

— IOWA BOARD OF NURSING —

# Newsletter

November, December 2018 & January 2019

Volume 37, Number 4

## **WORKPLACE DRUG TESTING:**

*To test or not to test?*

*Learn about*

## **PROFESSIONAL BOUNDARIES**

*Read the board's*

## **LEGISLATIVE OVERVIEW!**



# Are you looking for a **quick, easy, secure and FREE** way to keep on top of your nurse licensure status?

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May 1, 2018 - April 30, 2019

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Nancy Kramer, EdD, ARNP, CPNP, CNE Vice Chairperson, Representing Nursing Education	2019
Kathryn Dolter, RN, PhD Representing Nursing Education	2021
Mark G. Odden, BSN, MBA, CRNA, ARNP Representing Nursing Practice	2019
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## BOARD MEETINGS

JANUARY 9, 10, 11, 2019 (DECEMBER 12, 2018)

APRIL 3, 4, 5, 2019 (MARCH 6, 2019)

JULY 10, 11, 12, 2019 (JUNE 12, 2019)

## AGENDA AND MINUTES ON THE WEB

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

You can locate our Agendas and Minutes at our website, [nursing.iowa.gov](http://nursing.iowa.gov), under "About the Board."

You may subscribe to email notification of the first posting of a meeting or conference call agenda by sending a blank email to: [ibon.helpdesk@iowa.gov](mailto:ibon.helpdesk@iowa.gov).

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 **four (4) weeks** prior to a scheduled board meeting. For your convenience, behind each board meeting date is the deadline for receipt of materials.



## LEGISLATIVE OVERVIEW

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*by Kathy Weinberg, MSN, RN, Executive Director*

January 14th, 2019, is fast approaching. This is the day that the 2019 Iowa Legislative Session convenes.

I thought it would be a good idea to refresh everyone's knowledge of how state government works in Iowa, how an idea becomes a law and common definitions used in the legislative process.

You may be asking yourself why this is important to nurses. Among physicians, dentists and pharmacists, nurses constitute the largest number of licensees in the state of Iowa. Currently we are over 60,000 strong.

From time to time the Iowa Board of Nursing introduces legislation – which if it becomes law – impacts the practice of nursing. Throughout the legislative session there may be other bills which impact your rights and privileges as a nurse and a healthcare provider.

As a professional you need to stay informed of the legislative process and bills which impact your profession. Therefore, learn who your state senators and representatives are, become involved in your professional organization, and read the Iowa Board of Nursing Newsletter for current legislation and rule changes which could impact you. Be a voice!

### **BRANCHES OF STATE GOVERNMENT:**

In Iowa government there are three distinct branches: legislative, executive and judicial.

The legislative branch creates laws. This branch, the Iowa General Assembly is often referred to as the “Iowa Legislature” or the “Legislature.”

The General assembly is comprised of a Senate and a House of Representatives. The Iowa Senate consists of 50 members, each representing one of the 50 districts in Iowa. The Iowa House of Representatives consists of 100 members. As with the Senate, each Representative serves a separate district.

All Senators and Representatives are elected by registered voters within the district. Senators are elected for four year terms and Representatives are elected for two year terms.

The executive branch is responsible for carrying out the laws which have been passed by the Legislature. This branch is headed by the Governor. The Governor has the final action on all bills passed by the General Assembly. The Governor may sign the bill, veto the bill or take no action on the bill.

The Governor is elected to a four-year term. As chief administrator of Iowa's government, the Governor is responsible for the various departments and agencies. The Governor appoints the department and agency heads and other state officials which are not subject to public election. The department heads of these agencies are responsible for carrying out the work of the agency and reporting to

the Governor and the General Assembly. A few examples of these agencies are: the Department of Public Health, the Department of Inspections and Appeals and the Department of Education.

In addition to the Governor, the following elected officials are in the executive branch: the Lieutenant Governor, Secretary of State, Auditor of State, Treasurer of State, Attorney General and Secretary of Agriculture. These officials all hold four year terms.

The third branch is the judicial branch. This branch is responsible for interpreting and applying laws to settle civil and criminal cases. Federal courts handle cases that have violated the U.S. Constitution or federal laws passed by the U.S. Congress. The Iowa court system handles cases that involve violations of the state's constitution or laws passed by the state's legislature.

In summary, the Legislature creates and passes Iowa law, the Governor with the assistance of state agencies and departments carries out the laws and Iowa courts resolve violations of the law.

An idea becomes a law:

- An idea is brought to a legislator.
- The idea is drafted into bill language, a proposal for a law.
- The bill must be sponsored by a legislator.
- Bills are assigned to a legislative committee on the Senate or House side.
- The bill must pass out of the committee to be introduced to one of the two chambers, the Senate or House.
- The bill is debated by the members of the chamber and must be voted out of the chamber by a majority vote.
- The bill then goes through the same process in the second chamber.
- The bill must pass each chamber in identical form.
- Once passed by both chambers the bill is sent to the Governor.
- The Governor may sign the bill, veto the bill or take no action on the bill.
- The bill becomes law with the Governor's signature.
- If, during session, the Governor does not sign or veto a bill, it becomes law after three calendar days (except Sundays).
- Bills sent to the Governor three days after the end of the session (except Sundays) must be signed or vetoed within 30 calendar days.
- Bills usually go into effect July 1 after the legislative session.
- The laws are incorporated into the Code of Iowa.

Common definitions used to pass legislation:

**ACT** – A bill which has been passed by both the Senate and House, enrolled, certified, approved by the Governor or passed over the Governor's veto, and published.

**AMENDMENT** – A change proposed or made to a bill or motion. Amendments may be offered by committees or individual legislators.

**BILL** – A legislative proposal sponsored by a legislator or a committee and introduced in the Senate or House. A bill must be approved by both the Senate and House and then by the Governor in order to become law.

**CHAMBER** – The official meeting place of the Senate or House.

**CODE OF IOWA** – The official collection of Iowa's permanent laws.

**COMMITTEE** – A group of legislators chosen to consider and make recommendations on bill and amendments in a particular subject area.

**CONSTITUENT** – An individual who lives in the district represented by a legislator.

**GENERAL ASSEMBLY** – The official name of the Iowa Legislature.

**LEGISLATOR** – an elected member of the General Assembly, either a Senator or a Representative.

**LOBBYIST** – An individual who encourages the passage, defeat or modification of proposed legislation.

**VETO** – An Action taken by the Governor to prevent the enactment of an entire bill. The Legislature may override the veto if two-thirds of the members of each chamber vote to pass the bill again.

*References: Legislative Services Agency. (2011, November 29). Legislative information. Retrieved from; [www.legis.state.ia.us](http://www.legis.state.ia.us)*



## PROFESSIONAL BOUNDARIES

by Kathleen Beebout, BSN, RN

Understanding and maintaining appropriate professional boundaries with your patients is an expectation for all licensed Iowa nurses. When the nurse establishes a therapeutic nurse-patient relationship and keeps the patient's needs as the focal point, professional boundaries are maintained. A therapeutic nurse-patient relationship is a balance of kindness, friendliness, and compassion towards the patient, and the recognition that the nurse always holds the power in the relationship. It is the nurse's responsibility to maintain proper boundaries. Nurses who are over-involved or under-involved with their patients are not maintaining a therapeutic balance. Those who become over-involved risk a boundary crossing or violation.

Nurses are taught that there are appropriate ways to therapeutically use one's own experiences to help our patients. This can be as simple as stating "I have felt pain, and I understand your pain." The nurse does not need to go into detail about their pain, or to ask the patient to listen to or counsel the nurse; rather it is merely the acknowledgement of a shared experience that creates the therapeutic connection, places the patient at ease, and allows for the patient's needs to be met. It is when a nurse goes beyond the therapeutic use of a personal experience and uses the patient encounter to meet their own needs that boundary violations may occur.

A clear view of the patient's needs and keeping the nurse-patient relationship focused on the patient is the responsibility of the nurse. The nurse should not use their role and the patient relationship as a means of receiving physical or emotional gain, or financial benefit beyond their salary or wage. If a patient urges the nurse to become more familiar or to share personal details of the nurse's life or to have personal interactions, it is the nurse's responsibility to re-establish appropriate boundaries, seek help from a superior or remove themselves from the nurse-patient relationship.

The Iowa Board of Nursing has issued disciplinary action against licensees who have failed to maintain professional boundaries. Examples include a nurse who expressed to a patient that she was having financial difficulties and proceeded to accept a loan from the patient. This nurse was charged with violating Iowa Code section 147.55(3) and 655 IAC 4.6(5)"d" for soliciting, borrowing, or misappropriating money or property from a patient, regardless of patient consent. Another example of this violation involved an advanced practice nurse who wrote controlled substance prescriptions for a patient and requested the patient share the medication with the nurse.

Other situations where the Board has taken disciplinary action involved home care and hospice nurses caring for terminally ill patients and their family members. In one circumstance the nurse commenced a romantic relationship with the surviving spouse shortly after the primary patient passed; in another the nurse married the surviving spouse within weeks of the primary patient's death. In these cases, the licensees were charged with engaging in a sexual, emotional, social, or business relationship with a former patient when there is a risk of exploitation or harm to the patient, regardless of patient consent, pursuant to Iowa Code section 147.55(3) and 655 IAC 4.6(5)"f"; and with violating professional decorum.

It is important to note that Board rules include family members in the definition of a patient. Patient consent is not a defense to a professional boundary violation, though it is often raised by licensees as a defense or a mitigating factor. It is always the responsibility of the nurse to maintain the professional boundary or to seek to be removed from caring for the patient if that is impossible.

A professional boundary violation can also occur when a nurse makes no actual sexual contact with a patient, but perhaps makes lewd, suggestive, demeaning, or otherwise sexual comments to a patient, regardless of patient consent, which is a violation of Iowa Code section 147.55(3) and 655 IAC 4.6(5)"b". Similarly, a nurse can commit a professional boundary violation if he or she repeatedly divulges personal information to a patient for nontherapeutic purposes, regardless of patient consent, which is a violation of Iowa Code section 147.55(3) and 655 IAC 4.6(5)"e". Examples of these violations can occur when an overly friendly or casual demeanor is adopted between the nurse and patient, and oftentimes involves nurses and patients becoming social media friends or extending the relationship beyond the therapeutic role or the work setting.

More flagrant situations involving professional boundary violations are those where sexual overtures or sexual contact between nurse and patient occur. In these circumstances nurses who have had sexual contact with a patient or initiated the contact or relationship have been charged with either sexual contact with a patient, regardless of patient consent, pursuant to Iowa Code section 147.55(3) and 655 IAC 4.6(5)"a"; or with initiating, or attempting to initiate, a sexual, emotional, social, or business relationship with a patient, for personal gain, regardless of patient consent, pursuant to Iowa Code section 147.55(3) and 655 IAC 4.6(5)"c".

The Iowa Board of Nursing has the authority and responsibility to discipline licensees who violate professional boundaries. Sometimes this discipline has been license suspension or revocation. Oftentimes discipline involves remedial education on the topic of professional boundaries and license probation to observe that a change in the nurse's conduct and improvement in professional demeanor has occurred.

The staff of the Enforcement Unit of the Iowa Board of Nursing is available to answer questions regarding professional boundaries.

#### REFERENCES:

- National Council of State Boards of Nursing. (n.d.). Professional boundaries. Retrieved from: <https://www.ncsbn.org/professional-boundaries.htm>*
- Nursing Board [655] Iowa Administrative Code. (2018, September 12). Chapter 4 Discipline. Retrieved from: <https://www.legis.iowa.gov/law/administrativeRules/rules?agency=655&chapter=4&pubDate=09-12-2018>*

## IMPORTANT NOTE:

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**THE NATIONAL TRANSPORTATION SAFETY BOARD** issues the following recommendation for licensed professionals with prescriptive authority: "Remember to routinely discuss with patients the effect a person's diagnosed medical conditions or prescription medications may have on his or her ability to safely operate a vehicle in any mode of transportation."

In respect to best practices, also remember to document patient teaching regarding the above recommendation.



## THE FUTURE OF PAPERLESS LICENSURE

During the October 2018 board meeting, the Iowa Board of Nursing (IBON) members discussed the future of transitioning to paperless licenses.

### HOW DO WE CURRENTLY ISSUE LICENSES?

Currently a nurse receiving an initial license and licensure by endorsement receives a paper wallet card and a 5" x 7" certificate for their first Iowa license. A nurse receives a paper wallet card on renewal, reactivation and reinstatement. All licenses can currently be validated online by referring to the following options:

- IBON website at <https://nursing.iowa.gov>. Select "IBON Online Services" and then select "Secured Access" and sign in using your account ID and password. You will then be able to find your license information by last name and last four digits of your social security number.
- National Council of State Boards of Nursing (NCSBN) at [www.nursys.com](http://www.nursys.com). Select "Quick Confirm" license verification and follow the prompts.

### WHAT WOULD GOING PAPERLESS LOOK LIKE IN THE FUTURE?

A nurse would complete the appropriate application process and instead of receiving a paper wallet card in the mail they would receive an email after their application is complete stating they hold an active Iowa license, with a number and information concerning verifying their license online. A 5" x 7" certificate would continue to be sent out for an initial license and an endorsement license at this time.

### WHAT ARE THE BENEFITS OF GOING PAPERLESS?

- The best licensure verification is obtained online
- Licensure status can be verified electronically anytime from anywhere
- Licensure status is updated in real time
- The threat for fraud is virtually taken away
- Staff time in sending out wallet cards is eliminated
- The licensing process becomes more efficient.

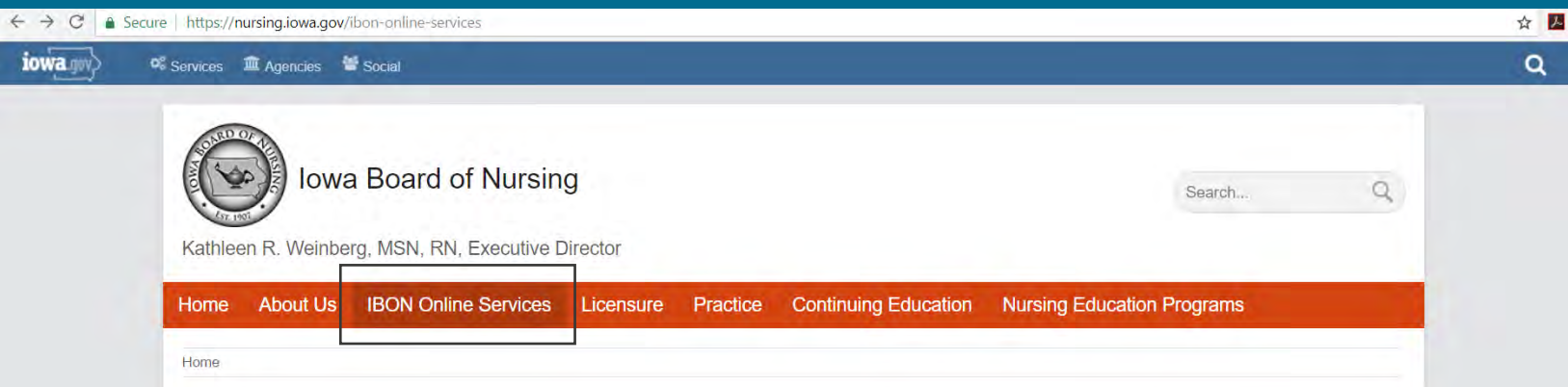
According to NCSBN Member Board Profiles, 32 states issue initial licenses paperless and 39 states issue renewals paperless.

Iowa Board of Nursing staff is in the process of exploring the operations of going to paperless licenses. Continue to follow this initiative and the timeline for the transition in the Iowa Board of *Nursing Newsletter*, the website and on the Board's Facebook page.



# WHY GO PAPERLESS?

by Maggie Schwarck, MSN, RN, Associate Director of Licensing Administration



## APPLICATIONS:

The best application method is to apply online. *It benefits you with:*

- faster application processing
- increased security of your personal information
- increased security of your fee payment
- decreased errors due to transferring your information from paper to the electronic database, and
- decreased errors due to illegible handwriting.

Please apply at [nursing.iowa.gov](https://nursing.iowa.gov) and select IBON Online Services. If it is the first time that you have used IBON Online Services, you will need to create an account with a user ID and password that you will use every time you utilize this service. It is important that you keep your account ID and password in a place where you can easily retrieve it.

## LICENSURE STATUS:

The best licensure verification is obtained online. *It benefits you because:*

- licensure status can be verified electronically anytime from anywhere, and
- license status is updated in real time.

Online License Verification Options:

- IBON website at <https://nursing.iowa.gov>. Select “IBON Online Services” and “Secured Access” then sign in using your account ID and password. You will then be able to find your license information by last name and last four digits of your social security number.
- National Council of State Boards of Nursing (NCSBN) at [www.nursys.com](http://www.nursys.com). Select “QuickConfirm” license verification and follow the prompts.

**PAPERLESS SAVES MONEY, TIME AND BENEFITS THE ENVIRONMENT!**

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IABOARDOFNURSING



WWW. NURSING.IOWA.GOV



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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](http://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"><li>• Name/address changes</li><li>• Request application for license renewal, reactivation, endorsement, or exam</li><li>• Inactive status</li></ul>	<ul style="list-style-type: none"><li>☎ (515) 281-4826</li><li>✉ <a href="mailto:ibon@iowa.gov">ibon@iowa.gov</a></li></ul>
<ul style="list-style-type: none"><li>• Your license renewal or reactivation in process</li><li>• Lost/stolen licenses</li><li>• License Verification</li></ul>	<ul style="list-style-type: none"><li>☎ (515) 281-3264</li><li>✉ <a href="mailto:ibon.renewal@iowa.gov">ibon.renewal@iowa.gov</a></li></ul>
<ul style="list-style-type: none"><li>• Your license by examination in process</li><li>• Initial ARNP application</li><li>• Your ARNP application in process</li></ul>	<ul style="list-style-type: none"><li>☎ (515) 281-6488</li><li>✉ <a href="mailto:newnurs@iowa.gov">newnurs@iowa.gov</a></li></ul>
<ul style="list-style-type: none"><li>• Your license by endorsement in process</li><li>• Your ARNP renewal in process</li></ul>	<ul style="list-style-type: none"><li>☎ (515) 281-4827</li><li>✉ <a href="mailto:endorse@iowa.gov">endorse@iowa.gov</a></li><li>✉ <a href="mailto:arnpren@iowa.gov">arnpren@iowa.gov</a></li></ul>
<ul style="list-style-type: none"><li>• Continuing Education rules</li><li>• Continuing Education provider rules</li></ul>	<ul style="list-style-type: none"><li>☎ (515) 201-2509</li><li>✉ <a href="mailto:laura.hudson@iowa.gov">laura.hudson@iowa.gov</a></li></ul>
<ul style="list-style-type: none"><li>• Special approval of Continuing Education courses</li><li>• Audits</li></ul>	<ul style="list-style-type: none"><li>☎ (515) 281-8258</li><li>✉ <a href="mailto:ibon.audit@iowa.gov">ibon.audit@iowa.gov</a></li></ul>
<ul style="list-style-type: none"><li>• Disciplinary issues</li><li>• Sanctioned cases</li></ul>	<ul style="list-style-type: none"><li>☎ (515) 281-6472</li><li>✉ <a href="mailto:enforce@iowa.gov">enforce@iowa.gov</a></li></ul>
<ul style="list-style-type: none"><li>• Editor, Iowa Board of Nursing newsletter</li><li>• Website content</li></ul>	<ul style="list-style-type: none"><li>☎ (515) 201-2509</li><li>✉ <a href="mailto:laura.hudson@iowa.gov">laura.hudson@iowa.gov</a></li></ul>
<ul style="list-style-type: none"><li>• Scope of nursing practice in Iowa</li></ul>	<ul style="list-style-type: none"><li>☎ (515) 326-4400</li><li>✉ <a href="mailto:nursingpractice@iowa.gov">nursingpractice@iowa.gov</a></li></ul>
<ul style="list-style-type: none"><li>• Formal nursing education in Iowa</li></ul>	<ul style="list-style-type: none"><li>☎ (515) 326-4400</li><li>✉ <a href="mailto:nursingeducation@iowa.gov">nursingeducation@iowa.gov</a></li></ul>
<ul style="list-style-type: none"><li>• Nurse Licensure Compact Agreement (Multi-state license)</li><li>• NCLEX accommodations</li><li>• Foreign applicants for licensure</li><li>• Rosters or listings of nurses</li></ul>	<ul style="list-style-type: none"><li>☎ (515) 281-5535</li><li>✉ <a href="mailto:maggie.schwarck@iowa.gov">maggie.schwarck@iowa.gov</a></li></ul>
<ul style="list-style-type: none"><li>• Alternative to Discipline Program (Iowa Nurse Assistance Program)</li></ul>	<ul style="list-style-type: none"><li>☎ (515) 725-4008</li><li>✉ <a href="mailto:inap@iowa.gov">inap@iowa.gov</a></li></ul>

## TO CHANGE YOUR EMAIL ADDRESS

If your email address changes, it needs to be updated in two different places: your IBON record, and your login account. These are hosted separately.

### To update your IBON record:

Although you can wait until you renew your license, it may be wiser to update it immediately, as follows:

1. Go to IBON Online Services and select "Update Contact Information."
2. This will take you to the Enterprise login screen mandated by the State of Iowa.
3. Enter your account i.d. and password, and click "Sign In."
4. You will be returned to the Iowa Board of Nursing Online Services, and the proper screen to update your information.
5. Update all available fields on the screen – including your email address, and click Continue.

### To Update your login i.d.

Your login email is different from the email address in your license record. The login email is used by the state's mandated authentication services for all state business. If you forget your login i.d, the system can send it to you – but it will go to the email address they have on record in the login account, not to the address in your license record.

1. Go to IBON Online Services and select "Update Contact Information." This will take you to the Enterprise login screen mandated by the State of Iowa.
2. On the login screen (below), enter your account i.d. and password, **BUT instead of clicking on "Sign In," click on "Account Details,"**

3. This will take you to the following screen, where it is apparent that you need to enter your new email twice and click save.

### Additional note:

If you can remember neither your login i.d. nor your password, AND your email address has changed, you have two choices:

1. Create a new and different login i.d. and password. The new login i.d. must be different from the one you initially created, i.e., Suzy.Smith@iowaid could become Suzy.Smith2@iowaid.
2. You can request assistance through the state's Help Desk from the links available in the lower right of the login screen, or by calling 515-281-5703, or 1-800-532-1174.

## CHANGE OF ADDRESS/NAME

State law requires you to keep the Board of Nursing apprised at all times of your current mailing address. Notification of NAME changes must be made in writing. For your convenience, you may utilize the following form to submit your address/name change, within 30 days of the change.

TODAY'S DATE: \_\_\_\_\_

LAST NAME: \_\_\_\_\_

FIRST NAME: \_\_\_\_\_

MIDDLE NAME: \_\_\_\_\_

SSN: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

RN/LPN# \_\_\_\_\_

RESIDENT STATE: \_\_\_\_\_

EMAIL: \_\_\_\_\_

NAME CHANGE:  YES  NO

PREVIOUS NAME: \_\_\_\_\_

### OLD ADDRESS

HOME ADDRESS: \_\_\_\_\_

CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP: \_\_\_\_\_

### NEW ADDRESS

HOME ADDRESS: \_\_\_\_\_

CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP: \_\_\_\_\_

- I'M ON ACTIVE MILITARY DUTY
- I'M A FEDERAL EMPLOYEE
- I'M AN LPN CURRENTLY IN THE PROCESS OF OBTAINING AN RN LICENSE
- MY LICENSE EXPIRES IN LESS THAN 2 MONTHS AND WOULD LIKE A RENEWAL FORM MAILED TO ME

MAIL TO:  
Iowa Board of Nursing  
400 SW 8th Street, Suite B  
Des Moines, IA 50309

OR

Email information to: [ibon@iowa.gov](mailto:ibon@iowa.gov)  
Update address online at [nursing.iowa.gov](http://nursing.iowa.gov)  
Select IBON online services

## BOARD EXPLORES ALLOCATING FEES FOR THE REPAYMENT OF EDUCATION LOANS OR FOR SCHOLARSHIPS

At the October 4, 2017 Board meeting, the Iowa Nurses Foundation requested the following:

“The Iowa Nurses Association and the Iowa Nurses Foundation are requesting the Iowa Board of Nursing support and file legislation to authorize the use of Board funds to support students and graduates of registered nurse and graduate nurse education in Iowa.”

The members of the Iowa Board of Nursing (IBON) discussed the request and directed staff to establish a workgroup to explore the allocations of IBON funds to support loan forgiveness or nursing scholarships.

The first meeting of the Loan Forgiveness and Scholarship Workgroup was on Friday, February 16, 2018, at the Iowa Board of Nursing (IBON) office. Members of this workgroup included: Kathy Weinberg, Executive Director; Board staff: Laura Hudson, Jimmy Reyes, Margaret Armagost, and Maggie Schwarck; Board members: Gwen Suntken and B.J. Hoffman. Other members, Kendra Williams/Perez, Allen College director; Iowa Nurses Association (INA) representatives, Jann Ricklefs and Lisa Caffery; INA/Iowa Nurses Foundation (INF) representative, Lorinda Inman; and assistant attorneys general, Laura Steffensmeier and Alan Nagel.

During this meeting, the following topics were discussed: Workforce patterns and trends, Iowa College Student Aid Commission’s role in the distribution of funds for the loan forgiveness program, IBON revenue, expenditures, and rollovers, and rules and regulations on scholarships from five states. In addition, the workgroup discussed the importance of developing a survey to request the perspectives from Iowa nurses on the use of IBON funds for scholarships and loan forgiveness. The following questions were used in the survey:

- Demographic questions
- Are you in favor of the Board using its money to provide scholarships for nursing students?
- Are you in favor of the Board using its money to provide loan forgiveness for licensed nurses?
- How should the Board fund a scholarship and/or loan forgiveness program?

Board staff developed and implemented the survey based on workgroup member feedback and it was transmitted to licensees on Friday, March 9, 2018, and again on Thursday, May 3, 2018. Methodology, sample size, results and interpretation of findings were summarized.

The results and interpretation of findings were discussed during a second workgroup meeting held on June 15, 2018, at the IBON office. Mr. Todd Brown from the Iowa College Student Aid Commission was an invited guest and provided an overview of the Nurse Educator Loan Forgiveness Program (now called the Health Care Loan Repayment Program) which will be in effect as of July 2018.

At the July 11, 2018, board meeting, Todd Brown from the Iowa College Student Aid Commission gave a brief overview of the Health Care Loan Repayment Program (previously the Nurse Educator Loan Forgiveness Program).

The Board discussed the survey sent to all Iowa nurses in March and May of 2018. The Board noted that the results of the survey did indicate nurses were in favor of allocating funds to the Loan Repayment Program, but comments received indicated that nurses are not in favor of raising fees.

In regards to a fee increase and having a dedicated amount going to the Health Care Loan Repayment Program, it was noted that it may be difficult to have legislators support a fee increase.

The Board also discussed the uncertainty of future revenue, expenditures, and rollover of IBON funds. The Board requested that staff explore having a five-year projected budget completed to give a picture of future IBON funds before any decisions were made concerning the allocation of IBON funds.

Iowa Workforce Development – Labor Market Information Division is working with the IBON to outsource an actuary to complete the budget projection. The timeline for completion of the projected budget is 3 to 6 months.

The Iowa Center for Nursing Workforce welcomes two new members appointed by the Iowa Board of Nursing at the July 2018 meeting. Dr. Mary Tarbox, Dean of the Martin-Herold College of Nursing & Health at Mount Mercy University, will represent the Iowa Action Coalition. Amy Skelton, RN, Director of Nursing from the Pleasantview Home in Kalona, was appointed to represent a nurse educated at the ADN or BSN level. A full list of committee members can be seen below.

## ADVISORY COMMITTEE MEMBERS

NAME	AFFILIATION
Julie Adair, RN	Vice President of Home Care & Workforce 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
Megan Hartwig, MHA	Office of Rural Health, Program Manager Iowa Department of Public Health, Des Moines
Tonya Johannes, DNP, MSN, ARNP-BC, RN	ARNP, Mahaska Health Partnership, Oskaloosa; Nurse Practitioner, Oskaloosa
Tami Lund, RN Consultant	RN Consultant, Immanuel Omaha, NE
Beverly McLinden	Public Member, Healthcare consumer; Administrator – Rotary Club of Des Moines A.M. , Adel
Ryan M. Murphy, MPA, BA	Bureau Chief, Labor Market Information, Iowa Workforce Development, Des Moines
Jennifer Nutt, DNP, RN	Director of Nursing & Clinical Services Iowa Hospital Association, Des Moines
Anne Ott, RN	Emergency Room Nurse, Regional Health Services of Howard County, Cresco
Amy Skelton, RN	Director of Nursing, Pleasantview Home, Kalona
Michelle Snitselaar, MSN, RN	Director of Health Services, Mount Mercy University Cedar Rapids
Mary Tarbox, EdD, RN	Dean, Martin-Herold College of Nursing & Health, Mount Mercy University, Co-Chair, Iowa Action Coalition, Cedar Rapids
Vacant position	Iowa Department of Education, Des Moines
Ginny Wangerin, MSN, PhD, RN, CNE	Clinical Assistant Professor, Iowa State University; Consultant, Nursing Practice & Education, Clive

**BOARD STAFF PARTICIPANTS:**

UPDATED 09/17/2018

Kathy Weinberg, MSN, RN, Executive Director

Jimmy Reyes, DNP, AGNP, RN, Associate Director – Education & Practice

Laura Hudson, MSN, RN, Associate Director – Continuing Education & Workforce



## IOWA HEALTHIEST STATE INITIATIVE

The Iowa Healthiest State Initiative and the Iowa Action Coalition is counting on nurses to help them get their message out! What could you do, as an individual, to get involved? Or, how about getting your co-workers together for a work project? Although directed at children, the concepts in this campaign apply to all ages. Take a look at the fact sheets provided by the 5-2-1-0 Health Choices Count campaign. If the 60,000+ Iowa nurses would adopt these suggestions in their households and workplaces, imagine the impact we could make on the health of our communities! Check out the available resources by registering with the 5-2-1-0 campaign at <http://bit.ly/5210campaign>.

### 5 EAT AT LEAST FRUITS + VEGETABLES EVERY DAY

#### LET'S TRY IT! TRY REDY'S RULES

##### Try it!

- Try fruits and veggies different ways and try at least a couple of bites each time. It can take 7 to 10 tries before you like a new food, so be open to trying again and again. It may become your new favorite!
- Many fruits and veggies taste great with a dip or dressing. Try salad dressing, yogurt, nut butter, or hummus.
- Make a fruit smoothie with yogurt.

##### Mix it!

- Add veggies to foods you already make, like pasta, soups, casseroles, pizza, rice, etc.
- Add fruit to your cereal, pancakes, or other breakfast foods.

##### Slice it!

- Keep washed and chopped veggies and fruits in the fridge so they are ready to grab and eat.
- Most people prefer crunchy foods over mushy ones. Enjoy vegetables fresh or lightly steamed, and avoid overcooking.

##### Did you know?

A diet rich in fruits and vegetables provides vitamins, minerals, and phytonutrients, important for supporting growth and development, and for optimal immune function.

This resource is adapted from Let's Go! materials. [www.letsgo.org](http://www.letsgo.org).



##### What is a serving?

###### Kids

- Size of the palm of their hand

###### Adults

- A whole fruit the size of a tennis ball
- 1/2 cup of chopped fruit or veggies
- 1 cup of raw, leafy greens
- 1/4 cup of dried fruits



[www.iowahealthieststate.com/5210](http://www.iowahealthieststate.com/5210)

### 2 LIMIT RECREATIONAL SCREEN TIME HOURS OR LESS EVERY DAY



Keep TV/Computer out of bedroom. No screen time under the age of 2.

#### Life is a lot more fun when you join in!

##### Try These Activities Instead of Watching TV.

- Ride a bike.
- Go on a nature hike.
- Put together a puzzle.
- Turn on music and dance.
- Read a book or magazine.
- Spend time catching up with your family.
- Take your kids to the park or beach.
- Play board games.
- Walk, run, or jog.
- Start a journal.
- Play ball (basketball, catch, soccer, etc.).
- Go to the library.
- Explore free activities in your community.
- Rollerblade.
- Play charades.
- Go play in the snow (e.g. sled, ski, snowshoe, build a snowman or fort).

##### Tame the TV and Computer!

##### Set Limits and Provide Alternatives.

- Set some basic rules, such as no TV or computer before homework or chores are done.
- Do not watch TV during mealtime.
- Use a timer. When the bell rings, it's time to turn off the TV.
- Eliminate TV time during the week.
- Set family guidelines for age-appropriate shows.
- Make a list of fun activities to do instead of being in front of a screen.
- Keep books, magazines, and board games in the family room.

##### Healthy Screen Time Means:

- No TV/computer in the room where the child sleeps.
- No TV/computer under the age of 2.
- One hour of educational TV/computer time between ages 2 and 5.
- After the age of 5, two hours or less per day.

##### Did you know?

- Screen time includes time spent on TVs, computers, gaming consoles/handhelds, tablets, and smartphones. It's important to limit the use of ALL screens.
- Watching TV is associated with more snacking and increased obesity.
- Too much TV has been linked to lower reading scores and attention problems.



[www.iowahealthieststate.com/5210](http://www.iowahealthieststate.com/5210)

This resource is adapted from Let's Go! materials. [www.letsgo.org](http://www.letsgo.org).



## REMINDER:

Watch the IOWA DEPARTMENT OF PUBLIC HEALTH'S website for updates about the national opioid epidemic. See their website at <https://idph.iowa.gov/substance-abuse/opioid-update>.



## 1 GET AT LEAST HOUR OF PHYSICAL ACTIVITY EVERY DAY

### Move an hour every day!

#### Physical Activity Can Be Free and Fun!

- Take a walk with your family
- Play with your pet
- Play tag
- Take a bike ride (remember to wear your helmet)
- Turn on music and dance
- Jump rope
- Play Frisbee
- Take the stairs
- Park the car at the end of the parking lot
- Make snow angels

#### Make Physical Activity Easier.

- Make gradual changes to increase your level of physical activity.
- Track the level of your physical activity using a pedometer, fitness band, or online tracker.
- Choose toys and games that promote physical activity (e.g. balls, hula hoops, jump ropes, scarves).
- Do physical activities together with friends or family.
- Turn off the TV and computer and keep them out of the bedroom.
- Limit recreational screen time (e.g. TVs, computers, video games, etc.).
- Encourage lifelong physical activity by incorporating it into your routine.
- Keep physical activity fun! You'll be more likely to do it.



#### Did you know?

One hour of moderate physical activity means:

- Doing activities where you breathe hard, like fast walking, hiking, or dancing.

20 minutes of vigorous physical activity means:

- Doing activities where you sweat, like running, aerobics, or basketball.

Physical activity...

- Makes you feel good.
- Makes your heart happy.
- Makes you stronger.
- Makes you flexible.

#### Be a Role Model.

- Schedule active family play time daily.



[www.iowahealthieststate.com/5210](http://www.iowahealthieststate.com/5210)

This resource is adapted from Let's Go! materials. [www.letsgo.org](http://www.letsgo.org).

## 0 SUGARY DRINKS... DRINK WATER!

### Put limits on juice!

- Juice products labeled "ade," "drink," or "punch" often contain 5% juice or less. Sometimes, the only difference between these "juices" and soda is that they have added Vitamin C.
- Always try to choose whole fruits over juice.
- Suggest a glass of water or milk instead of juice.
- If you choose to serve juice:
  - Buy 100% juice.
  - Each day, juice should be limited to:
    - 4-6 ounces for children 1-6 years old.
    - 8-12 ounces for children 7-18 years old.
    - No juice for children 6 months and under.

#### Did you know?

Soda has no nutritional value and is high in sugar. Just 9 ounces of soda has up to 150 empty calories. Many sodas also contain caffeine, which kids don't need.



[www.iowahealthieststate.com/5210](http://www.iowahealthieststate.com/5210)

### Water!

#### Keep It Handy, Keep It Cold:

- Keep bottled water or a water bottle on hand.
- Fill a pitcher of water and keep it in the fridge.

#### Live It Up, Make It Fruity:

- Add fresh lemon, lime, or orange wedges to water for some natural flavor.
- Try mixing seltzer with a splash of juice.

#### Be a Role Model:

- Drink water when you're thirsty.
- Replace soda with water; instead of other sugar-sweetened beverages, such as juice or sports drinks.

#### Water is fuel for your body:

- Between 70-80% of our body is made up of water.
- When you exercise, you sweat, and when you sweat, you LOSE water— it is important to replace the water you lose when you sweat.
- Water is the #1 thirst quencher!



This resource is adapted from Let's Go! materials. [www.letsgo.org](http://www.letsgo.org).



## IF IT ISN'T DOCUMENTED – IT ISN'T DONE!

by *Laura Hudson, MSN, RN, Associate Director, Continuing Education/Workforce*

Question: How many times during nursing school did you hear the phrase “If it isn’t documented – it isn’t done?”  
Answer: Every day throughout nursing school we were reminded by our instructors to carefully document everything we executed in patient care. Remember all of those care plans you constructed and submitted? Can you recall the painstaking process of learning how to document your physical assessments? We had to practice, practice, practice to document, document, document! That documentation is critical to all the members of the healthcare team and becomes a permanent part of the patient’s medical record. Either you document accurately, or it’s the same as if you didn’t do what you really did in patient care.

Accurate documentation about your continuing education (CE) activities is also crucial. It’s crucial to the renewal of your nursing license and can be audited at any time by the Iowa Board of Nursing (IBON). “Continuing education” means that education which is obtained by a professional or occupational licensee in order to maintain, improve, or expand skills and knowledge obtained prior to initial licensure or to develop new and relevant skills and knowledge” (Iowa Code, chapter 272C.1). It is also the law that the IBON issues the rules describing the CE requirements for nursing license renewal in Iowa. (Iowa Code, chapter 272C.2).

The IBON’s CE rules are set forth in 655 Iowa Administrative Code (IAC), chapter 5, Continuing Education. It is the licensee’s responsibility to obtain and maintain the documentation for the CE coursework taken to renew your license. It is also the licensee’s responsibility to pay for their continuing education, make sure that it meets the appropriate subject matter criteria, and that you are taking coursework from approved providers of nursing CE in Iowa or in other states with mandatory continuing education requirements.

I receive phone calls every week from licensees who ask where they can find their CE documents. That is a big, red flag! The nurses go on to tell me that they don’t have their records and they just assumed the IBON has them. Often times it is a situation where the nurse has taken coursework through their employer’s learning management system. They assumed their records were safe and didn’t think to save a copy of their CE certificates for their own records. Then, they leave employment and find out later that their records are no longer accessible to them. Because it isn’t documented – these nurses need to start over with their nursing CE requirements.



Personally, I keep a notebook where I store the certificates of completion for every CE activity that I complete. The notebook is stored in a safe place where no one else can accidentally throw it out or use the documents for scratch paper. I keep a running tally of the hours I have completed throughout my licensure period and periodically glance at that total to make sure that I will meet the 36 contact hour requirement by the time my license needs to be renewed. When I renew my license, I move the documents from my prior license period to the back of the notebook and start a new sheet for the next renewal. I keep the immediate prior license renewal documents, because the administrative rules require licensees to keep their CE certificates for four years and we renew our license every three years.

If you are someone who keeps electronic records and copies, make sure you have a back-up of where you store the items. In the event your computer or phone crashes, hopefully you could recover your documents from your back-up storage location. I know of some approved CE providers who offer electronic storage of CE records. Check with the requirements of those providers because you may have to maintain and pay for a subscription to retrieve your CE documents.

Good and accurate documentation should be on the mind of every nurse, every day. The way we document is how we communicate with the next healthcare provider about the progress and needs of our patients and clients. The way you document your CE and lifelong learning activities is the law – and it communicates how you value the license you have worked hard to earn and maintain.

## RENEWAL REMINDER

Licensees should plan to renew their nursing license 30 to 60 days prior the expiration date. A nursing license may be renewed until midnight of the expiration date without penalty, but this practice is discouraged. Online system problems can occur and late fees will be assessed for any renewal completed after midnight of the expiration date.

EXPIRATION DATE OF CURRENT RENEWAL	RENEWAL DATES	LATE FEE ASSESSED	INACTIVE STATUS IF NOT RENEWED
October 15, 2018	August 15, 2018 – October 15, 2018	October 16	November 16, 2018
November 15, 2018	September 15, 2018 – November 15, 2018	November 16	December 16, 2018
December 15, 2018	October 15, 2018 – December 15, 2018	December 16	January 16, 2019
January 15, 2019	November 15, 2018 – January 15, 2019	January 16	February 16, 2019

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

The continuing education requirement for all license renewals is 36 contact hours (3.6 CEUs) of nursing continuing education. Before you renew, you should have your documentation in-hand to confirm you have what you need. As soon as you renew, you will know if you have been chosen for audit. Remember, if it is not documented – it is not done!

**Effective 1/1/2018, all license renewals require 36 contact hours of continuing education, regardless of the term of the license.**



# WORKPLACE DRUG TESTING: TO TEST OR NOT TO TEST?

by Rhonda Ruby, Iowa Nurse Assistance Program Coordinator

The Iowa Board of Nursing frequently receives questions from employers about drug testing. Although the Board does not provide testing oversight, the Board is committed to helping employers establish best practices with workplace chemical screenings. To help navigate workplace drug testing, the Iowa Board of Nursing is providing excerpts from the copy of the “A Guide to Workplace Drug Testing in Iowa,” prepared by the Governor’s Office of Drug Control Policy. This guide can be used by employers to determine if drug testing is appropriate for their facility and help employers remain in compliance. The guide is informational only. The Board of Nursing did not develop or write the guide. It is intended for general use and not intended as legal advice. Questions regarding workplace drug testing may be directed to the Governor’s Office of Drug Control Policy, 515-725-0300.

A complete copy of the guide is available on the Governor’s Office of Drug Control Policy website, <https://odcp.iowa.gov/drug-free-workplace>.

Updated 7-2-18

**A GUIDE TO  
WORKPLACE DRUG TESTING  
IN IOWA**

Prepared by the  
Governor’s Office of Drug Control Policy  
Pape State Office Building  
215 E.7th Street, 5th Floor

Des Moines, Iowa 50319 <https://odcp.iowa.gov> Phone 515-725-0300

*Note: This informal guide is for general information purposes only, and does not constitute legal advice. Iowa employers are encouraged to seek legal counsel before implementing or revising a drug-free workplace policy.*

## TO TEST OR NOT TO TEST?

The purpose of the State of Iowa’s private sector drug testing law-Iowa Code Section

730.5 (& Iowa Administrative Code Section 641)-is to enhance worker safety by creating workplaces that are free of drugs and substance abuse or misuse. One tool available to private sector employers is drug testing (inclusive of alcohol testing), that often is coupled with educational efforts as part of a comprehensive drug-free workplace program.

Each employer must first decide if drug and/or alcohol testing is appropriate for them. Under Iowa law, workplace drug or alcohol, testing is optional for private sector employers. Federal laws or regulations governing drug or alcohol testing supersede state law in Iowa. Before making a decision on drug or alcohol testing under Iowa law, several factors should be considered, including, but not limited to the following:

A. Types of private sector workplace drug testing permitted in Iowa:

1. Unannounced testing of workers randomly selected from pools of employees, consisting of (a) the entire employee population at a particular work site, (b) the entire full-time active employee population at a particular work site, or (c) all employees at a particular work site who are in a pool of employees in a safety-sensitive position;
2. Testing of employees during, and after completion of drug or alcohol rehabilitation;
3. Testing of employees for reasonable suspicion, which may include (a) direct observation of substance abuse or related impairment while at work, (b) abnormal conduct or significant deterioration in performance while at work, (c) a credible report of alcohol or drug use, (d) evidence of tampering with a drug test, (e) evidence that an employee has caused an accident while at work causing sufficient injury or damage to require a report to OSHA, or (f) evidence that an employee has made, sold, possessed or used drugs while at work;
4. Testing of prospective employees;

5. Testing of employees, as required by federal law or regulation or by law enforcement; and
  6. Testing of employees in the investigation of workplace accidents that cause sufficient injury or damage to require a report under Iowa Code chapter 88, or that result in damage to property in an amount reasonably estimated at the time of the accident to exceed \$1,000.
- B. Employer responsibilities when drug testing in Iowa include:
1. Prior to testing, the employer must establish a detailed written drug testing policy that is provided to every person subject to testing and made available for review by employees and prospective employees. Special provisions apply to dealing with minors.
  2. Prior to testing, the employer must establish an employee awareness program to include an Employee Assistance Program or a resource file where workers can access help for substance abuse problems.
  3. The employer must provide supervisors with a minimum of two (2) hours of training initially, and one (1) hour of training each year subsequently. The initial two hour training must include, but is not limited to, (1) information concerning the recognition of evidence of alcohol and other drug abuse, (2) the documentation and corroboration of employee alcohol and other drug abuse, and (3) the referral of employees who abuse alcohol or other drugs to the employer assistance program or the resources file.
  4. In the event of a positive alcohol test in which the alcohol concentration exceeds the level established by the employer-and under certain other conditions-the employer may be required to pay up to \$2,000 in rehabilitation costs for the employee in question, depending on employee benefit plan coverage. This requirement applies only to employers with at least 50 employees and only if the employer has employed the employee for at least 12 of the preceding 18 months; the employee is a first-time violator of the employer's substance abuse policy; and the employee agrees to receive rehabilitation, if required by the employer's policy.
  5. A laboratory doing business for an employer that conducts drug or alcohol tests must file an annual report with the Iowa Department of Public Health by March 1 of each year concerning the number of positive drug and alcohol test results during the previous calendar year.

## PUT IT IN WRITING

Private sector drug or alcohol testing is optional in Iowa. However, employers who choose to test can do so only after developing and disseminating a written policy. Here are some things to keep in mind when developing a written policy.

1. Drug or alcohol testing must be conducted within the terms of a written policy.
2. The written policy must be provided to every employee subject to testing, and be available for review by employees and prospective employees. Typically, employees and prospective employees are asked to sign a certification that they have read and understand the policy as a condition of their employment. Many times, the employer's Drug-Free Workplace Policy will be included in an employee manual. Additionally, some employers may choose to post the policy in common areas.
3. In the case of a minor, the employer must provide a copy of the written policy to a parent of the employee or prospective employee and receive acknowledgement from the parent that a copy of the policy has been received (i.e., certified mail, return receipt requested).
4. The employer's written policy must provide uniform requirements for disciplinary or rehabilitative actions that will be taken against an employee who tests positive for alcohol or drugs, or who refuses to provide a testing sample.  
An employer may not take any action against an employee that is not stated in the written policy.
5. If the written policy provides for alcohol testing, the employer must establish a standard for alcohol concentration that will constitute a violation of the policy. The standard for alcohol concentration shall not be less than .02 (as amended in 2018), expressed in terms of grams of alcohol per 210 liters of breath, or its equivalent.

An employee or prospective employee who tests positive for drugs or alcohol, or who refuses to provide a testing sample-in violation of the employer's written policy-may be subject to disciplinary and/or rehabilitative actions, including, but not limited to:

1. Employer-provided or approved rehabilitation, treatment or counseling (\*see conditional requirement in the case of certain positive alcohol tests);
2. Suspension of an employee, with or without pay, for a designated period of time;
3. Termination of employment;
4. An employer's refusal to hire a prospective employee; or
5. Other adverse employment action, in conformance with the employer's written policy, including relevant collective bargaining agreement provisions.

Remember, these actions-individually or in combination-are options available to private sector employers, and can only be executed if they are so stated in the employer's written policy.



## CONTACTS/RESOURCES

### **General drug/alcohol testing questions relating to Iowa "state" law:**

Governor's Office of Drug Control Policy (Dale Woolery)

Phone: 515-725-0300

E-Mail: dale.woolery@iowa.gov

### **Iowa Department of Public Health (Lori Hancock-Muck):**

Phone: 515-242-6162

Email: lori.hancock-muck@idph.iowa.gov

### **General drug/alcohol testing questions relating to US DOT "federal" regulations:**

U.S. DOT, Federal Motor Carriers Safety Administration (Jodi Stevenson)

Phone: 515-233-7413

### **Drug/Alcohol educational materials & local substance abuse agency referral:**

Iowa 24/7 Substance Abuse Help Center

Phone: 855-581-8111 or Text: 855-895-8398 (toll-free) Web: YourLifelowa.org

### **Other resources:**

#### ***Iowa Code-Section 730.5***

(Enter **730.5** in the "Iowa Code" search cell and click go. Check this site for the most current version of Iowa law, including possible amendments.)

#### ***Iowa Administrative Code-Section 641.12***

(Enter **641.12** in the "Iowa Administrative Code" search cell and click go. Check this site for the most current version of Iowa's administrative rules pertaining to private sector drug and alcohol testing, and particularly regulations for confirmatory laboratories.)

**\* To view a full copy of the guide please visit <https://odcp.iowa.gov/drug-free-workplace>.**

*Note: This informal guide is for general information purposes only, and does not constitute legal advice. Iowa employers are encouraged to seek legal counsel before implementing or revising a drug-free workplace policy.*

# THE IOWA NURSE ASSISTANCE PROGRAM CAN HELP

## What?



### What is the Iowa Nurse Assistance Program (INAP)?

INAP is a new resource for individual nurses who are impaired as a result of alcohol or drug use, dependency, addiction, or by any mental or physical condition.

It is a voluntary, confidential program and provides an opportunity for licensed professionals to receive proper treatment and maintain their professional status, while protecting the safety of the public.

### Are programs like this successful?

Yes! Similar programs to INAP currently in practice show that an appropriate combination of treatment and support effectively help participants manage their impairment or condition.

## Who?



### Who may be eligible for the program?

- Nurses who voluntarily report themselves
- Nurses with any physical or mental condition affecting their practice
- Nurses who use alcohol or drugs to the extent their practice is affected

### Referrals may come from:

- Self-referral
- Board referral
- Licensure department
- Enforcement
- Employer complaints

## Why?



### Impairment can cost your job and license.

#### INAP Serves Nurses:

- Consultation upon entering program
- Early intervention and treatment referrals to local support services
- Ongoing monitoring and support as an effective alternative to discipline

#### INAP Serves the Public:

- Public protection through close monitoring to ensure safe practice
- Coordination with employers to assure patient safety and a smooth transition back to nursing practice

## Who Runs INAP?

The Iowa Nurse Assistance Program (INAP) is authorized by the Iowa Board of Nursing to assist nurses in the early identification and treatment of impairment and illness.

INAP is managed by a committee who works with the program coordinator. Committee members include the director of the Iowa Board of Nursing, substance and mental health professionals, nurses recovering from addiction, and a public member.

## IOWA NURSE ASSISTANCE PROGRAM



OFFERED BY THE IOWA BOARD OF NURSING

### The INAP committee may:

- 1) Evaluate on a case by case basis whether candidates are appropriate for the program.
- 2) Submit recommendations to the Iowa Board of Nursing.
- 3) Monitor the recovery process of participants.

### Contact Us:

Iowa Nurse Assistance Program  
400 SW 8th Street, Suite B  
Des Moines, Iowa 50309

Email: [INAP@iowa.gov](mailto:INAP@iowa.gov)  
Phone: 515-725-4008  
Fax: 515-725-4017  
Web: [nursing.iowa.gov](http://nursing.iowa.gov)

### Assuring Safe Nursing Care in Iowa

A confidential monitoring program for nurses in need of assistance



# BOARD ORDERS

## PREVIOUSLY NAMED SANCTION CASES

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

Follow the instructions below to see case information from the Board's database.

**JULY 2018**

LAST NAME	FIRST NAME	CASE #	LAST NAME	FIRST NAME	CASE #
O'Reilly-Albers	Kelly	2016-0528	Foley	Anthony	2017-0188
Mannemann	Michelle	2016-0529	Knauss	Kristen	2017-0468
Neff	Jane	2015-0171	Carlson	Debra	2017-0691
Brown	Kristi	2016-0725	Wilhite	Laurine	2017-0703
Greving	Carolyn	2017-0077	McCollum	Brenda	2018-0014
Rankin	Matthew	2017-0133	Wilder	Kimberly	2017-0787
Leonard	Yahchika	2017-0163	Edgmond	Casey	2018-0036
Reed	Sarah	2017-0220	Haselby	Janelle	2018-0186
Hemm	Kelli	2017-0343			
Kueny	Kelly	2017-0562			
Cohara	Matthew	2017-0589			
Goff	Laurie	2017-0701			
Reynolds	Kameron	2017-0748			
Boyette	Melissa	2018-0005			
McGrann	Allison	2018-0024			
Dobson	Kasey	2018-0082			
Hart	Nycole	2018-0164			
Anderson	Amber	2018-0188			
Fenton	Danielle	2016-0320			

LAST NAME	FIRST NAME	CASE #
Fager	Tami	2016-0296
Stewart	Lindsey	2016-0471
Ulrich	John	2017-0130
Snider	Shawn	2017-0342
Rainbolt	Shawna	2017-0654
Nichols	Brooke	2018-0085
Sheeney	Leah	2018-0151
Peters	Jennifer	2018-0166
Johnson	Melissa	2018-0167
Smith	Laurie	2018-0226

LAST NAME	FIRST NAME	CASE #
Mayne	Angela	2017-0153
Bridges	Melissa	2017-0620
Garringer	Deborah	2017-0111
Harthoorn	Haylee	2017-0280
Armenta	Kelly	2017-0592
Vrieze	Connie	2017-0605
Huffman	Patricia	2018-0092
Hood	Brenda	2018-0147
Herring	Deborah	2018-0158
Vander Stoep	Cindy	2018-0198
Hoang	Jennifer	2018-0243
Runnells	April	2017-0482

## BOARD DATABASE INSTRUCTIONS

- 1 Type in the following URL in your web browser: [nursing.iowa.gov/ibon-online-services](http://nursing.iowa.gov/ibon-online-services).
- 2 Scroll to the bottom of the page. Click on **CONTINUE TO IBON ONLINE SERVICES**.
- 3 Then click on **DISCIPLINE DOCUMENTS**. When the screen appears, click on the drop-down arrow, Query **DISCIPLINE DOCUMENTS BY**:

- 4 After clicking on the drop-down box, you will be given the choice to query documents by license number, case number or licensee name.

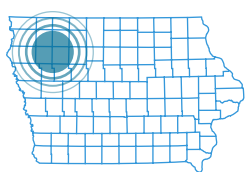
- 5 Enter the case number and click on **SEARCH** to view the case documents. Click on the underlined Case Number link, and then View to download the documents on file for the particular case number.



# CONTINUING EDUCATION OFFERINGS

## ABBREVIATIONS

SPON:	SPONSOR	AUD:	AUDIENCE	TBA:	TO BE ANNOUNCED
FAC:	FACULTY	INC:	INCLUDES/INCLUDING	NG:	NOT GIVEN
INFO:	MORE INFO ONLINE	REG BY:	REGISTER BY	NR:	NONRESIDENT



### REGION I

#### NORTHWEST COUNTIES OF IOWA

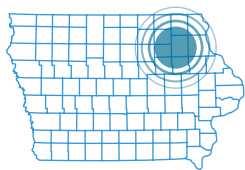
📅 November 3; 8:00 am – 11:45 am

📍 West Des Moines, IA

#### 10th Annual Fall Conference

**Spon:** Iowa Heart Center #321. **Contact:** Cindy Conroy. **Phone:** 515-633-3555.

**Summary:** To provide updates regarding management of patients with heart rhythm diagnoses including monitoring of devices and INRs, medications, and patient education. **Fac:** Troy Hounshell, DO. **Info:** www.iowaheartfoundation.org. **Aud:** Cardiology, internal medicine, & family practice. **Reg by:** 10/31. **Fee:** \$20.00. **Contact Hours:** 2.5.



### REGION II

#### NORTHEAST COUNTIES OF IOWA

📅 October 29; 5:30 pm – 8:30 pm

📍 Cedar Rapids, IA

#### IV Skills Lab for RNs

**Spon:** Kirkwood Community College #30. **Contact:** Laura Daman. **Phone:** 319-398-5626. **Summary:** The IV Skills Lab is designed for registered nurses

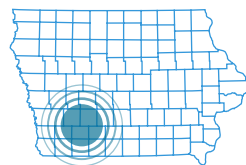
who are interested in updating their knowledge and skills in IV placement and infusion. **Fac:** Beth Alger. **Info:** www.kirkwood.edu/ce. **Aud:** Registered Nurses. **Reg by:** 10/28. **Fee:** \$79.00. **Contact Hours:** 3.0.

📅 November 13; 6:30 pm – 8:45 pm

📍 WebLive

#### Dependent Adult Abuse and Mandatory Reporting

**Spon:** Kirkwood Community College #30. **Contact:** Laura Daman. **Phone:** 319-398-5626. **Summary:** The goal of this training for health providers is to increase their knowledge of dependent adult abuse. **Fac:** Catherine Giberson. **Info:** www.kirkwood.edu/ce. **Aud:** Registered Nurses. **Reg by:** 11/13. **Fee:** \$29.00. **Contact Hours:** 2.0.



### REGION III

#### SOUTHWEST COUNTIES OF IOWA

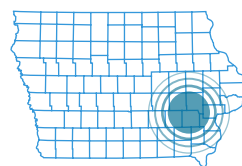
📅 November 3; 8:00 am – 11:45 am

📍 West Des Moines, IA

#### 10th Annual Fall Conference

**Spon:** Iowa Heart Center #321. **Contact:** Cindy Conroy. **Phone:** 515-633-3555. **Summary:** To provide updates regarding management of patients with heart

rhythm diagnoses including monitoring of devices and INRs, medications, and patient education. **Fac:** Troy Hounshell, DO. **Info:** www.iowaheartfoundation.org. **Aud:** Cardiology, internal medicine, & family practice. **Reg by:** 10/31. **Fee:** \$20.00. **Contact Hours:** 2.5.



### REGION IV

#### SOUTHEAST COUNTIES OF IOWA

📅 November 3; 8:00 am – 11:45 am

📍 West Des Moines, IA

#### 10th Annual Fall Conference

**Spon:** Iowa Heart Center #321. **Contact:** Cindy Conroy. **Phone:** 515-633-3555. **Summary:** To provide updates regarding management of patients with heart rhythm diagnoses including monitoring of devices and INRs, medications, and patient education. **Fac:** Troy Hounshell, DO. **Info:** www.iowaheartfoundation.org. **Aud:** Cardiology, internal medicine, & family practice. **Reg by:** 10/31. **Fee:** \$20.00. **Contact Hours:** 2.5.

📅 November 13; 7:45 am – 3:30 pm

📍 Iowa City, IA

#### Site Specific Oncology Clinical Enrichment - Surgical/Procedural/ Misc Topics



**Spon:** University of Iowa Hospitals & Clinics #34. **Contact:** Melissa Stimmler, CE Coordinator. **Phone:** 319-356-1238. **Summary:** To provide current information on surgeries, procedures, and cares for patient populations on cancer center units including principles of radiation oncology, surgical oncology, and managing oncologic emergencies, delirium and sexuality related issues. **Fac:** UI Hospitals and Clinics staff. **Info:** [uihc.org/nursing-continuing-education-schedule](http://uihc.org/nursing-continuing-education-schedule). **Aud:** Licensed nurses and other health care professionals. **Reg by:** 10/23. **Fee:** \$96.00. **Contact Hours:** 5.8.

📅 **November 15; 8:00 am – 4:00 pm**  
**November 16; 8:00 am – 2:15 pm**

📍 **Iowa City, IA**

### ■ **Fundamentals of Chemotherapy and the Patient Experience**

**Spon:** University of Iowa Hospitals & Clinics #34. **Contact:** Melissa Stimmler, CE Coordinator. **Phone:** 319-356-1238.

**Summary:** This two-day program is designed to enhance the nurse's understanding of chemotherapy and care of patients receiving chemotherapy. **Fac:** UI Hospitals and Clinics staff. **Info:** [uihc.org/nursing-continuing-education-schedule](http://uihc.org/nursing-continuing-education-schedule). **Aud:** RNs providing chemotherapy. **Reg by:** 10/26. **Fee:** \$254.00. **Contact Hours:** 11.0.

📅 **November 27; 8:45 am – 4:00 pm**

📍 **Iowa City, IA**

### ■ **Basic Fetal Monitoring Workshop**

**Spon:** University of Iowa Hospitals & Clinics #34. **Contact:** Melissa Stimmler, CE Coordinator. **Phone:** 319-356-1238.

**Summary:** To provide basic information on methods of fetal monitoring recognition of changes/interventions to assist in the management of patients and documentation issues. **Fac:** UI Hospitals and Clinics staff. **Info:** [uihc.org/nursing-continuing-education-schedule](http://uihc.org/nursing-continuing-education-schedule). **Aud:** RNs working in obstetrics. **Reg by:** 11/6. **Fee:** \$110.00.

**Contact Hours:** 5.4.

📅 **November 13; 8:00 am – 4:15 pm**  
**November 14; 8:00 am – 4:30 pm**

📍 **Iowa City, IA**

### ■ **AWHONN Intermediate Fetal Heart Monitoring Program**

**Spon:** University of Iowa Hospitals & Clinics #34. **Contact:** Melissa Stimmler, CE Coordinator. **Phone:** 319-356-1238.

**Summary:** To promote 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. **Fac:** UI Hospitals and Clinics staff. **Info:** [uihc.org/nursing-continuing-education-schedule](http://uihc.org/nursing-continuing-education-schedule). **Aud:** Nurse/Midwife/ARNP/MD. **Reg by:** 10/23. **Fee:** \$237.00. **Contact Hours:** 18.0.

📅 **November 29; 7:45 am – 4:15 pm**

📍 **Iowa City, IA**

### ■ **AWHONN Advanced Fetal Heart Monitoring Program**

**Spon:** University of Iowa Hospitals & Clinics #34. **Contact:** Melissa Stimmler, CE Coordinator. **Phone:** 319-356-1238.

**Summary:** Course conveys the application of advanced fetal heart monitoring knowledge and skills in intrapartum clinical practice. \*Designed for clinicians who previously completed the AWHONN Intermediate FHM course or a comparable fetal monitoring education program. **Fac:** UI Hospitals and Clinics staff. **Info:** [uihc.org/nursing-continuing-education-schedule](http://uihc.org/nursing-continuing-education-schedule). **Aud:** Nurse/Midwife/ARNP/MD\*. **Reg by:** 11/7. **Fee:** \$177.00. **Contact Hours:** 8.0.

📅 **November 9; 7:30 am – 3:30 pm**

📍 **Des Moines, IA**

### ■ **IANCE 27th Annual Conference IANCE Member**

**Spon:** Mercy Iowa City #87. **Contact:** Dawn Kueny.

**Phone:** 1-800-358-2767. **Summary:** Leveraging Professional Development to Meet Strategic Goals and Outcomes. **Fac:** Jennifer Graebe, MSN, RN, NEA-BC Director, Primary and Joint Accreditation ANCC Accreditation. **Info:** [www.mercyiowacity.org](http://www.mercyiowacity.org). **Aud:** Nursing Educators in academic and clinical settings; Healthcare leaders; Registered, advance practice, licensed practical, and student nurses. **Reg by:** 11/1. **Fee:** \$80.00. **Contact Hours:** 4.5.

📅 **November 9; 9:30 am – 3:30 pm**

📍 **Des Moines, IA**

### ■ **IANCE 27th Annual Conference IANCE non-member**

**Spon:** Mercy Iowa City #87. **Contact:** Dawn Kueny. **Phone:** 1-800-358-2767.

**Summary:** Leveraging Professional Development to Meet Strategic Goals and Outcomes. **Fac:** Jennifer Graebe, MSN, RN, NEA-BC Director, Primary and Joint Accreditation ANCC Accreditation. **Info:** [www.mercyiowacity.org](http://www.mercyiowacity.org). **Aud:** Nursing Educators in academic and clinical settings; Healthcare leaders; Registered, advance practice, licensed practical, and student nurses. **Reg by:** 11/1. **Fee:** \$115.00. **Contact Hours:** 4.5.

📅 **November 19; 11:30 am – 3:30 pm**

📍 **Iowa City, IA**

### ■ **ACLS Provider Renewal Class**

**Spon:** Mercy Iowa City #87. **Contact:** Mercy on Call. **Phone:** 1-800-358-2767. **Summary:** To successfully demonstrate the ACLS protocols according to the AHA guidelines, prerequisites include a completed self-assessment. **Fac:** ACLS Approved Instructors. **Info:** [www.mercyiowacity.org](http://www.mercyiowacity.org). **Aud:** RN's and Healthcare Providers. **Reg by:** 11/5. **Fee:** \$80.00. **Contact Hours:** 0.0.



🗓 **November 28; 11:30 am – 3:30 pm**

📍 **Iowa City, IA**

### ■ PALS Provider Renewal Course

**Spon:** Mercy Iowa City #87. **Contact:** Mercy on Call. **Phone:** 1-800-358-2767. **Summary:** To successfully demonstrate the PALS protocols according to the AHA guideline, prerequisites include a completed self-assessment. **Fac:** PALS Approved Instructors. **Info:** www.mercyiowacity.org. **Aud:** RN's and Healthcare Providers. **Reg by:** 11/14. **Fee:** \$80.00. **Contact Hours:** 0.0.

🗓 **November 29; 11:30 am – 3:30 pm**

📍 **Iowa City, IA**

### ■ ACLS Provider Renewal Class

**Spon:** Mercy Iowa City #87. **Contact:** Mercy on Call. **Phone:** 1-800-358-2767. **Summary:** To successfully demonstrate the ACLS protocols according to the AHA guidelines, prerequisites include a completed self-assessment. **Fac:** ACLS Approved Instructors. **Info:** www.mercyiowacity.org. **Aud:** RN's and Healthcare Providers. **Reg by:** 11/15. **Fee:** \$80.00. **Contact Hours:** 0.0.

🗓 **November 30; 8:30 am – 12:30 pm**

📍 **Iowa City, IA**

### ■ ACLS Provider Renewal Class

**Spon:** Mercy Iowa City #87. **Contact:** Mercy on Call. **Phone:** 1-800-358-2767. **Summary:** To successfully demonstrate the ACLS protocols according to the AHA guidelines, prerequisites include a completed self-assessment. **Fac:** ACLS Approved Instructors. **Info:** www.mercyiowacity.org. **Aud:** RN's and Healthcare Providers. **Reg by:** 11/16. **Fee:** \$80.00. **Contact Hours:** 0.0.

🗓 **December 6; 7:30 am – 5:10 pm**

📍 **Iowa City, IA**

### ■ TNCC Provider Course

**Spon:** Mercy Iowa City #87. **Contact:**

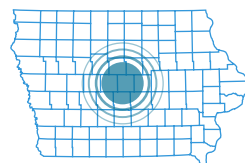
Mercy on Call. **Phone:** 1-800-358-2767. **Summary:** This intense course will provide standardized training according to the Trauma Nurse Core Course 7th Edition. **Fac:** TNCC Approved Instructors. **Info:** www.mercyiowacity.org. **Aud:** RN's and Healthcare Providers. **Reg by:** 11/22. **Fee:** \$300.00. **Contact Hours:** 17.65.

🗓 **November 16; 7:30 am – 3:45 pm**

📍 **Iowa City, IA**

### ■ Staying Alive

**Spon:** Mercy Iowa City #87. **Contact:** Mercy on Call. **Phone:** 1-800-358-2767. **Summary:** Nurses are placed in a fast-paced, constantly changing nursing environment, challenging them to make crucial decisions. This intense one-day offering will provide an opportunity to gain information about key issues related Cardiac, Trauma and Stroke topics and to network with colleagues. **Fac:** Dr. Hadju, Dr. Ashby, Dr. Hasan, Dr. Scheckel, Chuck Gibson, Mike Aguilar and Melissa Meander. **Info:** www.mercyiowacity.org. **Aud:** RN's and Healthcare Providers. **Reg by:** 11/9. **Fee:** \$65.00. **Contact Hours:** 6.75.



#### REGION V

#### CENTRAL COUNTIES OF IOWA

🗓 **November 3; 8:00 am – 11:45 am**

📍 **West Des Moines, IA**

### ■ 10th Annual Fall Conference

**Spon:** Iowa Heart Center #321. **Contact:** Cindy Conroy. **Phone:** 515-633-3555. **Summary:** To provide updates regarding management of patients with heart rhythm diagnoses including monitoring of devices and INRs, medications, and patient education. **Fac:** Troy Hounshell, DO. **Info:** www.iowaheartfoundation.org. **Aud:** Cardiology, internal medicine,

& family practice. **Reg by:** 10/31. **Fee:** \$20.00. **Contact Hours:** 2.5.

🗓 **Online**

📍 **Des Moines, IA**

### ■ Online Enduring Materials

**Spon:** Des Moines University #112. **Contact:** Vanessa Ross. **Phone:** 515-271-1596. **Summary:** Des Moines University offers online enduring continuing education opportunities for nurses. Visit the course catalog and select the "IBON" credit type for more information. **Fac:** Varies. **Info:** https://cme.dmu.edu/courses/. **Aud:** All Nurses. **Reg by:** N/A. **Fee:** \$20.00. **Contact Hours:** 1.0.

🗓 **November 19; 1:00 pm**

📍 **Des Moines, IA**

### ■ Child and Dependent Adult Abuse Mandatory Reporter Training

**Spon:** Des Moines University #112. **Contact:** Vanessa Ross. **Phone:** 515-271-1596. **Summary:** The curriculum meets the requirements of Iowa Code Section 135.11(26) in the identification and reporting of child and dependent adult abuse. **Fac:** Gladys Alvarez. **Info:** https://cme.dmu.edu/childadultabuse-Nov2018. **Aud:** All Nurses. **Reg by:** 11/9. **Fee:** \$0.00. **Contact Hours:** 3.0.

🗓 **December 6; 12:00 pm**

📍 **Des Moines, IA**

### ■ DMU Research Symposium

**Spon:** Des Moines University #112. **Contact:** Vanessa Ross. **Phone:** 515-271-1596. **Summary:** Featuring keynote speaker and well-known researcher, clinician, and author, Dr. Terry Wahls, the DMU Research Symposium aims to recognize research efforts of those at DMU and in the surrounding medical and scientific community. There is no cost to attend, but registration is requested. **Fac:** Terry Wahls, MD.

**Info:** <https://cme.dmu.edu/research2018>.

**Aud:** All Nurses. **Reg by:** 12/6. **Fee:** \$0.00. **Contact Hours:** 3.5.

📅 **1<sup>st</sup> Thursday of the month; 7:00 am**

📍 **Des Moines, IA**

### DMU Grand Rounds

**Spon:** Des Moines University #112.

**Contact:** Vanessa Ross. **Phone:** 515-271-1596. **Summary:** DMU Grand Rounds is held on the first Thursday of the month from 7-8 am. Attend live on-site or online via GoToWebinar; there is no cost to participate. Topics vary and will be posted as they become available. Visit the course catalog and filter topics by “DMU Grand Rounds” and credit type by “IBON” to see upcoming activities. **Fac:** Varies. **Info:** <https://cme.dmu.edu/courses/>. **Aud:** All Nurses. **Reg by:** N/A. **Fee:** \$0.00. **Contact Hours:** 1.0.

## HOME STUDY

### CONSULTANTS FOR THE FUTURE

11705 Boyette Road, Suite 470,  
Riverview, Florida 33569

**Mail orders:** 1057 50th Ave. #4,  
Long Island City, NY 11101

**Email:** [confut@aol.com](mailto:confut@aol.com)

**Phone:** 1-800-654-2387

**Web:** [www.consultantsforthefuture.com](http://www.consultantsforthefuture.com)

(Iowa Provider Number #61)

*Courses may be ordered by phone or mail or downloaded from the website. MasterCard or VISA accepted. All online courses are \$5 per hour, all mailed courses are \$6 per hour; plus a \$5.00 postage and handling fee per mail order.*

### Alzheimer's Disease and Related Disorders

**Spon:** Consultants for the Future #61.

**Contact:** Linda S. Greenfield, RN, PhD. **Phone:** 800-654-2387. **Aud:** RNs and LPNs. **Summary:** Provides ways to approach problem areas in direct care of those with dementia, with extensive suggestions for effective communication. **Fee:** \$12.00. **Contact Hours:** 2.0.

### Autism Spectrum Disorder

**Spon:** Consultants for the Future #61. **Contact:** Linda S. Greenfield, RN, PhD. **Phone:** 800-654-2387. **Aud:** RNs and LPNs. **Summary:** Reviews changes in diagnostic terminology, common traits, incidence, possible causes and therapies/approaches to help a person function in an outer world that differs from inner experiences. **Fee:** \$18.00. **Contact Hours:** 3.0.

### Care of the Alzheimer's Patient

**Spon:** Consultants for the Future #61. **Contact:** Linda S. Greenfield, RN, PhD. **Phone:** 800-654-2387. **Aud:** RNs and LPNs. **Summary:** Presents suggestions and approaches to management of common behaviors and symptoms of dementia that are not drug based. **Fee:** \$6.00. **Contact Hours:** 1.0.

### Care of Those with Disabilities: Managing Anxious, Aggressive or Combative Behaviors

**Spon:** Consultants for the Future #61. **Contact:** Linda S. Greenfield, RN, PhD. **Phone:** 800-654-2387. **Aud:** RNs and LPNs. **Summary:** Teaches strategies that can help manage anxious, aggressive or combative behaviors arising from limited emotional, mental or physical abilities. **Fee:** \$6.00. **Contact Hours:** 1.0.

### Changing Beds: You May Have Made It but You Don't Have to Lie In It: Mental, Emotional Health

**Spon:** Consultants for the Future #61. **Contact:** Linda S. Greenfield, RN, PhD. **Phone:** 800-654-2387. **Aud:** RNs and

LPNs. **Summary:** Teaches strategies that can help manage anxious, aggressive or combative behaviors arising from limited emotional, mental or physical abilities. **Fee:** \$60.00. **Contact Hours:** 10.0.

### Cognito Ergo Sum: Creating an Empowered Image

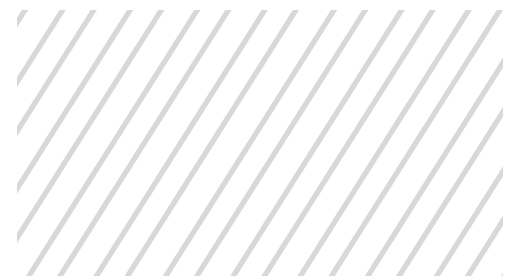
**Spon:** Consultants for the Future #61. **Contact:** Linda S. Greenfield, RN, PhD. **Phone:** 800-654-2387. **Aud:** RNs and LPNs. **Summary:** Teaches how to recognize and create your own internal power by changing the way you think, using the nursing environment as the milieu. **Fee:** \$30.00. **Contact Hours:** 5.0.

### End of Life: Palliative & Hospice Care

**Spon:** Consultants for the Future #61. **Contact:** Linda S. Greenfield, RN, PhD. **Phone:** 800-654-2387. **Aud:** RNs and LPNs. **Summary:** This course discusses the controversies of end of life care, and presents approaches to meet psychological & physical needs encountered in the dying patient, while empowering the patient. **Fee:** \$18.00. **Contact Hours:** 3.0.

### Forgiveness: A Fundamental Health Concept

**Spon:** Consultants for the Future #61. **Contact:** Linda S. Greenfield, RN, PhD. **Phone:** 800-654-2387. **Aud:** RNs and LPNs. **Summary:** Incorporates strategies from both mental health and body-based therapies to approach forgiveness as a way to reduce stress-induced physical and mental/emotional disease states. **Fee:** \$30.00. **Contact Hours:** 5.0.



**Good Grief: Providing Light to Those in Emotional Pain**

**Spon:** Consultants for the Future #61.  
**Contact:** Linda S. Greenfield, RN, PhD.  
**Phone:** 800-654-2387. **Aud:** RNs and LPNs. **Summary:** Fosters the nurse’s ability to listen, console and nurture those involved in loss and changing personal identity, using specific, guided techniques. **Fee:** \$30.00. **Contact Hours:** 5.0.

**HIV/AIDS: A Comprehensive Course**

**Spon:** Consultants for the Future #61.  
**Contact:** Linda S. Greenfield, RN, PhD.  
**Phone:** 800-654-2387. **Aud:** RNs and LPNs. **Summary:** Provides detailed examination of pathology, transmission, signs and symptoms, prevention, precautions and treatment of HIV. **Fee:** \$18.00. **Contact Hours:** 3.0.

**Intuition in Healthcare: Fostering a Safer, More Therapeutic Process**

**Spon:** Consultants for the Future #61.  
**Contact:** Linda S. Greenfield, RN, PhD.  
**Phone:** 800-654-2387. **Aud:** RNs and LPNs. **Summary:** Examines physiologic explanations for intuition and become aware of how to facilitate accessing non-conscious information with greater accuracy and safety. **Fee:** \$24.00. **Contact Hours:** 4.0.

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

**Spon:** Consultants for the Future #61.  
**Contact:** Linda S. Greenfield, RN, PhD.  
**Phone:** 800-654-2387. **Aud:** RNs and LPNs. **Summary:** Examines body/mind connection, exploring chemistry that links immune system function to ways we think and feel, and teaching more positive thinking patterns and ways to deal with negative emotions. **Fee:** \$30.00. **Contact Hours:** 5.0.

**Responsible & Compassionate Communication**

**Spon:** Consultants for the Future #61.  
**Contact:** Linda S. Greenfield, RN, PhD. **Phone:** 800-654-2387. **Aud:** RNs and LPNs. **Summary:** Teaches how language helps or blocks relationships & cooperation in meeting healthcare needs, & provides new communication patterns that foster empowerment, collaboration, & mutual respect. **Fee:** \$18.00. **Contact Hours:** 3.0.

**Stroke**

**Spon:** Consultants for the Future #61.  
**Contact:** Linda S. Greenfield, RN, PhD.  
**Phone:** 800-654-2387. **Aud:** RNs and LPNs. **Summary:** Studies pathology of various kinds and locations of strokes, the related symptoms and approaches to acute and rehabilitative care. **Fee:** \$30.00. **Contact Hours:** 5.0.

**Stuck in a Rut: Helping Patients & Clients change Habits that are Interfering with Recovery**

**Spon:** Consultants for the Future #61.  
**Contact:** Linda S. Greenfield, RN, PhD.  
**Phone:** 800-654-2387. **Aud:** RNs and LPNs. **Summary:** Examines anatomy & physiology of habits, teaches necessary factors to change old habits or form new habits & applies information to motor habits, mental & emotional habits, health habits, language habits & other with consideration to diseases that have significant habit connections. **Fee:** \$18.00. **Contact Hours:** 3.0.

**Talking With the Docs: Effective Nurse-Physician Communication**

**Spon:** Consultants for the Future #61.  
**Contact:** Linda S. Greenfield, RN, PhD.  
**Phone:** 800-654-2387. **Aud:** RNs and LPNs. **Summary:** Designed to help you increase your power and effectiveness when communicating with physicians in difficult situations. **Fee:** \$24.00.

**Contact Hours:** 4.0.

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

**Spon:** Consultants for the Future #61.  
**Contact:** Linda S. Greenfield, RN, PhD.  
**Phone:** 800-654-2387. **Aud:** RNs and LPNs. **Summary:** Physiology of acute and chronic pain perception, factors of pain reaction, attitudes toward the patient in pain that may hinder therapy, effective use of medication and use of non-invasive and alternative pain therapies. **Fee:** \$42.00. **Contact Hours:** 7.0.

**The Prevention of Medical Errors**

**Spon:** Consultants for the Future #61.  
**Contact:** Linda S. Greenfield, RN, PhD.  
**Phone:** 800-654-2387. **Aud:** RNs and LPNs. **Summary:** Informs nurses of growing national concern over the alarmingly high numbers of errors and provides information to increase patient safety, guidance for reporting and suggestions for systems monitoring. **Fee:** \$12.00. **Contact Hours:** 2.0.

**Working the Numbers: Nursing Interpretation of Laboratory Tests**

**Spon:** Consultants for the Future #61.  
**Contact:** Linda S. Greenfield, RN, PhD.  
**Phone:** 800-654-2387. **Aud:** RNs and LPNs. **Summary:** Examines nursing interpretation of CBC, hematologic studies, iron studies, UA, electrolyte survey, kidney function studies and liver function studies. **Fee:** \$36.00. **Contact Hours:** 6.0.

.....  
 Quality Management Consultants, Inc.

Mary Krieg, RN, PhD., President

Online: *See Link for each course*

Phone: 515-255-2576

(Iowa Provider Number #353)  
 .....

### Opioid Addiction and Overdose - Community Epidemic

**Spon:** Quality Management Consultants, Inc. #353. **Contact:** Mary Krieg. **Phone:** 515-255-2576. **Aud:** RNs, LPNs, ARNPs. **Summary:** This course discusses how to address this very difficult problem. **Info:** [goo.gl/3h6yt6](http://goo.gl/3h6yt6) **Fee:** \$29.00. **Contact Hours:** 5.0.

### Mental Health and Substance Abuse Emergencies in the Community

**Spon:** Quality Management Consultants, Inc. #353. **Contact:** Mary Krieg. **Phone:** 515-255-2576. **Aud:** RNs, LPNs, ARNPs. **Summary:** An overview of recommended activities when faced with a mental health or substance abuse emergency in your family, neighborhood, or community. **Info:** [goo.gl/JkP6qy](http://goo.gl/JkP6qy) **Fee:** \$0.00. **Contact Hours:** 2.0.

### Trauma Informed Care

**Spon:** Quality Management Consultants, Inc. #353. **Contact:** Mary Krieg. **Phone:** 515-255-2576. **Aud:** RNs, LPNs, ARNPs. **Summary:** Awareness, prevention and early detection of and effective trauma-specific treatment are the keys to positive treatment outcomes. **Info:** [goo.gl/w8MbXL](http://goo.gl/w8MbXL) **Fee:** \$19.00. **Contact Hours:** 5.0. 2.0.

### Critical Thinking - Improve Your Skills

**Spon:** Quality Management Consultants, Inc. #353. **Contact:** Mary Krieg. **Phone:** 515-255-2576. **Aud:** RNs, LPNs, ARNPs. **Summary:** Improve your critical thinking skills in your nursing practice as well as your daily life. **Info:** [goo.gl/2KnfDo](http://goo.gl/2KnfDo) **Fee:** \$10.00. **Contact Hours:** 4.0.

### Grief - Healing From Loss

**Spon:** Quality Management Consultants, Inc. #353. **Contact:** Mary Krieg. **Phone:** 515-255-2576. **Aud:** RNs, LPNs, ARNPs.

**Summary:** Grief is not an illness or a disease, however, grief takes healthy and unhealthy forms, and it is hoped that this course will help you cope with yours grief, as well as your patients in a healthy and constructive way. **Info:** [goo.gl/F4moEQ](http://goo.gl/F4moEQ) **Fee:** \$10.00. **Contact Hours:** 2.0.

### Positive Psychology

**Spon:** Quality Management Consultants, Inc. #353. **Contact:** Mary Krieg. **Phone:** 515-255-2576. **Aud:** RNs, LPNs, ARNPs. **Summary:** A brief overview of the new field of scientific study of human happiness and flourishing, with an applied approach to optimal functioning that enables individuals, families, communities and organizations to thrive. **Info:** [goo.gl/h4NgWJ](http://goo.gl/h4NgWJ) **Fee:** \$19.00. **Contact Hours:** 3.0.

### The Effective Patient Advocate

**Spon:** Quality Management Consultants, Inc. #353. **Contact:** Mary Krieg. **Phone:** 515-255-2576. **Aud:** RNs, LPNs, ARNPs. **Summary:** Advocacy is a critical role for nurses as patients need help finding their way through our health care system, and there is no better choice than a nurse. **Info:** [goo.gl/mq xv4J](http://goo.gl/mq xv4J) **Fee:** \$10.00. **Contact Hours:** 5.0.

### The Affordable Care Act - A FREE Course

**Spon:** Quality Management Consultants, Inc. #353. **Contact:** Mary Krieg. **Phone:** 515-255-2576. **Aud:** RNs, LPNs, ARNPs. **Summary:** An analysis of the Affordable Care Act and all its provisions, as well as what you need to know to get care for you and your family. **Info:** [goo.gl/rj43Re](http://goo.gl/rj43Re) **Fee:** \$0.00. **Contact Hours:** 4.0.

### CE SOLUTIONS, A DIVISION OF VGM EDUCATION

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### Child Abuse for Iowa Mandatory Reporters

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 855-899-2803. **Aud:** RN, LPN, ARNP. **Summary:** Approved by the Iowa Abuse Education Review Panel to meet the Mandatory Reporters' requirements for child abuse education by reviewing and updating information on incidence, indications, treatment options and legal implications. **Fac:** Angela Johnson. **Fee:** \$23.95. **Contact Hours:** 2.0.

### Child and Dependent Adult Abuse for Mandatory Providers

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 855-899-2803. **Aud:** RN, LPN, ARNP. **Summary:** Approved by the Iowa Abuse Education Review Panel and intended to meet the Mandatory Reporter's requirements for child and dependent adult abuse education by reviewing and updating information on incidence,

updating information on incidence, indications, treatment options and legal implications. **Fac:** Angela Johnson. **Fee:** \$23.95. **Contact Hours:** 2.0.

### Dependent Adult Abuse for Iowa Mandatory Providers

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 855-899-2803. **Aud:** RN, LPN, ARNP. **Summary:** Approved by the Iowa Abuse Education Review Panel to meet the Mandatory Reporters' requirements for Dependent adult abuse education by reviewing and updating information on incidence, indications, treatment options and legal implications. **Fac:** Angela Johnson. **Fee:** \$23.95. **Contact Hours:** 2.0.

### Nurse Leadership Certificate Program

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 866-650-3400. **Aud:** RN, LPN, ARNP. **Summary:** The nine-part certificate program provides an in-depth understanding of the skills and characteristics necessary to be an effective nurse leader. This series is designed to provide nurses at all levels with practical training that can be put to use in any health care environment. **Fac:** Judith K. Orth, RN, CHPN, BSN, MA. **Fee:** \$199.95. **Contact Hours:** 12.0.

### Active Shooter: What You Can Do

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 866-650-3400. **Aud:** RN, LPN, ARNP. **Summary:** The purpose of this course is to present health care professionals with a comprehensive understanding of how to respond in an active shooter situation wherever they are, including a hospital, nursing home, outpatient clinic, or any other health care facility. **Fac:** Dorothy de Souza Guedes. **Fee:** \$11.95. **Contact Hours:** 1.0.

### Antibiotic Stewardship

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 866-650-3400. **Aud:** RN, LPN, ARNP. **Summary:** Health care employees will be able to increase their knowledge of antibiotic use and the benefits of an Antibiotic Stewardship Program to promote the appropriate use of antibiotics, including a system of monitoring to improve resident outcomes and reduce antibiotic resistance. **Fac:** Deb Martin, BSN. **Fee:** \$11.95. **Contact Hours:** 1.0.

### Emergency & Disaster Preparedness

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 866-650-3400. **Aud:** RN, LPN, ARNP. **Summary:** The purpose of this course it to o provide the learner with general guidelines to follow during emergency and disaster situations to increase the safety for staff and patients. **Fac:** California Department of Public Health (CAHF). **Fee:** \$11.95. **Contact Hours:** 1.0.

### Behavioral Health Services

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 866-650-3400. **Aud:** RN, LPN, ARNP. **Summary:** The purpose of this course is to provide education to health care employees who are involved in the care of persons with behavioral health disorders. **Fac:** Leanne Anthon, MSN, RN. **Fee:** \$11.95. **Contact Hours:** 1.0.

### LGBT in Health Care

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 866-650-3400. **Aud:** RN, LPN, ARNP. **Summary:** This self-study will help health care staff understand the terminology and basic rights of LGBT seniors in long-term

care. **Fac:** Heather K. Johnson, MHA. **Fee:** \$11.95. **Contact Hours:** 1.0.

### Antipsychotics and the Elderly

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 866-650-3400. **Aud:** RN, LPN, ARNP. **Summary:** 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. **Fac:** Elizabeth Boldon BSN, MSN. **Fee:** \$11.95. **Contact Hours:** 1.0.

### Advance Directives and DNRO

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 866-650-3400. **Aud:** RN, LPN, ARNP. **Summary:** The purpose of this course is to present health care professionals with a comprehensive understanding of advance directives. **Fac:** Denise Warren RN, BSN. **Fee:** \$11.95. **Contact Hours:** 1.0.

### Dealing with Difficult People in Healthcare

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 866-650-3400. **Aud:** RN, LPN, ARNP. **Summary:** Health care professionals will learn how to identify and respond to conflict and disruptive behaviors among coworkers. Research on the negative consequences of conflict on staff morale and patient care are reviewed. Various strategies to deal with negative situations that are a part of every workplace are explained. **Fac:** Judith K. Orth, RN, CHPN, BSN, MA. **Fee:** \$23.95. **Contact Hours:** 2.0.

### Dementia Training Module A

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 866-650-3400. **Aud:** RN, LPN, ARNP. **Summary:** All staff

working in the long-term care setting will increase their and skills in caring for persons diagnosed with Alzheimer's disease or a related disorder. This bundle of courses includes the following modules: Understanding Alzheimer's Disease, Communication, and Behavior Management. **Fac:** Kara Finger. **Fee:** \$39.99. **Contact Hours:** 4.0.

### ■ Dementia Training Module B

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 866-650-3400. **Aud:** RN, LPN, ARNP. **Summary:** All staff working in the long-term care setting will increase their and skills in caring for persons diagnosed with Alzheimer's disease or a related disorder. This bundle of courses includes the following modules: Philosophy of Care Family & Staff Issues, Activities for Persons with Dementia, Activities of Daily Living Medication & Nutrition, and Ethical Issues. **Fac:** Kara Finger. **Fee:** \$39.99. **Contact Hours:** 4.0.

### ■ Dying with Dignity

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 866-650-3400. **Aud:** RN, LPN, ARNP. **Summary:** Healthcare providers will place an emphasis on each terminally ill patient's uniqueness that tends to preserve their sense of dignity. **Fac:** Judy K. Orth, RN, CHPN, BSN, MA. **Fee:** \$11.95. **Contact Hours:** 1.0.

### ■ Elder Justice Act: What it Means for You

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 866-650-3400. **Aud:** RN, LPN, ARNP. **Summary:** Healthcare providers will increase their knowledge about the Elder Justice Act of 2010 (EJA) by providing information about its priorities, provisions, and related legal

decisions since its enactment in 2010. **Fac:** Judy K. Orth, RN, CHPN, BSN, MA. **Fee:** \$11.95. **Contact Hours:** 1.0.

### ■ Ethical Principles in Nursing

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 866-650-3400. **Aud:** RN, LPN, ARNP. **Summary:** To enhance the nurse's ability to utilize ethical principles in nursing practice. **Fac:** Denise Warren RN, BSN. **Fee:** \$35.95. **Contact Hours:** 3.0.

### ■ Infection Control

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 866-650-3400. **Aud:** RN, LPN, ARNP. **Summary:** Health care professionals will review and gain knowledge of current and emerging infection control procedures, common health care related infections, and infectious disease outbreaks. **Fac:** Mary McGeough BSN. **Fee:** \$23.95. **Contact Hours:** 2.0.

### ■ Influenza: The Basics

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 866-650-3400. **Aud:** RN, LPN, ARNP. **Summary:** The health care practitioner will enhance her knowledge of this season's influenza and best practices for prevention and transmission of the disease. **Fac:** Linda Fisk RN. **Fee:** \$11.95. **Contact Hours:** 1.0.

### ■ Leadership in Health Care: General Principles

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 866-650-3400. **Aud:** RN, LPN, ARNP. **Summary:** 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. **Fac:** Judy K. Orth, RN, CHPN, BSN, MA. **Fee:** \$17.95. **Contact**

**Hours:** 1.5.

### ■ Multi-Drug Resistant Organisms

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 866-650-3400. **Aud:** RN, LPN, ARNP. **Summary:** 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. **Fac:** Denise Warren RN, BSN. **Fee:** \$11.95. **Contact Hours:** 1.0.

### ■ Nursing Documentation

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 866-650-3400. **Aud:** RN, LPN, ARNP. **Summary:** Nurses will gain knowledge and skills related to the documentation of information in the patient's medical record. **Fac:** Mary McGeough BSN. **Fee:** \$17.95. **Contact Hours:** 1.5.

### ■ Nursing CEUs (100+ HR)

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 866-650-3400. **Aud:** RN, LPN, ARNP. **Summary:** CE Solutions is pleased to offer over 100 nursing courses in a variety of healthcare areas. Some the areas include, dementia care, legal aspects of nursing, endocrinology, mental health care and autoimmune diseases to name just a few. **Fac:** Mary McGeough BSN. **Fee:** \$33.95. **Contact Hours:** 100.0.



### Pain Management at Life's End

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 866-650-3400. **Aud:** RN, LPN, ARNP. **Summary:** 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. **Fac:** Judith K. Orth, RN, CHPN, BSN, MA. **Fee:** \$23.95. **Contact Hours:** 2.0.

### Preventing Medication Errors

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 866-650-3400. **Aud:** RN, LPN, ARNP. **Summary:** The purpose of this online course is to increase healthcare professionals understanding of and skills for eliminating medical errors. **Fac:** Mary McGeough BSN. **Fee:** \$11.95. **Contact Hours:** 1.0.

### Staff Retention: Working Together to Achieve Organizational Success

**Spon:** CE Solutions, a Division of VGM Education. #335. **Contact:** Heather Johnson. **Phone:** 866-650-3400. **Aud:** RN, LPN, ARNP. **Summary:** To provide a framework of strategies to create successful organizations through positive, meaningful leadership. **Fac:** Vicki Parsons MBA. **Fee:** \$11.95. **Contact Hours:** 1.0.

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*These activities have been submitted to the Alabama State Nurses Association for approval to award contact hours. Alabama State Nurses Association is accredited as an approver of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.*

### Stowaways! Diseases That are Sneaking Across the U.S. Border

**Spon:** Words Matter Nurses. #375. **Contact:** Linda Fisk. **Phone:** 855-227-6784. **Aud:** RNs, LPNs Other persons interested in this subject matter. **Summary:** Health care personnel will be introduced to diseases that may accompany immigrant/refugee children and families to the U.S. **Fac:** Linda Fisk. **Fee:** \$4.00. **Contact Hours:** 2.0.

### "Mommy, I Can't Breathe!" Enterovirus D-68

**Spon:** Words Matter Nurses. #375. **Contact:** Linda Fisk. **Phone:** 855-227-6784. **Aud:** RNs, LPNs Other persons interested in this subject matter. **Summary:** Healthcare personnel will increase their understanding of non-polio enteroviruses, including the enterovirus D68 (EV-D68), which appears to be the pathogen that caused mild to life-threatening illness and deaths in children in multiple states. **Fac:** Linda Fisk. **Fee:** \$4.00. **Contact Hours:** 2.0.

### Zika Virus: What You Need to Know

**Spon:** Words Matter Nurses. #375. **Contact:** Linda Fisk. **Phone:** 855-227-6784. **Aud:** RNs, LPNs Other persons interested in this subject matter. **Summary:** Healthcare personnel will enhance their understanding of Zika virus. **Fac:** Linda Fisk. **Fee:** \$4.00. **Contact Hours:** 2.0.

### Bumpety-Bump: Diagnosis Mumps

**Spon:** Words Matter Nurses. #375. **Contact:** Linda Fisk. **Phone:** 855-227-6784. **Aud:** RNs, LPNs Other persons interested in this subject matter. **Summary:** Healthcare personnel will enhance their understanding of mumps. **Fac:** Linda Fisk. **Fee:** \$4.00. **Contact Hours:** 2.0.

### Heart Palpitations - A Cause for Concern?

**Spon:** Words Matter Nurses. #375. **Contact:** Linda Fisk. **Phone:** 855-227-6784. **Aud:** RNs, LPNs Other persons interested in this subject matter. **Summary:** Health care personnel will enhance their knowledge of heart palpitations, both those that are benign and those that may indicate a more serious health issue. **Fac:** Linda Fisk. **Fee:** \$4.00. **Contact Hours:** 2.0.

### Aortic Aneurysm: A Silent Killer

**Spon:** Words Matter Nurses. #375. **Contact:** Linda Fisk. **Phone:** 855-227-6784. **Aud:** RNs, LPNs Other persons interested in this subject matter. **Summary:** Health care personnel will enhance their knowledge of aortic aneurysms, including thoracic aortic aneurysms (TAA) and abdominal aortic aneurysms (AAA). **Fac:** Linda Fisk. **Fee:** \$4.00. **Contact Hours:** 2.0.



### Anxiety Disorders in Adults and Children

**Spon:** Words Matter Nurses. #375.  
**Contact:** Linda Fisk. **Phone:** 855-227-6784. **Aud:** RNs, LPNs Other persons interested in this subject matter.  
**Summary:** Anxiety disorders can be debilitating for both adults and children. The nurse will enhance her understanding of types of anxiety disorders that affect the individual and the different modalities used to treat them. **Fac:** Linda Fisk. **Fee:** \$4.00. **Contact Hours:** 2.0.

### It's Just a Bug Bite, Right? Vector-Borne Diseases

**Spon:** Words Matter Nurses. #375.  
**Contact:** Linda Fisk. **Phone:** 855-227-6784. **Aud:** RNs, LPNs Other persons interested in this subject matter.  
**Summary:** Nurses will enhance their knowledge of vector-borne diseases: signs & symptoms, diagnosis, treatment, and prevention. **Fac:** Linda Fisk. **Fee:** \$4.00. **Contact Hours:** 2.0.

### Opioids - Friend or Foe? (Part I)

**Spon:** Words Matter Nurses. #375.  
**Contact:** Linda Fisk. **Phone:** 855-227-6784. **Aud:** RNs, LPNs Other persons interested in this subject matter.  
**Summary:** Health care personnel will discuss pain and how medical response has lead in some cases to over-prescribing. Street drugs are another part of the opioid crisis, both issues contributing to ninety-one deaths from drug overdose every day in the United States. **Fac:** Linda Fisk. **Fee:** \$4.00. **Contact Hours:** 2.0.

### PANDAS/PANS Neuropsychiatric Disorders in Children

**Spon:** Words Matter Nurses. #375.  
**Contact:** Linda Fisk. **Phone:** 855-227-6784. **Aud:** RNs, LPNs Other persons interested in this subject matter.

**Summary:** Nurses will recognize the signs/symptoms of PANDAS/PANS in children following a strep infection. **Fac:** Linda Fisk. **Fee:** \$4.00. **Contact Hours:** 2.0.

### Sexually Transmitted Diseases are on the Rise: What Nurses Need to Know

**Spon:** Words Matter Nurses. #375.  
**Contact:** Linda Fisk. **Phone:** 855-227-6784. **Aud:** RNs, LPNs Other persons interested in this subject matter.  
**Summary:** Nurses will be able to identify the signs/symptoms for various STDs, Treatment, and follow-up. **Fac:** Linda Fisk. **Fee:** \$4.00. **Contact Hours:** 2.0.

### Opioids - Friend or Foe? (Part II)

**Spon:** Words Matter Nurses. #375.  
**Contact:** Linda Fisk. **Phone:** 855-227-6784. **Aud:** RNs, LPNs Other persons interested in this subject matter.  
**Summary:** Healthcare professionals will discuss the opioid crisis and become familiar with the program developed by CDC to respond to the crisis. **Fac:** Linda Fisk. **Fee:** \$4.00. **Contact Hours:** 2.0.

### Hepatitis A: A New Epidemic?

**Spon:** Words Matter Nurses. #375.  
**Contact:** Linda Fisk. **Phone:** 855-227-6784. **Aud:** RNs, LPNs Other persons interested in this subject matter. **Summary:** Nurses will discuss hepatitis A and explain how the disease is transmitted, who is at risk for the disease, signs and symptoms of illness, prevention of hepatitis A, and vaccination guidelines. **Fac:** Linda Fisk. **Fee:** \$4.00. **Contact Hours:** 2.0.

### The Aged: Dying From Loneliness?

**Spon:** Words Matter Nurses. #375.  
**Contact:** Linda Fisk. **Phone:** 855-227-6784. **Aud:** RNs, LPNs Other persons interested in this subject matter.  
**Summary:** Nurses will study the effects of loss and grief on the elderly

population. **Fac:** Linda Fisk. **Fee:** \$4.00. **Contact Hours:** 2.0.

### Just A Plane Ride Away: Ebola Virus Disease

**Spon:** Words Matter Nurses. #375.  
**Contact:** Linda Fisk. **Phone:** 855-227-6784. **Aud:** RNs, LPNs Other persons interested in this subject matter.  
**Summary:** To identify the signs and symptoms of Ebola Virus Disease and the implications for the U.S. based healthcare system. **Fac:** Linda Fisk. **Fee:** \$4.00. **Contact Hours:** 2.0.

### When Spiders Bite

**Spon:** Words Matter Nurses. #375.  
**Contact:** Linda Fisk. **Phone:** 855-227-6784. **Aud:** RNs, LPNs Other persons interested in this subject matter.  
**Summary:** Recognize the signs and symptoms of a spider bite, and care and treatment for the wound. **Fac:** Linda Fisk. **Fee:** \$4.00. **Contact Hours:** 2.0.

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