

Iowa Board of Nursing Newsletter



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Members of the Iowa Board of Nursing MAY 1, 2015 - APRIL 30, 2016

	<u>TERM ENDS</u>
Gwen Suntken, MS, RN Chairperson Representing Nursing Practice	2017
Deb Larson, LPN Vice Chairperson Representing Nursing Practice	2017
Nancy Kramer, EdD, ARNP, CPNP, CNE Representing Nursing Education	2016
Chad M. Ware, MSN, RN Representing Nursing Practice	2016
Kathryn Dolter, RN, PhD Representing Nursing Education	2018
James A. Seymour Consumer	2016
LeRoy Strohmman, D.D.S. Consumer	2017

The Investigative Process

by Doug Bartels,
Associate Director of Enforcement

The Iowa Board of Nursing (Board) accepts complaints from many sources, including employers, patients, co-workers, and the public. All complaints are seen by the Board who then makes the decision on how to proceed with the information associated with the complaint. If a complaint is made in good faith and without malice, the complainant and any witnesses who offer testimony about the complaint, are protected from civil liability. The Board prefers the complaint is made in writing using the complaint form found on our website with as much information provided on the form that is possible. The Board will accept complaints without the form, but asks that they are made in writing. The Board will accept an anonymous complaint, though this is not encouraged as it prevents additional information from being obtained from the source. Nurses should be aware that per Iowa Code they can be held responsible for "failing to report suspected wrongful acts or omissions committed by a licensee of the Board," and are also required by law to self-report all criminal convictions and out of state discipline within 30 days.

As Chief Investigator, I review the complaints and assign them to one of eight investigators. We have five Registered

Nurse (RN) investigators, and three whose background is law enforcement. Generally, the complaints that appear initially to be more practice oriented are assigned to the nurse investigators and those that are more criminal in nature are assigned to the investigators with law enforcement experience. A notable amount of the complaints we receive pertain to substance abuse. This includes: diversion of narcotics, prescription fraud, being impaired on-duty, and off-duty arrests for impairment. Occasionally a complaint will be shown to the Board before being investigated to inquire if the Board requests an investigation to be conducted in response to the complaint. These may be complaints that lack specificity, are civil in nature, are out of the Board's jurisdiction, or are not violations of the nurse practice act. The Board closes approximately half of all complaints filed with no public action for the same reasons cited above, though almost all are fully investigated before being presented to the Board.

The Board has authority over Licensed Practice Nurses (LPNs), Registered Nurses (RNs), and Advanced Registered Nurse Practitioners (ARNPs). It does not have authority over unlicensed assistive personnel. It is necessary to contact the Iowa Department of Inspections and Appeals to report

The Investigative Process continued on page 8

Executive Director's Report

Important Reminders

Kathy Weinberg, MSN, RN
Executive Director

Nurses are busy people! I believe this to be a fact. Not only are nurses busy working within the nursing profession, but they also have busy lives outside of their work environment. Though, as a nursing professional there are rules and regulations all nurses must follow to retain their license.

I would like to remind all nurses of some key requirements and suggestions in retaining your license and pose some questions relating to meeting those requirements. Please note this list is not all inclusive.

1. Routinely check your wallet card on the Online Verification System to determine your license expiration date.
2. A licensee may renew a license beginning 60 days prior to the license expiration date on the wallet card.
3. At the time of renewal make sure you have completed your continuing education requirements.
4. For renewal of a three year license, the requirement is 36 contact hours or 3.6 CEUs.
5. For renewal of a license that has been issued for less than three years, the requirement is 24 contact hours or 2.4 CEUs. (The two year license only occurs in the first license renewal cycle.)
6. Maintain records of the continuing education you have received in your licensing cycle.
7. If you are chosen for a random audit of your continuing education, complete the audit following the directions.
8. Do you regularly examine, attend, counsel or treat dependent adults or children in Iowa? If the answer is yes, have you completed the Mandatory Training course for dependent adults and children within the last 5 years? This course must be completed every 5 years.

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Board Meeting

December 9, 10, 11, 2015 (November 18, 2015)
March 22, 23, 24, 2016 (March 1, 2016)
June 21, 22, 23, 2016 (May 31, 2016)
October 5, 6, 7, 2016 (September 14, 2016)

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

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IBON President Discusses Ethics in Nursing

Gwen Suntken
IBON President

The National Council of State Boards of Nursing has stated that one of their core values is integrity. Integrity is doing the right thing for the right reason through honest, informal, open and ethical dialogue. Ethics is beginning to play a more important role in professional nursing in today's world. Modern nursing is more complex and often creates ethical situations. It is important that nurses do their best to provide care for their patients which often includes community services, and that all support each other in the process, so that all nurses can fulfill their ethical and professional obligations.



If a board of nursing has to discipline a nurse they may require the nurse to complete an ethics course. Ethics courses assist the nurse when they have significant gaps in the development of their moral judgment and values. Many health care facilities now have an ethics committee to develop standards and employee expectations. It is each professional nurse's responsibility to be ethical in his/her nursing practice.

In 2015, the American Nurses Association (ANA) published an updated Code of Ethics for Nurses. Nurses are encouraged to review the ANA information about ethics to assure they are meeting their responsibilities and professional standards. The information can be found on the ANA website at <http://www.nursingworld.org/MainMenuCategories/EthicsStandards/CodeofEthicsforNurses>

Editor's note: Gwen Suntken started her career in nursing 46 years ago and has been serving on the Iowa Board of Nursing since May 2011. Gwen has extensive experience in long term care consulting and spends her days training professional nurses through her nursing continuing education business.

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Executive Director continued from page 1

- At the time of initial licensure or renewal answer all questions honestly, specifically relating to your continuing education and criminal history.
- Does the board office have your current address on file? If not, submit your current address online at nursing.iowa.gov, select IBON Online Services, or in writing to the board office or submit by email. (This should occur within 30 days of your move.)
- Do you know the address for the Iowa Board of Nursing's website? www.nursing.iowa.gov. Mark it as a favorite and refer to it often!
- Do you know where to find the Iowa Administrative Rules for nursing, 655IAC?
- Do you know who your legislator is?
- Have you explored the option of joining a professional nursing organization and asked yourself how you can become involved in your profession?
- Board staff is here to help answer your questions – it is always better to ask than to assume you have the correct answer. The main number to the board office is 515-281-3255.

Specific to the Advanced Registered Nurse Practitioner (ARNP):

- ARNPs must hold an active RN license and an active certification throughout the license period.
- For an Iowa ARNP license you must submit a copy of your current certification card from the applicable national certifying body and documentation of your RN license if from another compact state.
- The continuing education required by the national certifying body is deemed to meet the continuing education requirement mandated by law for license renewal. Documentation of current certification in itself verifies compliance.
- ARNP's who regularly examine, attend, counsel or treat children or adults in Iowa are required to complete the Mandatory Training course for dependent adults and children every 5 years.

In summary, nurses are busy, but you are accountable and responsible to follow the rules and regulations which govern your licensure and practice. I encourage you to stay informed and to follow the steps necessary to continue your nursing practice.

As always, thank you for all your contributions to the nursing profession. Kathy



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Communicating with the Iowa Board of Nursing

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

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

QUESTIONS ABOUT	CONTACT
<ul style="list-style-type: none">Name/address changesRequest application for license renewal, reactivation, endorsement, or examInactive status	Phone 515-281-4826 ibon@iowa.gov
<ul style="list-style-type: none">Your license renewal or reactivation in processLost/stolen licensesLicense Verification	Phone 515-281-3264 ibon.renewal@iowa.gov
<ul style="list-style-type: none">Your license by examination in processInitial ARNP applicationYour ARNP application in process	Phone 515-281-6488 newnurs@iowa.gov
<ul style="list-style-type: none">Your license by endorsement in processYour ARNP renewal in process	Phone 515-281-4827 endorse@iowa.gov Phone 515-281-4827 arnpren@iowa.gov
<ul style="list-style-type: none">Continuing Education rulesContinuing Education provider rules	Phone 515-281-8808 Laura.Hudson@iowa.gov
<ul style="list-style-type: none">Special approval of Continuing Education coursesAudits	Phone 515-281-8258 ibon.audit@iowa.gov
<ul style="list-style-type: none">Disciplinary issuesSanctioned cases	Phone 515-281-6472 enforce@iowa.gov
<ul style="list-style-type: none">Editor, Iowa Board of Nursing newsletterWebsite content	Phone 515-281-8808 Laura.Hudson@iowa.gov
<ul style="list-style-type: none">Scope of nursing practice in Iowa	Phone 515-281-4828 nursingpractice@iowa.gov
<ul style="list-style-type: none">Formal nursing education in Iowa	Phone 515-281-4828 nursingeducation@iowa.gov
<ul style="list-style-type: none">Nurse Licensure Compact Agreement (Multi-state license)NCLEX accommodationsForeign applicants for licensure	Phone 515-281-5535 Lynn.Linder@iowa.gov


Board Member Profile

**Kathryn J. Dolter, RN, PhD,
Lieutenant Colonel U.S. Army (Retired)**

Editor's note: Three-year appointments to the Iowa Board of Nursing (IBON) occur following an application process and appointment by the Governor and Lt. Governor. In this article you will meet the newest board member of the BON, Dr. Kathy Dolter.

Dr. Kathy Dolter currently is the Dean of Nursing at Kirkwood Community College. She is a retired Lieutenant Colonel (US Army) who held varying positions in nursing education within the Army including Critical Care Course Instructor (Brooke Army Medical Center) and Chief of Hospital Education (Landstuhl Regional Medical Center). Dr. Dolter has also served in nursing academia as an assistant professor of nursing at the University of Iowa (2002-2004); Department Head, University of Dubuque (UD) Nursing Department (2004-2009) where she led and managed the design and start-up of the UD pre-licensure nursing program; and Program Director of the MSN Program at Mount Mercy University (2011-2014) assisting in the start-up of that graduate program. Dr. Dolter's non-academic/non-educational experiences include 10 plus years as a critical care staff nurse and nurse manager; 4 years in the leadership of the Army Surgeon General's VA/DoD Evidence-Based Clinical Practice Guideline Development and Implementation Project to improve the quality of care for Service-members, veterans, and their families; and 1.5 years as a Clinical Quality Program Analyst, Evidence-Based Practice, in the Office of Quality and Performance, in the VA Central Office in Washington, D.C. where Dr. Dolter also focused on further VA/DoD Clinical Practice Guidelines development and implementation to improve the quality of health care for our country's Service-members and Veterans. Dr. Dolter has been assigned to the Education Committee of the IBON.





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Practice Corner

Pain Management and the Role and Responsibility of the Advanced Practice Nurse

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

Many advanced registered nurse practitioners (ARNPs) are responsible for managing and treating patients who experience pain associated with a disease process and/or disability. Several national guidelines and policy statements have been developed to guide and support health care providers in managing and treating pain (APS, 2009; WHO, 2012). Yet, there is a plethora of research that examines how pain may be undertreated and/or undermanaged urging health care providers to identify the best approaches for treating and managing pain (da Cunha, 2015; Giordano & Schatman, 2008; Tsang et al., 2008). At the same time, there has been a rise in the number of cases concerning prescription drug diversion and abuse. This trend may present some challenges for ARNPs who work with patients experiencing pain.

In 2008, the Iowa Boards of Medicine, Pharmacy, Nursing and Physician Assistant convened to develop a policy statement to improve pain management services for all Iowa residents and to provide guidance and support for health care providers who work with patients suffering from pain. The Boards inferred that the goal of pain management is to treat each patient's pain in relation to the patient's overall health, including physical function and psychological, social and work-related factors (Iowa Board of Nursing, 2008). In addition, patients deserve compassionate evidence-based care to manage their pain, whether it is acute or chronic, mild or severe. Health care providers should, within their legal scope of practice, attend to their patient's pain and overall concerns.

Based on the *Clinical Guidelines for the Use of Chronic Opioid Therapy in Chronic Non Cancer Pain* and the WHO

Guidelines on the Pharmacological Treatment of Persistent Pain in Children with Medical Illnesses, the following are evidence-based recommendations for health care providers in the management and treatment of pain:

- Conduct a thorough initial history and physical examination to identify the problem. Also, determine the patient's risk for substance abuse, misuse, or addiction.
- Inform patients about the risks and benefits associated with opioid therapy. A written plan and agreement should clarify expectations for the patient, family members, and health care provider.
- Health care providers need to review the therapy based on the unique clinical outcomes of the patient and their progress toward meeting therapeutic goals. The decision to continue with long-term therapy should be based on the success of the initial trial meeting both patient and provider's goals.
- In choosing options for patients, it is strongly recommended to start at a low dose, titrate medication slowly, and that shorter acting agents are always preferred for initial therapy.
- Patient monitoring during therapy should include documentation of periodic reassessment of all patient risks and benefits.
- For providers considering treating high-risk patients, or patients with a history of suspected former or current drug or substance abuse, significant psychiatric issues and/or serious aberrant drug related behaviors, the recommendation is to refer their patients to the appropriate credentialed Mental Health, Addiction, and Pain Management specialists.
- The panel indicated that therapy should be stopped if patients are known to divert opioids or those

engaging in serious aberrant behaviors. Also, they recommended the use of a Prescription Monitoring Program to help identify patients who obtain drugs from multiple providers and locations.

- Discuss and address adverse reactions to opioid therapy, such as constipation, nausea/vomiting, sedation, and respiratory depression.
- Use of multidisciplinary pain management modalities should be considered whenever possible to include physical, vocational, or psychological therapies.
- Cognitive impairment is typical with opioid therapy.
- Continuous access to primary care providers offers patients continuity and care coordination.
- Little evidence supports the concept of "break through pain." ARNPs should avoid writing for "as needed" doses of additional opioid medications. If providers are identifying that patients are having increased or continued pain, it is recommended to reevaluate the current treatment plan and consider additional testing, follow-up visits, and consultation rather than additional "as needed" opioids. Also, the provider should consider non-pharmacological options and non-opioid medications prior to the addition of more opioid therapies.
- Women of childbearing age should be counseled about the risks of opioid therapy during pregnancy and after delivery.
- Maintain currency and knowledge of federal and state laws, regulatory guidelines, and local health agency policies concerning opioid therapy and ARNP scope of practice.

Pain Management continued on page 5



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Pain Management continued from page 4

In addition to using evidence-based guidelines and following their institution's policies and procedures, ARNPs may also use the Iowa Prescription Monitoring Program (PMP). The PMP provides authorized prescribers with information concerning their patient's use of controlled substances and is used as a tool in determining appropriate prescribing and treatment of patients (IBOP, 2015). ARNPs may register to use the Iowa PMP, which is located in the Iowa Board of Pharmacy website.

Advanced practice nurses who bestow pain management services must work to maintain a balance between compassionate care and relief of suffering and appropriate levels of vigilance concerning the prescribing of medications (Peppin et al., 2015). Attaining this balance is optimal to ensure patient safety while providing high quality and evidence-based care.

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Case summary:

- The nurse attended to the patient and determined that he needed to go to the ER within 5 minutes of the patient arriving at the clinic.
- The patient's girlfriend took him directly to the hospital, where he was triaged but showed no fever and normal blood pressure. The patient began showing signs of delirium nearly two hours later, and an hour afterward began to be treated for meningitis even though a diagnosis had not been confirmed.
- The patient was definitively diagnosed with Neisseria meningitis, Group B, the next day. He died less than 24 hours after arriving at the urgent care clinic.

The nurse was named, along with the clinic where she worked, the physician working at the clinic, the ER physician and the hospital, in a lawsuit brought by the parents of the patient. The parents alleged that if the nurse would have triaged the patient and the physician would have seen him, they would have recognized the symptoms of meningitis and administered antibiotics in time to save his life.

Defense experts supported the actions of the nurse in referring the patient to the ER immediately. Discovery also confirmed that the patient had been ill for several days before seeking help, and the defense concluded that no treatment could have reversed the course of the illness.

Despite this, her defense costs topped \$125,000.

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Board and Committee minutes are posted at our website approximately three (3) months following the meetings.

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Fluoroscopy Audit Reminder

The administrative rules governing nursing in Iowa require Advanced Registered Nurse Practitioners (ARNPs) who supervise the use of fluoroscopic x-ray equipment to have the appropriate education and continued annual radiological safety updates. Pursuant to 7.2(d), the initial and annual education requirements are subject to audit by the Board. Therefore, the Board of Nursing will be auditing ARNP's who supervise fluoroscopy.

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

- On the ARNP online and paper renewal application a question will be asked if the practitioner provides direct supervision in the use of fluoroscopy. The renewal process is every three years,
- If the practitioner answers yes, they will be required to provide verification of completion of the initial course and yearly safety courses, along with a **copy of the course description and learning outcomes (it is important to submit the specific course description and learning outcomes and not just the course title),**

- Board staff will contact the practitioner if there are any questions about the submitted course work or if the practitioner has not completed their required education,
- At any point in time that board staff identifies the ARNP is not complying with the course requirements and the audit process the information will be submitted to the Enforcement Unit.

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

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The Investigative Process continued from page 1

a complaint concerning a Certified Nursing Aide or a Certified Medication Aide. Likewise, the Board does not have authority over an organization or facility, though it may investigate the conduct of one or more nurses in that facility. The Board must report suspected criminal activity to the appropriate law enforcement agency where a potential criminal act has occurred if no law enforcement has been involved in the Board's investigation. In most cases, law enforcement is usually contacted by the complainant or employer, but in those exceptions the County Attorney in the county of occurrence is typically notified. Board investigations commonly take place during a similar time frame when other agencies are investigating the same allegation from their own perspective. Some of the other agencies that may investigate the same information as the Board are: local law enforcement, Medicaid Fraud, the Department of Inspections and Appeals, and the Office of Inspector General. The Board does not file criminal charges - its authority is limited to action against a nurse's license to practice nursing and uses the regulatory code that governs nursing found in Iowa Administrative Code 655, Chapter 4, under the provisions of Iowa Code chapters 17A, 147, 152 and 272C.

Each investigator has a caseload and is responsible to triage their cases, working those with the greatest risk to the public soonest. The time it takes to work a case can be as simple as one phone call and a brief written summary the same day, to a year or more of record gathering, witness interviewing, peer review, and litigation. The investigators typically have several dozen cases actively being worked at any given time. Investigations involve: substance abuse, drug diversion, poor practice, boundary violations, documentation errors, exceeding scope of practice, unprofessional behavior, and administrative complaints such as non-compliance with continuing education audits or working on an inactive license.

During an investigation, the investigator typically will attempt to interview the complainant and all relevant

witnesses and gather all supporting documentation. The licensee is interviewed last to allow the licensee the opportunity to respond to the allegations against them and the documentation acquired throughout the process. It is up to the employer to decide the licensee's employment status during the investigation. The investigator makes numerous attempts to contact the licensee by more than one means. Still, it is not unusual for a licensee to choose not to respond, or have no current contact information on file with the Board with which to contact them. It is in the licensee's best interest to speak with the investigator and provide their input. If the licensee does not provide input in the investigation the case is forwarded with the information available. The licensee can still practice while under investigation, unless an agreement not to practice until the case is resolved has been made. Investigations are confidential and remain so, until public documents are approved by the Board.

Before the Board sees the case, each Investigation is reviewed for accuracy, completeness, and to provide any guidance needed by me and an Assistant Attorney General assigned to the Board.

The Board typically reviews cases every month, meeting in person or telephonically. The Board may decide to approve a Statement of Charges against a licensee or close the case. A preponderance of the evidence, which is the belief that at least 51% of the evidence supports the allegation, is what is needed for the Board to vote that a charge has been proven. If the case is closed, the complainant will be notified of this by mail in most cases. If charges are approved, a hearing date is set approximately three (3) months away, in which the licensee may appear in front of the Board with or without private legal counsel. Most cases are resolved informally with a settlement offer the licensee receives prior to the hearing. The settlement offers are written with the resolution of past cases of a similar nature as a reference. At each Board meeting several hearings are held, the results of which are approved and made public by the Board at a later time. Once there is final resolution in a case, all public documents are available on the Board's website and reported to a national data bank. Public disciplinary documents are permanent and shared with other Boards of Nursing in which the nurse may be licensed.

At a hearing the licensee may represent themselves or hire counsel at their expense. The State is represented by an Assistant Attorney General who will ask questions of the licensee and provide witnesses to prove the Counts against the licensee. Board members may also ask questions of the licensee or witnesses. The licensee will have the opportunity to cross examine any witnesses for the State and introduce their own witnesses and evidence. An Administrative Law

The Investigative Process continued on page 9

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The Investigative Process continued from page 8

Judge presides over the hearing and will create the Findings of Fact following the hearing. The Board is the authority that will make the decision about if the Counts are upheld and what remediation there will be for the licensee. The Findings of Fact are approved at a later date and, unless appealed, become the final verdict on a case.

Types of remediation commonly used by the Board, and found in settlement offers are:

- **Revocation.** This remediation only occurs following a hearing.
- **Suspension** until the licensee accomplishes one or more tasks to show the Board they are safe to practice.
- The most common suspension is associated with substance abuse cases that suspend the licensee until they provide a substance use disorder assessment and can demonstrate they have successfully completed treatment, aftercare, and a demonstrated period of sobriety. In some cases the suspension never actually occurs because the licensee has provided the necessary remediation, or proof of sobriety, to the Board in a timely manner and they can begin probation.
- **Probation.** Usually consists of 12 months in which the licensee is monitored by a case worker from the Board. Substance abuse probations are the most common and require the licensee to call in to an automated system every day to determine if they need to provide a specimen for testing that day.
- **Continuing Education** is a common form of remediation in which the licensee is required to complete education in the area addressed by the

charges. There are a few in person multi-day courses used, but most involve online education.

- A **Fine** can be levied against a licensee. The fine is usually used in administrative cases such as working with an inactive license or audit failures. The maximum fine is set by code at \$1,000.00.
- A **Citation and Warning** is the Board's term for a public, written reprimand. This is the minimum amount of public discipline the Board can use and essentially provides a short public record of what the licensee did, with the Board's warning that they do not approve of the action and if it occurs again more serious discipline is possible.
- **Voluntary Surrender** - A licensee may choose to voluntarily surrender his/her nursing license in resolution to the charges. This is seen as resolution to the pending case. The licensee must then request reinstatement of his/her license from the Board after one year and will need to show that the concerns that existed at the time of surrender have been resolved.

The Board also issues several confidential letters to licensees each year in which they educate or admonish the licensee for their choices, while stopping short of public discipline. Another type of sanction the Board may issue is to **Deny** a license; or, issue a license by **Consent Agreement**, which will be addressed in another article.

The Investigatory process can seem confusing and Board staff are always willing to help explain the process to anyone involved. Please see the Board's website at nursing.iowa.gov for further information about the disciplinary process under the Enforcement heading.

Renewal Reminder

It is preferred that you renew your nursing license 30 to 60 days prior the expiration date. Technically, you can renew your license until midnight the date of your expiration without penalty. However, this practice is discouraged as online system problems can occur and late fees will be assessed for any renewal completed after midnight of the expiration date.

EXPIRATION DATE	RENEWAL DATES	LATE FEE ASSESSED	INACTIVE STATUS (if not renewed)
October 15, 2015	August 15 – October 15	October 16	November 16, 2015
November 15, 2015	September 15 – November 15	November 16	December 16, 2015
December 15, 2015	October 15 – December 15	December 16	January 16, 2016
January 15, 2016	November 15 – January 15, 2016	January 16	February 16, 2016
February 15, 2016	December 15, 2015 – February 15, 2016	February 16	March 16, 2016

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

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



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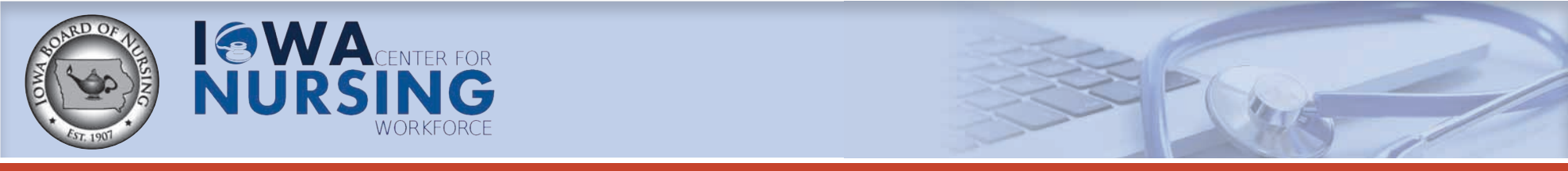
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The Iowa Center for Nursing Workforce is a subscriber member to the National Forum (Forum) of State Nursing Workforce Centers. In June 2015, the Forum partnered with the Center for Interdisciplinary Health Workforce Studies to host a national nursing workforce conference. The national conference highlights are shared here with permission from the authors, Peter Buerhaus and Christy Friedman. Dr. Buerhaus is a nationally-known nurse researcher and co-author of the book *The Future of the Nursing Workforce in the United States: Data, Trends, and Implications*.

July 22, 2015: Last month the Center partnered with the National Forum of State Nursing Workforce Centers to conduct a 3-day national conference titled "State of the Nursing Workforce in an Era of Healthcare Reform: Data, Trends and New Collaborations" in beautiful downtown Denver, Colorado.

The conference brought together workforce researchers, state policy makers and analysts, and nursing groups to listen to more than 30 presentations on the following themes:

- How ACA implementation is affecting the nursing workforce
- How nurses are impacting the implementation of the ACA
- Challenges and opportunities to strengthen the rural nursing workforce
- The impact, contributions, and challenges confronting advanced practice RNs in a reformed delivery environment
- Value based purchasing
- Modeling the supply and demand of nurses
- How must nursing workforce education change to

best position nurses' impact on improving health and creating value

- State based initiatives aimed at strengthening the health care workforce
- "Late Breaking" session on current work/issues/projects

In addition, conference attendees formed collaborative working groups to engage in projects aimed at strengthening the nursing profession.

If you weren't able to attend the conference or want to review the highlights, here are a few bullets summarizing the conference:

- **The event was well attended.** Over 200 individuals from all across the country attended the conference. Attendees heard 5 keynote presentations, over 30 cutting edge presentations and breakout sessions, viewed research posters displayed, and participated in activities designed to develop collaborative projects – more on that below.
- **The keynote sessions were relevant and timely.** All of our keynote speakers did a wonderful job describing how health reform has and continues to impact the nursing workforce. **Susan Dentzer** kicked off the conference examining how technology will shape the future care environment, among a number of other factors that are occurring independent of government-driven health reform initiatives. **Kavita Patel** used an example of how health reform must consider providing care to the person in the context of their entire living situation, family and community relationships and social support systems. **Richard Krugman** examined the local Colorado perspective and how much medical centers have changed but still face more challenges in the health reform era. **Susan Reinhard** reviewed progress



Supply and Demand experts (left to right): Peter McMenamin, David Auerbach, Peter Buerhaus, Jean Moore, Edward Salsburg, and Joanne Spetz

on implementing the recommendations of the Institute of Medicine and challenges facing nurses. Finally, **Sheila Burke** concluded the conference with insights into health reform legislation and policy implications for nurses.

- **Breakout sessions.** The biggest "complaint" we heard was that there were too many interesting presentations and break out sessions offered simultaneously! Indeed, the conference agenda covered diverse topics such as challenges facing the rural health workforce (and solutions), conflicting forecasting models and results on the future supply and demand of nurses, education trends, impact of the ACA/health reform on nurses and others – nurse practitioners physicians, , physician assistants, etc., state initiatives to improve the workforce, the value of nurses, etc. Presenters included individuals from all stakeholder groups: state workforce planners, analysts and researchers.
- **Collaboration.** One of the aims of the conference was to foster the development of collaborative research projects involving researchers and state workforce planners, hopefully developing feasible projects that would continue throughout the year and make an impact. We surveyed attendees on what areas they would most likely team up to either get assistance with an idea, provide expertise on a topic or simply had an interest in to help organize "stations" within the room. Participation was voluntary. We provided brief instructions to help get the groups focused and developing about their ideas for collaborative project(s). And then discussions took off from there – in the end, we had 7 groups who reported out to the entire conference their project ideas (many of these projects have already met via conference call following the conference). The Center will keep in contact with these collaborations and, as appropriate, post progress, successes, and challenges encountered – see the Media and Events tab on the Center's website – for more information.

The national conference was considered a success and planning for another research conference in Denver, June 2017 is underway. Sponsors for the national event included the Gordon and Betty Moore Foundation. The next annual conference for the National Forum of State Nursing Workforce Centers is scheduled for April 27-29, 2016 in Orlando, Florida.

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At the June 2015 meeting, the Iowa Board of Nursing appointed Gloria Vermie, Office of Rural Health, Director, in the Division of Health Promotion and Chronic Disease Prevention of the Iowa Department of Public Health as the newest member of the Iowa Center for Nursing Workforce Advisory Committee. The committee meets quarterly to follow the strategic planning stages and establish priorities for the Center. The entire list of committee members is shown here.

Advisory Committee Members

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

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

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RN

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Cornerstone Family Practice, a department of the Guttenberg Municipal Hospital, has an immediate opening for a LPN or RN. Cornerstone Family Practice is a family practice group with four Physicians and Four Nurse Practitioners. Iowa License required. Full Time (3-8 hour shifts and 1-12 hour shift). Minimum 3 years experience working in a clinic as a LPN or RN preferred. Experience with electronic medical record helpful.

For immediate consideration send your resume to Leigh Ann Judge at leighann.judge@guttenberghospital.org

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BOARD ORDERS

Previously Named Sanctioned Cases

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

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

AUGUST 2015					
Last Name	First Name	RN	LPN	Sanction	
Andree	Nicole		P48966	Suspended	From 9/16/15 to 10/4/15
Bell	Erin	120222		Fine	\$100
Blom	Stephen	130860	P54875	Continuing Education	15 contact hours
Caesar	Michelle	Applicant		Licensure Denied	
Carr	Libberty		P50303	Probation	Continues on 9/14/15 as stated in previous order
Carr	Libberty		P50303	Suspended	From 9/8/15 to 9/14/2015
Christians	Melissa	093163		Continuing Education	45 contact hours
Cook	Dawn	104792		Voluntary Surrender	
Dalton	Lucinda	112135	P42933	Continuing Education	36 contact hours
Dalton	Lucinda	112135	P42933	Fine	\$1,000
Davelaar	Craig	116986	P48002	Voluntary Surrender	
Drew	Renee		P34984	Voluntary Surrender	
Fowler	Cassie	130672	P54770	Fine	\$150
Gent	Christine	089905		Fine	\$650
Lee	John		P56357	Citation & Warning	
Martin	Bambi		P45870	Probation	Concurrent with First Judicial District, Department of Correctional Services
Miller	Barbara		P51703	Voluntary Surrender	
Myhre	Pamela	H134641*		Fine	\$200
Prindle	Angela		P54850	Probation	12 months
Raman	Mary	114150*		Fine	\$50
Seeley	Deana	107102		Voluntary Surrender	
Stockdale	Amanda	122865		Continuing Education	30 contact hours
Stockdale	Amanda	122865		Probation	12 months
Tillman	Shauna	109783	P44126	Voluntary Surrender	
Weber	Dawn	133027		Suspended	until conditions met

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

JULY 2015					
Last Name	First Name	RN	LPN	Sanction	
Babcock	Jan	067583		Citation & Warning	
Balvanz	Sarah	113716	P45841	Indefinitely Suspended	
Bierman	Amanda	102805		Suspended	Until \$1000 fine paid
Blais	Sharon		ND P010439	Citation & Warning	
Boczkowski	Brandy	129893	P54587	Voluntary Surrender	
Brant	Jennifer		P45761	Fine	\$800
Bratz	Anna		P49628	Continuing Education	30 contact hours
Crane	Audrey	105121	P38763	Reinstate with Probation	6 months
Cross	Paul	130150		Suspended	
Daugherty	Rebecca		P27098	Indefinitely Suspended	
Foster	Nicole		P46007	Fine	\$100
Francis	Laura	098658		Indefinitely Suspended	
Gentile	Shana		P41782	Voluntary Surrender	
Godwin	Richard	125894		Indefinitely Suspended	
Grooms	Laura	098366	P37813	Suspended	
Helling	Ronald	070438	P22199	Continuing Education	12 contact hours
Helling	Ronald	070438	P22199	Reinstate with Probation	1 year
Ingram	Jordan		P43319	Voluntary Surrender	
Jackson	Lisa		P45904	Voluntary Surrender	
Krohn	Judith	083153		Probation	Concurrent with criminal probation
Kupfer	Shelley		P55519	Fine	\$350
Peters	Nathan	119733	P48827	Continuing Education	Mandatory Abuse Course
Peters	Nathan	119733	P48827	Fine	\$500
Reese	Jenny	100658	P39203	Probation (following suspension)	18 months
Reese	Jenny	100658	P39203	Suspended	21 calendar days
Royer	Jill		P55393	Suspended	Until \$1000 fine paid
Ryan	Kimberly	115642	P29743	Citation & Warning	
Ryan	Kimberly	115642	P29743	Continuing Education	30 contact hours
Steiner	Marcie	111713			
Stockwell	Lois		P34853	Fine	\$200
Thompson	Michelle		P43750	Indefinitely Suspended	
Wims	Mary	096386	P36883	Voluntary Surrender	

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

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- Homecare RN/LPNs
- Pediatric Long-Term Care RN/LPNs, CNAs
- Day Health RN/LPNs



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JUNE 2015					
Last Name	First Name	RN	LPN	Sanction	
Bainbridge	Amanda	107203*		Continuing Education	60 contact hours
Becerra	Heather		P47679	Continuing Education	36 contact hours
Becerra	Heather		P47679	Fine	\$1,000
Becker	Anna	130433	P54585	Indefinitely Suspended	
Benjamin	Terae	106304		Voluntary Surrender	
Breitbach	Pamela	075693	P25678	Continuing Education	30 contact hours
Carroll	Kenneth		P33649	Fine	\$1,000
Coppess	Tracie	109566		Voluntary Surrender	
Duncan	Jacqueline		P09211	Continuing Education	16.6 contact hours
Duncan	Jacqueline		P09211	Fine	\$850
Garrison	Ashleigh	132636		Probation	12 months
George	Michelle		P36237	Continuing Education	6 contact hours
George	Michelle		P36237	Fine	\$300
Horstman	Savanah		P51733	Continuing Education	30 contact hours
Horstman	Savanah		P51733	Fine	\$150
Jackson	Stevie		P46854	Continuing Education	4 contact hours
Jackson	Stevie		P46854	Fine	\$1,000
Jehn	Cheryl	135425		Voluntary Surrender	
Jones	Caitlin	134933	P53765	Indefinitely Suspended	
Klatt	Molly	123656		Continuing Education	30 contact hours
Lahr	Nicholas	129347		Voluntary Surrender	
Lee	Steven		P57900	Voluntary Surrender	
Lewis	Christy	106655		Voluntary Surrender	
Marheine	Elizabeth		P46071	Citation & Warning	
McCandless	Amanda	108325		Continuing Education	30 contact hours
McVey	Lila	060994		Voluntary Surrender	
Myers	Alisa	086461	P30988	Voluntary Surrender	
Parrott	Renee		P46705	Voluntary Surrender	
Peterson	Lana	121577	P50470	Continuing Education	30.8 contact hours
Peterson	Lana	121577	P50470	Fine	\$1,000
Pollock	Anne	102923*		Continuing Education	30 contact hours
Pollock	Anne	102923*		Probation	2 years
Reed	Joanna		P58724	Citation & Warning	
Reynolds	Megan		P55409	Indefinitely Suspended	
Rodgers	Brianne	118710		Continuing Education	25 contact hours
Rodgers	Brianne	118710		Fine	\$1,000
Sterba	Joshua	124983		Probation	12 months
Tangang	Yvonne	139579		Voluntary Surrender	
Thompson	Christa	113919		Fine	\$150
Thornton	Joann		P51996	Continuing Education	30 contact hours
Thornton	Joann		P51996	Fine	\$1,000
Wilcoxson	Kayla	136139	P55629	Probation	12 months
Williams	Amanda	125915		Probation	12 months
Winterfeld	Timothy	103357	P40138	Voluntary Surrender	

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



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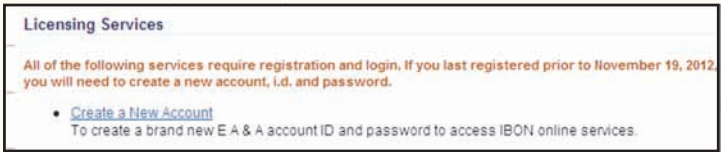


For current employment opportunities at Mercy, Cedar Rapids visit www.mercycare.org/careers.

Creating an Online User Account

If you have ever done business online with any state agency (such as for college aid), you would use the same account id that you have already created. Otherwise, all license related processes begin with user registration, including updating contact, employment or educational information. Secured Access and ordering a roster also require the visitor to register.

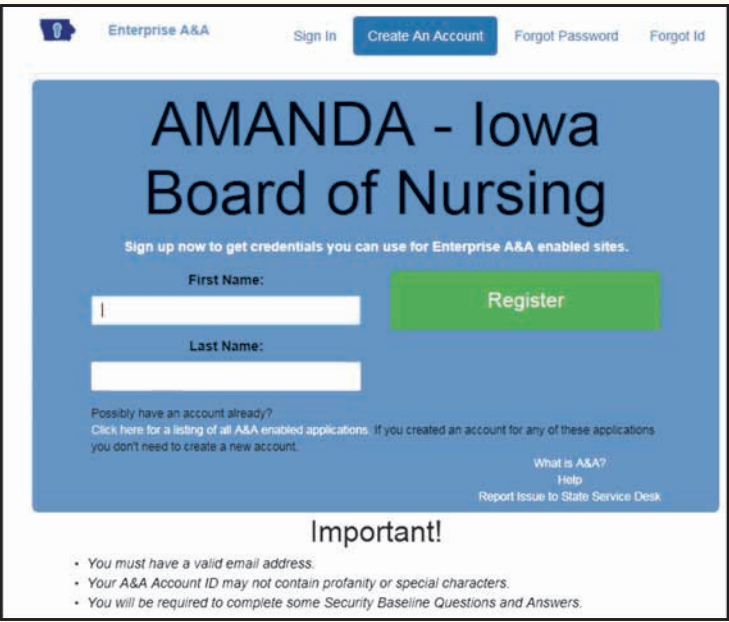
The main menu displays the following option:



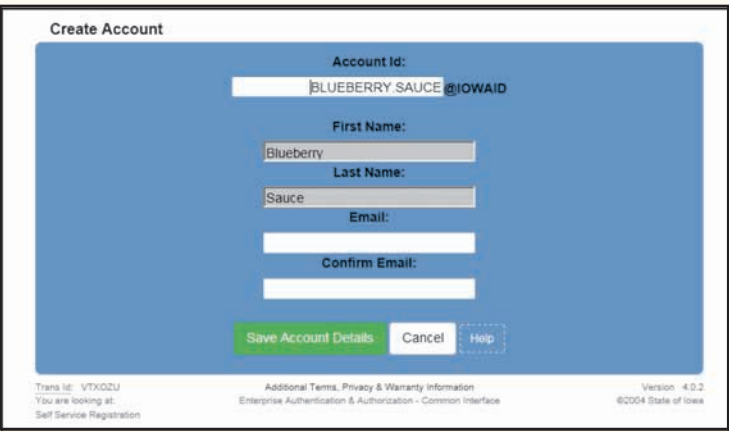
If you click on "Create a New Account," you will be taken directly to the registration page and tab that you need in order to register:



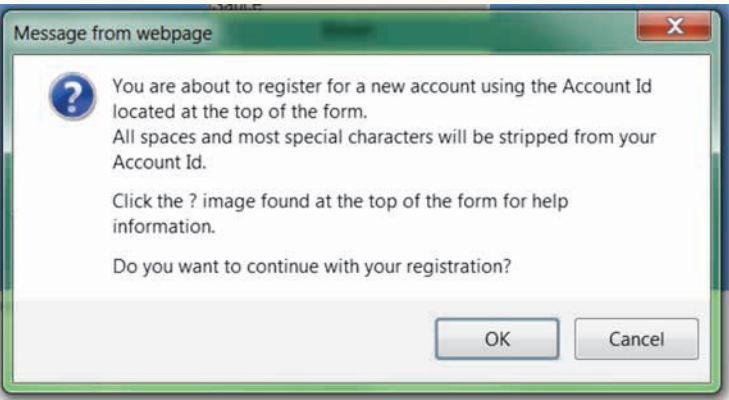
This registration site is maintained by the state's technology division as a global login for the entire state enterprise. Enter your first and last name:



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



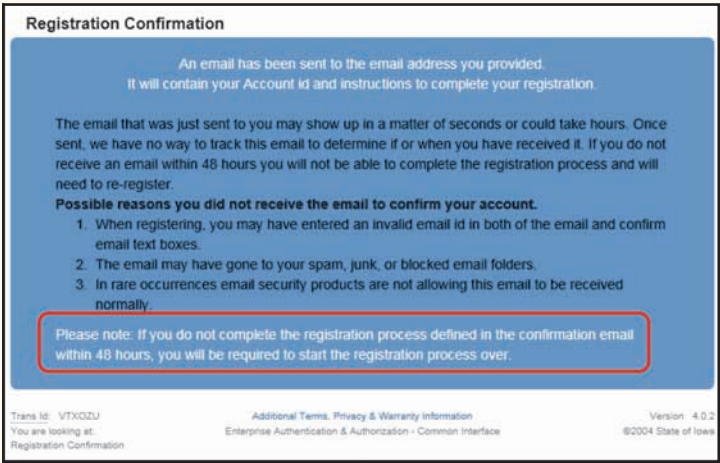
Enter your email address twice in the screen pictured above, and click "Save Account Details." A popup box gives a final caution.



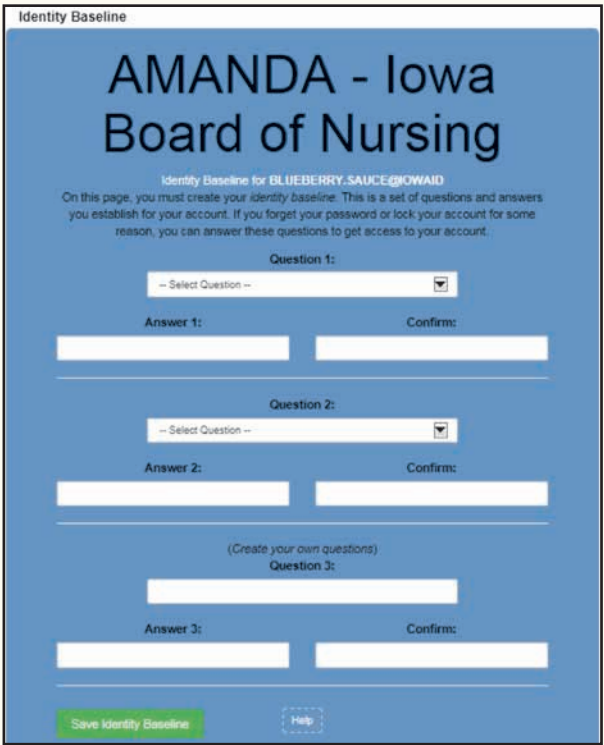
If you created an i.d. with your first name.lastname as your i.d., and someone else with the same first and last name has already registered to do any kind of business with the State of Iowa, you will receive the following error message.



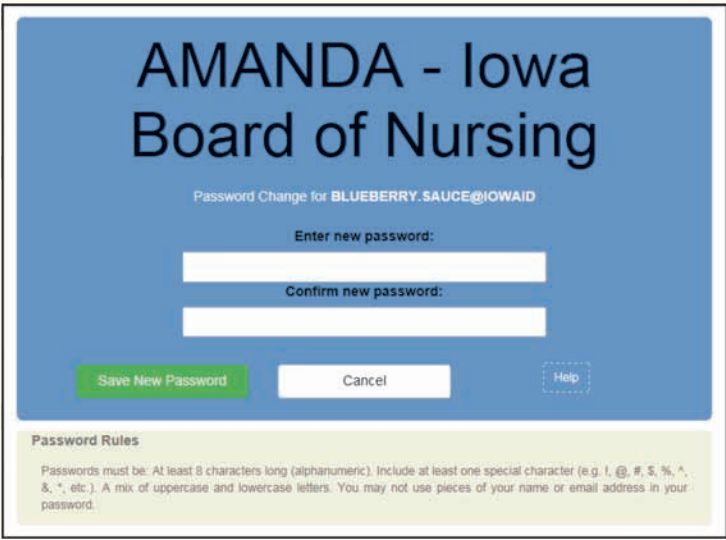
After successfully selecting an i.d., entering the email address twice and clicking "continue," you will see the following screen advising you that an email has been sent with information to complete the registration. Note that there is a time limit of 48 hours to complete the registration.



The email will include a link to come back to the registration site. This is done as verification that the email address is a real one. Clicking the link in the email returns the user to the following screen at the EAA website to complete the registration by selecting security questions and answers.



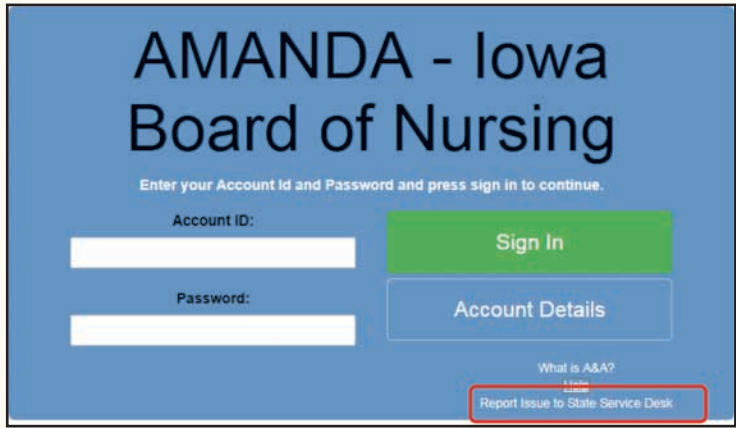
The next screen requires the user to create their password:



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

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

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



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

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



ABBREVIATIONS

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

November 5; 8:00 am - 3:00 pm; Sioux City, IA
Pediatric Advanced Life Support Renewal. Spon: Mercy Medical Center-Sioux City. Contact: Nora Van Peurse, 712-279-2163. Fac: Nora Van Peurse, BSN, RN, CCRN. Aud: RNs. PALS Renewal Class is designed to aid the pediatric health care provider in developing the knowledge and skills necessary to evaluate and manage seriously pediatric victim, both in or out of the hospital of cardiac arrest or other cardiopulmonary emergencies per American Heart Association guidelines. Fee: \$150. CEUs: 0.75.

November 7; 8:00 am - 12:00 noon; West Des Moines, IA
7th Annual Fall Conference. Spon: Iowa Heart Foundation. Contact: Cindy Conroy or www.iowaheartfoundation.org, 515-633-3555. Fac: Jacoby Stieler, ARNP. Aud: Family Practice, Internal Medicine, and Cardiology. This program



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will provide updates on cardiac myths; venous disease therapies; advanced heart failure therapies, and end-of-life issues. Fee: \$20. Reg. by: Wednesday, November 4, 2015. CEUs: 0.3.

November 9; 8:00 am - 1:00 pm; Sioux City, IA
Basic Life Support (BLS) Provider. Spon: Mercy Medical Center-Sioux City. Contact: Nora Van Peurse, 712-279-2163. Fac: Karen Newton. Aud: LPNs & RNs. Basic Life Support (BLS) Provider Class for Health care Providers prepares a wide variety of healthcare professionals to recognize several life threatening emergencies and to provide CPR, use an AED, and relieves choking in a safe, timely, and effective manner per American Health Association guidelines. Fee: \$100. CEUs: 0.6.

November 11 & 12; 8:00 am - 3:00 pm; Sioux City, IA
Pediatric Advanced Life Support Provider. Spon: Mercy Medical Center-Sioux City. Contact: Nora Van Peurse, 712-279-2163. Fac: Nora Van Peurse, BSN, RN, CCRN. Aud: RNs. PALS Provider Class is designed to aid the pediatric health care provider in developing the knowledge and skills necessary to evaluate and manage seriously pediatric victim, both in or out of the hospital of cardiac arrest or other cardiopulmonary emergencies per American Heart Association guidelines. Fee: \$200. CEUs: 1.26.

November 18; 8:00 am - 3:00 pm; Sioux City, IA
Advanced Cardiovascular Life Support Renewal. Spon: Mercy Medical Center-Sioux City. Contact: Nora Van Peurse, 712-279-2163. Fac: Nora Van Peurse, BSN, RN, CCRN. Aud: RNs. ACLS Renewal Class improves the quality of care provided to the adult victim, both in or out of the hospital of cardiac arrest or other cardiopulmonary emergencies per American Heart Association guidelines. Fee: \$150. CEUs: 0.72.

December 3; 8:00 am - 3:00 pm; Sioux City, IA
Pediatric Advanced Life Support Renewal. Spon: Mercy Medical Center-Sioux City. Contact: Nora Van Peurse, 712-279-2163. Fac: Nora Van Peurse, BSN, RN, CCRN. Aud: RNs. PALS Renewal Class is designed to aid the pediatric health care provider in developing the knowledge and skills necessary to evaluate and manage seriously pediatric victim, both in or out of the hospital of cardiac arrest or other cardiopulmonary emergencies per American Heart Association guidelines. Fee: \$150. CEUs: 0.75.

December 7; 8:00 am - 1:00 pm; Sioux City, IA
Basic Life Support (BLS) Provider. Spon: Mercy Medical Center-Sioux City. Contact: Nora Van Peurse, 712-279-2163. Fac: Karen Newton. Aud: LPNs & RNs. Basic Life Support

(BLS) Provider Class for Health care Providers prepares a wide variety of healthcare professionals to recognize several life threatening emergencies and to provide CPR, use an AED, and relieves choking in a safe, timely, and effective manner per American Health Association guidelines. Fee: \$100. CEUs: 0.6.

December 9 & 10; 8:00 am - 3:00 pm; Sioux City, IA
Advanced Cardiovascular Life Support Provider. Spon: Mercy Medical Center-Sioux City. Contact: Nora Van Peurse, 712-279-2163. Fac: Nora Van Peurse, BSN, RN, CCRN. Aud: RNs. ACLS Provider Class improves the quality of care provided to the adult victim, both in or out of the hospital of cardiac arrest or other cardiopulmonary emergencies per American Heart Association guidelines. Fee: \$200. CEUs: 1.26.

December 17; 8:00 am - 3:00 pm; Sioux City, IA
Advanced Cardiovascular Life Support Renewal. Spon: Mercy Medical Center-Sioux City. Contact: Nora Van Peurse, 712-279-2163. Fac: Nora Van Peurse, BSN, RN, CCRN. Aud: RNs. ACLS Renewal Class improves the quality of care provided to the adult victim, both in or out of the hospital of cardiac arrest or other cardiopulmonary emergencies per American Heart Association guidelines. Fee: \$150. CEUs: 0.72.

January 11; 8:00 am - 1:00 pm; Sioux City, IA
Basic Life Support (BLS) Provider. Spon: Mercy Medical Center-Sioux City. Contact: Nora Van Peurse, 712-279-2163. Fac: Karen Newton. Aud: LPNs & RNs. Basic Life Support (BLS) Provider Class for Health care Providers prepares a wide variety of healthcare professionals to recognize several life threatening emergencies and to provide CPR, use an AED, and relieves choking in a safe, timely, and effective manner per American Health Association guidelines. Fee: \$100. CEUs: 0.6.

January 20; 8:00 am - 3:00 pm; Sioux City, IA
Pediatric Advanced Life Support Renewal. Spon: Mercy Medical Center-Sioux City. Contact: Nora Van Peurse, 712-279-2163. Fac: Nora Van Peurse, BSN, RN, CCRN. Aud: RNs. PALS Renewal Class is designed to aid the pediatric health care provider in developing the knowledge and skills necessary to evaluate and manage seriously pediatric victim, both in or out of the hospital of cardiac arrest or other cardiopulmonary emergencies per American Heart Association guidelines. Fee: \$150. CEUs: 1.26.

January 26; 8:00 am - 3:00 pm; Sioux City, IA
Advanced Cardiovascular Life Support Renewal. Spon: Mercy Medical Center-Sioux City. Contact: Nora Van Peurse, 712-279-2163. Fac: Nora Van Peurse, BSN, RN, CCRN. Aud: RNs. ACLS Renewal Class improves the quality of care provided to the adult victim, both in or out of the hospital of cardiac arrest or other cardiopulmonary emergencies per American Heart Association guidelines. Fee: \$150. CEUs: 0.72.



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Continuing Education Offerings

REGION II

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ABBREVIATIONS

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

November 9; 6:00 pm - 8:15 pm; Cedar Rapids, IA

Sepsis: The Need-to-Know for the Healthcare Provider.

Spon: Kirkwood Community College. Contact: Laura Daman, RN, 319-398-5626. Fac: Bev Minear, RN. Aud: Nursing. In this presentation, participants will review the pathophysiology of sepsis and understand the degrees of severity. The ultimate goal of maintaining oxygenation of tissue and organs will be stressed and the role of the healthcare team in early intervention will be reviewed. Fee: \$45. Reg. by: November 3, 2015. CEUs: 0.24.

November 10; 6:30 pm - 8:45 pm; Cedar Rapids, IA

Child Abuse and Mandatory Reporting.

Spon: Kirkwood Community College. Contact: Laura Daman, RN, 319-398-5626. Fac: Diana Nicholas Blomme, RN. Aud: Nursing. As a child abuse mandatory reporter, this program provides the participant with information on the investigation, identification and legalities of child abuse. Fee: \$29. Reg. by: November 10, 2015. CEUs: 0.2.

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

Open Ended; Time Open Ended; Cedar Rapids, IA

The Practice of Patient Education – A Case Study Approach.

Spon: Kirkwood Community College. Contact: Laura Daman, RN, 319-398-5626. Fac: Laura Daman. Aud: Nursing. This is a textbook-based course that may be started at any time. All materials are mailed to the student within approximately 10 working days of registration. Students have 8-weeks to complete the coursework. Fee: \$69. Reg. by: Open ended. CEUs: 0.6.

Open Ended; Time Open Ended; Cedar Rapids, IA

Communications for Nurses.

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

October 27; 12:45 pm - 4:15 pm; Cedar Rapids, IA

Congestive Heart Failure.

Spon: Kirkwood Community College. Contact: Laura Daman, RN, 319-398-5626. Fac: Tracy Shaw, RN. Aud: Nursing. Participants will review the pathophysiology of CHF, discuss the different types of cardiomyopathy, review current medications and discuss the care of the patient with heart failure. Fee: \$69. Reg. by: Oct. 20, 2015. CEUs: 0.35.

November 3; 12:45 am - 4:15 pm; Cedar Rapids, IA

Pacemakers.

Spon: Kirkwood Community College. Contact: Laura Daman, RN, 319-398-5626. Fac: MJ Potratz, RN. Aud: Nursing. Students will be provided with up-to-date information on pacemakers, extensive handouts and the ability to interact with the instructor and participants from other sites across Iowa. Fee: \$69. Reg. by: October 27, 2015. CEUs: 0.35.

November 4; 8:00 am - 3:30 pm; Independence, IA

An Introduction to Clinical Behavior Analysis.

Spon: Independence Mental Health Institute. Contact: Michelle Ficken, MSN, RN, BC, 319-334-2583. Fac: Susan Smith. Aud: Health Care Providers. Increase attendees' awareness of clinical behavior analysis and provide examples and resources which have practical utility for stakeholders who are supporting Iowans with various types and levels of needs. Fee: \$15. Reg. by: October 30, 2015. CEUs: 0.7.

November 7; 8:00 am - 12:00 noon; West Des Moines, IA

7th Annual Fall Conference.

Spon: Iowa Heart Foundation. Contact: Cindy Conroy or www.iowaheartfoundation.org, 515-633-3555. Fac: Jacoby Stieler, ARNP. Aud: Family Practice, Internal Medicine, and Cardiology. This program will provide updates on cardiac myths; venous disease therapies; advanced heart failure therapies, and end-of-life issues. Fee: \$20. Reg. by: Wednesday, November 4, 2015. CEUs: 0.3.

STATE of IOWA



Independence Mental Health Institute

The Independence Mental Health Institute is seeking candidates for **Registered Nurse** openings. Information can be found online at the State of Iowa's employment website at <http://das.iowa.gov/human-resources/state-employment>, search keyword "Buchanan" for the current vacancies. Questions may be directed to the MHI Personnel Department at 319-334-5223.

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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

November 4-5; 9 am - 4:15 pm; 8:00 am - 4:00 pm; Iowa City, IA
AWHONN Intermediate Fetal Heart Monitoring Program.
Spon: UIHC Department of Nursing. Contact: Kelly Norton, Conference Coordinator, 319-356-4304. Fac: Jeana Forman, MSN, RNC; Amy Sanborn, MSN, RNC and Rachel Woodard, BSN, RNC. Aud: Nurse/Midwife/ARNP/MD*. Promotes integration of knowledge and skills essential to nursing assessment, promotion, and evaluation of fetal safety during labor. *All participants must have a minimum of 6 months recent experience in fetal heart monitoring. Fee: \$215 if postmarked by 4/14/2015. Reg. by: October 13, 2015. CEUs: 1.4.

November 6; 8:00 am - 4:00 pm; Iowa City, IA
Pulmonary Rehabilitation Fall Conference: Considerations for Specific Populations. Spon: UIHC Department of Nursing & Pulmonary Rehabilitation Program. Contact: Jane Knipper, 319-356-4107. Fac: Kim Eppen, PT, PhD, Clinical Specialist. Aud: Nurses and other healthcare professionals. Program will highlight particular care of patients with a variety of pulmonary pathologies: pulmonary hypertension, idiopathic pulmonary fibrosis, lung transplant, and asthma. Fee: \$120 (\$135 if after 10/23/2015). Reg. by: October 23, 2015. CEUs: 0.84.

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Mercy Iowa City is also seeking full-time and part-time **Staff RNs** in a variety of departments to assume the responsibilities and accountability of a clinically proficient nurse for promoting and assuring patient centered care. To integrate professional abilities for the overall planning, delivery, coordination and evaluation of patient care. Current Basic Life Support validation or successfully complete BLS course within six months of hire. Graduation from an accredited school of nursing. RN License either from the Iowa Board of Nursing or one recognized by the IBN as valid to practice nursing in the State of Iowa.

MERCY
IOWA CITY

For immediate consideration, please view and apply for this position at www.mercyiowacity.org

November 7; 8:00 am - 12:00 noon; West Des Moines, IA
7th Annual Fall Conference. Spon: Iowa Heart Foundation. Contact: Cindy Conroy or www.iowaheartfoundation.org, 515-633-3555. Fac: Jacoby Stieler, ARNP. Aud: Family Practice, Internal Medicine, and Cardiology. This program will provide updates on cardiac myths; venous disease therapies; advanced heart failure therapies, and end-of-life issues. Fee: \$20. Reg. by: Wednesday, November 4, 2015. CEUs: 0.3.

November 7, and November 9; Day 1: 8:00 am - 12:00 pm; Day 2: Scheduled times in the pm between 3:30 pm - 6:30 pm; Iowa City, IA
Basic Life Support Provider Course. Spon: Mercy Iowa City. Contact: www.mercyiowacity.org or Mercy On Call, 1-800-358-2767. Fac: BLS Approved Instructors. Aud: RNs and Healthcare Providers. To successfully demonstrate the BLS skills and protocols according to the AHA guidelines. Fee: \$55. Reg. by: Preferred by October 12, 2015. Class size limited. CEUs: 0.4.

November 9; 12:00 pm - 4:00 pm; Iowa City, IA
PALS Provider Renewal Course. Spon: Mercy Iowa City. Contact: www.mercyiowacity.org or Mercy On Call, 1-800-358-2767. Fac: PALS Approved Instructors. Aud: RNs and Healthcare Providers. To successfully demonstrate the PALS skills and protocols according to the AHA guidelines, prerequisites include completed pre-test. Fee: \$80. Reg. by: Preferred by October 12, 2015. Class size limited. CEUs: No CEUs.

November 10; 8:00 am - 3:30 pm; Iowa City, IA
Site Specific Oncology Clinical Enrichment: Surgical/Procedural/Miscellaneous Topics. Spon: UIHC Department of Nursing. Contact: Kelly Norton, Conference Coordinator, 319-356-4304. Fac: University of Iowa Hospitals & Clinics staff. Aud: Licensed nurses. The purpose of this class is to provide information on surgeries, procedures, and cares for patients with cancer including principles of radiation oncology, surgical oncology, oncologic emergencies, delirium and sexuality. Fee: \$75. Reg. by: October 19, 2015. CEUs: 0.7.

November 11; 7:30 am - 3:00 pm; Iowa City, IA
Basic Life Support (BLS) Renewal. Spon: Mercy Iowa City. Contact: www.mercyiowacity.org or Mercy On Call, 1-800-358-2767. Fac: BLS Approved Instructors. Aud: RNs and Healthcare

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Providers. Fee: \$45. Reg. by: Preferred by October 14, 2015. Class size limited. CEUs: No CEUs.

November 12; 9:00 am - 4:00 pm; Iowa City, IA
Basic Fetal Monitoring. Spon: UIHC Department of Nursing. Contact: Kelly Norton, Conference Coordinator, 319-356-4304. Fac: Jeana Forman, MSN, RNC and Rachel Woodard, BSN, RNC. Aud: RNs working in obstetrics. To provide basic information on methods of fetal monitoring, recognition of changes/interventions to assist in the management of patients and documentation issues. Fee: \$100. Reg. by: 10/12/15. CEUs: 0.65.

November 12-13; 7:30 am - 5:10 pm Day 1; 7:45 am - 4:00 pm Day 2; Iowa City, IA
TNCC Provider Course. Spon: Mercy Iowa City. Contact: www.mercyiowacity.org or Mercy On Call, 1-800-358-2767. Fac: TNCC Approved Instructors. Aud: RNs and Healthcare Providers. This intense course will provide standardized training according to the Trauma Nurse Core Course 7th Edition curriculum. Prerequisites include completion of online modules and studying the material. Fee: \$275 includes all course materials and recording fees. Reg. by: Preferred by October 15, 2015. CEUs: 2.1.

November 18; 8:00 am - 5:00 pm; Iowa City, IA
AWHONN Advanced Fetal Heart Monitoring Program. Spon: UIHC Department of Nursing. Contact: Kelly Norton, Conference Coordinator, 319-356-4304. Fac: Jeana Forman, MSN, RNC; Amy Sanborn, MSN, RNC and Rachel Woodard, BSN, RNC. Aud: Nurse/Midwife/ARNP/MD*. Advanced FHM course conveys the application of advanced fetal heart monitoring knowledge and skills in intrapartum clinical practice. *Must have completed the AWHONN Intermediate FHM class or have comparable training and have at least 1 year clinical experience. Fee: \$145 if postmarked by 10/28/2015. Reg. by: October 28, 2015. CEUs: 0.84.

November 19; 8:00 am - 4:00 pm; Coralville, IA
Cultural Aspects of Pediatric Palliative Care. Spon: UIHC Department of Nursing & Peds Palliative Care. Contact: Sara English, 319-356-4107. Fac: Sherree A. Wilson, PhD, Associate Dean, Cultural Affairs and Diversity Initiatives, Carver College of Medicine, University of Iowa. Aud: Nurses and other healthcare professionals. Program will highlight the cultural and spiritual diversity encountered in pediatric palliative care and the challenges this diversity can present. Fee: \$50 (\$75 if after 10/23/2015). Reg. by: October 23, 2015. CEUs: 0.65.

November 19-20; 8:00 am - 4:00 pm & 8:00 am - 2:15 pm; Iowa City, IA
Fundamentals of Chemotherapy & the Patient Experience. Spon: UIHC Department of Nursing. Contact: Kelly Norton, Conf. Coordinator, 319-356-4304. Fac: UIHC staff. Aud: RNs providing chemo. This 2 day program is designed to enhance nurse's understanding of chemo and care of patients receiving chemo. Fee: \$220. Reg. by: 10/28/15. CEUs: 1.32.

November 23-24; Day 1: 8:30 am - 4:00 pm; Day 2: 8:30 am - 12:30 pm; Iowa City, IA
ACLS Provider Course. Spon: Mercy Iowa City. Contact: www.mercyiowacity.org

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Continuing Education Offerings

mercyiowacity.org or Mercy On Call, 1-800-358-2767. Fac: ACLS Approved Instructors. Aud: RNs and Healthcare Providers. To successfully demonstrate the ACLS protocols according to the AHA guidelines, prerequisites include completed self-assessment. Fee: \$185. Reg. by: Preferred by October 25, 2015. Class size limited. CEUs: 0.74.

November 30; 7:30 am - 11:15 am; Iowa City, IA

Basic Life Support (BLS) Renewal. Spon: Mercy Iowa City. Contact: www.mercyiowacity.org or Mercy On Call, 1-800-358-2767. Fac: BLS Approved Instructors. Aud: RNs and Healthcare Providers. Fee: \$45. Reg. by: Preferred by November 2, 2015. Class size limited. CEUs: No CEUs.

December 7; 8:30 am - 12:30 pm; Iowa City, IA

ACLS Provider Renewal Course. Spon: Mercy Iowa City. Contact: www.mercyiowacity.org or Mercy On Call, 1-800-358-2767. Fac: ACLS Approved Instructors. Aud: RNs and Healthcare Providers. To successfully demonstrate the ACLS protocols according to the AHA guidelines, prerequisites include completed self-assessment. Fee: \$80. Reg. by: Preferred by November 9, 2015. Class size limited. CEUs: No CEUs.

December 9; 8:30 am - 12:30 pm; Iowa City, IA

PALS Provider Renewal Course. Spon: Mercy Iowa City. Contact: www.mercyiowacity.org or Mercy On Call, 1-800-358-2767. Fac: PALS Approved Instructors. Aud: RNs and Healthcare Providers. To successfully demonstrate the PALS skills and protocols according to the AHA guidelines, prerequisites include completed pre-test. Fee: \$80. Reg. by: Preferred by November 11, 2015. Class size limited. CEUs: No CEUs.

December 14; 7:30 am - 3:00 pm; Iowa City, IA

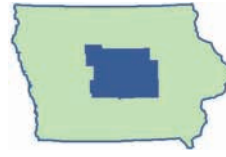
Basic Life Support (BLS) Renewal. Spon: Mercy Iowa City. Contact: www.mercyiowacity.org or Mercy On Call, 1-800-358-2767. Fac: BLS Approved Instructors. Aud: RNs and Healthcare Providers. Fee: \$45. Reg. by: Preferred by November 16, 2015. Class size limited. CEUs: No CEUs.

January 23; 7:30 am - 4:30 pm; Davenport, IA

Brain Injury Conference. Spon: Genesis Medical Center. Contact: Amanda Wesson, 563-421-2286. Fac: Sheila MacDonald M, CI, SC, SLP. Aud: RN, LPN, ARNP. Integrate evidence from research, clinical practice, individual and family reports to explore optimal assessment and intervention methods for subtle cognitive-communication deficits. Fee: TBD. Reg. by: 1/20/15. CEUs: TBD.

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

October 23-24; 9:00 am-6:00 pm; West Des Moines, IA

2015 Birth Doula Workshop. Spon: Mercy Medical Center #17. Contact: Tamela J. Hatcher, 515-358-5060. Fac: Tamela J. Hatcher. Aud: OB/Healthcare Mother/Baby Nurses. The workshop will provide hands-on education for providing physical & emotional support for birthing women & their families. Fee: \$325. Reg. by: N/A. CEUs: 1.92.

October 26 or December 4; 9:00 am-6:00 pm; West Des Moines, IA

2015 Non-Pharmacological Comfort Measures for Birth. Spon: Mercy Medical Center. Contact: Tamela J. Hatcher, 515-358-5060. Fac: Tamela J. Hatcher. Aud: OB Nurses & Mother/Baby Nurses. The purpose of this workshop is to provide evidence-based comfort measures (non-pharm) to OB/Mother & Baby Nurses. Fee: \$50. CEUs: 0.46.

October 28; 5:30-8:30 pm; Des Moines, IA

Someone You Love: The HPV Epidemic. Spon: Des Moines University. Contact: Vanessa Ross, 515-271-1596. Fac: Immunization and HPV Experts (faculty panel). Aud: All

nurses, especially primary care, family medicine, pediatrics, and oncology. Film viewing & panel discussion surrounding "Someone You Love: The HPV Epidemic" to document the personal tragedy & triumph involved with HPV diagnosis, the importance of vaccination, and the common misconceptions surrounding the infection. Dinner will be served and attendees will receive a free digital copy of the film for later viewing or sharing. Fee: No cost to attend but registration is requested by visiting <https://cme.dmu.edu/SomeoneYouLove>. Reg. by: October 28, 2015. CEUs: 0.3.

November 7; 8:00 am-12:00 noon; West Des Moines, IA

7th Annual Fall Conference. Spon: Iowa Heart Foundation. Contact: Cindy Conroy or www.iowaheartfoundation.org, 515-633-3555. Fac: Jacoby Stieler, ARNP. Aud: Family Practice, Internal Medicine, and Cardiology. This program will provide updates on cardiac myths; venous disease therapies; advanced heart failure therapies, and end-of-life issues. Fee: \$20. Reg. by: Wednesday, November 4, 2015. CEUs: 0.3.



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Continuing Education Offerings

OUT OF STATE

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

ABBREVIATIONS


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

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October 3; 9 am-4 pm; Omaha
Phlebotomy for Health Care Professionals. Spon: Nebraska Methodist College. Contact: Cathy Hoberman, 402-354-7016. Fac: Marjorie DiLorenzo, MT (ASCP), SH. Aud: Healthcare Professionals performing phlebotomy procedures or will in the future. To present information on blood specimen types, equipment and techniques, complications and remedies, safety regulations and quality assurance to health care professionals seeking training in phlebotomy. Fee: \$240 or use promo code 60PD to equal \$96.00. Reg. by: October 3, 2015. CEUs: 0.6.

October 13; 8 am-4:15 pm; Omaha
NICU Fellowship Day 1. Spon: Nebraska Medical College. Contact: Tara Miller Donohue, 402-354-7107. Fac: Brady Kerr, MD. Aud: RNs. The purpose of this program is to provide knowledge on advanced concepts related to NICU patients. Fee: \$260, or \$65 with promo code 75PD. Reg. by: October 20, 2015. CEUs: 0.65.

October 20; 6:30 pm-8:45 pm; Omaha
Dark Side of the Full Moon. Spon: Nebraska Methodist College (NMC). Contact: Tara Miller Donohue, 402-354-7107. Fac: Dr. Aimee Probasco. Aud: RN, Physicians, Social Work, Mental Health. This program is designed to explore the challenges and opportunities related to mental health care for pregnant and post-partum women. Fee: \$50, or \$10 with promo code 80PD. Reg. by: October 20, 2015. CEUs: 0.2.

October 22 & 23; 8 am-4:30 pm; Omaha
Medical-Surgical Nursing Exam Review. Spon: Nebraska Methodist College. Contact: Tara Miller Donohue, 402-354-7107. Fac: Renee Thompson, DNP, RN, CMSRN. Aud: RNs. This two day course is designed to provide nurses with the tools, confidence & knowledge to successfully complete the Medical-Surgical Nursing Exam. Fee: \$500; \$150 with promo code 70PD. Reg. by: October 22, 2015. CEUs: 1.35.

October 27; 8:00 am-4:15 pm; Omaha
NICU Fellowship Day 2. Spon: Nebraska Methodist College. Contact: Tara Miller Donohue, 402-354-7107. Fac: Jessica Magilton, RD, LMNT, CNSC, CDE, CLC. Aud: RNs. The purpose of this program is to provide knowledge on advanced concepts related to NICU patients. Fee: \$270, or \$67.50 with promo code 75PD. Reg. by: October 27, 2015. CEUs: 0.65.

November 4; 8:00 am-4:45 pm; Omaha
Basic Electronic Fetal Monitoring. Spon: Nebraska Methodist College. Contact: Abby Bynum, 402-354-7114. Fac: Sue Weekly, RNC-OB, MS, APRN-CNS, C-EFM. Aud: RNs. This fetal heart monitoring course is for the novice health professional working with obstetric patients and provides the basic principles and concepts in the physiology of fetal monitoring through documentation. Fee: \$300, or \$105 with promo code 65PD. Reg. by: November 4, 2015. CEUs: 0.75.

November 5 & 6; 11/5 - 8:30 am-4:30 pm, 11/6 - 8:00 am-3 pm; Omaha
Obstetric Nurse Fellowship. Spon: Nebraska Methodist College. Contact: Abby Bynum, 402-354-7114. Fac: Mary Seger-Barker, MSN, RN, CIMI, C-EFM. Aud: RNs. To provide a forum that increases knowledge related to nursing care of the obstetrical patient. Fee: \$500, or \$175 with promo code 65PD. Reg. by: November 4, 2015. CEUs: 1.175.

December 4; 8:00 am-3:15 pm; Omaha
Basic ECG Interpretation. Spon: Nebraska Methodist College. Contact: Abby Bynum, 402-354-7114. Fac: Julie Kamphaus, MSN, RN. Aud: RNs. This program will provide information on basic cardiac monitoring principles and rhythm interpretation. Fee: \$240, or \$72 with promo code 70PD. Reg. by: December 4, 2015. CEUs: 0.73.

January 13 & 14; 8:00 am-3:00 pm; Sioux City, IA
Pediatric Advanced Life Support Provider. Spon: Mercy Medical Center-Sioux City. Contact: Nora Van Peursem, 712-279-2163. Fac: Nora Van Peursem, BSN, RN, CCRN. Aud: RNs. PALS Provider Class is designed to aid the pediatric health care provider in developing the knowledge and skills necessary to evaluate and manage seriously pediatric victim, both in or out of the hospital of cardiac arrest or other cardiopulmonary emergencies per American Heart Association guidelines. Fee: \$200. CEUs: 1.26.



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

NEW!

Key Faculty: Judith K. Orth, RN, CHPN, BSN, MA. Target Audience: RN, LPN, ARNP. Purpose: The nurse will enhance her knowledge and skills for providing end-of-life palliative care. Fee: Booklet \$47.95 (Shipping & applicable taxes additional). Online Fee: \$29.95. CEUs: 0.3

Advance Directives and DNRO. **NEW!**

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

Antipsychotics and the Elderly. **New!**

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

Autoimmune Disorders. **Updated!**

Key Faculty: Mary McGeough, BSN. Target Audience: RN, LPN. Purpose: This online course will provide an overview of common autoimmune disorders including symptoms and treatment modalities. Fee: Booklet \$75.95 (Shipping & applicable taxes additional). Online Fee: \$47.95. CEU's: 0.5

Care of the Imminently Dying Patient and Their Family. **NEW!**

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

Care of Mentally Ill. **NEW!**

Key Faculty: Elizabeth Boldon, MSN, BSN. Target Audience: ARNP, RN, LPN. Purpose: The purpose of this course is to increase the knowledge and skills of those caring for people suffering from mental illness. Fee: \$11.95. CEUs: 0.12.

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Child Abuse for Mandatory Reporters

Key Faculty: Linda L. Fisk, RN, BS. Target Audience: RN, LPN, ARNP. Purpose: This course meets the Mandatory Reporters' requirements for child abuse education by reviewing and updating information on incidence, indications, treatment options, and legal implications. The Abuse Education Review Panel approves this curriculum. Approval #379. Fee: Booklet \$37.95 (Shipping & applicable taxes additional). Online Fee: \$23.95 CEUs: 0. 24

Child and Dependent Adult Abuse for Mandatory Providers

Key Faculty: Linda L. Fisk, RN, BS. Target Audience: RN, LPN, ARNP. Purpose: This course meets 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. The Abuse Education Review Panel approves this curriculum. Approval #396.Fee: Booklet \$37.95 (Shipping & applicable taxes additional). Online Fee: \$23.95. CEUs: 0.24.

Cultural Differences in Death and Dying. **NEW!**

Key Faculty: Melissa Reed, BSW, MSW. Target Audience: RN, LPN, ARNP. Purpose: The purpose of this course is to understand the cultural importance of the individual and those directly affected including family and friends in dealing with illness and death. As the U.S. becomes more ethnically and racially diverse and culturally complex, there is a need for understanding how to work with individuals who have different values, health beliefs, and perspectives about health and wellness than your own or those you are familiar with. Fee: \$11.95. CEUs: 0.12.

Cultural Competence and Age Specific Considerations.

UPDATED!

Key Faculty: Mary McGeough, BSN. Target Audience: RN, LPN, ARNP. Purpose: Health care professionals working in any setting will increase their understanding and skills in providing optimal care to patients from diverse cultures, religious beliefs, and varying age groups. Fee: Booklet \$53.95 (Shipping & applicable taxes additional). Online Fee: \$35.95. CEUs: 0.36

Dependent Adult Abuse for Mandatory Reporters

Key Faculty: Linda L. Fisk, RN, BS. Target Audience: RN, LPN, ARNP. Purpose: This course meets the Mandatory Reporters' requirements for Dependent adult abuse education by reviewing and updating information on incidence, indications, treatment options, and legal implications. The Abuse Education Review Panel approves this curriculum. Approval #397. Fee: Booklet \$37.95 (Shipping & applicable taxes additional). Online Fee: \$23.95. CEUs: 0.24.

Dementia Training: Understanding Alzheimer's Disease

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

Dementia Training: Communication

Key Faculty: Mary McGeough RN, BSN and Lisa Eick, RN. Target Audience: RN, LPN, ARNP. Purpose: All staff working in the



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long term care setting will increase their knowledge and skills in caring for persons diagnosed with Alzheimer's disease or a related disorder. Fee: \$11.95. CEUs: 0.12.

Dementia Training: Behavior Management

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

Dementia Training: Philosophy of Care, Family & Staff Issues

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

Dementia Training: Activities for Persons with Dementia

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

Dementia Training: Activities of Daily Living, Medications & Nutrition

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

Dementia Training: Ethical Issues

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

Program Title: Dying with Dignity. NEW!

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

Ethical Principles in Nursing. UPDATED!

Key Faculty: Denise Warren, BSN and Mary McGeough, BSN. Target Audience: RN, LPN, ARNP. Purpose: To enhance the nurse's ability to utilize ethical principles in nursing practice. Fee: Booklet \$53.95. Online fee: \$35.95. CEUs: 0.36.

Hospice 101. NEW!

Key Faculty: Judith K. Orth, RN, CHPN, BSN, MA. Target Audience: RN, LPN, ARNP. Purpose: The purpose of this course is to educate the learner about the concept of hospice and the corresponding philosophies and services it provides. Fee: \$11.95. CEUs: 0.12.

Infection Control. NEW!

Key Faculty: Mary McGeough, BSN. Target Audience: RN, LPN.

Purpose: Health care professionals will review and gain knowledge of current and emerging infection control procedures, common health care related infections, and infectious disease outbreaks. Fee: Booklet \$37.95 (Shipping & applicable taxes additional). Online Fee: \$23.95. CEU's: 0.24

Leadership in Health Care: General Principles. NEW!

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

Multi-Drug Resistant Organisms. NEW!

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

Nursing Documentation. UPDATED!

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

Pain Management at Life's End. NEW!

Key Faculty: Judith K. Orth, RN, CHPN, BSN, MA. Target Audience: ARNP, RN, LPN. Purpose: The purpose of this course is to integrate recently published pain management evidence into clinical practice and care for the terminally ill. A case scenario approach to this topic will transpire throughout this course to aid in the discovery and application of more effective ways for health care professionals to assist patients and families

in the management of pain at life's end. Fee: \$37.95 (Shipping & applicable taxes additional). Online Fee: \$23.95. CEUs: 0.24.

Staff Retention: Working Together to Achieve Organizational Success. NEW!

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

Understanding and Preventing Suicide. NEW!

Key Faculty: Judith K. Orth, RN, CHPN, BSN, MA. Target Audience: ARNP, RN, LPN. Purpose: The purpose of this course is to discuss a broad overview of the extent of suicide in the United States adding to the knowledge base of the learner information on the fact that effectiveness in preventing suicide ultimately depends

on a more fully understanding of how and why suicide occurs. Fee: \$11.95. CEUs: 0.12.

Understanding and Supporting Grieving Children. NEW!

Key Faculty: Judith K. Orth, RN, CHPN, BSN, MA. Target Audience: ARNP, RN, LPN. Purpose: To educate the learner about helpful ways to talk with grieving children geared toward the individual's developmental level, respectful of their cultural norms, and sensitive to their capacity to understand the situation. Death is an inescapable fact of life and children will need all the love and support of professionals and caregivers to cope with their loss and reach a constructive grief resolution. Fee: \$ 29.95 (Shipping & applicable taxes additional). Online Fee: \$17.95. CEUs: 0.18.



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