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Presented by the Florida Association Directors of Nursing Administration/LTC



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FADONA's
Carrying the Torch
of Leadership

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Message from the President



Happy Spring to all of our FADONA members and vendors. This has been a very busy few months for everyone I have spoken with. From a FADONA perspective, the board has been busy planning a dynamic April convention. Again, some top-notch speakers and topics have been chosen for your interest.



Bonnie Cruz

As you know, the Principles of Excellence are the core values developed by FADONA and continue to guide us as we reach out to LTC nurse executives around the state. Responding to the changing times, FADONA is engaged with offering education and resources geared towards the Principles of Excellence in long-term care.

Many leaders operate with unique styles to achieve the same outcome of quality but the Principles of Excellence offer a common ground for everyone. Long-term care is an industry that requires special talents and leaders who are critical thinkers. Utilizing the Principles of Excellence as a framework, leaders may continue to lead their organizations with quality of life and quality of resident care.

We understand that schedules can be busy and that you may be overwhelmed at work and seem to be unable to break away for outside meetings. But, we sincerely hope you'll enhance your schedule to join FADONA and become involved at a local chapter level. I promise you that the return will be beneficial to your career by providing a network of sharing best practices and engaging you in a support system for nurse executives like yourselves.

It has been our honor and a pleasure for the board to be able to serve you on the leadership cruise. We are excited about our upcoming 26th Annual

Convention & Trade Show to be held April 22-25 at the Hilton Daytona Beach Oceanfront Resort. The board recently met, toured the hotel, and narrowed down top-notch guest speakers, some of whom were selected from our recent call for presentations. Progress is in motion to provide you another great

FADONA convention.

The FADONA board continues to serve you, the members, and is here as needed for support. On that note, I would like to say thank you. Thank you for the honor and privilege to have served as your FADONA president for the last six years. I pass on the "Torch of Leadership" title of president of FADONA at the upcoming convention.

FADONA has grown and continues to grow thanks to our wonderful cohesive board and Corecare's help to accomplish our mission statement. You, the members and vendors, are the backbone and voice of our future. We need you to stay involved, connected, and to provide us with fresh ideas that will invigorate our members.

I look forward to seeing everyone in Daytona Beach.

Bonnie Cruz

Bonnie Cruz, RN, BSN, MEd, CDONA President



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Regional Reports



Sharyn Figgins

REGION I

Region I—Northwest

1A—Bay, Escambia, Holmes, Okaloosa, Santa Rosa, Walton, Washington; 1B—Jefferson, Madison, Calhoun, Leon, Taylor, Franklin, Gadsden, Gulf, Jackson, Liberty, Wakulla

Our chapter at Fort Walton Beach (FWB) meets the third Friday of every month for a breakfast meeting at 8 a.m. The sites rotate and are held at different facilities each month. Discussion is on pertinent issues of interest to the DONs.

Beverly Bishop, FWB chapter president, is the FOM at Crestview Rehab. For more information, e-mail Beverly at crdon@southernltc.com.

The Pensacola Chapter continues active networking via e-mail, sharing concerns and highlights, asking each other questions, and supporting each other.

We would love for any DON, ADON, or nurse manager to join our meetings or get on our contact list.

Contact me at Rosewood Manor by phone at (850) 619-2622 or e-mail sfiggins@gchc.com for any questions (or directions to meetings).

Sharyn Figgins, RN, MSN
Region I Vice President

Business Office Move Planned

After 13 years at the same location, the business office will be moving in May to a larger space about four miles from where it is currently located. The new address is: 400 Executive Center Drive, Suite 208, West Palm Beach, FL 33401.



Jacqueline Hinerman

REGION II

Region II—Northeast

2A—Hamilton, Lafayette, Alachua, Marion, Clay, Nassau, Suwannee; 2B—Dixie, Union, Putnam, Baker, St. Johns, Columbia, Gilchrist; 2C—Levy, Bradford, Duval, Flagler

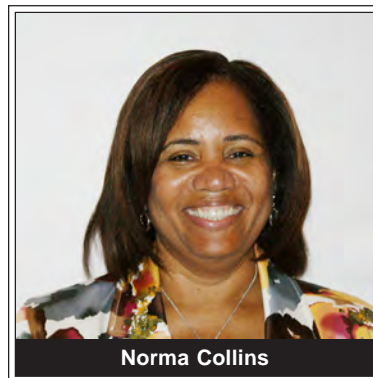
Wishing everyone a healthy and prosperous year for Region II.

I am very excited to be involved with the finest "Nurse Leaders of Florida."

FADONA provides a foundation for nurses to network and learn from each other. Region II is presently having meetings monthly in the Ocala and Jacksonville areas. The Ocala meeting is held every fourth Thursday at noon. The Jacksonville area is meeting the second week of the month. Our last meeting was at Mitchell's Restaurant at St. Johns Town Center. We had an amazing lunch sponsored by Avani.

We are presently looking for a chapter president for the Jacksonville area. Anyone interested should contact me at my e-mail address. Any nurse leaders in the Ocala and Jacksonville area that would like to be included on our e-mails and faxes, please e-mail me at jacqueline.hinerman@northporthealth.com. I can also be reached at (352) 732-2449. I would love to meet you and introduce you to some of the best nurse leaders in your area. So please contact me, Jackie Hinerman, RN, DON, Ocala Health & Rehabilitation, 1201 SE 24th Road, Ocala, FL 34471; (352) 732-2449; Fax: (352) 690-6909.

Jacqueline Hinerman, RN
Region II Vice President



Norma Collins

REGION III

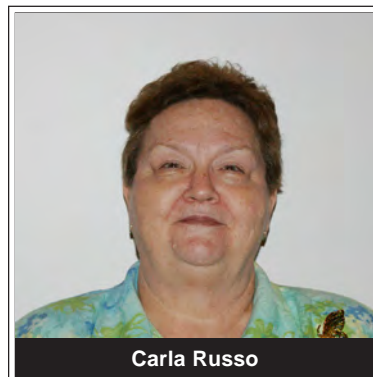
Region III—Centraleast

3A—Lake, Osceola, Orange, Seminole
3B—Volusia, Hardee

For more information about GOFADONA, please contact Teresa Mena, president, at Waterman Village, Mt. Dora; Nelson Rios at Conway Lakes, or Marisol Arrindell at The Parks.

For Region III questions, please reach me at (407) 949-4205 or my e-mail address is normac1212@aol.com.

Norma D. Collins, RN, BS, LHRM
Region III Vice President



Carla Russo

REGION IV

Region IV—Centralwest

4A—Hillsborough, Pinellas, Highlands, Polk
4B—Hernando, Sumter, Citrus, Pasco

Hillsborough County continues to meet the third Wednesday at 2 p.m. at Red Lobster on N. Dale Mabry. We always have a sponsor so it will cost you nothing to attend.

Pinellas County meets at Banquet Masters the second Tuesday at 5:30 p.m. The cost is \$20.

**Regional
REPORTS**

For Hillsborough County you can call me or **Betty Barron** at (727) 863-5488.

For Pinellas County contact **Liz Raymond** at nurse_raymond@yahoo.com.

For Polk, Hardee, and Highlands meeting times and details please contact **Patricia Knigge** at (727) 641-9578.

I encourage everyone, no matter what county, to get involved in a FADONA chapter near you. If there is not one, call me and I will help you start one.

Region IV has already started planning the annual September Symposium and we are expecting some great speakers and vendors again this year.

I encourage everyone to get involved. **Carla Russo, RN, CDON/LTC**; director of nursing, Brighton Gardens Tampa; phone (813) 908-2333, ext. 257; or Fax (813) 908 7827.

Region IV Vice President 



Kim Joynes

REGION V

Region V—Southwest

5A—Manatee, Charlotte, Collier

5B—Desoto, Lee, Sarasota

There is fire in our torch and FADONA is on the move in Region V.

Region V is well established in the northern territory of our region as evidenced by the active Manatee/Sarasota County Chapter led by Tracey Rickabaugh. They continue to have regular meetings and are very busy recruiting new NADONA/FADONA members.

They have elected officers and now call themselves the “*Manasota*” chapter of FADONA! We are charging \$5 a meeting for members and \$10 a meeting for non-members.

The officers for Manasota include:

President: **Tracey Rickabaugh** – (941) 749- 6611, (941) 730-3822

Vice President: **Kathy Michalsen** 747-1881, 929-5509

Secretary: **Diane Nelson**, (941) 747-8681

Treasurer: **Sarah Bolles**, (941) 747-3706; (941) 448-3581

We are diligently seeking an active chapter in Charlotte County to incorporate nurse leaders in North Port, Englewood, Port Charlotte, Punta Gorda, North Fort Myers and Cape Coral who will be able to gain support, networking and camaraderie. If you have an interest, don’t hesitate to contact me.

As we work our way south, I anticipate getting something established in Lee/Collier counties and will be seeking assistance in the Fort Myers/Naples area to find chapter leadership and establish an interest base. I know we have members down that way, so let me hear from you! Always looking

to pass the torch of leadership and carry it to our southern boundaries.

Gear up everyone, we have a great convention coming in April, and would love to see all of you there. Daytona Beach, here we come! Bring your flip flops and sunglasses! Region V will make a splash!

Please forward your questions to me at: kjoynes@greystonehcm.com or call (813) 748-8999. If you would like to host a chapter meeting, just let me know!

Kim Joynes
Region V Vice President 

Region VI—Southeast

6A—Palm Beach; 6B—Brevard, Indian River, St. Lucie, Martin, Okeechobee;

6C—Hendry, Glades

Every area of Region VI needs dynamic people to champion a group of DONs in their area. Though time, effort, and energy are involved, the results are support for all. Please consider coordinating a local group meeting. There are many resources available to sponsor the food, help with notifications, etc. Please call if support, help,

Continued on page 6



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Regional Reports

Continued from page 5

questions, or information are needed to urge you toward this valiant goal.

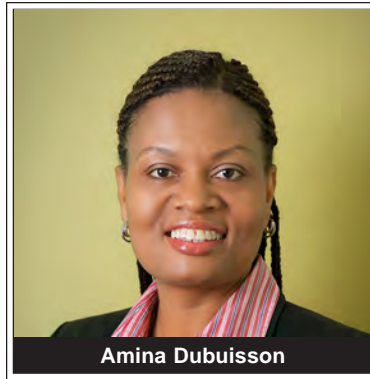
Here is the following local chapter contact information:

1. **Indian River County** — We invite you to attend our next meeting by calling **Nancy Henderson** for details. She is the local contact, and she can be reached at (772) 288-0060.

2. **Palm Beach County** — **Deborah Grotke** at (561) 655-8544. The Palm Beach County DON Association continues to meet monthly on the third Wednesday.

We have an active, growing group of members and associate members. Meetings allow us to network and share valuable information with our fellow nursing administrators and associates. This in turn helps increase the quality of care that our facilities can provide to our residents and supports our efforts to be survey-ready.

We need your help to re-energize other areas of Region VI. If you are interested in helping out, or know someone you think would be a great asset, please contact **Ian Cordes** at (561) 659-2167.



Amina Dubuisson

REGION VII

Region VII—Southeast

Miami-Dade, Monroe, and Broward Counties

This region runs from Deerfield Beach all the way south to Key West.

Broward County

The Broward County Chapter of FADONA has been very busy. Congratulations to Broward County Chapter President **Peggy Moses** and

her dedicated chapter leaders who are forging forward.



Miami-Dade County

This continues to be a very active chapter with regular meetings that are well attended.

For more information about the Miami-Dade Chapter, contact **Hank Drummond** at hankmiami@yahoo.com; cell: (786) 566-0598.

We need your help to develop this great region. If you are interested in helping, or know someone you think would be a great asset, please contact **Amina Dubuisson** at (954) 790-5171, or e-mail adubuisson@greystoneHCM.com.

Amina Dubuisson
Region VII Vice President

Meet Film Director of Age of Champions



Join us for the keynote address by film director **Christopher Rufo** on Tuesday, April 23, during FADONA's 26th Annual Convention & Trade Show at the Hilton Daytona Beach Oceanfront Resort.



Christopher Rufo

SYNOPSIS of Age of Champions

Age of Champions is the inspiring story of five competitors who sprint, leap, and swim for gold at the National Senior Olympics. You'll meet a 100-year-old tennis champion, 86-year-old pole vaulter, and rough-and-tumble basketball grandmothers as they triumph over the limitations of age.

When one athlete loses a spouse and another is diagnosed with cancer, they've got to dig even deeper to make their Olympic dreams come true. It's a story about the resilience of the human spirit and a powerful resource for universities, libraries, and educational institutions.

ACCOLADES

Age of Champions premiered to a standing ovation at the prestigious Silverdocs Film Festival and has since shown at more than 700 venues around the world. The *Washington Post* called the film "infectiously inspiring" and its characters have been featured in major media outlets including ABC, CBS, PBS, and NPR.

MEET THE FILMMAKER — Director Christopher Rufo

Christopher Rufo is the Creative Director of the Documentary Foundation and has directed three films for PBS — *Roughing It*, *Diamond in the Dunes*, and *Age of Champions*. Rufo graduated from Georgetown University's School of Foreign Service and speaks Italian, Spanish, and Chinese.

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Convention Corner

By Jean Nelson, RN-BC, BHSA; 1st Vice President, FADONA

We are very excited about FADONA's 26th Annual Convention to be hosted April 22-25, 2013, at the Hilton Daytona Beach Oceanfront Resort. We are continuing the "Torch Of Leadership" theme and support the administrative nurses and leaders in your facility.



Jean Nelson

The convention is already being shaped with national and state experts to carry on our theme of leadership and education.

There will be an optional Pre-conference Certificate Program on Monday, April 22, titled "Administrative Guide to Managing Risk Certificate Program" with Robin Bleier, RN, HCRM; Hazel Mahoney, RN, LHRM; and Karen Goldsmith, Esq. At the end

of the session there will be a test to earn your certificate.

We have an interesting agenda created for our administrative nurses and other leaders from your facility. Some of the topics and speakers are as follows: Keynote Speaker, Christopher Rufo, Film Director, *Age of Champions*; "Advanced Care

Planning" with Robin Bleier, RN, HCRM; "Mitigation Planning for a Successful Reimbursement Strategy with Rhonda DePaul, RN, BS, MPM; "Pain the Fifth Vital Sign" with Chuck Gokoo, MD, CWS; "Preventing the Spread of C. Difficile Infections in LTC" with Anne Carol Burke, MA; "Asymptomatic Bacteriuria Antibiotic Stewardship in Nursing Homes" with Tammy Jernigan, MSN, ARNP, CIC,

from the Florida Department of Health Bureau of Epidemiology; "Advanced Concepts in Wound Care" with Steven Magilen, MD; "QAPI – A Model for Exceeding Compliance and Achieving Excellence" with Beckie Dow, RN, RAC-MT; and AHCA Regulatory Compliance Workshop" with Polly Weaver, BS, with the Agency for Health Care Administration.

These are just a few of the great topics and speakers we will have at the convention. There are many more speakers and topics I could add but you can view the program on pages 10-11.

Please set aside the time to come to the convention by marking your calendars, and notify your supervisors. Make sure your FADONA/NADONA membership is up to date. You can join or renew your membership online at www.fadona.org now and also register for the conference. There are some great registration discounts for first-time attendees and the second/third person from the same facility.

If you have any questions, you may contact the FADONA business office at (561) 659-2167, or email me at jeannelson5@verizon.net.

Hope to see you all there!

What would you do if you discovered the Golden Egg?

Visit the *CareerCenters* at

www.fadona.org, www.fmda.org, and www.fhcswa.net

These are the official online CareerCenters of the Florida Association Directors of Nursing Administration, Florida Medical Directors Association, and Florida Health Care Social Workers Association.

These **CareerCenters** are a **treasured** new online resource designed to connect long-term care industry employers with the largest, most-qualified audience of nurses, nurse administrators, directors of nursing, nurse practitioners, medical directors, physicians, physician assistants, social workers, social service designees, and directors of social services in Florida.

Job Seekers may post their résumé (**it's FREE**) — confidentially, if preferred — so employers can actively search for you.

Let these **CareerCenters** help you make your next employment connection!

FADONA Salutes its Presidents on its 26th Anniversary

1988-1989: *Martha Davis*

1989-1991: *Sharon Walters*

1991-1993: *Gilda Osborn*

1993-1995: *Martha Bussell*

1995-1997: *Jocelyne Lameau*

1997-2001: *Margery Phake*

2001-2007: *Cathy Ables*

2007-2013: *Bonnie Cruz*



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- American Health Associates Clinical Labs – Awards Luncheon
FADONA Region IV – Continental Breakfast on Wednesday
Mylan Specialty – Product Theater Lunch on Tuesday
Novagrus – Welcome Reception on Monday
GOJO Industries – Educational Session Support
Optimer Pharmaceuticals – Educational Session Support
Lundbeck – Product Theater Breakfast on Tuesday
Guardian Pharmacy – Hotel Key Cards
RXPERTS – 2010-2013 Website Convention Photo Display Sponsor
RB Health Partners – LPN & CNR Awards of Excellence — 3 Years in a Row
Novagrus – Tote Bags
Evercare – Nurse Administrator of the Year Award — 10 Years in a Row
Novagrus – T-Shirts
Genadyne – Name Badge Holders
PrevMed – Educational Session Support
Endo Pharmaceuticals – Educational Session Support
MobilxUSA – Handouts on CD ROM
FADONA's Platinum Partners – Fun Night Sponsors

Carrying the Torch of Leadership 2013

Optional Pre-convention

Optional Pre-convention Program

MONDAY, APRIL 22

- 8 a.m.-5 p.m. Registration & Information 
- 9 a.m.-12 p.m. **Administrative Guide to Managing Risk: A Certificate Program (101-A)** 3.0 hours
 ~ Robin A. Bleier, RN, HCRM, FACDONA; Principal with RB Health Partners
 ~ Hazel M. Mahoney, BN, LHRM; Risk Management Quality Assurance Consultant, Preferred Clinical Services
 ~ Karen Goldsmith, Esq., Goldsmith & Grout
- 12-1 p.m. Lunch on Your Own
- 1-3 p.m. **Administrative Guide to Managing Risk: A Certificate Program (101-B)** 2.0 hours

- 4:30-5:30 p.m. **Regional Networking Roundtable: Sizzling Topics (102)** 1.0 hour
 ~ Hosted by Regional Vice Presidents: Norma Collins, RN, BS, LHRM (III); Sharyn Figgins, RN, MSN (I); and Kim Joynes, RN, BSN (V)
- 7 p.m. **Welcome Reception with Hors d'oeuvres & Refreshments**
 ☆ This reception is sponsored by Novaerus.

TUESDAY, APRIL 23

- 7:30 a.m.-5 p.m. Registration & Information
- 8-9:15 a.m. **NON-CE BREAKFAST PRODUCT THEATER (103)**
Xenazine for the Treatment of Chorea Associated with Huntington's Disease
 ~ Adam Rosenblatt, MD; Professor of Psychiatry and Neurology, Director of Geriatric Psychiatry, Virginia Commonwealth University
 ☆ This session is sponsored by Lundbeck.
- 9:15-10:45 a.m. **Keynote Address (104)** 1.5 hours
 ~ Keith Ochwat, Film Director, *Age of Champions*
 ☆ This session is supported by an educational grant from Novaerus.
- 11 a.m.-12 p.m. **BREAKOUT SESSIONS I**
A. Advanced Care Planning (105) 1.0 hour
 ~ Robin A. Bleier, RN, HCRM, FACDONA; Principal with RB Health Partners
 ☆ This session is supported by an educational grant from PrevMed.
 or
B. Mitigation Planning for a Successful Reimbursement Strategy (106) 1.0 hour
 ~ Rhonda DePaul, RN, BS, MPM; VP, Consultative Services, Genesis Rehabilitation
- 12-1:30 p.m. **NON-CE PRODUCT THEATER LUNCHEON PROGRAM (107)**
Optimizing the Management of COPD in LTC: Twice Daily Nebulization Could Make a Difference in Certain Residents
 ☆ This session is sponsored by Mylan Specialty.

- 1:30-3 p.m. **Pain — the Fifth Vital Sign (108)** 1.5 hours
 ~ Chuck Gokoo, MD, CWS; Chief Medical Officer, American Medical Technologies
 ☆ This session is supported by an educational grant from Endo.
- 3:15-5:45 p.m. **Annual Trade Show & Silent Auction:** Official Opening Silent Auction in the Exhibit Hall to benefit FADONA's Scholarship Fund
- 6:45-7:45 p.m. **BREAKOUT SESSIONS II**
A. Inciting the Excellence Riot — Motivating People to Perform with Distinction (109) 1.0 hour
 ~ Meagan Stone, Masters of Physical Therapy; Regional Director of Operations, Therapy Management Corporation
 or
B. Preventing the Spread of C. Difficile Infections in Long-Term Care (110) 1.0 hour
 ~ Anne Carol Burke, MA; Healthcare-Associated Infection Prevention Program Manager, Florida Department of Health
 ☆ This session is supported by an educational grant from Optimer Pharmaceuticals.

WEDNESDAY, APRIL 24

- 7:30 a.m.-5 p.m. Registration & Information
- 8-9:15 a.m. **Asymptomatic Bacteriuria Antibiotic Stewardship in Nursing Homes (111)** 1.0 hour
 ~ Tammy Jernigan, MSN, ARNP, CIC; Senior Regional Healthcare-Associated Infection Prevention Epidemiologist, Florida Department of Health Bureau of Epidemiology
 ☆ The continental breakfast is sponsored by FADONA Region IV.
- 9:30-10:30 a.m. **Advanced Concepts in Wound Care (112)** 1.0 hour
 ~ Steven Magilen, MD; Chief Medical Officer, Quality Surgical Management
- 10:30-11:30 a.m. **QAPI — A Model for Exceeding Compliance and Achieving Excellence (113)** 1.0 hour
 ~ Beckie Dow, RN, RAC-MT; Regional Consultant & Trainer for Harmony Healthcare International

11:45 a.m.-1:45 p.m. **ANNUAL AWARDS LUNCHEON**

Keynote: The Emotional Intelligence Path to Leadership Success (114) 1.0 hour
 ~ Debra Hagerty, DNP, NHA, LBSW, CDONA, FACDONA
 Assistant Professor, Armstrong Atlantic State University, Savannah, GA
 Annual Awards Luncheon is sponsored by American Health Associates Clinical Laboratories.

2013 PRESENTATION OF AWARDS

Nurse Administrator of the Year Award is sponsored by Evercare. LPN and CNA Annual Awards are sponsored by RB Health Partners.

Carrying the Torch of Leadership 2013

2-5 p.m. Trade Show, Silent Auction, Door Prizes

7-10:30 p.m. **PLATINUM PARTNERS' FUN NIGHT**

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THURSDAY, APRIL 25

8:45-10:15 a.m. **AHCA Regulatory Compliance Workshop**

(115) 1.5 hours

~ Polly Weaver, BS; Chief of Field Operations, Division of Health Quality Assurance, Agency for Health Care Administration

10:30-11:30 a.m. **Are You Prepared to Lead an Effective Infection Prevention Program in 2013 and Beyond?**

(116) 1.0 hour

~ James Marx, MS, RN, CIC

Infection Control Preventionist Consultant with Broad Street Solutions

★ This session is supported by an educational grant from GOJO Industries.

11:30 a.m.-12:30 p.m. **The Art of Nursing – Quality at the Bedside**

(117) 1.0 hour

~ Liz Jensen, RN, MSN; Clinical Director, Direct Supply

12:30 p.m. **DOOR PRIZES & END OF CONVENTION**

Note: Sessions and speakers are subject to change.

“Paperlite” Convention

In keeping with our organization-wide initiative, the convention will be paperlite – not paper free. This means that we will not be providing printed session handouts for convention attendees. However, thanks to a sponsorship from **MobilexUSA**, attendees will receive a complimentary CD that contains all handouts provided to us by the speakers. You will receive this CD when you register at the event. In addition, these same handouts will be available for paid registrants only at www.fadona.org. This will allow you to view and print them without charge before you arrive at the conference. Look for the hand-outs to be posted online no sooner than a week to 10 days prior to the convention.

If you prefer, for an extra charge of **\$45**, you may order a set of handouts no later than **April 15**, and it will be ready for you at the registration counter when you arrive. However, please be aware that we cannot ensure the availability of every PowerPoint presentation or handout for every session.

SILENT AUCTION:

Last year, FADONA raised nearly \$1,000 for its scholarship fund from its first-ever silent auction. We are inviting all our members, attendees, and exhibitors to donate auction items to raise money for FADONA's scholarship fund. Over the years, FADONA has provided tens of thousands of dollars in scholarships to its members and their staff and, with your support, we will be able to continue our tradition. For more information on how you can make a contribution, please call Scott Harter at the FADONA business office at **(561) 659-2167**.



Continuing Education

This educational program will be approved for **18.5** maximum contact hours for Florida licensed nurses and nursing home administrator CEUs by FADONA, CE Provider #50-682.

ANCC Accreditation: This continuing nursing education activity is being applied for through the Alabama State Nurses Association, an accredited approver of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.



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[] **YES!** Here are my 2013 FADONA Convention Registration Fees.

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- | | |
|--|-----------------------|
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| 2. Half-Price "Full Registration" fee* for 1 st -Time FADONA Convention Attendees | \$175 \$ _____ |
| 3. Discounted "Full Registration" fee* for 2 nd , 3 rd , etc., person from the same facility: | \$ _____ |
| a. When 1 st registrant is a member, the fee is \$195 per person. | |
| b. It is \$225 when the 1 st is not a FADONA member. Please use separate registration form for each person. | |
| 4. Optional – Administrative Guide to Managing Risk: A Certificate Program on April 22..... | \$125 \$ _____ |
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| 5. "Amazing Wednesday!" Includes all educational sessions on April 24; contact hours for RNs, LPNs, and NHAs; Annual Awards Luncheon; and Annual Trade Show (does not include admission to "Fun Night")..... | \$95 \$ _____ |
| 6. Seminar Tickets: Any single educational seminar on April 23-25 (1-2 hour seminar)..... | \$25 \$ _____ |
| 7. Book of Seminar Tickets: Any 4 seminars of your choice on April 23-25 (1-2 hour seminars)..... | \$85 \$ _____ |
| 8. "Fun Night" on Wednesday, April 24: Each paid Full-Registrant above receives one (1) ticket. Extra tickets for spouses or guests (this rate is not available to vendors or exhibitors)..... | \$70 each \$ _____ |
| 9. Daily Trade Show Pass — Not available to vendors | \$25 \$ _____ |
| 10. Optional Printed Handouts (see details below) | \$45 per set \$ _____ |
| Total Amount Enclosed..... \$ _____ | |

* **Full Registration Fee Covers:** Tuesday, April 23, through Thursday, April 25, 2013, only. Fee includes attendance at all FADONA educational sessions; all planned meals and receptions; contact hours for Florida-licensed RNs, NPs, LPNs, and NHAs; handouts on CD; trade show admission; and eligibility to win great door prizes.

Administrative Guide to Managing Risk: A Certificate Program on Monday, April 22, is not included, and the registration fee is extra.

Handouts: The fee includes a complimentary CD that contains all handouts provided to us by the speakers. You will receive this CD when you register at the event. In addition, these same handouts will be available at www.fadona.org at least 2 weeks before the convention, so you may print them without charge before you get to the conference. If you prefer, for an extra charge of \$45, you may order a set of handouts now when you register, and it will be ready for you when you arrive at the conference. However, please be aware that we cannot ensure the availability of every PowerPoint presentation or handout for every session due to the speakers' timeliness of providing their materials.

Refund/Cancellation Policy: All requests for attendee refunds must be made in writing and received by April 5, 2013. There will be a \$50 administrative fee on all attendee refunds. There will be no attendee refunds after April 5, 2013. Refund requests due to AHCA regulatory surveys will be given priority.

Returned-Check Policy: There is a \$25 charge for all checks returned from the bank.

Special Needs: Let us know if you would like to request a special diet or if you have other needs during your stay with us. Contact the business office for more information.

Hotel Reservations: Registration fee does not include hotel accommodations. For hotel reservations at the special convention rate of \$125 per night (single/double) with no resort fee, and \$6 per night discounted self-parking, contact the Hilton Daytona Beach Oceanfront Resort, at 866-536-8477 or 386-254-8200 (hotel direct, M-F, 9-5). You may also reserve online by going to www.fadona.org/convention.html. Make your reservations today, and make sure to tell them you are attending the FADONA convention. That will ensure your single/double room at the special FADONA group rate, which is good three (3) days pre- and three (3) days post-program dates, based on availability.

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The Dreaded Letter from the Board of Nursing Investigator

By Karen Goldsmith, Esq.; Goldsmith & Grout, PA; HealthCareCaseLaw.com

Ah, the dreaded letter from the investigator from the Board of Nursing arrives in your mailbox and terror strikes your heart. Because of the increase in immediate jeopardy citations, we are seeing more of these letters and our responses are becoming more sophisticated.

If ever you need a lawyer's guidance, it is when you get that letter. A good response can mean no probable cause is found and life goes on without the stress of an investigation; albeit 18 months or so after the investigation starts. The point of this article is not to remind you of the process but to give you tips on how to deal with the process before it starts.

Assume that if an immediate jeopardy citation occurs in a clinical area, the director of nursing and possibly the ADON and risk manager will be investigated. You should begin a comprehensive analysis of the problem and solutions thereto. Unconsciously, you will also be preparing a good part of your argument to deflect probable cause.

The first step you should take is to remove the potential for injury. For example, if your alarm system to prevent wandering is not functioning, immediately put into place a program for monitoring all doors or other areas for which the system was designed. CMS may very well take the position that you must monitor ALL of these places. The logic being that if you put the monitor on the back gate in the first place you must have thought it was necessary. Do not overlook any potential for injury.

A survey and certification case was recently decided in which the facility's



Karen Goldsmith

call bell system was not functioning. The facility instituted a procedure whereby a CNA made rounds constantly down one corridor and around the corner to the other corridor and then turned around and repeated the watch. The administrative law judge held that this was inadequate to remove the

danger because when the CNA was in one corridor or the other she could not see or hear if residents in the other one needed assistance.

**If you do so,
and you present
the results to
the Board,
you may not be
disciplined.**

Step One: Show that you are conscientious enough to take even extreme measures, if necessary, to protect the residents.

Step Two: Conduct an analysis of the situation. Develop the root cause as to why the problem occurred. In our call bell example, systems do break down, which is the result of the root cause. You would need to determine if the breakdown was because of faulty maintenance, too infrequent testing, not changing batteries often enough, or some other reason.

Even if you learn that the reason involves your supervision of your staff, it is important that you get down to the real and specific cause of the problem.

If you do so, and you present the results to the Board, you may not be disciplined. Make sure you get sound legal advice as to how this information should be presented to the probable cause panel. Ignoring it or hiding it is likely to cause you more problems than "fessing up" and moving on.

Once you have accomplished Step Two, you must find and implement a solution to the problem. If you find that Resident A has missed her medications two days in a row because of a decision by a nurse that the resident over-medicated, there are certain steps you would have to take. The root cause of this problem could be as far reaching as identifying a nurse who would not accept the parameters of the Nurse Practice Act. A nurse who will not accept professional boundaries likely is going to be problematic over and over again. Termination may be appropriate. At the very least, your nurse needs retraining and not just on the scope of nursing practice, but likely on pharmaceutical issues as well.

Are you just going to train that one nurse? You should train all your nurses — everyone needs a reminder now and then and we all learn from our own mistakes. Why not teach from other people's mistakes, as well? If you commit to training your nurses, train each and every one. Someone on vacation? Train them as soon as they return. Train the new nurses coming on board before they reach the floor.

Be creative. If your policies do not work well, recommend a change. If the pharmacy is not responsive to questions, talk to the administrator. If a doctor refuses to return phone calls, get the medical director involved. Each of these could cause a citation in clinical, which will reflect on you.

One area of particular concern is

Continued on page 14

Viva NADONA! In it to Win it!

By Sherrie Dornberger, RNC, GDCN, CDP, CDONA, FACDONA; Executive Director, NADONA

NADONA is busier than ever. Since this year's conference is in June it gives us a month less time to plan for our 26th annual event! I am hoping to see many of our Florida members in Las Vegas, June 8-12, 2013. The theme for this year is *Viva NADONA! In it to win it!* We have many wonderful workshops, keynote speakers, product theaters, exhibits, and poster presentations planned for your enjoyment!

Please see the NADONA website at www.NADONA.org for schedule and more!

We now have four certification exams for members: the DON certification, Assisted Living certification, LPN certification, and the Geriatric Diabetes Exam. All four are available with a discount for members. Along with the exams, the LPN exam will soon have an online review class. We will give you more information shortly when it is ready to be launched. The DON exam has a book available from HCPro and will also have an online review available. Currently we only have a live review.

Once you become certified you are eligible to apply for admission to the Academy of Fellows. New fellows are inducted annually during the opening ceremony at the conference!

Mentor@nadona.org has been quite busy with questions and requests. The requests come in and are sent to members who have volunteered to be mentors in certain areas, such as wound care, regulations, policies, MDS. The questions or policy requests are sent to these members who answer the questions. Our members have called back crying to tell us that NADONA saved their life by getting a much-needed policy to them during a state



Sherrie Dornberger

inspection. It is so gratifying to hear back from those we go above and beyond to help when they need it most! If you are interested in serving as member for a certain area, e-mail me at sherrie@nadona.org.

The board has been busy representing the membership at many conferences, ad hoc committees, conference calls,

and requests for interviews. We attend the Advancing Excellence calls, are represented on the Coalition of Geriatric Nurse organizations, the Eldercare workforce, CDC, Pioneer network on the Dining Standards, APIC reviewing their new manuals, Interview from *Advance on Diabetes*, Canada Health Care Association, AMDA with their oral care guidelines, HCPro reviewing and assisting with their online policies and procedures, Medscape with a Huntington Disease program, Medical Communication Media for an Alzheimer's program, to name a few.


For the first time in many years we sent out a convention prospectus along with *The Director* and not as part of *The Director!* We are hoping you enjoy this take-a-long program! The tentative schedule is being updated constantly, so please check with the website to see the new additions to the schedule.

While you are planning for conference, don't forget to ask your administrator to nominate you for Nurse Administrator of the Year! Or nominate a colleague, or ask a colleague to nominate you. You can nominate one another! We all know a great nurse administrator who deserves this award, so take a few minutes and make a nomination. We also have \$20,000 in scholarships available for those going to school. If you are a member, anyone at your facility who is going to nursing school is considered a member when

applying for a scholarship.

Another exciting addition to benefits is the Nurses Lounge. To get a log-in or password, visit the NADONA website. The Nurses Lounge is where more than 400 NADONA members have been hanging out to talk about long-term care, or to offer support to one another. Sign up and try it out. Also, check out the photo gallery on our website — we have posted lots of photos from past conference there.


Thanks for all of your support, Florida. Having your president, Bonnie Cruz, on the national board has been a huge pleasure. She is wonderful to work with and we were certainly happy to see Bonnie run, and win her office for two more years!

We look forward to seeing you in Vegas! Viva NADONA. 

The Dreaded Letter from the Board of Nursing Investigator

Continued from page 13

advanced directives. Being on hospice is not the same as having a DNRO. Nurses should not assume such. Family members cannot dictate whether a resident goes to the hospital in the event that you cannot treat her, even if she does have a DNRO. The list goes on.

The important thing is that if you take steps to identify the true root cause of the problem that got your facility an immediate jeopardy citation, go above and beyond the minimum to correct the problem, and make sure the steps you propose get done. Then, you have already prepared an excellent defense to a complaint filed with the Board of Nursing as the result of an IJ deficiency. 

This column is written for general information only and should not be used as legal advice. For specific situations contact your facility attorney and follow his/her advice.

This column is a regular feature of **FADONA Focus**. If you want a subject discussed, please e-mail Karen Goldsmith at kgoldsmith@ggflawfirm.com.

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Primary Care Collaboration — A Position Statement from QUIN Council

Introduction by Reuben Bowie, Treasurer, FADONA; and FADONA Representative to QUIN Council

So often in nursing we struggle with issues independently as individuals when there are others who face the same challenges. More importantly, there are others who have the answers or solutions that we seek or at the very least, who are willing to work with us to find the answers and solve the problems.

In long-term care, FADONA aims to support nursing administrators as they strive to provide optimum care for residents. Sometimes, regulations seem to be at odds with our efforts, such as



Reuben Bowie

the restrictions that hindered efficient and effective pain management. Long-term care depends heavily on advance practice nurses for more frequent, rapid, and direct, response to resident needs. But nurse practitioners have significant limitations placed on their practice.

Now with nurse practitioners having doctorates and, by 2015, being required to have doctorates, the Florida Medical Association (FMA) attempted to have the title of “doctor” protected and legislation proposing a

felony penalty be imposed on DNP's who did not identify themselves as nurse practitioners.

Through the efforts of many nursing groups, that did not pass as intended; but it did highlight the importance of pooling our strength. FADONA, in years past, recognizing the importance of working with other organizations, became affiliated with QUIN Council.

In the position statement below, take note of the history of QUIN in the introduction and the membership of QUIN at the end. Much can be accomplished when available resources are used.

QUIN Council: Primary Care Collaboration

In August 1989, the leadership from professional nursing groups that have a state level of organization met with the desire to promote and demonstrate unity among nurses in Florida. The result was the establishment of the Quality and Unity in Nursing Council (QUIN). The mission of QUIN is to promote quality and unity for nurses and nursing in Florida. Through participation in QUIN, nurse leaders from varied areas of practice, academic settings, and organizational structures continue to strive to develop and demonstrate a unified nursing voice for Florida.

ISSUE

Advanced Registered Nurse Practitioners (ARNP) and their supporters believe that Florida statute should be modified to allow ARNPs to practice to the full extent of their education and experience. This is viewed as a critical requisite to meet the needs of those Floridians currently underserved. Published research demonstrates the benefits to individuals and community populations when care is delivered by ARNPs. The critical need for primary care providers is anticipated to increase greatly as the population ages and new federal law is enforced.

POSITION STATEMENT

Given that the Patient Protection and Affordable Care Act assures access to care, the Quality and Unity in Nursing Council recognizes that full and effective use of all members of the health workforce is vital to address the current and future needs of Floridians. Collaboration among allied health professionals, nurses, and physicians is essential. Working together as an interprofessional collaborative team allows each member to contribute to a collective knowledge that promotes coordinated, safe, high-quality, patient-centered care in order to optimize the health of Floridians.

MEMBER ORGANIZATIONS

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Revisiting McGeer Criteria

By Steven J. Schweon, RN, MPH, MSN, CIC, HEM; Infection Preventionist, Pleasant Valley Manor Nursing Home, Stroudsburg, PA

The revised McGeer Criteria serve as a national standard for long-term care infection surveillance and public reporting to the NHSN.

In 1991, Allison McGeer and colleagues published the first set of surveillance definitions for dedicated use in long-term care facilities (LTCFs). Referred to as McGeer Criteria, these definitions were developed by LTCF infection control nurses, infectious disease physicians, and geriatricians who modified the National Nosocomial Infection Surveillance definitions. Though not validated or updated since they were first published, and not intended for clinical diagnosis, the McGeer Criteria has been a part of infection prevention and control programs, research studies, and public reporting.

At the time of their release, the McGeer Criteria were used in LTCFs where treatment was very different from today. Intravenous therapy was rarely used. Resident acuity was not as intense and many facilities had limited laboratory and radiological services. Clostridium difficile outbreaks were rare, and many current point-of-care technologies, such as pulse oximetry, were not available.

In 2009, the Society for Healthcare Epidemiology of America (SHEA)'s Long-Term Care Special Interest Group agreed to update the definitions because there was:

- An increase in the number of research studies and evidence-based literature that targeted the elderly and infection
- An improvement in diagnostics (e.g., polymerase chain reaction testing)
- A change in LTCF patient populations
- An update in acute-care National Healthcare Safety Network (NHSN)



Steven Schweon

surveillance definitions


This group conducted an extensive review of evidence-based literature and sought expert consensus opinion from infectious disease physicians, epidemiologists, infection preventionists, geriatricians, and public health officials. In order to have consistency across clinical syndromes, the authors agreed to standardize definitions for fever, acute mental status changes, and acute functional decline. Minor revisions were made to the majority of definitions and more specific urinary

tract infection (UTI) criteria were implemented. Norovirus and C. difficile surveillance definitions were also added. The final draft underwent extensive peer review and was vetted by many professional organizations, including APIC.

A new NHSN surveillance component has been developed specifically for LTCFs, which targets UTI events, laboratory identified events for multidrug-resistant organisms and C. difficile, and prevention process measures (i.e., hand hygiene and gown and glove use).

"Surveillance Definitions of Infections in Long-Term Care Facilities: Revisiting the McGeer Criteria" has been posted to the University of Chicago Press website on SHEA's behalf (www.jstor.org/stable/10.1086/667743) and serves as a national standard for infection surveillance and public reporting to the NHSN. LTCFs can begin to implement the updated surveillance definitions into their surveillance plans.

The infection preventionist should consider submitting the definitions for review and approval to the appropriate department (e.g., performance improvement) and/or committee (e.g., infection prevention and control) before implementing them into the surveillance plan. The IP should also note the date of the new definitions on any surveillance tools. Exporting of data to the NHSN will provide valuable benchmarking data, assist with determining the national LTCF infection burden, and help develop preventative interventions to lower the resident infection risk and promote safety.

Like the original McGeer Criteria, this update was not validated at time of publication due to time constraints. Feedback from end-users and future studies will assist with validation and future modifications as needed. 

**Referred to as
McGeer Criteria,
these definitions
were developed by
LTCF infection
control nurses,
infectious disease
physicians, and
geriatricians who
modified the National
Nosocomial Infection
Surveillance
definitions.**

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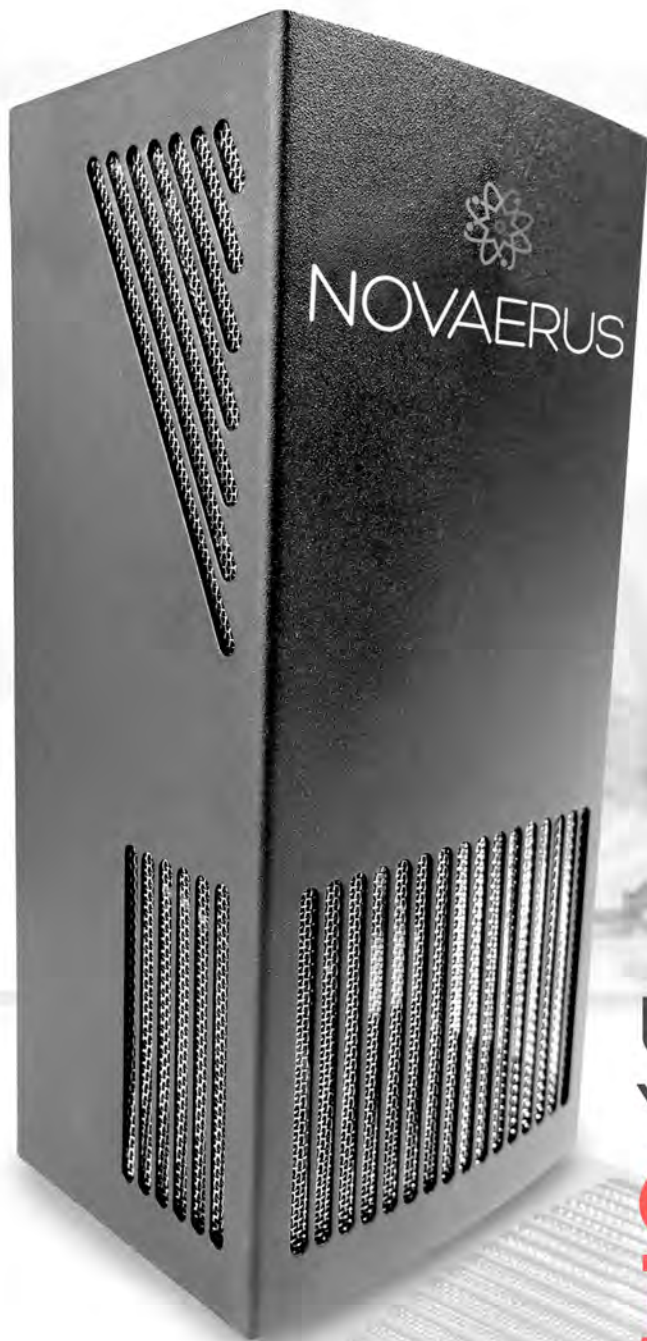
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