Julie; Cascade, IA
 Gregg, Deborah A.; Wever, IA
 Gregson, Amy Dawn; New Sharon, IA
 Greiner, Janelle A.; Urbandale, IA
 Groen, Marcia L.; Hartley, IA
 Gronewold, Rae Ann; Griswold, IA
 Grooters, April Lynn; Hartley, IA
 Groth, Amy R.; Merville, IA
 Gullett, Jill K.; Iowa City, IA
 Gunn, Jodine K.; Iowa City, IA
 Gunnison, Mary M. Orum; Mediapolis, IA
 Gureno, Mary A.; Cedar Rapids, IA
 Guyler, Penelope S.; Des Moines, IA
 Haas, Nancy H.; Eldora, IA
 Haferbier, Joyce L.; Oxford Junction, IA
 Hageman, Julie A.; Rochester, MN
 Hageman, Brooklyn Dean; Norwalk, IA
 Hahlen, Deborah C.; Dubuque, IA
 Haley, Maureen E.; Sioux City, IA
 Halfhill, Susan Marie; Urbandale, IA
 Hall, Linda K.; Sioux City, IA
 Hall, Mary J.; Allison, IA
 Halvorsen, Linda L.; Forest City, IA
 Hamand, Warren K.; Nora Springs, IA
 Hamling, Christina Lee; Missouri Valley, IA
 Han, Sung-Nyung; Coralville, IA
 Hanna, Laura; Moorland, IA

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NOVEMBER RNs *Continued from page 35*

Hansen, Melissa Sue; Ponte Vedra Beach, FL
 Hansen, Lois Ann; Newton, IA
 Hansen, Pamela S.; Audubon, IA
 Hansen, Peggy L.; Minden, IA
 Hanson, Janice; Tiffin, IA
 Happ, Gretchen L.; Iowa City, IA
 Hare, Denise; Waterloo, IA
 Harmon, Julie Lynn; Shellsburg, IA
 Harms, Jodi Ranae; Duncombe, IA
 Harper, Charleen Louise; West Union, IA
 Hartin, Rosemary L.; Lansing, IA
 Hartman, Angela Marie; Waterloo, IA
 Hartman, Susannah C.; Olds, IA
 Hartwell, Jane; McClelland, IA
 Hartzler, Mary E. Lamoreux-; Kalona, IA
 Haskin, Cynthia L.; Waterloo, IA
 Hass, Amie J.; Central City, IA
 Hastie, Marjorie J.; Chariton, IA
 Hatfield, Dorothy A.; Ames, IA
 Hawbaker, Joy R.; Dallas Center, IA
 Hawes, Christine J.; Lewis, IA
 Heckert, Rebecca Lynn; Davenport, IA
 Heim, Helen M.; Dubuque, IA
 Heinzerling, Vickie; Ankeny, IA
 Helm, David Leigh; Marion, IA
 Hendrix, Gayle D.; Robins, IA
 Henry, Emily Leann; Osceola, IA
 Henry, Kimberley Ann; Knoxville, IA
 Henscheid, Joan T. Finken-; Clive, IA
 Henson, Karen A.; Bayard, IA
 Henson, Michelle D.; La Porte City, IA
 Herker, Gwen E.; Ankeny, IA
 Hernandez, Elaine; North Liberty, IA
 Heronemus, Sandra J.; Spencer, IA
 Hesselstine, Kathy L.; Panora, IA
 Hetzel, Pamela Anne; Tabor, IA
 High, Donna; Hamilton, IL
 Hill, Sharon K.; Norwalk, IA
 Hillenga, Diane H.; West Des Moines, IA
 Hilmer, Briana Jean; Denver, IA
 Hindt, Shauntelle Lea; Rock Rapids, IA
 Hinkel, Carol A.; Ottumwa, IA
 Hinkeldey, Paula J.; Alta, IA
 Hird, Keri A.; Marion, IA
 Hobbs, Kay L.; Bettendorf, IA
 Hocken, Wendy L.; Walker, IA
 Hockett, Kristi J.; Tennant, IA
 Hoefler, Kristy; Woodbine, IA
 Hoerman, Joyce Lee; Corning, IA
 Hoffman, Elizabeth J.; Springville, IA
 Hoffman, Cindy A.; Little Cedar, IA
 Hogberg, Anne M.; Ames, IA
 Holdeman, Lynne A.; Kalona, IA
 Holland, Brandon Lee; Nevada, IA
 Hollingsworth, Barbara J.; Sigourney, IA
 Holm, Kari Beth; Ankeny, IA
 Hommer, Gina Lynne; Woodburn, IA
 Honz, Elizabeth Jean; Missouri Valley, IA
 Hoopes, Rachel Marie; Indianola, IA
 Hooyer, Althea F. Groen; Rock Rapids, IA
 Hopkins, Muriel Irene; Cedar Rapids, IA
 Horan, Barbara K.; Waterloo, IA
 Horn, Mary I.; Cedar Rapids, IA
 Horning, Patricia; Keota, IA
 Horns, Katherine M.; Des Moines, IA
 Horstman, Mary C.; Des Moines, IA
 Hostetler, Michelle; Kalona, IA
 Hough, Susan T.; Harlan, IA
 Howard, Kristin S.; Urbandale, IA
 Howard, Lori A.; Lowden, IA
 Howard, Sandra M.; West Des Moines, IA
 Howe, Janice Elaine; Lawler, IA
 Howes, Lisa A.; Clinton, IA

Huber, Cynthia Louise; Davenport, IA
 Huber, Denise R.; Hudson, IA
 Hucks-Maynard, Barbara C.; Davenport, IA
 Huebsch, Michelle; Fort Dodge, IA
 Hueser, Christine Marie; Granger, IA
 Hughbanks, Diana Marie; Waterloo, IA
 Hull, Julia Anne; Lynn Center, IL
 Hunt, Jo Anne; Cedar Rapids, IA
 Huppenbauer, Nancy Jo; Burlington, IA
 Hurd, Nancy A.; Mason City, IA
 Hurley, Margaret L.; Davenport, IA
 Huseman, Donna S.; Clive, IA
 Huser, Deborah L.; Sergeant Bluff, IA
 Hutchcraft, Jean Ann; Port Byron, IL
 Hutchcroft, Terrence; Dubuque, IA
 Hylton, Scott W.; Saint Peters, MO
 Hysell, Holly Renee; Corydon, IA
 Idle, Janemarie; Indianola, IA
 Igbokwe, Veronica Ugonma; Des Moines, IA
 Ihnen, Tiffany Magdeline; Des Moines, IA
 Ihrig, Jessica Rae; Maquoketa, IA
 Imerman, Vicki L.; Boone, IA
 Imholz, Erica Leigh; West Des Moines, IA
 Immermann, Barbara W.; Kalona, IA
 Ireland, Carol I.; Cedar Rapids, IA
 Ivester, Kimberly A.; Cedar Rapids, IA
 Jackson, Kay L.; Cedar Rapids, IA
 Jacobi, Mary Lou; Atkins, IA
 Jacobs, Marita E.; Galena, IL
 Jacobsen, Melanie J.; Sioux City, IA
 Jansen, Christine E.; Sioux City, IA
 Jarnell, Marjorie K.; Sioux City, IA
 Jaunslavietis, Aria; Cedar Rapids, IA
 Jeffery, Diane M.; Wyoming, IA
 Jensen, Jessica Anne; Decorah, IA
 Jepson, Ann E.; Davenport, IA
 Jerred, Steven Wells; Sioux City, IA
 Jobe, Nadine; Fort Madison, IA
 Johannsen, Lori L.; Denison, IA
 Johnson, Jolene Marie; Monticello, IA
 Johnson, Leona M.; Matlock, IA
 Johnson, Lori M.; Sioux City, IA
 Johnson, Michelle Alice; West Des Moines, IA
 Johnson, Robert A. Lee; Rochester, NY
 Johnson, Barbara J.; Hiawatha, IA
 Johnson, Deborah C.; Milford, IA
 Johnson, Janice A.; Des Moines, IA
 Johnson, Lisa E.; Sioux City, IA
 Johnson, Mary J.; Bloomfield, IA
 Johnson, Noreen B.; Clinton, IA
 Junk, Carolyn L.; Hudson, IA
 Kaiser, Carol J.; Des Moines, IA
 Kalbach, Barbara G.; Dexter, IA
 Kalumbi, Christina; West Des Moines, IA
 Kann, Sheila I.; Mason City, IA
 Karl, Robert J.; Blue Earth, MN
 Kasemodel, Elizabeth A.; Maquoketa, IA
 Kaufman, Lana J.; Walford, IA
 Keith, Harriett Lou; Marshalltown, IA
 Kellerman, Joy M.; West Des Moines, IA
 Kelley, Jessica Ann; Dubuque, IA
 Kelley, Kimberly Dawn Rios-; Kalona, IA
 Kelley, Marilyn J. Clove-; Waukee, IA
 Kellogg, Kristen Renee; Fort Dodge, IA
 Kelly, Kathryn J.; Coralville, IA
 Kelly, Nancy L.; Cedar Rapids, IA
 Kelty, David L.; Walker, IA
 Kennedy, Karin M.; Bettendorf, IA
 Kern, Debra; Ankeny, IA
 Kerns, Joan C.; Edgewood, IA
 Kersey, Marabel; Adel, IA

Ketelsen, Lyn M.; Coal Valley, IL
 Keyser, Kris Alan; Drakesville, IA
 Kiel, Brenda K.; Thompson, IA
 Kieler, Lynn L.; Iowa City, IA
 Kiernan, Patricia L.; Marshalltown, IA
 Killion, Frances E.; Treynor, IA
 Kimeli, Carolyne Cheron; Ames, IA
 Kinman, Roselle; Corning, IA
 Kinnersley, Michele L.; Schleswig, IA
 Kirby-Eckstein, Shawn M.; Illinois City, IL
 Kirchhoff, Vicki; Clear Lake, IA
 Kirk, Lori Jean; Saint Louis Park, MN
 Kjolhede, Jennifer Lynn; Ankeny, IA
 Klavohn, Susan J.; Coralville, IA
 Klehm, Linda D.; Clarion, IA
 Klein, Susan J.; Ames, IA
 Klemme, Nancy L.; Nevada, IA
 Klemmt, Susan S.; Galena, IL
 Kleve, Marjie J.; Waucoma, IA
 Klevos, Suzan J.; Humboldt, IA
 Kleyer, Lori L.; Rock Valley, IA
 Klise, Julie A.; Perry, IA
 Knapp, Dianne K.; Bloomfield, IA
 Knights, Lisa Marie; Davenport, IA
 Knoebel, Rosemary; Maquoketa, IA
 Knutson, Ann F.; New Hampton, IA
 Koesters, Jolene M.; Harlan, IA
 Kohles, Margaret R.; Panama, IA
 Konrardy, Janelle M.; Durango, IA
 Kover, Rebecca Lynn; Gladstone, IL
 Kraack, Anita R.; Tracy, IA
 Kramer, Mary; Albert Lea, MN
 Kramer, Vicki A.; Hopkinton, IA
 Krause, Alice C.; Callender, IA
 Krein, Laura L.; Underwood, IA
 Kroll, Karie L.; Burlington, IA
 Krueger, Sheila M.; Davenport, IA
 Kruse, Christopher; Dubuque, IA
 Kruse, Misty Michelle; Clinton, IA
 Kuennen, Bridget A.; Denver, IA
 Kuhl, Martha J.; Des Moines, IA
 Kurt, Larita M.; Monticello, IA
 Kusler, Elizabeth Louise; Emmetsburg, IA
 Kuster, Joyce L.; Burlington, IA
 Kustes, Lynn Elizabeth; East Moline, IL
 Lala, Anne L.; Cedar Rapids, IA
 Lamoureux, Rose Marie; Montreal, MO
 Landon, Robyn Sue; Miles, IA
 Lansing, Diane; West Des Moines, IA
 Latham, Leanne K.; Dubuque, IA
 Lathrop, Sandra J.; Swisher, IA
 Lawrence, Cortney Rae; Norfolk, NE
 Leazer, Sara Jean; Rochester, MN
 Lee, Joyce A.; Ames, IA
 Legg, Joyce E.; Tama, IA
 Lehmkuhl, Shelly Marie; Boone, IA
 Lepird, Genevieve M.; Mason City, IA
 Leutzing, Eugene R.; Coralville, IA
 Lewis, Joyce K.; Ruthven, IA
 Lincoln, Debra L.; Glenwood, IA
 Lindloff, Linda L.; Mason City, IA
 Lockard, Beth Shannon; Jesup, IA

Loehr, Abbie L.; Silver City, IA
 Long, Catherine Benetti; Ankeny, IA
 Lovan, Carol R.; Des Moines, IA
 Loving, Paulette E.; Albert City, IA
 Lucas, Ann A.; Davenport, IA
 Lucas, Buffy Renee; Des Moines, IA
 Luedeke, Todd; Shattuck, OK
 Luiken, Doris A.; Des Moines, IA
 Lunning, Marianne O.; Mason City, IA
 Lust, Janet S.; Reasnor, IA
 Lynch, Georgene K.; Iowa City, IA
 Lynch, Karen A.; Iowa City, IA
 Lynott, Denise R.; Hawarden, IA
 Lyons, Donna J.; Coal Valley, IL
 Mabis, Fay Ellen; East Moline, IL
 Macy, Jeanne F.; Conrad, IA
 Madarang, Christine L.; Atalissa, IA
 Majors, Kristine L.; West Des Moines, IA
 Mangrich, Kristine; Des Moines, IA
 Marada, Susan B.; Council Bluffs, IA
 Marble, Charles E.; Ottumwa, IA
 Marie, Linda Marie; Washington, IA
 Marquis, Eunice M.; Clinton, IA
 Marr, Marilyn S.; Waukee, IA
 Martin, Alicia Ann; Hancock, IA
 Martin, Heather Lynn; Des Moines, IA
 Martin, Kimberly S.; Robins, IA
 Marxen, Leah Michelle; Walnut, IA
 Mathew, Betty M.; Cleghorn, IA
 Mathison, Benjamin L.; Rock Valley, IA
 Matthews, Denise R.; Bellevue, IA
 Mattison, Valerie L.; Williamsburg, IA
 Maxfield, Kimberly A.; Denver, IA
 May, Patricia A.; Davenport, IA
 McCambridge, Vicki A.; Boone, IA
 McCann, Diana D.; Des Moines, IA
 McCarthy, Heather; Garner, IA
 Mcconnell, Melisa A.; Mount Pleasant, IA
 Mccoy, Courtney Lynn; Villisca, IA
 Mccullough, Joanne E.; Muscatine, IA
 McDaniel, Joyce Ann; Plano, IA
 McDermott, Beverly Jean; Jamaica, IA
 McDermott, Amy Elizabeth; Newton, IA
 McDonald, Darla Jean; Cherokee, IA
 McDonough, Judith Anne; Milford, IA
 McFadden, Deanna Marie Devlin; Davenport, IA
 McGee, Melissa Sue; Mason City, IA
 McGinnis, Christian; Des Moines, IA
 McGrath, Sandra Lynn; Eagle Grove, IA
 McGrauth, Christine Ann; Graettinger, IA
 Mchone, Nancy L.; Waterloo, IA
 Mchugh, Nancy L.; Emmetsburg, IA
 McLlath, Katherine J. Lumpa-; West Branch, IA
 Mckibben, Becky A.; Marshalltown, IA
 McKinnon, Susan; Robins, IA
 Mcmillan, Elizabeth Ann; Stanley, IA
 McMillen, Emily Ann; Liberty, MO
 Mcnertney, Rosanne; Sioux City, IA
 Mchpherson, Susan C.; Nevada, IA
 Mctaggart, Ann M.; Sioux City, IA

McVay, Michelle Lee; Peru, IA
 Mead, Brenda Deen; Moline, IL
 Meeker, Sue A. Shaw-; Huxley, IA
 Mees, Jeffrey Clay; Coralville, IA
 Meggers, Mary Jo; Solon, IA
 Mehl, Ruby Jean; Lakefield, MN
 Menke, RaeAnn Jean; West Point, IA
 Mercer, Margaret J.; Ames, IA
 Mercer, Susan E.; Manchester, IA
 Merfeld, Julie Ann; Zwingle, IA
 Merhi, Claudia R. Henderson-; Ankeny, IA
 Merryman, Dustyne Lynn; Salix, IA
 Mescher, Wendy Lynn; Carroll, IA
 Meskimen, Deena L.; Coralville, IA
 Meyer, Dawn Marie; Sheldon, IA
 Meyer, Kirsten; Northwood, IA
 Meyer, Roseanne Therese; Orland Park, IL
 Meyer, Shary S.; New Hartford, IA
 Michel, Donna R.; Cherokee, IA
 Mickelson, Cathy A.; Humboldt, IA
 Millang, Valerie I.; Altoona, IA
 Miller, Cheryl Marie; Davenport, IA
 Miller, Colleen Tyan; Armstrong, IA
 Miller, James V.; Dubuque, IA
 Miller, Sandra J.; Des Moines, IA
 Miller, Scott Allen; Muscatine, IA
 Miller, Adrian William; Cedar Falls, IA
 Miller, Angela S.; Dike, IA
 Miller, Brenda S.; Oxford, IA
 Miller, Hope M.; Des Moines, IA
 Millikan, Chad Paul; Sioux City, IA
 Milton, Nancy J.; Des Moines, IA
 Moehn, Heather Denise; Burlington, IA
 Moermond, Pauline; Cedar Rapids, IA
 Mondahl, Velma J.; Mason City, IA
 Moore, Zella Verneda; Lakemoor, IL
 Moore, Arlene M.; Davenport, IA
 Moore, Virginia; Neola, IA
 Moreland, Carolyn M.; Boone, IA
 Morgan, Joan M.; Lone Tree, IA
 Morris, Amanda Viola; Mesa, AZ
 Moser, Nancy A.; Burlington, IA
 Mosher, Vonda S.; Bondurant, IA
 Mostaert, Juliane; Dubuque, IA
 Movick, Linda K.; Sioux City, IA
 Mraz, Terese M.; Urbandale, IA

Muckey, Mary Teresa; Sioux City, IA
 Mueller, Brenda Kay; Luana, IA
 Muhamedagic, Zlata; Waterloo, IA
 Munoz, Stella M.; Newton, IA
 Myers, Colleen Linette; Des Moines, IA
 Myers, Patricia A.; Iowa City, IA
 Myrow, Nancy; Colfax, IA
 Nagel, Leslie A. Seggerman; Fort Dodge, IA
 Nail, Lavonne A.; Unionville, MO
 Neal, Rose A.; Bellevue, IA
 Neher, Ronda L.; Grundy Center, IA
 Nelson, Dedra Ann; Kingsley, IA
 Nelson, Denise M.; Clermont, IA
 Nelson, Rita; Sioux City, IA
 Nelson, Denise Lynn; Iowa City, IA
 Nelson, Jennifer Anne; East Moline, IL
 Nelson, Michele T.; Ames, IA
 Nettleton, Daniel David; Merville, IA
 Neuberger, Mary L.; Coralville, IA
 Newby, Theresa E.; Des Moines, IA
 Newman, Vicky S.; Whiting, IA
 Newton, Donna Jean; Bettendorf, IA
 Newton, Darla A.; Ames, IA
 Nice, Heather Lynn; Coal Valley, IL
 Nichols, Kelly Lynn; Stronghurst, IL
 Nichols, Phyllis; Sioux City, IA
 Nicolaysen, Deanna Shauntee; Bettendorf, IA
 Niebuhr, Joanne L.; Clinton, IA
 Nielsen, Enid L.; Elk Horn, IA
 Nikkel, Sherrilyn K.; Pella, IA
 Nissen, Maureen; Merville, IA
 Nobiling, Heidi E.; West Liberty, IA
 Noble, Kathi K.; Hartley, IA
 Nolting, Janet E.; Fairfax, IA
 Norris, Arlene June; Brooklyn, IA
 North, Rynne Renee; Dike, IA
 Novak, Cynthia L.; Cedar Rapids, IA
 Novotny, Jonie Lyn; Iowa City, IA
 Nuzum, Diane K.; Pisgah, IA
 Nyhus, Mary A.; Sioux City, IA
 Nylin, Carol S.; Clinton, IA
 Ober, Ann E.; Jefferson, IA
 Oberhaus, Nancie M.; Davenport, IA

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NOVEMBER RNs *Continued from page 36*

OBrallaghan, Beverly; Iowa City, IA
 O'Brien, Cindy J.; Ottumwa, IA
 O'Brien, Susan M.; Davenport, IA
 Ocden, Yvonne Gatiwan; Ankeny, IA
 O'Connell, Jackie L.; Cresco, IA
 Odegaard, Mary Kay; Hiawatha, IA
 O'Donnell, Mary E.; Iowa City, IA
 O'Donnell, Erin Lynne; Urbandale, IA
 O'Donnell, Patricia M.; Cedar Rapids, IA
 Offchiss, Jayne C.; Moline, IL
 Olexa, Linda Louise; Marion, IA
 Olhausen, Jeri; Ottumwa, IA
 Oliver, Amber Lynn; Woodbine, IA
 Olson, Patricia A.; Sioux City, IA
 Olson, Robin Lee; Underwood, IA
 Olson, Stephen; Milford, IA
 Ortman, Linda A.; Moline, IL
 Osborn, Linda Carol; Newton, IA
 Osborn, Lisa M.; Cedar Rapids, IA
 Osolkowski, Wanda M.; McGregor, IA
 Osterhaus, Michelle D.; Independence, IA
 Ott, Linda K.; Nora Springs, IA
 Overgaard, Lorraine Donella; Sioux City, IA
 Owen, Marty J.; Bloomfield, IA
 Owens, Ruth D.; Ute, IA
 Ozzello, Tracy Lynn; Council Bluffs, IA
 Palmer, Carey D.; Waukegan, IA
 Palmer, Mary M. Eggers; Allison, IA
 Pals, Roxanne F.; Mason City, IA
 Panther, Stephen F.; Iowa City, IA
 Parker, Esther L.; Clinton, IA
 Parker, JaneAnne E.; Cedar Rapids, IA
 Parkhurst, Linda Whitham; Wichita, KS
 Parks, Pamela Sue; Akron, IA
 Parsons, Catherine L.; Alleman, IA
 Parsons, Marilyn R.; Urbandale, IA
 Pasbrig, Paula L.; South Amana, IA
 Pass, Kelly Jo; Urbandale, IA
 Patterson, Willow E.; Colfax, IA
 Pauling, Carolyn D.; Indianola, IA
 Paxton, Rebecca Ann; Afton, IA
 Payne, Rebecca Egel-; Des Moines, IA
 Pedersen, Jamie Lynn; Colton, SD
 Pendegraft, Miriam J.; Cromwell, IA

Perdue, Brenda; Griswold, IA
 Perfater, Sharon Lynn; Marion, IA
 Persson, Albert J.; Iowa City, IA
 Peters, Cynthia R.; West Bend, IA
 Petersen, Rita P.; Missouri Valley, IA
 Petersen, Deborah J.; Muscatine, IA
 Petersen, Gladys I.; Cedar Falls, IA
 Peterson, Carol; Atlantic, IA
 Peterson, Joyce E.; Ames, IA
 Peterson, Judith R.; Huxley, IA
 Peterson, Lorraine J.; West Des Moines, IA
 Peterson, Mary B.; Cherokee, IA
 Phelps, Clairee; Lineville, IA
 Philips, Donn G.; Norwalk, IA
 Pieper, Dawn M.; Ankeny, IA
 Pierce, Susan; Kingsley, IA
 Piersall, Monica M.; Cedar Rapids, IA
 Pietz, Anna M.; Newton, IA
 Pietz, Cheryl A.; Ames, IA
 Pinegar, Jennifer L.; Altoona, IA
 Ping, Margaret M.J.; West Branch, IA
 Pins, Nancy M.; Marshalltown, IA
 Pirkle, Julie Ann; Des Moines, IA
 Place, Beverly E.; Osage, IA
 Platter, Keri Ann; Rock Island, IL
 Ploessl, Gail A.; Eldridge, IA
 Plowman, Dawn E.; Clarinda, IA
 Plumb, Barbara J.; Ankeny, IA
 Polfer, Teresa Joan; Postville, IA
 Polzin, Tricia D.; Clarion, IA
 Poortinga, Jamee Rae; Des Moines, IA
 Portz, Karen A.; Remsen, IA
 Potthoff, Jane M.; Polk City, IA
 Powell, Kathryn K.; Perry, IA
 Powell, Robert; Fort Dodge, IA
 Pralle, Sandra L.; Hampton, IA
 Pratt, Peggy L.; Lake City, IA
 Price, Lori; Fort Dodge, IA
 Raddatz, Karolyn K.; West Des Moines, IA
 Rademacher, Melissa Ann; Windom, MN
 Ramsey, Gwendolyn I.; Waterloo, IA
 Ramsey, Valerie L.; Silver City, IA
 Raney, Jennifer Jo; Waverly, IA
 Rasmussen, Carol L.; Exira, IA

Rasmusson, Diana L.; Roland, IA
 Rausch, Angela Marie; Cascade, IA
 Ray, Dorothy J.; Monticello, IA
 Rayl, Koreen; Ankeny, IA
 Reams, Brita A.; New Hampton, IA
 Reel, Shelby L.; Des Moines, IA
 Reichenbacker, Diana R.; Des Moines, IA
 Reicks, Jennifer; West Des Moines, IA
 Reid, Beverly S.; Knoxville, IA
 Reilly, Regina Rene; Sergeant Bluff, IA
 Reimer, Nancy Elaine; Atlantic, IA
 Reimer, Ronda L.; Otley, IA
 Reinboth, Joann Louise; Des Moines, IA
 Reinking, Joan E.; Correctionville, IA
 Reynolds, Cheryl Allyson; Alden, MN
 Reynolds, Laurie K.; West Des Moines, IA
 Richter, Susan M.; Council Bluffs, IA
 Riege, Beverly J.; Vinton, IA
 Riemersma, Eulyn Rae; Spirit Lake, IA
 Riesenber, Lynn Ann; Audubon, IA
 Riessen, Lois M.; Harlan, IA
 Rife, Jennifer Sue; New Market, IA
 Rigel, Nancy M.; Waterloo, IA
 Rihner, Pamela Sue; Shelby, IA
 Rinaldi, Mary J.; Cedar Rapids, IA
 Riphagen, Vickie Fay; Orange City, IA
 Robins, Sheryl K.; Osceola, IA
 Robinson, Katherine G.; Des Moines, IA
 Robinson, Cathleen Sue; Pella, IA
 Robinson, LaVerne E.; West Des Moines, IA
 Roddy, Roberta J.; Audubon, IA
 Roe, Luana J.; Windsor Heights, IA
 Roeder, Susan M.; Odebolt, IA
 Roelle, Susan L.; Muscatine, IA
 Rogers, Sandra L.; Hornick, IA
 Rohler, Nancy A.; Bettendorf, IA
 Rohret, Julie A.; Oxford, IA
 Rollinger, Lynn C.; Hopkinton, IA
 Ross, Becky Lou; Lawton, IA
 Roth, Suzanne M.; Ankeny, IA
 Rouchka, Judith A.; Cresco, IA
 Rowe, Karin Marie; Merrill, IA
 Rowe, Linda K.; Ottumwa, IA
 Ruff, Debra Sue; Solon, IA
 Rump, Ardith J.; Fort Madison, IA

Running, Cynthia A.; Roland, IA
 Russell, Julie Marie; Ames, IA
 Ryan, Cindy R.; Bettendorf, IA
 Ryan, Judy L.; Urbandale, IA
 Ryherd, Donna M.; Alta, IA
 Sadler, Helen; Waterloo, IA
 Sakulin, Susan Mary; Cedar Rapids, IA
 Salmon, Tracy L.; Sioux City, IA
 Salsberry, Patti D.; Burlington, IA
 Salter, Marilyn R.; Ankeny, IA
 Salwey, Nadine E.; Swisher, IA
 Sampson, Nancy Jo Ann; Davenport, IA
 Sampson, Marie H.; Ankeny, IA
 Sanderson, Diana L.; Bettendorf, IA
 Sandle, Cathy S.; Des Moines, IA
 Sandven, Cynthia Rae; Humboldt, IA
 Sass, Dennison W.; Wilton, IA
 Sauke, Amy Erin; Charles City, IA
 Saunders, Brenda L.; Manchester, IA
 Scardino, Jane Marie; Dubuque, IA
 Schaer, Martha Ann; Des Moines, IA
 Schafer, Kerry K.; Emerson, IA
 Schenck, Cynthia C.; Glenwood, IA
 Schleis, Scott J.; Rock Rapids, IA
 Schleisman, Anthony Phillip; Ottumwa, IA
 Schloss, Teresa J.; Winthrop, IA
 Schlotfeld, Teresa A.; Cedar Rapids, IA
 Schmidt, Allyson Ann; Harlan, IA
 Schmidt, Susan M.; Davenport, IA
 Schmitt, Theresa L.; Whittemore, IA
 Schmitz, Gwendolyn S.; Thornton, IA
 Schnackel, Susan R.; Runnells, IA
 Schneider, Barbara Neitzel-; Cedar Rapids, IA
 Schoenheider, Donna Lee; Orland Park, IL
 Schoephorster, Pamela K.; Clinton, IA
 Schopf, Daniel M.; Ankeny, IA
 Schork, Angela Catherine; Marion, IA
 Schossow, Michelina E.; Des Moines, IA
 Schreiber, Jennifer L.; Cedar Falls, IA
 Schrobilgen, Bette Jean; Dubuque, IA
 Schroeder, Christine A.; Guttenberg, IA
 Schroeder, Deborah M.; Cedar Rapids, IA
 Schultz, Karen M.; Dunkerton, IA
 Schumacher, Jean T.; Lake City, IA

Schumacher, Cynthia M.; Charles City, IA
 Schumacher, Mary M.; Dubuque, IA
 Schwartz, Lori K.; Greenfield, IA
 Scott, Charisse D.; Gilman, IA
 Scott, Jason Adam; Glidden, IA
 Scott, Kathleen A.; Cedar Rapids, IA
 Seeden, Suzanne Mary; Glidden, IA
 Selleck, Renee Annette; Waterloo, IA
 Senne, Linda J.; Altoona, IA
 Septer, Steven Patrick; Overland Park, KS
 Servantez, Diane K.; Mason City, IA
 Seufferlein, Tamara Ruth; Waterloo, IA
 Shannon, Dorothy I.; Liberty, MO
 Shawler, Suzanne M.; Creston, IA
 Shay, Rebecca L. Horwitz-; Fairfield, IA
 Shea, Dianne L.; Maquoketa, IA
 Sheldon, Darcy A. Weibrenner-; Albia, IA
 Sherburne, Cheryl Lynn; Shell Rock, IA
 Sheriff, Mandy Michelle; Monmouth, IL
 Shickell, Karen Ann; Iowa City, IA
 Shilling, Janine K.; Whiting, IA
 Shiltz, Laura Anne; Davenport, IA
 Shirk, Charlotte Rae; Mount Vernon, KY
 Shortt, Mary Elaine; Waterloo, IA
 Shuey, Karen Sue; Grundy Center, IA
 Siems, Sheryl A.; Iowa City, IA
 Sievers, Lynette A.; Washington, IA
 Skjeveland, Ann K.; Cresco, IA
 Slabach, Sonya I.; Kalona, IA
 Slavik, Rhonda K.; Schleswig, IA
 Sloan, Yvonne K.; Mount Pleasant, IA
 Smith, Ann E.; Oxford, IA
 Smith, Connie L.; Maxwell, IA
 Smith, Kathlyn M.; Des Moines, IA
 Smith, Sandra K.; Eldora, IA
 Smith, Diane L.; Akron, IA
 Smith, Lois A.; Nevada, IA
 Smith, Sherrie J.; Sioux City, IA
 Snow, Gayle P.; Clear Lake, IA
 Snyder, Bridgid Kathleen; Des Moines, IA
 Snyder, Carol J.; Breda, IA
 Solberg, Diane; Waterloo, IA
 Solberg, Lisa A.; Cedar Falls, IA
 Sorel, Victoria Jeanine; Ankeny, IA
 Sorensen, Arlis Lorraine; Goldfield, IA
 Sorenson, Susan B.; Sioux City, IA

Sorge, Nicole Christine; Cedar Rapids, IA
 Soubannarath, Phonesavanh C.; Iowa City, IA
 Spellacy, Renee Lynne; South Hadley, MA
 Spencer, Christina M.; Coralville, IA
 Spieker, Peggy A.; Des Moines, IA
 Splinter, Doris A.; East Dubuque, IL
 Spratte, Roxanne L.; Guthrie Center, IA
 Squier, Paula J.; Charles City, IA
 Stallman, Susan; Robins, IA
 Stanley, Wendy Dawn; Osceola, IA
 Stanley, Patricia; Essex, IA
 Staudt, Laura K.; Greene, IA
 Stearns, Julie A.; Orion, IL
 Stein, Marilyn R.; Gilmore City, IA
 Steinkuehler, Carolyn S.; Defiance, IA
 Stephas, M. Teresa; Dickens, IA
 Stephens, Laura K.; Savanna, IL
 Stephens, Rachel Elisabeth; Des Moines, IA
 Stephenson, Rachel Marie; Cedar Rapids, IA
 Stevens, Helen A.; Elliott, IA
 Stevenson, Anita L.; Waterloo, IA
 Stewart, Camilla J. Cortesio; Ottumwa, IA
 Stewart, Kimberly Ann; Hartford, IA
 Stockham, Anna M.; Carroll, IA
 Stodden, Sabrina J.; Sioux City, IA
 Stoline, Sharon J.; Clarion, IA
 Stoll, Margaret L.; Bernard, IA
 Storey, Jannis R.; Rockwell, IA
 Storm, Bonnie L.; Sioux City, IA
 Strasser, Deana K.; Underwood, IA
 Strohman, Sherry L.; North English, IA
 Stuck, Dolores F.; Sioux City, IA
 Stull, Corey I.; Urbandale, IA
 Stumbo, Andrew Wyeth; Tipton, IA
 Stumpf, Jane M.; Cuba, MO
 Stutheit, Kelli L.; Johnston, IA
 Sullivan, Janet R.; Iowa City, IA
 Sullivan, Sue Ann; West Des Moines, IA
 Sunderman, Megan Nicole; Clarinda, IA
 Suppes, Georgieanna; Waterloo, IA
 Swalin, Mary M.; Eagle Grove, IA
 Swank, Pamela S.; Moline, IL

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NOVEMBER RNs *Continued from page 37*

Swanson, Susan A.; LeClaire, IA
Swanson, Mary E.; Dawson, IA
Swanson, Tami Raynette; Fonda, IA
Swender, Joan L.; Mount Vernon, IA
Szczech, Susan A.; Coralville, IA
Szymczuk, Marsha A.; Des Moines, IA
Takes, Mary L.; Cedar Rapids, IA
Talbert, Tina Marie; Ottumwa, IA
Tangeman, Mary L.; Cedar Rapids, IA
Taylor, Sara J.; Iowa City, IA
Taylor, Wendy W.; Mason City, IA
Teepie, Miriam; Council Bluffs, IA
Terry, Tracy J.; Holstein, IA
Thibodeaux, Samuel Joseph; Iowa City, IA
Thomas, Shannon Leigh; Bellevue, IA
Thomas, Ann Jane; Ankeny, IA
Thomas, Nancy J.; Lisbon, IA
Thome, Karen R.; Osage, IA
Thompson, Tena Marie; Osage, IA
Thompson, Rena D.; Sergeant Bluff, IA
Thompson, Vicki L.; Britt, IA
Thornburg, Virginia M.; Great Falls, MT
Thu, Sheryl; Spencer, IA
Tiedtke, Tiffany M.; Cedar Rapids, IA
Tierney, Sharon A.; Mapleton, IA
Ties, Kathryn Elizabeth; Dubuque, IA
Tillman, Juli C.; Farragut, IA
Timm, Karen D.; Williamsburg, IA
Timmins, Jody L.; Monroe, IA
Timmons, Carol A.; Colesburg, IA
Tippe, Carol S.; Iowa City, IA
Todd, Cathy; Grimes, IA
Top, Deniece Jael; Council Bluffs, IA
Torkelson, Teresa M.; Manning, IA
Tormollan, Carole Faye; Iowa City, IA
Tornquist, Diana R.; Ankeny, IA
Tracy, Janet; Ankeny, IA
Treise, Nancy Lynn; Fort Dodge, IA
Trilk, Andrea B.; Dubuque, IA
Trimble, Debra E.; Marion, IA
Tripp, Kathryn; Luray, MO
Troutner, Ileen E.; Marshalltown, IA
Tuel, Valerie A.; Des Moines, IA
Tuttle, Cheryl L.; Des Moines, IA
Twedt, Jennifer Lynn; Roland, IA
Ugolini, Darla D.; Madrid, IA
Umphrey, Melanie Deann; Coralville, IA
Uthe, Beverly J.; Dubuque, IA
Valdez, Anna M.; Urbandale, IA
Valet, Kristyn M. Pitzer; Wilton, IA
Vallier, Joni Kay; Council Bluffs, IA
Van Bommel, Jennie Laura; Exira, IA
Van De Walle, Darcie Jo; Cedar Rapids, IA
Van Liew, Jeanette A.; Des Moines, IA
Van Voorst, Gail Arlene; Inwood, IA
VanArkel, Patricia A.; Bloomfield, IA
Vanden Brink, Anita L.; Hull, IA
Vanderbrink, Leah Ruth; Doon, IA
Vandermillen, Michael Joseph; East Dubuque, IL
VanDorn, Dayna M.; Centerville, IA
Vangilder, Patricia A.; Altoona, IA
Vannatta, Diane L.; State Center, IA
VanSike, Melyssa Kay; Lynn Center, IL
Vant Hul, Markie Lynn; Hull, IA
VanZuiden, Donna L.; Fulton, IL
Vasey, Rebecca; Des Moines, IA
Veit, Sharon Ann; Amana, IA
Ventullo, Mary A.; Waverly, IA
Vesely, Sherri L.; Toledo, IA
Vogel, Robin; Afton, IA
Vondrak, Susan J.; Emmetsburg, IA
Wade, Debra J.; Van Meter, IA
Wade, Faye; West Des Moines, IA
Wager, Susan Elizabeth; Ankeny, IA
Wagner, Barbara J.; Iowa City, IA
Wahl, Jeannie M.; Clear Lake, IA
Walker, Margaret A.; Burlington, IA
Walker, Annette Marie; Fort Dodge, IA
Walz, Candi Rae; Tama, IA
Wantock, Regina J.; Springville, IA
Ward, Jason Dennis; Belmond, IA
Ward, Rita; Council Bluffs, IA
Waring, Michelle L.; Sioux Center, IA
Waters, DaOnnise; Des Moines, IA
Waters, Phyllis D.; New Albin, IA
Watkinson, Brook Nicole; Cedar Rapids, IA
Watters, Bridget Marie; North Liberty, IA
Weber, Karen; Cascade, IA
Webrand, Vickee L.; Waterloo, IA
Webster, Christine Marie; Geneseo, IL
Weehler, Kimberly Sue; Maloy, IA
Werner, Matthew R.; Lake Mills, IA
Wertz, Carol E.; Osage, IA
West, Stacey Blair; Harcourt, IA
Wester, Ann M.; Davenport, IA
Westlake, Kristy A.; Pleasant Hill, IA
Wetzstein, Karen Lee; Lake View, IA
Weyen, Pamela L.; Sloan, IA
Wheelock, Gretchen Elizabeth; Iowa City, IA
White, Bryn Erin; West Des Moines, IA
White, Janice; Sioux City, IA
White, June M.; Grimes, IA
White, Daniel D.; Iowa City, IA
Whitlock, Nicole Marie; Sioux City, IA
Wieck, Mary E.; Cedar Falls, IA
Wiemerslage, Judith Ann; Dorchester, IA
Wilbert, Jeanann Marie; Ireton, IA
Wildeboer, Victoria L.; Waterloo, IA
Wilgenbusch, Rose A.; Dubuque, IA
Wilkinson, Rachel A.; Ankeny, IA
Willett, Dianna L.; Des Moines, IA
Willett, Sally J.; Tama, IA
Willey, Deborah A.; Marshalltown, IA
Williams, Debra Jean; West Des Moines, IA
Williams, Jeanne A.; Clinton, IA
Williams, Linda K.; Swisher, IA
Williams, Mary E.; Des Moines, IA
Williamson, Mary Colleen; Henderson, KY
Wills, Laura Lee R.; Keokuk, IA
Wilson, Barbara G.; Boone, IA
Wilson, Kaleigh L.; Oakland, IA
Wilson, Rosa L.; Ottumwa, IA
Wilson, Sharon K.; Dysart, IA
Wilson, Tamara K.; Newton, IA
Winblade, Janice L.; Ottumwa, IA
Wing, Allison Lynn; Waterloo, IA
Witt, Sandra L.; Charlotte, IA
Wohlert, Shahna Marie; Lake Park, IA
Wolff, Tamara A.; Readlyn, IA
Wood, Cecilia K.; Oskaloosa, IA
Wood, Lisa M.; Rock Island, IL
Wood, Sandra K.; Iowa City, IA
Woody, Teri Lorene; Lathrop, MO
Woolever, Julie Ann; Fort Madison, IA
Woollums, Mary K.; Albia, IA
Worrell, Kathryn A.; West Branch, IA
Worrell, Teresa M.; Sioux City, IA
Woulfe, Sister M. Martina; Johnston, IA
Wright, Clare L.; Waterloo, IA
Wright, Vicki L.; Onawa, IA
Wulfekuhle, Sue A.; New Vienna, IA
Wynn, Margaret Gloria; Montebello, CA
Yeoman, Carolyn A.; Ottumwa, IA
Young, Melissa Sue; Des Moines, IA
Young, Florence E.; Earlham, IA
Young, Pamela Serena; Waterloo, IA
Youngblut, Jennifer Lynne; Brooklyn Park, MN
Yutzy, John N.; Iowa City, IA
Zaber, Mary P.; Dubuque, IA
Zimmerman, Margaret Ethel; Maquoketa, IA
Zwaschka, Sheryl L.; Altoona, IA