

FLORIDA ASSOCIATION OF PUBLIC HEALTH NURSES

APRIL 2005

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SPECIAL POINTS OF INTEREST:

- PUBLIC HEALTH NURSES ARE HEROES
- SAVE THE DATE MAKE RESERVATIONS EARLY
- FEATURED BOARD MEMBERS
- CALL FOR POSTERS

FAPHN CONFERENCE

MARK YOUR CALENDARS! SAVE THE DATE!!

FAPHN and FPNA are preparing for the 2005 Annual Conference. The dates are **July 25-July 29, 2005.** You can attend one day, two days, or all five...

customize your conference experience to fit your personal schedule.

The conference location is **The Hyatt Sarasota on Sarasota Bay.** The room rates are: Standard Room \$99.00 Deluxe Room \$105.00 (includes Bay, water view & balcony)

FAPHN CONFERENCE THEME IS

"THE WINDS OF CHANGE: PUBLIC HEALTH NURSING/ PUBLIC HEALTH HEROES"



EXAMPLES OF THE NEWSLETTER NAME SEARCH

FAPHN received 10 suggestions for **naming our newsletter**. There are many great suggestions and we think that we need you to help in determining the final name. The Board of Directors decided that the entire membership will have the opportunity to vote when FAPHN con-

ducts annual voting in July. Here is a "peek" at the suggestions:

- NURSELINK
- N-VISION
- THE DEFENDER
- THE ADVOCATE
- THE COMMUNITY CHAMPION

- THE COMMUNITY ADVOCATE
- THE CHAMPION
- THE FLORIDA CHAMPION
- THE LEGACY
- THE FAPHN VOICE

These names will be on THE JULY BALLOT.

THE PRESIDENT'S CORNER

Dear Members:
 Instead of a message from President Susan Crawford, we share with you the news that Susan's mother,



Pearlie Eileen Durden, recently passed. On behalf of the membership, we offer to Susan and her family our condolences. In lieu of flowers, the family requests any donations to be sent to: *The Alzheimer's Association* at 2010 Mizel Avenue, Winter Park, Florida 32792..

FEATURED BOARD MEMBERS



This issue features **FAPHN President Elect Linda Bilyeu:** Ms. Bilyeu is a graduate from the 1976 class of nurses at the University of Miami and has dedicated 18 years to public health nursing beginning

in Highlands County in 1987. She was a supervisor of the School Health Improvement Pilot Project (SHIPP) and relocated to the Orange County Health Department in 1991 where she was the School Health Program Supervisor for four years. In 1999, Ms. Bilyeu was assigned as clinic manager of a satellite facility directly supervising the maternity, family planning and pediatric programs. Ms. Bilyeu has been a member of CASE before joining the FAPHN as a charter member. She is a member of the FPHA. In this

position of President Elect, Ms. Bilyeu serves on the Membership Committee



FAPHN 1st Vice President **Deborah Hogan** is a Supervisor with Children's Medical Services in West Palm Beach and works also with the Endocrine Clinic and Cleft Palate Clinic. Ms. Hogan is a 20 year dedicated Public Health nurse and the mother of three adult children who live in Jacksonville and Sarasota.
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WE RECEIVE LETTERS

“ *What plans does FAPHN have for assisting PHN to increase salaries and participate in a retirement plan that actually takes care of nurses?*” And a second question. *“The state legislature failed to carry through on an agreed pay adjustment for*

PHN after it was signed by the Governor. The legislature chose to approve a non-negotiated pay raise for police and firefighters as they are first-responders. If state employed nurses are not considered first-responders, what were we doing, leaving our homes

and families to report to our assigned special needs shelters during four hurricanes?” Due to the similarity in the two questions, we think one response will do. FAPHN is not a bargaining unit. We recognize that salaries and benefits are important factors in recognizing our current PHNs as well as attracting new PHNs. We support the work done for us by the Florida Nurses Association and the Office of Public Health Nursing. Is this enough? What should each one of us be doing? You/we are first-responders, too.

LEARN TO BE A PUBLIC HEALTH NURSE

Minimum preparation to be a Public Health Nurse is generally accepted to be the Baccalaureate degree. Florida Colleges and Schools of Nursing provide pre-licensure RN to BSN completion degrees. The Masters in Community/Public Health Nursing is the accepted advanced practice degree, however only a few schools

in Florida provide this degree. Accreditation programs require a Masters Degree in a Nursing specialty in order to teach in an academic institution of higher learning and a Masters Degree in Nursing is required for entry into Doctoral Nursing programs. Currently, there is a national shortage of entry level, advanced practice,

and nursing faculty is particularly acute for community/public health. There are five schools (see caption) in Florida that provide a Masters in Public Health. This is an interdisciplinary degree, usually a second master's degree, for health care professionals. A listing of schools providing RN-BSN will be in the next newsletter.



Fl. International University
Nova Southeastern University
University of Florida
University of North Florida
University of South Florida

COMMUNITY/PUBLIC HEALTH CERTIFICATION EXAM

Exam dates are May 14, 2005 and October 15, 2005. For the May date, registration needed to be in by February 18, 2005 and by July 8, 2005 for October. Specific details are available at <http://www.nursingworld.org/ancc/index.html>. One may order a self-study module on the ACHNE web site:

www.uncc.edu/achne. **Certification** recognizes your specialty knowledge and skills and indicates that you met a standard of excellence in your specialty. The **cost** for the exam is \$180. If you are a member of ANA/specified organizations; \$250 for APHA member, and \$320 with no membership. You need an

official school transcript, a copy of RN license, copy of APHA membership card to receive reduced rate, a letter signed by your masters program certifying your program included 500 hours of supervised clinical time or verification you received job supervision.

FAPHN supports advancement for public health nurses and Florida public health tradition by supporting board certification

ARE YOU "DUE" FOR "DUES"?

It never fails but dues paying time rolls around. At the inception of FAPHN with the charter group of members, the Board of Directors entertained the thought to have all members pay on October 1 regardless of the month of their original payment of

dues. For this reason, some have paid more frequently and their membership date was extended accordingly. Your volunteer Board found this process too much to handle (over 200 members to renew at the same time) so, the process is that dues are due on the member's

anniversary date. If you look at your membership card, it will have your renewal due date on it. Also, Marie McMillan and Amalia Kane-Crawford will be sending dues reminders.



Membership!! Questions? Contact FAPHN at www.faphn.org OR the newsletter editors. See e-mail address on back.

FAPHN

Membership

Debate

**YES—Licensed Practical Nurses****Should Be Offered Membership in
FAPHN**

Stephanie Vick, M.S., B.S.N., R.N.

Sometimes it seems that I am hearing the same arguments over and over again related to why Licensed Practical Nurses should not be offered membership in the Florida Association of Public Health Nurses. Beside the obvious - that LPNs are not currently listed as being eligible for membership in FAPHN - for every seemingly good reason to deny membership, there is a counter reason to allow membership and furthermore to support membership. Here are some of those reasons and perhaps a different way of looking at the points being made:

- 1. Licensed Practical Nurses are technical, assistive personnel.** – Their very name and the nurse practice act make it clear that they are NURSES. I'll concede to the point that the LPN is at a different skill level and educational background than a Registered Nurse, but I will also point out that Advanced Practice Nurses are at a different skill level, as well. Furthermore, Registered Nurses come in different “shapes and sizes”, too. There are still Diploma RNs out there, as well as Associate Degree RNs, Bachelor Degree RNs, Master Prepared RNs (without being Advanced Practice licensed) and RNs with a myriad of professional certifications.
- 2. FAPHN is an organization aimed at advancing the recognition and practice of Public Health Nursing.** – It may be a silly question, but what are we really saying? Is Public Health Nursing something that can only be done if one is a Registered Nurse? Granted, Public Health Nursing is comprised of skill sets specific to Public Health. But, how does one learn those skill sets? Not every RN educational preparation program provides Public Health Nurse Education. The bylaws, as they are currently written, do not distinguish between RNs who have an interest in Public Health Nursing but have no knowledge or experience in the practice and RNs who have worked and trained in the discipline for their entire lives. Likewise, the current bylaws overlook the fact that there are Licensed Practical Nurses working in Public Health, analyzing populations, developing programs for populations in need, delivering services to individuals, institutions and entire populations within the Public Health System. (continued on page 5)

YES—Licensed Practical Nurses Should Be Offered Membership in FAPHN (continued from page 4)

3. FAPHN promotes professional nursing. – So.....one needs to be an RN to be professional? Or, only RNs practice the discipline as a profession? Do a test. First, ask any LPN if they consider themselves to be working in a profession? Then ask that person if he/she considers that he/she is professional. Now, ask the lay person on the street who may have received a service from that individual to describe to you the profession in which the individual belongs. Do you think that the LPN considers her/himself to be nonprofessional? Do you think that the LPN is recognized differently by the general public and that the LPN is perceived to be anything other than a nurse? The Webster definition supports this point (a calling requiring specialized knowledge and often long and intensive academic preparation (do diploma and AA RNs meet this?) b: a principal calling, vocation, or employment (both RN and LPN meet this) c: the whole body of persons engaged in a calling.

4. LPNs have their own professional organizations. – Have you really seen the number of professional organizations that are out there for RNs? If the goal is to provide an avenue to recognize and promote RNs as professional, there are plenty of organizations that can assist in this endeavor. If the goal is to promote Public Health Nursing, don't we want our numbers to grow and be strong? Let's not forget that we are in a time of nurse shortage. Our goal should be to promote public health nursing while assuring that we have public health nurses for the future. Recruiting and growing our public health nurses from schools of nursing is good – but it is not enough. We should be embracing individuals within our ranks who may have chosen the Licensed Practical Nurse level as a “springboard” in preparation for becoming a Registered Nurse.

5. The LPN classification is not placed among the nursing classification in the State personnel system . – At this point, we shouldn't even be having this conversation. First of all, FAPHN is now a private organization, it is not limited to the State of Florida, Department of Health. Secondly, that classification system is old . Take a look at where the Nursing Directors fall in the current classification system. They are not listed with Professional and Technical categories, they are listed with Managers, who could be anybody of any profession.

6. We're focusing upon leadership of the Public Health Nurses . – Ah,.....another blast from the past. I can only imagine that the point here is that leaders are more often RNs in designated authoritarian roles. And maybe, sometimes, that is true. But it is not always true. There are leaders in every walk of life, which is one of the reasons that FAPHN opened membership to all RNs, regardless of their current employment position. This courtesy needs to be extended to LPNs, as well. The Florida Public Health Leadership Institute clearly recognizes this fact and acknowledges and encourages people from every level and role in Public Health to participate. They clearly understand that Leaders come from every walk of life.

I believe that we need to embrace the possibilities of being an inclusive organization. There will always be pros and cons to any situation. We need to look at what is in the best interest of our profession and our specialty, the current and future trends in our numbers and truly, what is the purpose of our organization. We will gain strength as we grow and we will impart a lasting influence upon the face of public health nursing when we nurture and “grow” our own.

FAPHN

MEMBERSHIP

DEBATE

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NO—LICENSED PRACTICAL NURSES

**SHOULD NOT BE OFFERED MEMBERSHIP IN
FAPHN**

By JoAnne Kroesen, CHN Consultant-Quality Management

How does the FAPHN nursing membership want to be defined? The American Nurses and Florida Nurses Association are professional nursing organizations whose membership is for registered nurses. If we want to be identified as professional nurses vs. technical nurses, we must continue to be aligned with our state and national nursing organizations and support membership of registered nurses to maintain FAPHN as a professional organization..

The Florida Statutes (Chapter 464.003) defines a **registered nurse** as any person licensed in this state to practice professional nursing. The practice of **professional nursing** is defined as: “the performance of those acts requiring substantial specialized knowledge, judgment, and nursing skill based upon applied principles of psychological, biological, physical, and social sciences which shall include but not be limited to::

1. The observation, assessment, nursing diagnosis, planning, intervention, and evaluation of care; health teaching and counseling of the ill, injured, or infirm; and the promotion of wellness, maintenance of health, and prevention of illness of others.
2. The administration of medications and treatment as prescribed or authorized by a duly licensed practitioner authorized by the laws of this state to prescribe such medications and treatments.
3. The supervision and teaching of other personnel in the theory and performance of any of the above acts.”

The practice of **practical nursing** is defined as “the performance of selected acts, including the administration of treatments and medications, in the care of the ill, injured, or infirm and the

The Argument for Professional Nursing Membership in the Florida Association of Public Health Nurses (FAPHN) continued

Promotion of wellness, maintenance of health and prevention of illness of others under the direction of a registered nurse, a licensed physician, a licensed osteopathic physician, a licensed podiatrist, or a licensed dentist.”

While FAPHN membership is open to registered nurses only, we could consider an associate membership status for registered nursing students and retired public health nurses. In addition, FAPHN should seek partnership and outreach opportunities with other health related organizations, which may include LPNs and other health professionals.

BOARD MEMBERS

continued from page 2

F APHN SECRETARY Marie E.

McMillan is also an Assistant Community Health Nursing Director, Infectious Disease at the Broward County Health Department in Ft.



Lauderdale. Ms. McMillan received her BSN from the University of Connecticut and after five years of hospital nursing in several specialties such as Neurosurgery, Reconstructive Plastic Surgery and Pulmonary, she arrived in Broward County, Florida. Ms. McMillan has served in various supervisory capacities in both managerial and

programmatic areas. Ms. McMillan has been awarded many honors and is a member of multiple professional organizations

F APHN 2ND VICE PRESIDENT

RUTH M. DEARMAN is also the Sr. CHN Director of Epidemiology & Communicable Disease Control, TB, Special Needs Shelter & Bioterrorism Public Health Prepar-



edness programs at the Sarasota CHD and currently in the 9th class of the PH Leadership Institute of Florida. Ms. Dearman earned an ASN from the University of Indianapolis (formerly Indiana Central University), a BSN from Medical

University of S. Carolina (a satellite at Winthrop University, Rock Hill South Carolina) and an MPA from Troy State University, a satellite located at MacDill Air Force Base in Florida. Ms. Dearman has 24 years of nursing experience; her last four and one-half years in public health. Past nursing experiences include neonatal ICU, neonate to 2 years open heart surgical ICU, adult cardiac ICU, adult cardiovascular surgery recovery unit, and adult home health. Ms. Dearman's direct service experience before public health was enhanced with administrative experience as the administrator of chronic/acute dialysis unit and as a Healthcare Risk Manager/consultant. *Ruth is moving on to a new life experience: marriage with a "wonderful man from New York."* *Ruth has been an invaluable member of FAPHN and, **Ruth, the Board and members thank you so very much. Good Luck!***

FLORIDA ASSOCIATION OF PUBLIC HEALTH NURSES

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Florida 32043-0306

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svick@faphn.org

CARING FOR FLORIDA'S CITIZENS

SCHOLARSHIPS, RECOGNITION AND POSTERS

FAPHN offers **awards** and **scholarships** annually at the Annual Conference. The categories are: *PUBLIC HEALTH NURSE of the YEAR;*

OUTSTANDING PUBLIC HEALTH NURSING LEADERSHIP AWARD; and a *FAPHN SCHOLARSHIP*. The current plan is to send to the membership a notice about the FAPHN Awards and Scholarship toward the end of May 2005.

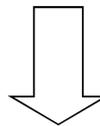
POSTERS: A call for **POSTERS** to be presented at the Annual Conference July 25-26 is out. Abstracts are due June 1, 2005. This is an opportunity to share best practices, service projects, or re-

search. CEUs are not required this year; *just the abstract*. Presenter Eligibility requirements include the name of a FAPHN member listed on the abstract, collaborators do not have to be members, and one poster abstract submission per agency/institution.

Blind Review is conducted by members of the FAPHN Education Committee and presenters will be notified by email of acceptance by June 25, 2005.

Set-Up and Display may be on Monday, July 25 after 1:00PM or by July 26 between 7:30AM and 8:30 AM. Presenters are encouraged to provide their own backboard/display

board. They may present their poster informally during the breaks. All POSTERS must be removed at 5:00PM on July 26, 2005. The awards for the BEST PHN and BEST Student Poster will be presented July 26, 2005 from 4:00-5:00PM.



Submit Abstracts electronically to

FAPHN POSTERS

bkruger@unf.edu and attach identifying information and abstract in a MS WORD document. For further information, contact bkruger@unf.edu

FAPHN MEMBERSHIP APPLICATION

FIRST NAME: _____

LAST NAME: _____

STREET ADDRESS: _____

CITY,STATE,ZIP: _____

HOME PHONE: _____

WORK PHONE: _____

E-MAIL ADDRESS: _____

AGENCY/EMPLOYER: _____

CHECK STATUS: RN _____

RETIRED RN _____

ASSOC. MEMBERSHIP: FULL-

TIME RN STUDENT _____

DUES: RN \$50./YR

RETIRED RN \$25/YR

F/T RN NURSING STUDENT:

\$25/YR

SCHOOL: _____

AREA OF INTEREST: _____

INTERESTED IN BECOMING AN OFFICER OR BOARD MEMBER?

_____yes _____no

Payable to FAPHN, INC, P.O. Box 306, Green Cove Springs, Fl. 32043-0306

