

FADONA[®] FOCUS



Florida Association Directors of Nursing Administration/LTC

Together, we can have a positive impact on Long-Term Care!



FADONA'S
Carrying the Torch
of Leadership 2019

32nd Annual Convention & Trade Show

*Navigating the Changes
in Long-Term Care*



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**Visit pages 8-11 to learn
more about the 2019
Carrying the Torch of
Leadership Convention!**



FADONA's 
*Carrying the Torch
of Leadership 2019*

RUMBLE IN THE JUNGLE SAFARI FUN NIGHT

7-10:30 p.m., Wednesday, March 13, 2019

Majestic Ballroom, Doubletree by Hilton Orlando

Rumble In The Jungle
Safari Fun Night
is sponsored by the
Platinum Partners.



ADMINISTRATION

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Message from the President



ADONA's Annual Convention is just weeks away. It's still not too late to

register.

The agenda topics vary and opportunities to network with your fellow nurse administrators are plenty. Join us March 11-14 in Orlando at the DoubleTree by Hilton Orlando at SeaWorld.

We have planned an excellent Preconvention Day on Monday, March 11, and we are hosting two exceptional speakers and workshops.

Pamela Scarborough, PT, DPT, MS, CDE, CWS, is Director of Public Relations and Education for American Medical Technologies. She will be presenting the wound care intensive workshop and skills station training program. This is an excellent opportunity for your wound nurses and staff nurses to learn and have added interactive training.

Besides being a wound care expert and an amazing speaker, Dr. Scarborough is a physical therapist with more than 35-years-experience as a clinician, team leader, professional educator, and mentor. In addition to holding a license to practice physical therapy in the state of Texas, she is board certified as both a diabetes educator (CDE) and wound specialist (CWS).

Cynthia Fronning, RN-BC, CDONA, FACDONA, RAC-CT, IP-BC, AS-BC, is the Director of Education for NADONA. She will be presenting Antibiotic Stewardship — A Guide to a Successful Compliance Program. This will prepare us to sit for NADONA's Antibiotic Stewardship Board Certified Exam (AS-BC).

Fronning has more than 30 years of experience in LTC. In her role with NADONA, she is responsible for the planning, direction, and implementation of all educational projects and pursuits within NADONA. She is the instructor of the Infection Control Certificate of Mastery Program and the Antibiotic Stewardship Certificate of Mastery Series.

We are all confronted with our facility's individual challenges and face new ones



Susie Jensvold

daily. As the complexity of health care as a field and our patients/residents continues to evolve, so must we as a profession — with the ultimate charge of protecting our residents and colleagues.

Come join us for education, fun, laughter, and camaraderie in Orlando!

To survive, we need to support our fellow nurse leaders

in the PA/LTC world. FADONA is where the support can be found. Our focus is to increase our membership and influence throughout the state.

Our thanks go to Betty Barron, 1st Vice President & Convention Planning Committee Chair, who is in charge of orchestrating FADONA's 32nd Annual Convention.

Mark the conference dates on your calendar, and plan to attend. We must all know how to navigate the new regulations, standards of practice, and techniques in order to help our nursing staff stay up to date with the best practices.

FADONA/LTC is the only dedicated organization for directors of nursing and nurse administrators in the state of Florida. Be on the lookout for information and for a meeting near you. These meetings are always very informative and great places to network.

Members Unite

The leadership is passionate about FADONA's place in the continuum and its role in providing members with the necessary tools to allow them to succeed and excel as professionals and as nurse administrators. We continue to have a positive impact on care and increase in our membership and influence. You can assist by inviting your colleagues to be members if they are not. You may contact your FADONA board members or staff as a resource at any time.

Please check out our website at www.fadona.org for additional news and updates.

Respectfully submitted,

Susie Jensvold

**Susie Jensvold, BSN, MHSA, RN
President**



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

We are all looking forward to a challenging (after all, it is LTC), successful, and hurricane-free 2019!

Last year we had the usual challenges with changes in regulations, laws, and payment systems, but our region's biggest was dealing with the hurricane and aftermath: displaced residents, staff, families, and destroyed facilities. We will continue adapting to this new reality. To our displaced peers, we are here for support.

We canceled our regional conference on wound care post-hurricane, but you have another opportunity to participate at our preconvention wound care workshop on March 11. FADONA's Annual Conference is an excellent environment for professional development and networking.

We offer scholarships for nursing students and acknowledge passion and performance with Awards of Excellence. FADONA also enhances/develops clinical and leadership skills through local chapters, regional symposiums, annual convention, Facebook posts, and a website. At our local chapter meetings and through emails, we share our pride and passion in LTC and rehab nursing, celebrate successes with our peers, share ideas and innovations, and support each other during difficult times (we have all been there!).

You can contact me at rgsqf@aol.com or (850) 313-6325. Let's have a Great year!

Sharyn Figgins, RN, MSN
Region I Vice President



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

Would you like to become more involved in FADONA? Presently, we are looking for chapter presidents for the Gainesville, Ocala, or Jacksonville areas. If you are not interested in becoming a chapter president, consider hosting a FADONA meeting in your facility.

Becoming involved in FADONA is a great way to correspond with your peers. Our next meeting for Region II will be **Feb. 21 at Ocala Health and Rehabilitation Center, 1201 SE 24 Rd., Ocala, at 12 p.m.** Please join us for lunch and great conversations with your peers.

If you are interested in becoming more involved or coming to our next meeting, please call/text **Jacqueline Hinerman** at (352) 362-0076 or email at **JaGa9999@centurylink.net**. Do not forget to friend FADONA on Facebook and share some of the great things you are doing in your facilities.

Jacqueline Hinerman, RN
Region II Vice President



Marilyn M. Nalley

REGION III

Region III — Centraleast

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

Hello, my name is Marilyn Nalley and I'm excited to be the new Region III Vice President. We are planning local and regional meetings and need your help! Please contact me at (772) 284-0484 or Marilyn.nalley@greystonehealth.com.

Marilyn M. Nalley, RN
Region III Vice President

Region IV — Centralwest

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

We are looking for ways to regenerate and come together for support and networking opportunities.

If you are interested in getting involved, this is a great way and FADONA is here to assist. Getting together gives area DONs and nurse leaders an opportunity to see what's new in the industry and also leave plenty of time to network with colleagues.

Here are the leadership contacts for the Pinellas County chapter:

Shalika Vitta, Vice President
svitta80@gmail.com (727) 216-5126

Tory Flood, Secretary
tory.flood@ahss.org (727) 858-1268

Rhonda Blum, Treasurer
rblum@geiger.com (727) 232-6250

We invite you to get involved in the events and meetings occurring within the counties under Region IV. For information, contact **Ian Cordes** at the FADONA Business Office at (561) 689-6321.

**Regional
REPORTS**



Elizabeth Borer

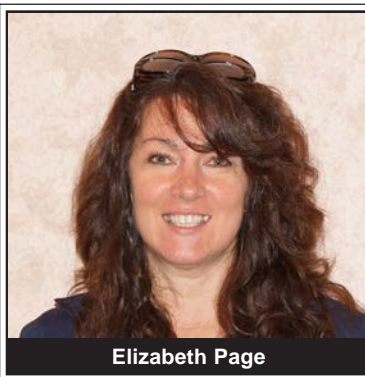
REGION V

Region V — Southwest

- 5A—Manatee, Charlotte, Collier
- 5B—Desoto, Lee, Sarasota

I am currently reaching out to all DONs in Region V, which encompasses 71 facilities. I look forward to speaking with each of you to discuss ways to solidify a consistent quarterly meeting. FADONA is committed to collaborating with aspiring nurse leaders in our quest to deliver the best care for our residents and patients in the post-acute care continuum. Please reach out to me if you are interested in being a part of our vision and mission. Please call me on my cell, (941) 400-7369, or email elizabeth.borer@aol.com.

Elizabeth Borer, RN
Region V Vice President



Elizabeth Page

REGION VI

Region VI — Southeast

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

If you would like information on future meetings and events for the Palm Beach County chapter, please call **Andrew**

Rosebrough, PBCDONA community liaison, at (561) 723-7888 or email andrew@pmdxu.com.

For questions about Palm Beach County chapter, please call **Debbie Grotke**, chapter president, at (561) 683-1400; email grotke@anho.edu.

If you have any questions for or about Region VI, please call me at (305) 790-2689 or email epage@polarisrx.com.

Elizabeth Page, RN
Region VI Vice President



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 Chapter: Call or text **Heather Grasso**, secretary, Broward FADONA, at (561) 275-9273 or email fadonabroward@gmail.com.

Miami Chapter: The Miami Chapter's Executive Board include:

President **Claudia Innocent**, (954) 647-5098; 1st Vice President **Anne Museau**, (305) 962-9537; 2nd Vice President **Charviette Paramore**, (786) 660-0170; Treasurer **Idel Benjamin**, (954) 243-6668; and Secretary **Bobbette Sangrado**, (917) 705-8104.

If you would like to help us develop and enhance our region, contact the chapters directly, or **Amina Dubuisson** at (954) 790-5171, or adubuisson@greystonehealth.com.

Amina Dubuisson
Region VII Vice President

What would you do if you discovered the Golden Egg?

Visit the **CareerCenters** at

www.fadona.org and www.fmda.org.

These are the official online CareerCenters of the Florida Association Directors of Nursing Administration and FMDA – The Florida Society for Post-Acute and Long-Term Care Medicine.

These **CareerCenters** are a **treasured** online resource designed to connect long-term care industry employers with the largest, most-qualified audience of nurses, nurse administrators, directors of nursing, medical directors, physicians, physician assistants, and advanced practice nurses 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's 32nd Annual Convention to Pass Torch of Leadership

Convention Corner by Betty Barron, MSN, RN; 1st Vice President, and Chair, Convention Planning Committee, FADONA

Carrying the Torch of Leadership 2019 combines exceptional educational programming, great networking opportunities, timely advocacy, and leadership training for nurse administrators practicing in the skilled nursing and post-acute care setting.

On behalf of the Board of Directors, I am very pleased to invite you to Orlando and our 32nd Annual Convention & Trade Show — Carrying the Torch of Leadership 2019. In keeping with our convention theme, *Navigating the Changes in Long-Term Care*, we are fortunate to have an excellent lineup of nursing leadership topics presented by highly knowledgeable speakers. This year's meeting is going to be outstanding.

The Planning Committee has worked diligently to develop an exceptional agenda filled with education, networking, and fun.

We hope you attend the wonderful



Betty Barron

Welcome Reception on Monday, March 11, that is sponsored by Consulate Health Care.

Then, please join us Tuesday and Wednesday in the Exhibit Hall and connect with our vendor friends. Visit our Platinum Partners — the Fun Night sponsors — and earn extra raffle tickets that could

help you win some amazing door prizes at **Rumble in the Jungle Safari Fun Night**.


It is these same members who have worked so hard over the past few months in preparation for this exciting event. This is also where the silent auction for the themed gift baskets will be on display — waiting for your generous bids — with all proceeds benefiting the **Patches Bryan Scholarship**.

We have more than 60 booths at our convention this year, and their support is very important to FADONA. Please be sure to show them your appreciation and support by visiting each and every one multiple times during the trade show.

This year, we have a special dinner event planned for you on Tuesday evening in honor of **Patches Bryan**. **Greystone Healthcare Management** is sponsoring a unique session titled *Regional Networking: Building a Family*. At the end, Greystone will raffle off a very special door prize in honor of Patches. You won't want to miss this session.

The Awards Ceremony is featured on Wednesday. This is when we salute Florida's best and brightest in an uplifting and inspiring event.

By working together, we have become, and will continue to be, a cohesive force through which we will produce positive changes in our industry. Networking at meetings like this is vital and ultimately benefits the residents of our facilities. They become the beneficiaries of our increased knowledge and proactive stance.

For information visit www.fadona.org, our mobile app, or contact **Ian Cordes**, FADONA's Director of Operations, at (561) 689-6321 or icordes@fadona.org. 



I am ready to get to work with the right knowledge and resources in my tool belt.

NADONA/LTC is now offering this **exclusive board certification** to post-acute care professionals who are ready to take the next step to become **Infection Preventionist-Board Certified (IP-BC)**.

About Board Certification:

- NADONA/LTC members is \$225; Non-members \$350.
- Online exam with 120 questions. Two hours to complete.
- Exam preparation is highly encouraged. A six-session Infection Prevention webinar series is available (*free for members*).
- Underscores *your* commitment to providing quality care.

Are you ready to roll up your sleeves to become a **leader** in post-acute care?

Learn more at www.nadona.org/certification-online.

toll free: 1-800-222-0539 | fax: 513-791-3699

Congratulations, FADONA, on 32 years of healthcare leadership!



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Carrying the Torch of Leadership 2019: Navigating the Changes in LTC

MONDAY, MARCH 11, 2019

OPTIONAL PRECONVENTION DAY

8 a.m.-6:15 p.m. — REGISTRATION & INFORMATION

9 a.m.-12 p.m. — **Concurrent Sessions A**

101: Antibiotic Stewardship

– A Guide to a Successful Compliance Program

**Cindy Fronning RN-BC, CDONA, FACDONA, RAC-CT;
Director of Education, NADONA**

Successful completion of FADONA's course on Antibiotic Stewardship meets the requirements of NADONA's Antibiotic Stewardship Certificate of Mastery (ASCOM™) course, and eligibility to sit for NADONA's nationally recognized Antibiotic Stewardship Board Certified Exam (AS-BC).

**102: Wound Care Intensive Workshop & Skills Stations Training
Creating a Functional Wound Prevention and Management
Program that Meets Clinical and Regulatory Guidelines
and Mandates**

**Pamela Scarborough, PT, DPT, MS, CDE, CWS;
Director of Public Relations and Education for
American Medical Technologies**

Providing wound prevention and management in PA/LTC settings is different from other sites such as out-patient and acute care. In addition, interventions for prevention and management of chronic wounds in the PA/LTC environment is challenging for many reasons, including but not limited to: the population (older and/or more fragile), the regulations, reimbursement issues, and clinical knowledge deficits by direct care staff. All of these and more issues can make wound management in PA/LTC demanding for building management, leadership and clinical and support staff. This program will integrate clinical best practices with regulatory (survey) mandates for wound prevention and care while providing attendees with up-to-date information to assist clinical teams, build management and leadership tools, and give direction for creating functional wound prevention and care programs.

12-1 p.m. — LUNCH on your own

1-4 p.m. — **Concurrent Sessions A** (Continued)

101: Continued – Antibiotic Stewardship

– A Guide to a Successful Compliance Program

**102: Continued – Wound Care Intensive Workshop
and 2-hour Skills Stations Training**

**Creating a Functional Wound Prevention and Management
Program that Meets Clinical and Regulatory Guidelines
and Mandates**

Regular Convention Sessions Start Here!

4:15-5:15 p.m. — **103: Lighting the Way to Patient Driven
Payment Model (PDPM)**

**Marigene Barrett, BSN, MBA
President, MRH Professional Services**

5:30-7 p.m. — **WELCOME RECEPTION**

Sponsored by Consulate Health Care — *Everyone is invited!*

TUESDAY, MARCH 12

8 a.m.-5 p.m. — REGISTRATION & INFORMATION

8:45-8:55 a.m. — Welcome from the FADONA President

8:55-9:55 a.m. — **104: Keynote Address**

Andi Clark, RN; Chief Nursing Officer, Consulate Health Care

10-11 a.m. — **105: Physician Orders for Life-Sustaining
Treatments (POLST): Honoring Choices**

**Leonard Hock, DO, MACOI, CMD, FAAHPM, HMDC;
Chief Medical Officer - Community Relations, Trustbridge;
Immediate Past-President, FMDA – The Florida Society for
Post-Acute and Long-Term Care Medicine**

11:05 a.m.-12:05 p.m. — **106: Transfers & Discharges
– Resident Advocacy**

**Michael Milliken, State Ombudsman, Florida Long-Term Care
Ombudsman Program, Dept. of Elder Affairs**

12:10-1:10 p.m. — **Non-CE Product Theater Lunch
Assessment and Management of Your Long-Term Care (LTC)
Resident with Chronic Obstructive Pulmonary Disease (COPD)**
Hosted by: **Sunovion Pharmaceuticals**

1:20-2:20 p.m. — **107: Current Issues with Advance Directives**
Karen Goldsmith, Esq.; Partner, Goldsmith & Grout, P.A.

2:25-3:25 p.m. — **108: Gender Identity
– When Society Collides with Authenticity**
Dina Proto, RN; Consultant and Author

3:30-6 p.m. — **ANNUAL TRADE SHOW &
GIFT BASKET SILENT AUCTION**
Book Signing: **Identity Impact** by Dina Proto, RN

6:10-7:40 p.m. — **109: Regional Networking
– Building a Family!**
Dinner sponsored by **Greystone Health**

WEDNESDAY, MARCH 13

7 a.m.-5 p.m. — REGISTRATION & INFORMATION

7:30-8:30 a.m. — Light Continental Breakfast

8-9 a.m. — **110: Keynote Speaker**
Introduction to Person-Centered Care – Changing Minds
**Charlene Peters, Chief Clinical Officer,
Greystone Healthcare Management**

9:05-10:05 a.m. — **111: The Radial Boss
– A Road Map for Surviving & Thriving**
**Debra Hagerty, DNP; Associate Professor,
Georgia Southern University**

10:10-11:10 a.m. — **ANNUAL TRADE SHOW &
GIFT BASKET SILENT AUCTION**

11:15 a.m.-12:15 p.m. — **Concurrent Sessions B**
**112: Carry the Touch of Leadership with
Patient-Centered Cognitive Programs**
**Angela Edney, BS, MSA, OTR/L
National Clinical Director, Aegis Therapies
Jessica Prankie, MSSLP; Clinical Process Therapist, Aegis Therapy**

Carrying the Torch of Leadership 2019: Navigating the Changes in LTC

11:15 a.m.-12:15 p.m. — **Concurrent Sessions B**

113: The Leadership Game!

Janet Burns Holliday, MSN, MSM, RN; Executive Director, Leadership Trainer, Speaker and Coach with the John Maxwell Team

12:20-12:50 p.m. — **PRESENTATION OF 2019 AWARDS**
Nurse Administrator of the Year, and
CNA/LPN Awards of Excellence

12:50-1:50 p.m. — **Non-CE Product Theater Lunch**

Keep it on or Take it off?

New Techniques for Managing & Preventing Wounds

Hosted by: Mölnlycke Health Care

1:55-3:10 p.m. — **ANNUAL TRADE SHOW, GIFT BASKET
SILENT AUCTION, AND DOOR PRIZES**

3:15-4:45 p.m. — **114: Risk Management with a Regulatory Twist**
Robin A. Bleier, RN, LHRM, CLC; President, RB Health Partners

4:50-5:50 p.m. — **115: Defining CMS' Medication-Related
Phase 3 Changes**

Lynn Davico, PharmD, CPh; Assistant Adjunct Professor, Nova
Southeastern University; Clinical Pharmacy Educational
Coordinator, PolarisRx

7-10:30 p.m. — **THEMED FUN NIGHT**

Planned and sponsored by the Platinum Partners

THURSDAY, MARCH 14

8 a.m.-1:15 p.m. — **REGISTRATION & INFORMATION**

8:30-10:30 a.m. — **116: CMS Rules of Participation
- Need-to-Know Update**

Kimberly R. Smoak, MSH, QIDP; Bureau Chief of Field
Operations, Division of Health Quality Assurance,
Florida's Agency for Health Care Administration

10:35-11:35 a.m. — **Concurrent Sessions C**

117: Laboratory Stewardship:

A Component of Antibiotic Stewardship

Lorelei Schmidt, BS, MT (ASCP), IP-BC;
Director of Training, TridentUSA Health Services

**118: The Imperative of Evidence-Based Nursing
Practice for Pain Management**

Jennifer Pettis, MS, RN, WCC; Associate Director of
Programs, Nurses Improving Care for Healthsystems Elders
(NICHE), NYU Rory Meyers College of Nursing

11:40 a.m.-1:10 p.m. — **119: Preventing Falls and Decline in
Function – An Innovative Approach to Restorative Nursing
with 30-minute Nurse Panel Discussion**

Jeri Anne Lundgren, RN, BSN, PHN, CWS, CWCN, CPT;
President, Senior Providers Resource

1:10 p.m. **DOOR PRIZES & END OF CONVENTION**

Note: Sessions and speakers are subject to change.

Support the Patches Bryan Scholarship

With our Fun, Homemade, Themed
Gift Basket Contest & Silent Auction

Last Year,
F-TAG Fido
was adopted
and found
a great
new home!



F-Tag Fido and his basket of treats were auctioned off at last year's convention. F-Tag Fido was a 6-foot stuffed plush dog with a really soft, extra-long cashmere scarf. He was lucky enough to be adopted by one of our amazing vendors.

We invite all members, convention attendees, and exhibitors to create and donate themed, homemade gift baskets for the silent auction at the Annual Trade Show.

Baskets will be judged by a panel of Platinum Partners, and the top three will receive an American Express gift card (\$100, \$50, or \$25) during Fun Night.

Judges will be looking for the
**Most Creative, Most Number of Bids,
and Highest Dollar Bid.**

For more information on how you can participate, please call **Jordan Fernandes** at the FADONA business office, **(561) 689-6321**.

Thanks for Your Donated Baskets!

Carrying the Torch of Leadership 2019: Navigating the Changes in LTC

Convention News

Continuing Education

This educational program will be approved for 22 maximum contact hours for **Florida licensed nurses** and **nursing home administrators** by FADONA, CE Broker Provider #50-682.

“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.

FADONA has its own mobile app. The app contains many exciting features and is available now and throughout the year. Download it for free in iTunes and Android stores by searching for “FADONA” or “Florida Association Directors of Nursing Administration.” The app will work on tablets and smartphones and will allow you to view convention information, including the agenda and speaker handouts.

Handouts will also be available online for paid registrants at www.fadona.org. This will allow you to view and print them without charge before you arrive. Look for the handouts to be posted online **7-10 days prior** to the convention.

If you prefer, for an extra charge of **\$75**, you may order a printed set of handouts no later than **Feb. 1**, 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.

Fun Homemade, Themed Gift Basket Contest & Silent Auction

We are inviting all our members, convention attendees, and exhibitors to create and donate themed, homemade gift baskets for the silent auction in the Exhibit Hall. Baskets will be judged by a panel of Platinum Partners and the winners will receive great door prizes at Fun Night.

All proceeds from the sale of these baskets will benefit the **Patches Bryan Scholarship**. Over the years, FADONA has provided more than **\$30,000** in scholarships to its members and their staff and, with your support, we will be able to continue this noble tradition.

For more information on how you can participate, please call the FADONA business office at **(561) 689-6321**.



DoubleTree by Hilton at SeaWorld Orlando

Please note that FADONA is financially responsible for all hotel rooms reserved in its group block. Any unused rooms, not sold, are still billed to FADONA in the form of attrition. We ask for your support in booking only at the convention hotel to ensure we fill the room block and can continue to offer discounts to our attendees. We ask that you reserve hotel rooms realistically and cancel any unneeded rooms with as much notice as possible. Thank you for your cooperation.

Attendee Comments from Carrying the Torch of Leadership!

“I enjoy going to FADONA because they provide excellent information to enhance the work place.”

Peggy M., RN, North Miami

“Great conference.”

Jeannette B., RN, NHA, Osteen

“Excellent presentation of knowledge and experience in an engaging and entertaining way. Fantastic speakers with relevant and helpful content.”

Sara H., High Springs

“Overall, the presenters and topics were superb and this was a stimulating and educational event. Thank you!”

Nancy N., RN, Palm Beach Gardens

“First time participant as an NHA, very much enjoyed and will return.”

Marc F., NHA, Ocala

“I really enjoy our conference, all the presentations were professionally presented and relate to my daily responsibilities.”

Patricia H., RN, West Riviera Beach

“Thank you for a great experience. I wish I could have attended the whole convention.”

Sauder S., RN, Apopka

“Once again FADONA has provided lectures that are pertinent to our day-to-day job as Director of Nurses!”

Rose D., Clearwater

“Great convention! Loved all the CEUs.”

Beverly E., RN, Ormond Beach

“This conference offered a wealth of knowledge and fosters relationships with other LTC nurses that would be much harder to develop. Very, very nice conference.”

Jeri B., RN, Viera

Our Sponsors Rock!

Optum – Grand Sponsor

Greystone Health – Classic Sponsor

Sunovion Pharmaceuticals – Hosting Product Theater

Mölnlycke Health Care – Hosting Product Theater

Consulate Health Care – Welcome Reception

Greystone Health – Tuesday’s Dinner

Greystone Health – Water Bottles

RB Health Partners – LPN & CNA Awards of Excellence

Guardian Pharmacy – Hotel Key Cards

Optum – Nurse Administrator of the Year Award

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2019 FADONA Convention Registration Form

Not a member? Join now at www.fadona.org or call the business office for an application and mail it directly to NADONA (attach and mail a copy of the form and accompanying payment to FADONA). Registration forms without fees cannot be processed. Please use separate registration form for each person.

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[] **YES!** Here are my 2019 FADONA Convention Registration Fees.

1. **Early-Bird, Full Registration:** *\$350 for members and \$395 for non-members on or before **Feb. 18, 2019.** \$ _____
 — After **Feb. 18**, the fee is \$395 for members and \$470 for non-members. \$ _____
 2. **Early-Bird, First-Time Attendees: Full Registration fee* for members only** \$325 \$ _____
 3. **Pre-Convention Daylong Workshops on March 11** (lunch on your own): Choose from two, 6-hour workshops
 a. Creating a Functional Wound Prevention Program that Meets Clinical & Regulatory Guidelines (includes Skills Stations Training) — Pamela Scarborough, PT, DPT, MS, CDE, CWS; Director of Public Policy and Education, American Medical Technologies
 b. Antibiotic Stewardship – A Guide to a Successful Compliance Program: *Become eligible to sit for NADONA's Antibiotic Stewardship Board Certified Exam (AS-BC).* — Cindy Fronning RN-BC, CDONA, FACDONA, RAC-CT; Director of Education, NADONA
 \$149 for members; or \$169 for non-members..... \$ _____
 4. **Amazing Wednesday!** Includes all educational sessions on March 13; contact hours for RNs, LPNs, NPs, and NHAs; Annual Awards Celebration, Annual Trade Show, and more \$145 \$ _____
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*** Full Registration Fees:** Includes attendance at all FADONA educational sessions **Tuesday, March 12, to Thursday, March 14, 2019;** all planned meals and receptions; CE/CEUs for Florida-licensed RNs, NPs, LPNs, and NHAs; Trade Show pass; one (1) ticket to Fun Night; and eligibility to win great door prizes. Register online at <http://fadona.org/convention.html>

Handouts: All handouts provided to us by the speakers will be available at www.fadona.org at least 7-10 days before the convention, so you may print them without charge before you get to the convention. If you prefer, for an extra charge of \$75, you may order a set of handouts now when you register, and it will be ready for you when you arrive at the convention. However, please be aware that we cannot ensure the availability of every PowerPoint presentation or handout for every session.

Refund/Cancellation Policy: All requests for attendee refunds must be made in writing and received on or before **Feb. 18, 2019.** There will be a \$50 administrative fee on all attendee refunds. There will be no attendee refunds after **March 11, 2019.** **Refund requests due to AHCA regulatory surveys will be given priority.**

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For hotel reservations, call (866) 247-3571 and identify yourself as part of the FADONA Convention Group to receive the group rate. Book online at <http://www.fadona.org/convention.html>

* Reservations must be made no later than **Feb. 15, 2019.** Reservations requested after the cut-off date will be on a space-available basis.

Make all payments payable to FADONA and mail to: 400 Executive Center Drive, Suite 208, West Palm Beach, FL 33401.

Questions? Call the FADONA Business Office at (561) 689-6321; Fax: (561) 689-6324

Register online with a credit card at <http://fadona.org/convention.html>

The Opioid Crisis – It Hits Home More Than Just with Patients

By Karen L. Goldsmith, Esq.; Goldsmith & Grout, PA



nurses are in a unique and vulnerable position when it comes to misuse of opioids. A nurse who might be prone to misuse herself may be exposed every day to a plethora of drugs, readily available and sometimes easy to divert. After all, you are in charge of recording and administering the drug. An addicted nurse might think: “So what if I pocket the pills and record them as given. One or two from Mrs. Jones and another couple from Mrs. Smith. No one will ever know...” — and oftentimes no one does.

However, the penalties for diverting drugs are significant and the impact on your future can be monumental.

Oh, I know the readers scanning this article are not the ones who divert drugs, but you may know someone who already is or is likely to do so. You may suspect someone. It may be a colleague or an agency nurse. You have no real proof, but that gut feeling won't go away.

Let's talk first about your reporting responsibilities. The first mandatory reporting requirement finds its genesis in Florida Statute 464.018. Subsection (k) of that statute requires that a nurse report any person she knows is in violation of the Nurse Practice Act. Note here that the operative word is knows. The person may have confessed to you — now you know. You may have observed that person placing pills in her pocket. Now you know.

Several years ago, we had a client facility in which a nurse had stolen a card of narcotics and put it under her car seat. Hours later she sent another nurse to McDonald's in her car and the card of pills slid out from under the seat. That second nurse now knew that the suspect nurse had taken drugs. In this case she did not report it and both nurses got in trouble — of varying degrees. She tried to argue that just because the drugs were in Nurse A's car didn't mean she had put them there. That defense held no water.

If a nurse with whom you work has unexplainable days on which she cannot properly perform her functions, you use the



Karen Goldsmith

same standard in deciding whether to report this nurse. That standard is also knowing that that person is hampered by use of alcohol, drugs (legal or illegal), or a physical or mental condition. But here you have an alternative to reporting her or him to the Board.

You have the option of reporting that person to a consultant operating an impaired practitioner program rather than filing a formal complaint with the Board. Information to do that filing is on the Board of Nursing website.

Suppose you don't know by direct knowledge that another nurse has been using drugs, but you are aware that that nurse has been convicted of a crime involving the possession, sale, or

Nurses are in a unique and vulnerable position when it comes to misuse of opioids.

distribution of controlled substances for other than legitimate purposes. You have an obligation to report that nurse to the Board under subsection (k) because the act for which the nurse was convicted is in and of itself a violation of the Nurse Practice Act (see subsection (f) of 464.018 for more information).

Above and beyond reporting to the Board or the impaired practitioner program, you also may have to report the acts to Adult Protective Services. The standard for reporting is found at Florida Statute 415.1034. Nurses as well as nursing home staff are required to report. The standard for reporting under APS is lower than the Board standard. Yes, you have to report if you know that a vulnerable person has been neglected, abused, exploited, and/or his property has been misappropriated. You

also have to report if you have a “reasonable cause to suspect” that one of these actions has occurred.

Misappropriation of medications falls under three of these categories. It could be neglect if it causes a resident to miss even a single dose of medication. Remember, for reporting purposes, neglect does not require a negative outcome. It can be misappropriation of property or exploitation even if the resident never knows the drug was taken.

One of our clients learned this lesson the hard way. In the case of the drugs under the car seat, referenced above, no one reported the incident to authorities. What did happen was that the mother of the nurse (who was terminated) came to the facility to find out why her son lost his job and they would not tell her. Being an advocate for her son, she filed a complaint with AHCA against the facility. AHCA surveyors came out and learned what had happened. It was not reported because the administrator thought that since the facility replaced the drugs immediately there was no neglect. The surveyors successfully argued that there was exploitation whether or not the resident missed a dose of medication. The administrator was investigated. The nurse who found the drugs and didn't report it was disciplined. The facility was fined and put on a moratorium. This is serious stuff.

If a person works in a long-term care facility and is arrested for drug-related offenses (or any offense that is disqualifying under background screening), the facility will be notified and that person not able to work with residents or in resident areas. If they are convicted, regardless of adjudication, under any of the myriad numbers for laws included in background screening they will not be able to work in long-term care until they get an exemption. This requires that the person complete all conditions of punishment except monetary if the conviction is a misdemeanor. If the conviction is a felony, the person must meet all conditions including monetary requirements and then wait three years before working in a covered place such as a nursing home.

Continued on page 15



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FADONA Honors Patches Bryan's Legacy

– The Patches Bryan Scholarship assists nursing students and established nurse administrators alike to realize their dreams and enhance their skills and competencies.

The Patches Bryan Scholarship was named in honor of an incredible nurse leader who cherished knowledge, education, and advanced training. Patches was a founding member of FADONA and former officer. For many years, she proudly served as the Chief Executive Clinical Officer of Greystone Health Network, where she instilled pride and passion in the practice of long-term care nursing.

“These scholarship dollars will help foster a new generation of young nurses who will be instrumental in leading the charge of post-acute and long-term care. We are very excited for the future and we thank Greystone Health Network for its commitment and support in partnering with FADONA on this worthy cause.”

After a long and brave battle with cancer, Patches left this earth on March 31, 2017, leaving behind a lasting legacy.

With generous financial support from Greystone Health Network, scholarships are now being offered by FADONA in honor of Patches.

“Patches was a true leader and mentor. She helped raise the bar throughout the

long-term care industry through her dedication to quality and clinical initiatives. She was highly supportive, always eager to lend a hand with a smile, and will forever be remembered for her sense of humor and love of the residents,” said Chris Masterson, Vice President, Risk Management & Compliance, Greystone Healthcare Management.

Greystone Health Network is excited to partner with FADONA and provide financial support to qualified candidates who share Patches Bryan's passion for learning, advancement, and excellence in post-acute and long-term care nursing.


FADONA is currently seeking qualified nominees who share Patches Bryan's nursing ideals — championing quality and clinical advancements — while raising the bar of nursing excellence and resident care in the LTC setting. The next deadline is **July 31, 2019**.

The Patches Bryan Scholarship is a way for FADONA and Greystone to honor Patches and to give back to the community of nurses who will be at the forefront of LTC care in the 21st century. Applicants may be currently licensed RNs, LPNs, or certified nursing assistants.

FADONA President Susie Jenvold is very proud that the association is offering these scholarship funds to help promote nursing education and training. “This scholarship program is vital to the success

of current and future nurse leaders seeking help in funding their educational pursuits,” Jenvold said.

“These scholarship dollars will help foster a new generation of young nurses who will be instrumental in leading the charge of post-acute and long-term care. We are very excited for the future and we thank Greystone Health Network for its commitment and support in partnering with FADONA on this worthy cause,” she added.

For more information, visit <http://fadona.org/scholarship.html> or call the business office at (561) 689-6321. 

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The Opioid Crisis – It Hits Home More Than Just with Patients

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What does conviction mean? It does not necessarily mean that that person will lose her or his license, but likely would or at least have restrictions on that license. So, a nurse could be convicted of a drug-related charge and not lose her or his license. However, under the background screening laws, that person would be extremely limited in where she or he could work.

We are all impacted in one way or another with the opioid crisis. Working in the long-term care setting has its own set of requirements because we deal with the highly vulnerable in an environment where medications and chemicals are always present.

In my next article I will address steps you can take if you have a drug problem, or to help someone else who does.

If you have any issues, please feel free to contact me at (407) 312-4938 or klgoldsmith@ggflawfirm.com. If I can help, I will be happy to do so. 



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