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

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Visit pages 8-11 to learn more about the 2019 Carrying the Torch of Leadership Convention!
RUMBLE IN THE JUNGLE
SAFARI
FUN NIGHT

7-10:30 p.m., Wednesday, March 13, 2019
Majestic Ballroom, Doubletree by Hilton Orlando

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

Susie Jensvold, BSN, MHSA, RN
President

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

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

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

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

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

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

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

We are all confronted with our facility’s individual challenges and face new ones daily. As the complexity of health care as a field and our patients/residents continues to evolve, so must we as a profession — with the ultimate charge of protecting our residents and colleagues.

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

To survive, we need to support our fellow nurse leaders in the PA/LTC world. FADONA is where the support can be found. Our focus is to increase our membership and influence throughout the state.

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

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

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

Members Unite

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

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

Respectfully submitted,

Susie Jensvold, BSN, MHSA, RN
President
Regional Reports

**Region I — Northwest**

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

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

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

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

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

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

Sharyn Figgins, RN, MSN  
Region I Vice President

**Region II — Northeast**


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

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

If you are interested in becoming more involved or coming to our next meeting, please call/text Jacqueline Hinerman at (352) 362-0076 or email at J aGa9999 @ centurylink.net. Do not forget to friend FADONA on Facebook and share some of the great things you are doing in your facilities.

Jacqueline Hinerman, RN  
Region II Vice President

**Region III — Centraleast**

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

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

Marilyn M. Nalley, RN  
Region III Vice President

**Region IV — Centralwest**

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

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

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

Here are the leadership contacts for the Pinellas County chapter:

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

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

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

We invite you to get involved in the events and meetings occurring within the counties under Region IV. For information, contact Ian Cordes at the FADONA Business Office at (561) 689-6321.
Region V — Southwest
5A — Manatee, Charlotte, Collier
5B — Desoto, Lee, Sarasota

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

Elizabeth Borer, RN
Region V Vice President

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

If you would like information on future meetings and events for the Palm Beach County chapter, please call Andrew Rosebrough, PBC DONA community liaison, at (561) 723-7888 or email andrew@pmdxu.com.

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

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

Elizabeth Page, RN
Region VI Vice President

Region VII — Southeast
Miami-Dade, Monroe, and Broward Counties

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

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

Miami Chapter: The Miami Chapter’s Executive Board include:
President Claudia Innocent, (954) 647-5098; 1st Vice President Anne Museau, (305) 962-9537; 2nd Vice President Charvette Paramore, (786) 660-0170; Treasurer Idel Benjamin, (954) 243-6668; and Secretary Bobette Sangrado, (917) 705-8104.

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

Amina Dubuisson
Region VII Vice President

What would you do if you discovered the Golden Egg?

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

These CareerCenters are a treasured online resource designed to connect long-term care industry employers with the largest, most-qualified audience of nurses, nurse administrators, directors of nursing, medical directors, physicians, physician assistants, and advanced practice nurses in Florida.

Job Seekers may post their résumé (it’s FREE) — confidentially, if preferred — so employers can actively search for you. Let these CareerCenters help you make your next employment connection!
FADONA’s 32nd Annual Convention to Pass Torch of Leadership

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

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

The Planning Committee has worked diligently to develop an exceptional agenda filled with education, networking, and fun. We hope you attend the wonderful Welcome Reception on Monday, March 11, that is sponsored by Consulate Health Care.

Then, please join us Tuesday and Wednesday in the Exhibit Hall and connect with our vendor friends. Visit our Platinum Partners — the Fun Night sponsors — and earn extra raffle tickets that could help you win some amazing door prizes at Rumble in the Jungle Safari Fun Night. It is these same members who have worked so hard over the past few months in preparation for this exciting event. This is also where the silent auction for the themed gift baskets will be on display — waiting for your generous bids — with all proceeds benefiting the Patches Bryan Scholarship.

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

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

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

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

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

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

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

About Board Certification:

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

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

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

toll free: 1-800-222-0539 | fax: 513-791-3699
Congratulations, FADONA, on 32 years of healthcare leadership!


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

MONDAY, MARCH 11, 2019

OPTIONAL PRECONVENTION DAY

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

9 a.m.-12 p.m. — Concurrent Sessions A
101: Antibiotic Stewardship
   A Guide to a Successful Compliance Program
   Cindy Fronning RN-BC, CDONA, FACDONA, RAC-CT;
   Director of Education, NADONA
   Successful completion of NADONA’s course on Antibiotic Stewardship meets the requirements of NADONA’s Antibiotic Stewardship Certificate of Mastery (ASCOM™) course, and eligibility to sit for NADONA’s nationally recognized Antibiotic Stewardship Board Certified Exam (AS-BC).

102: Wound Care Intensive Workshop & Skills Stations Training
   Creating a Functional Wound Prevention and Management Program that Meets Clinical and Regulatory Guidelines and Mandates
   Pamela Scarborough, PT, DPT, MS, CDE, CWS; Director of Public Relations and Education for American Medical Technologies
   Providing wound prevention and management in PA/LTC settings is different from other sites such as in-patient and acute care. In addition, interventions for prevention and management of chronic wounds in the PA/LTC environment is challenging for many reasons, including but not limited to: the population (older and/or more fragile), the regulations, reimbursement issues, and clinical knowledge deficits by direct care staff. All of these and more issues can make wound management in PA/LTC demanding for building management, leadership and clinical and support staff. This program will integrate clinical best practices with regulatory (survey) mandates for wound prevention and care while providing attendees with up-to-date information to assist clinical teams, build management and leadership tools, and give direction for creating functional wound prevention and care programs.

12-1 p.m. — LUNCH on your own

1-4 p.m. — Concurrent Sessions A (Continued)
101: Continued – Antibiotic Stewardship
   A Guide to a Successful Compliance Program
102: Continued – Wound Care Intensive Workshop and 2-hour Skills Stations Training
   Creating a Functional Wound Prevention and Management Program that Meets Clinical and Regulatory Guidelines and Mandates

Regular Convention Sessions Start Here!

4:15-5:15 p.m. — 103: Lighting the Way to Patient Driven Payment Model (PPDM)
   Marigene Barrett, BSN, MBA
   President, MRH Professional Services

5:30-7 p.m. — WELCOME RECEPTION
   Sponsored by Consulate Health Care — Everyone is invited!

TUESDAY, MARCH 12

8 a.m.-5 p.m. — REGISTRATION & INFORMATION
8:45-8:55 a.m. — Welcome from the FADONA President
8:55-9:55 a.m. — 104: Keynote Address
   Andi Clark, RN; Chief Nursing Officer, Consulate Health Care

10-11 a.m. — 105: Physician Orders for Life-Sustaining Treatments (POLST): Honoring Choices
   Leonard Hock, DO, MACOI, CMD, FAAHPM, HMDC; Chief Medical Officer - Community Relations, Trustbridge; Immediate Past-President, FMDA – The Florida Society for Post-Acute and Long-Term Care Medicine

11:05 a.m.-12:05 p.m. — 106: Transfers & Discharges
   Resident Advocacy
   Michael Milliken, State Ombudsman, Florida Long-Term Care
   Ombudsman Program, Dept. of Elder Affairs

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

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

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

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

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

WEDNESDAY, MARCH 13

7 a.m.-5 p.m. — REGISTRATION & INFORMATION
7:30-8:30 a.m. — Light Continental Breakfast
8-9 a.m. — 110: Keynote Speaker
   Introduction to Person-Centered Care – Changing Minds
   Charlene Peters, Chief Clinical Officer, Greystone Healthcare Management

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

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

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

   Jessica Prankie, MSSLP; Clinical Process Therapist, Aegis Therapy

Presented by the Florida Association Directors of Nursing Administration/LTC
Carrying the Torch of Leadership 2019: Navigating the Changes in LTC

Support the Patches Bryan Scholarship

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

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

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

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

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

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

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

Thanks for Your Donated Baskets!

THURSDAY, MARCH 14

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

8:30-10:30 a.m. — 116: CMS Rules of Participation – Need-to-Know Update
Kimberly R. Smoak, MSH, QIDP; Bureau Chief of Field Operations, Division of Health Quality Assurance, Florida’s Agency for Health Care Administration

10:35-11:35 a.m. — Concurrent Sessions C
117: Laboratory Stewardship: A Component of Antibiotic Stewardship
Lorelei Schmidt, BS, MT (ASCP), IP-BC; Director of Training, TridentUSA Health Services

118: The Imperative of Evidence-Based Nursing Practice for Pain Management
Jennifer Pettis, MS, RN, WCC; Associate Director of Programs, Nurses Improving Care for Healthsystems Elders (NICHE), NYU Rory Meyers College of Nursing

11:40 a.m.-1:10 p.m. — 119: Preventing Falls and Decline in Function – An Innovative Approach to Restorative Nursing with 30-minute Nursing Panel Discussion
Jeri Anne Lundgren, RN, BSN, PHN, CNS, CWCN, CPT; President, Senior Providers Resource

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

Note: Sessions and speakers are subject to change.
Carrying the Torch of Leadership 2019: Navigating the Changes in LTC

Convenion News

Continuing Education

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

“Paperlite” Convention

In keeping with our organization-wide initiative, the convention will be paperlite—not paper free. This means that we will not be providing printed session handouts.

FADONA has its own mobile app. The app contains many exciting features and is available now and throughout the year. Download it for free in iTunes and Android stores by searching for “FADONA” or “Florida Association Directors of Nursing Administration.” The app will work on tablets and smartphones and will allow you to view convention information, including the agenda and speaker handouts. Handouts will also be available online for paid registrants at www.fadona.org. This will allow you to view and print them without charge before you arrive. Look for the handouts to be posted online 7-10 days prior to the convention.

If you prefer, for an extra charge of $75, you may order a printed set of handouts no later than Feb. 1, and it will be ready for you at the registration counter when you arrive. However, please be aware that we cannot ensure the availability of every PowerPoint presentation or handout for every session.

Fun Homemade, Themed Gift Basket Contest & Silent Auction

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

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

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

DoubleTree by Hilton at SeaWorld Orlando

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

Attendee Comments from Carrying the Torch of Leadership!

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

Peggy M., RN, North Miami

“Great conference!”

Jeannette B., RN, NHA, Osteen

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

Sara H., High Springs

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

Nancy N., RN, Palm Beach Gardens

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

Marc F., NHA, Ocala

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

Patricia H., RN, West Riviera Beach

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

Sauder S., RN, Apopka

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

Rose D., Clearwater

“Great convention! Loved all the CEUs.”

Beverly E., RN, Ormond Beach

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

Jeri B., RN, Viera

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Optum – Grand Sponsor
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Consulate Health Care – Welcome Reception
Greystone Health – Tuesday’s Dinner
Greystone Health – Water Bottles
RB Health Partners – LPN & CNA Awards of Excellence
Guardian Pharmacy – Hotel Key Cards
Optum – Nurse Administrator of the Year Award
Gojo – Tote Bags
Consulate Health Care – Name Badge Holders
FADONA’s Platinum Partners – Fun Night
Register Today for  
FADONA’s 32nd Annual Convention & Trade Show  
DoubleTree by Hilton Orlando at SeaWorld • March 11-14, 2019

Convention Highlights: ✓ Focus on skills needed to be exceptional DONs and nurse administrators ✓ Earn contact hours for RNs, NHA, LPNs ✓ Choose from two daylong workshops ✓ Annual Awards ✓ Alliance Council Sponsored Fun Night ✓ Nationally recognized speakers ✓ Innovative and timely programming ✓ Special members-only registration fee for first-timers ✓ Special registration fee for additional attendees from the same facility for Amazing Wednesday ✓ Full registration includes all planned meals ✓ Meet manufacturers and suppliers, and stay current with the changes in the industry’s products, services, and trends at our Annual Trade Show ✓ Great door prizes ✓ Relax and have a blast with new and old friends at this year’s Welcome Reception ✓ Register online at http://fadona.org/convention.html

2019 FADONA Convention Registration Form

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

Name: ____________________________ Title: ____________________________

Circle all appropriate professions: RN / LPN / NP / NHA; License #: ____________________________ State: ____________________________

LTC Facility Name/Org.: ____________________________

Home Address: ____________________________

County: ____________________________ Phone (___): ____________________________ Fax (___): ____________________________ Email: ____________________________

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

1. | Early-Bird, Full Registration* | $350 for members and $395 for non-members on or before Feb. 18, 2019. $ ____________
   --- After Feb. 18, the fee is $395 for members and $470 for non-members. $ ____________

2. | Early-Bird, First-Time Attendees: Full Registration fee* | $325 $ ____________
   (members only)

3. | Pre-Convention Daylong Workshops on March 11 | (lunch on your own): Choose from two, 6-hour workshops
   - a. Creating a Functional Wound Prevention Program that Meets Clinical & Regulatory Guidelines (includes Skills Stations Training) — Pamela Scarborough, PT, DPT, MS, CDE, CWSP; Director of Public Policy and Education, American Medical Technologies
   - $149 for members; or $169 for non-members $ ____________

4. | Amazing Wednesday! | Includes all educational sessions on March 13; contact hours for RNs, LPNs, NPs, and NHA; Annual Awards Celebration, Annual Trade Show, and more $145 $ ____________
   - Special Rate: Additional staff members (per person) from the same facility, organization, or corporation $125 $ ____________

5. | Book of Seminar Tickets — Not intended for vendors | Any four (4) seminars of your choice on March 12-14 (1- to 2-hour seminars, includes single-day Trade Show pass) $95 $ ____________

6. | Fun Night on Wednesday, March 13 | Each paid Full-Registrant above receives one (1) ticket. $ ____________
   - Extra tickets for spouses or guests (this rate is not available to vendors or exhibitors) $75 each $ ____________

7. | Optional Printed Handouts (see details below) | $75/set $ ____________

Total Amount Enclosed — Please use separate registration forms for each registrant $ ____________

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*Full Registration Fees: Includes attendance at all FADONA educational sessions Tuesday, March 12, to Thursday, March 14, 2019; all planned meals and receptions; CEs/CEUs for Florida-licensed RNs, NPs, LPNs, and NHA; Trade Show pass; one (1) ticket to Fun Night; and eligibility to win great door prizes. Register online at http://fadona.org/convention.html

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

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

Returned-Check Policy: There is a $35 charge for all checks returned from the bank.

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

Hotel Reservations: Registration fee does not include hotel accommodations. DoubleTree by Hilton Orlando at SeaWorld. The special FADONA group rate is $129 per single/double occupancy with a discounted resort fee of $11.95, which includes self-parking for overnight guests. Hotel will provide group rate for three (3) days pre- and three (3) days post-program dates, based on availability. Complimentary high-speed Internet access in guestrooms and public spaces with basic wireless Internet access in the assigned meeting rooms and pre-function areas.

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

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

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

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

Register online with a credit card at http://fadona.org/convention.html
The Opioid Crisis – It Hits Home More Than Just with Patients

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

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

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

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

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

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

If a nurse with whom you work has unexplainable days on which she cannot properly perform her functions, you use the distribution of controlled substances for other than legitimate purposes. You have an obligation to report that nurse to the Board under subsection (k) because the act for which the nurse was convicted is in and of itself a violation of the Nurse Practice Act (see subsection (f) of 464.018 for more information).

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

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

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

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

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FADONA Honors Patches Bryan’s Legacy

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

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

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

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

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

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

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

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

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

FADONA President Susie Jensvold is very proud that the association is offering these scholarship funds to help promote nursing education and training. “This scholarship program is vital to the success of current and future nurse leaders seeking help in funding their educational pursuits,” Jensvold said.

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

For more information, visit http://fadona.org/scholarship.html or call the business office at (561) 689-6321.
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What does conviction mean? It does not necessarily mean that that person will lose her or his license, but likely would or at least have restrictions on that license. So, a nurse could be convicted of a drug-related charge and not lose her or his license. However, under the background screening laws, that person would be extremely limited in where she or he could work.

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

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

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

Matt King
Airamiid Health Services
1675 Palm Beach Lakes Blvd., Ste. 900
West Palm Beach, FL 33401
561-801-7609; Fax: 414-386-4233
mking@theconsultsllc.com

Heather Grasso
Allied Mobile X-Ray & Ultrasound
8360 W. Flagler Street, Ste. 207
Miami, FL 33134
561-275-9273
heather@amxdx.com

Frank Treney
AMT Wound Care
17595 Cartwright Road
Irvine, CA 92614
800-331-7408; Fax: 786-347-2671
Frank.Trenery@amtwoundcare.com

Michael Shea
Curetec
421 Canal Street, #201
Eau Claire, WI 54703
36925 North Hastings Way, Ste. 101
Drylock Technologies
Leah Myers

Keara Conway
EccoLab Group
Clinical Laboratories
8370 W. Flagler Street, Ste. 216
Miami, FL 33144
754-244-5474; Fax: 786-347-2671
kceccolab2@aol.com

Leah Myers
Drylock Technologies
36925 North Hastings Way, Ste. 101
Eau Claire, WI 54703
715-839-2268; 715-839-2296
Imyers@GoPresto.com

Cathleen Sallitto
Gentell
6850 Possum Trail
Sarasota, FL 34241
941-229-5684; Fax: 215-788-2715
csallitto@gentell.com

Heather Dicintio
GOJO Industries
One GOJO Plaza, Ste. 500
Akron, OH 44313
330-255-6142; Fax: 330-869-1773
dicintioh@gojo.com

Amber West
Graystone Health
4042 Park Oaks Blvd., Ste. 300
Tampa, FL 33610
813-675-2352; Fax: 813-635-0008
amber.west@graystonehealthcom

Rob Taymans
Guardian Pharmacy of Florida
9402 International Drive N.
St. Petersburg, FL 33716
727-209-4900; Fax: 727-209-4901
rtaymans@guardianpharmacy.net

Megan Olson
Mckesson Medical Surgical
401 Gills Drive
Orlando, FL 32824
321-217-9673
megan.olson@mckesson.com

Jarrett Caropelo
Medline Industries
128 Ocean Cay Way, Hypoluxo,
FL 33462
561-260-2939
jcaropelo@medline.com

Brinn Helton
Mobile USA/US Labs
P.O. Box 17159
Clearwater, FL 33760
727-366-9670; Fax: 727-734-9736
brin helton@mobileusala.com

Cherie Archer
New Source Medical
9913 Shelbyville Road, Ste. 203
Louisville, KY, 40224
(775) 221-9581
carcher@newsourcemed.com

Lori Kaley
Ocean Spray Cranberries
689 Wings Mills Road
Mount Vernon, ME 04352
207-242-6869;
lori@lasutherlandgroup.com

Lindsay Nation
Omnicare
201 E. 4th Street
Cincinnati, OH 45202
800-990-6664
lindsay.nation@cvshc.com

Wanda Bryant
OPTUM Care
9009 Corporate Lake Drive
Tampa, FL 33634
813-890-7852; Fax: 855-314-6842
wanda_m_bryant@optum.com

Mark Lindemolen
Pharmica Corporation
1901 Campus Place
Louisville, KY 40299
800-564-1640
salesoperations@pharma.com

Jamie Billings
PharmScript LLC
150 Pierce St., Somerset, NJ 08873
717-645-1172; Fax: 732-985-5899
jbillings@pharmscript.com

Elizabeth Page
PolarisRX Pharmacy
2900 NW 60th Street
Fort Lauderdale, FL 33309
954-919-1818; Fax: 866-434-0334
epage@polarisrx.com

Sharisse Ross
VITAS Healthcare
2201 Lucien Way, Ste. 100
Maitland, FL 32751
714-312-1172; Fax: 732-985-5899
jbillings@pharmscript.com

Donna Damiani
Ultra Healthcare Mobile X-Ray & Ultrasound Services
21913 U.S. Hwy. 19 N.
Clearwater, FL 33765
727-669-5525; 727-669-8589
obby150@aol.com

Matt Bowser
Wings Health Care Solutions
35246 U.S. Hwy. 19 N., Ste. 303
Palm Harbor, FL 34684
800-352-3966; Fax: 888-874-2491
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