



Nursing Newsletter

Iowa Board of Nursing Riverpoint Business Park, 400 SW 8th St., Suite B, Des Moines, IA 50309-4685

Volume 26, Number 1

February, March, April 2007

SUMMARY BOARD OF NURSING MEETING SEPTEMBER 6-7, 2006

Board Members Present:

M. Ann Aulwes-Allison, RN, Chairperson
Pauline Taylor, RN, Secretary
William Miller, RN
Clyde Bradley
Jane Hasek, RN
Mary Jacobus, LPN

Professional Staff Present:

Lorinda K. Inman, RN, Executive Director
R.C. Miller, Enforcement
David Lamb, Enforcement
Sandra Colin, RN, Enforcement
Dana Peterson, Enforcement
David Cruse, RN, Enforcement
Doug Bartels, Enforcement
Taunya Cunningham, RN, Enforcement
M. Christine Newell, RN, Nursing Standards
Kathleen R. Weinberg, RN, Practice/Education
Lynn Linder, Licensing Officer

Excused:

John Connors, Board Member

Enforcement:

1. The board completed action on the following cases:
a. Probation:

Continued on page 6

IOWA BOARD OF NURSING FEES

The following licensing fees have been approved to support regulatory activities of the Iowa Board of Nursing.

* Application for Examination	\$143.00
Application for Re-Exam	\$ 93.00
(Nursing Board holds Fingerprint Card dated within the previous 12 months)	
Renewal of License	\$ 99.00
* License by Endorsement	\$169.00
* Reactivation of License	\$225.00
Late Renewal	\$149.00
Application for ARNP	\$ 81.00
ARNP Renewal	\$ 81.00
Certified Verification of License (includes ARNP)	\$ 25.00
Duplicate/Re-issue of Wallet Card	\$ 20.00
Certified Copy of Original Document	\$ 20.00
Returned Check	\$ 15.00
Non-Certified Employer Verification of License (Includes VISA Screen)	\$ 3.00

*Fee includes the \$50.00 fee for evaluation of the fingerprint packet and the DCI/FBI criminal history background check.

JOINT STATEMENT ON NURSING DELEGATION

On September 12, 2006 the National Council of State Boards of Nursing (NCSBN) and the American Nurses Association (ANA) issued a joint statement on delegation, designed to reinforce that delegation is an essential nursing skill and to support the practicing nurse in using delegation safely and effectively.

The escalating shortage of nurses, greater acuity of patient illnesses, technological advances and increased complexity of therapies contribute to today's current chaotic and multifaceted health care environment. The recognition that registered nurses (RNs) need to work effectively with assistive personnel and the abilities to delegate, assign, and supervise are critical competencies for the 21st century nurse led both NCSBN and the ANA to separately adopt papers on delegation in 2005. These delegation papers were conceptually similar thus providing the impetus for NCSBN and ANA to approach this important topic from both regulatory and professional practice positions and work toward a joint statement that distills the best work of both organizations and advances the common ground between the two.

NCSBN and the ANA recognize the following policy considerations:

- State nurse practice acts define the legal parameters for nursing practice. Most states authorize RNs to delegate.
- There is a need and a place for competent, appropriately supervised nursing assistive personnel in the delivery of affordable, quality health care.
- The RN assigns or delegates tasks based on the needs and condition of the patient, potential for harm, stability of the patient's condition, complexity of the task, predictability of the outcomes, abilities of the staff to whom the task is delegated, and the context of other patient needs.
- All decisions related to delegation and assignments are based on the fundamental principles of protection of the health, safety and welfare of the public.

To support nurses in making decisions related to delegation, both organizations developed resources designed to make the delegation process easier to understand and utilize. Two such resources are the "ANA Principles of Delegation" and NCSBN's "Decision Tree on Delegation" that reflects the four phases of the delegation process.

Both NCSBN and the ANA believe that mastering the skill and art of delegation is a critical step on the pathway to nursing excellence and, when used appropriately, can result in safe and effective nursing care. As a nursing shortage of epic proportions looms, delegation becomes an even more vital tool that can free the RN to attend to more complex patient care needs; develop the skills of nursing assistive personnel; and promote cost containment for health care organizations.

The joint statement on nursing delegation may be found on NCSBN's website at the following:

http://www.ncsbn.org/pdfs/Joint_statement.pdf

NEW VERIFICATION SYSTEM FOR EMPLOYERS

Effective January 2, 2007 a new method will be offered to facilities/employers to allow license verification using the last name and the last four digits of a Social Security Number. The employer logon license verification program will be located at www.state.ia.us/nursing.

Access is restricted to entities that have applied to the Iowa Board of Nursing for secured access. The application form is available on-line at www.state.ia.us/nursing. Submit completed and signed form by mail, or fax it to (515) 281-4825. A login ID and a password for access to the system will be sent via email to approved employers.

What information will you receive?

1. Licensee Name
2. License Type
3. License Status
4. License effective and expiration dates
5. Current Disciplinary Action

Questions: Contact Lynn Linder, Operations Officer, (515) 281-5535.

Also In This Issue . . .

I. BOARD OF NURSING NEWS

Members of the Iowa Board of Nursing	p. 2
Board Meeting Schedule	p. 2
Agendas and Minutes on the Web	p. 2
Communicating with the Iowa Board of Nursing	p. 3
Change of Address Form	p. 4
Mandatory Training on Abuse Identification and Reporting	p. 5
Provider Update	p. 5
Procedures For Inactive Status	p. 5
Nurse Licensure Compact	p. 6
Telephone Verification of Iowa Licensure for New Graduates who Pass the NCLEX® Exam	p. 6
License Renewal - On-line	p. 7
LPN Supervision in Long Term Care Facilities	p. 8
Summary: Conference Calls	p. 10
Iowa Board of Nursing Administrative Rules: Chapter 6	p. 25
Renewal Notice	p. 27
Licenses Due For Renewal	p. 27

II. CONTINUING EDUCATION OFFERINGS

REGION I	Northwest,	p. 10
REGION II	Northeast,	p. 11
REGION III	Southwest,	p. 12
REGION IV	Southeast,	p. 13
REGION V	Central,	p. 14
OUT-OF-STATE PROGRAMS	none	
HOME STUDY PROGRAMS	pp. 16-24	

This newsletter is a nonpublic forum. The Iowa Board of Nursing retains exclusive journalistic discretion over all substantive portions of the newsletter. The Board and its boards and commissions play no role in the solicitation of the advertising, and do not explicitly or implicitly endorse any advertiser or any good or service advertised in the newsletter. All advertising must conform to the advertising policies described in 193 Iowa Admin. Code 1-9.

Presort Standard
U.S. POSTAGE
PAID
Permit No. 14
Princeton, MN
55371

**MEMBERS OF THE
IOWA BOARD OF NURSING**
May 1, 2006 - April 30, 2007

TERM ENDS

M. Ann Aulwes-Allison, RN, MA, EdS, Chairperson 436 East Manning, Ottumwa, IA 52501 (Nursing Education)	2009
Pauline E. Taylor, RN, BSN, Secretary 1917 Graslon Drive, Iowa City, IA 52246 (Nursing Practice)	2008
William M. Miller, MS, ARNP 1122 Woodland Road, Harlan, IA 51537 (Nursing Practice)	2007
Clyde Bradley 315 33rd Avenue North, Clinton, IA 52732 (Consumer)	2007
Jane E. Hasek, RN, EdD 606 Center Street, Reinbeck, IA 50669 (Nursing Education)	2007
Mary J. Jacobus, LPN 3105 14th Avenue North, Fort Dodge, IA 50501 (Nursing Practice)	2008
John H. Connors 2808 E. 16th St., Apt. 16, Des Moines, IA 50316 (Consumer)	2008

**DISCLAIMER
CLAUSE**

For advertising rates and information, contact Arthur L. Davis Agency, 517 Washington, P.O. Box 216, Cedar Falls, IA 50613, Ph. # 1 - 8 0 0 - 6 2 6 - 4 0 8 1 . Responsibility for errors in advertising is limited to corrections in the next issue or refund of price of advertisement. Publisher is not responsible for errors in printing of schedule.

**BOARD MEETING SCHEDULE
2007 - 2008**

February 28, March 1-2, 2007 (February 7, 2007)
June 13-14-15, 2007 (May 23, 2007)
September 12-13-14, 2007 (August 22, 2007)
December 5-6-7, 2007 (November 14, 2007)
March 12-13-14, 2008 (February 20, 2008)
June 11-12-13, 2008 (May 21, 2008)

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 **three (3) weeks** prior to a scheduled board meeting. For your convenience, behind each board meeting date is the deadline for receipt of materials.

COMMUNICATING WITH THE IOWA BOARD OF NURSING

The Iowa Board of Nursing requests that licensees and the public use the board web site www.state.ia.us/nursing or telephone verification system 515-281-3255 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"> • Your license renewal or reactivation in process • Lost/stolen licenses • License Verification 	Phone 515-281-3264 tconsta@bon.state.ia.us
<ul style="list-style-type: none"> • Application for license renewal or reactivation • Inactive status 	Phone 515-281-4826 ibon@bon.state.ia.us
<ul style="list-style-type: none"> • Application forms for licensure by examination or endorsement • ARNP application and renewal • Foreign applicants for licensure • Your application in process 	Phone 515-281-6488 newnurs@bon.state.ia.us
<ul style="list-style-type: none"> • Continuing education rules • Continuing Education provider rules 	Phone 515-281-8808 cnewell@bon.state.ia.us
<ul style="list-style-type: none"> • Special approval of Continuing Education courses • Audits 	Phone 515-281-8258 dbrown@bon.state.ia.us
<ul style="list-style-type: none"> • Disciplinary issues • Sanctioned cases • Roster and label orders 	Phone 515-281-6472 enforce@bon.state.ia.us
<ul style="list-style-type: none"> • Iowa Board of Nursing newsletter 	Phone 515-281-4823 marmago@bon.state.ia.us
<ul style="list-style-type: none"> • Scope of nursing practice in Iowa 	Phone 515-281-4828 nsgprac@bon.state.ia.us
<ul style="list-style-type: none"> • Formal nursing education in Iowa • NCLEX® test modifications 	Phone 515-281-4828 nsgeduc@bon.state.ia.us
<ul style="list-style-type: none"> • Nurse Licensure Compact Agreement (Multi-state license) 	Phone 515-281-5535 llinder@bon.state.ia.us

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 address changes must be made in writing. For your convenience, you may utilize the following form to submit your address change.

Last Name: _____ SSN: _____ / _____ / _____
First Name: _____ RN/LPN#: _____
Middle Name: _____ Today's Date: _____
Resident State: _____ Name Change: _____ Yes _____ No
Previous Name: _____

OLD ADDRESS:

Address _____

City _____
State _____ Zip _____

NEW ADDRESS:

Address _____

City _____
State _____ Zip _____

- () Check here if you are on active military duty.
- () Check here if you are a Federal Employee.
- () Check here if you are an LPN but have filed application for an RN license.
- () Check here if your license expires in less than 2 months and you would like a renewal form mailed to you.

Mail to: Iowa Board of Nursing
Riverpoint Business Park
400 SW 8th St., STE B
Des Moines, IA 50309

or
e-mail information to:
ibon@bon.state.ia.us

PROVIDER UPDATE

The following provider has been added as an approved Iowa provider:

(Provider 350)
 University of Wisconsin – Madison
 School of Nursing
 600 Highland Avenue Room H6/154
 Madison, WI 53792-2455

The following provider has moved or changed their name, which should be noted on the listing in your possession:

(Provider 128)
 Wheaton Franciscan Healthcare
 3421 West 9th Street
 Waterloo, IA 50702
(previously Covenant Health System)

The following provider has voluntarily relinquished Iowa provider approval, and should be removed from the list in your possession:

(Provider 125)
 American Red Cross – Central Iowa
 2116 Grand Avenue
 Des Moines, IA 50312

PROCEDURES FOR INACTIVE STATUS

- Requests for inactive status from licensees will NOT be accepted.
- Licensees will no longer need to request to place their Iowa license on inactive status when they move out of state or are no longer practicing in the nursing field. (The license will be placed inactive 30 days after expiration.)
- Delinquent status has been eliminated.
- Licensees who do NOT renew their Iowa license within 30 days after expiration will automatically be placed on inactive status.
- For reactivation of an inactive license the licensee will be required to submit a reactivation application and the fee of \$225.00. The continuing education requirement for reactivation is 1.2 Continuing Education Units or 12 Contact Hours that were earned in the previous 12 months. Two fingerprint cards are also required, to conduct a criminal history background check.
- Licensees who move to another compact state and are issued a license in the new compact state will have their Iowa license placed inactive immediately upon issuance of the new license. The Iowa license will need to be returned to the Iowa Board of Nursing office.
 - Licensees who inadvertently allow their license to become inactive and continue to work using the inactive license will be brought to the attention of the Enforcement Unit for Investigation. Reactivation of the license will require a reactivation application, proof of 1.2 Continuing Education Units or 12 Contact Hours, two fingerprint cards, and the fee of \$225.00.
 - Iowa law requires you to keep the board informed of any name or address changes, even when your license is on inactive status.

MANDATORY TRAINING ON ABUSE IDENTIFICATION AND REPORTING

Legislation passed during the 2001 Iowa General Assembly mandates that licensing boards, including the Iowa Board of Nursing, require a person (ARNP, RN, LPN), who regularly examines, attends, counsels, or treats dependent adults or children in Iowa, upon renewal of licensure to accurately document compliance with training requirements on abuse education and/or dependent adult abuse. The course must have been completed within the last 5 years. Licensees who were previously certified using the old curriculum may use that certification to meet the board requirements. Individuals who take the course after September 26, 2002, will be required to complete a course approved by the Iowa Department of Public Health Abuse Education Review Panel. A list of approved courses is available at

www.idph.state.ia.us/bhpl/abuse_ed_review.asp

NURSE LICENSURE COMPACT

The Iowa Board of Nursing is pleased to be a member of the nurse licensure compact. This new form of licensure and regulation will better protect the public by:

Allowing competent nurses to provide care both physically and electronically wherever care is needed;

Providing the public ready access to and a choice of qualified nurses;

Protecting clients against incompetent nurses or unsafe nursing care through better communication between boards of nursing, cooperative disciplinary investigations and prompt reporting of disciplinary action;

Benefiting employers of nurses by having a more mobile workforce and a convenient centralized database for verification of licensure credentials.

Understanding the Basics

✓ The nurse licensure compact allows a nurse who resides in a compact state to hold ONE license in the nurse's primary state of residence and practice in all other states in which the compact is in effect. Primary state of residence is where the nurse holds a driver's license, pays taxes and/or votes.

✓ The compact requires the nurse to practice according to the laws and regulations of the state in which the nurse provides care where the patient is located at the time the care is provided. The practice laws and regulations for many states are available online.

✓ A nurse who is under discipline may be in a monitoring agreement, which restricts practice across state lines.

✓ If you hold a license in a COMPACT state and RESIDE in that COMPACT state, your license is a multistate license which authorizes you to practice in any other compact state.

✓ If you hold a license in a COMPACT state, but do not RESIDE in that compact state (reside in a non-compact state), your license is a single state license and it authorizes you to practice only in that compact state. For example, if you hold an Iowa nursing license, but do not live in Iowa, the license is a single state license and does not grant you the privilege to practice in any other state.

✓ If you are licensed in both Iowa and another compact state and RESIDE in the other compact state, your Iowa nursing license will be administratively placed on inactive status immediately. Only one active license can be held by a licensee among the compact states.

✓ The compact does not supersede federal law. Therefore if you are employed in military service or work for the federal government, you may continue to hold a nursing license in any state you choose. If you are working as a nurse in a nongovernmental capacity, you are required to contact the state board of nursing in that state to determine if a nursing license is required.

✓ If you **move** from one compact state to another compact state and practice nursing, you must obtain a license in your **new** home state. However, you may continue to practice under the former home state license and the multistate licensure privilege in the new home state for a period **not to exceed 30 days**.

a. The 30-days shall begin with the date of hire/employment in the new primary state of residence.

b. If the licensee begins employment before changing primary state of residence, the 30-days begins upon the date that the licensee establishes the new primary state of residence.

For updates on compact information or a list of compact states go to: www.ncsbn.org/nlc/index.asp

TELEPHONE VERIFICATION OF IOWA LICENSURE FOR NEW GRADUATES WHO PASS THE NCLEX® EXAMINATION

The Iowa Board of Nursing does not release NCLEX® examination pass/fail results by telephone or Internet. Candidates for licensure by examination are notified in writing of their test result. The Iowa Board of Nursing verifies Iowa licensure status through the automated telephone system on the first or second Wednesday afternoon following the test date if all the following have occurred:

- the candidate has applied for licensure in Iowa
- the candidate has passed the examination
- the NCLEX® result has been transmitted to the board by the test service

Telephone Verification

To verify licensure in Iowa, call 515-281-3255 and press 2 for initial licensure by exam information, press 2 again for exam results information. Now you will be prompted to the automated verification system. Through the verification system you will either be notified that a license is active and provided an expiration date or the system will state "invalid selection" which means your exam results have not been processed or you did not pass the NCLEX exam. Pressing 1 transfers to the automated verification system. License numbers are not released.

Questions may be directed to 515-281-6488 or newnurs@bon.state.ia.us.

SUMMARY *Continued from page 1*

- (1) Charity M. Rhodes, #105999 – Concurrent with probation ordered by District Court in Mills and Pottawattamie counties
 - (2) Angela M. Chamberlin, #P43584 – 12 months
 - (3) Angela Zielbauer, #111616, #P11197 – 12 months
 - (4) Robert Kluding, #111504 – 12 months
 - (5) John P. Boehme, #108978 – 12 months
- b. Suspension:
- (1) Emily E. Bredehoeft, #P44597 – Indefinite
 - (2) Jill L. Robson, #P36394 – Until submission of evidence of March 2004 CE audit requirement
 - (3) Mary Dzwonkowski, #P35050 – Indefinite
 - (4) Debra Tanner, #074513 – Indefinite
 - (5) Kristine Weber, #110890 – Indefinite
 - (6) Melinda S. Bird, #060706, #P16657 – Indefinite
 - (7) Carletta Hysell, #P36678 – Indefinite
 - (8) Scott Templeton, #109586 – Indefinite
- c. Fine:
- (1) Lora Pierce, #103464 – \$50
 - (2) Lori Hearst-Harris, #091556 – \$100
 - (3) Wanda J. Reischl, #073874 – \$100
 - (4) Stacey Kunce, #P41464 – \$150
 - (5) Barbara Garloch, #P24516 – \$450
 - (6) Katherine DeLaney, #110315 – \$100
- d. Continuing Education:
- (1) Joan Jansen, #089412 – 30 contact hours
 - (2) Tanya Downing, #109855 – 30 contact hours
- e. Voluntary Relinquishment:
- (1) Kelly J. Miller, #P35262
 - (2) Julie Lauritsen, #071782, #P23272
 - (3) Vicki Gummert, #089145, #P30602
 - (4) Rebecca Egel-Payne, #081380, #P26217
 - (5) Gloria A. Karhoff, #P43839

Continued on page 7

LICENSE RENEWAL . . . ONLINE

The Iowa Board of Nursing has made renewing licenses easier for many nurses in Iowa through online license renewal. Although many nurses are taking advantage of this service, there are still many more nurses who could benefit from it. There are many advantages to online renewal including:

- ✓ It is easy. Just go to the website at: www.state.ia.us/nursing
- ✓ All you need is your license number, social security number, date of birth, MasterCard, VISA or a debit card. Answer all the questions. Pay the \$104.00 fee, which includes a \$5.00 online convenience fee.
- ✓ It is fast. Once the online renewal process is complete your license is immediately renewed and will be mailed in three to five working days.
- ✓ It is convenient. You can renew on your computer at home, at midnight or on a holiday if you choose. If you do not have a computer at home, you could renew on the computer at your local library or at your work place.
- ✓ Your information is secured/masked to protect your privacy.
- ✓ Online renewal reduces errors. The system will not let you move forward until all questions are answered.
- ✓ Online renewal is available for RNs and LPNs only.
- ✓ Late online renewal is also available through the 15th of the month following the expiration date on the wallet card. Fee = \$154.00.

Please note that the Board does not mail renewal forms or notices to nurses whose licenses are due for renewal. We encourage all nurses to consider going online to apply for renewal. We think you will be surprised at how easy it is.

(Renewal lists and information for March, April, and May 2007 renewals begin on page 28.)

SUMMARY *Continued from page 6*

2. The board voted to:
 - a. Issue 31 Notices of Hearing.
 - b. Close 82 cases for lack of probable cause.
 - c. Postpone 19 hearings.
 - d. Accept 31 Statements of Matters Asserted.
 - e. Accept 8 Combined Statements of Charges, Settlement Agreements and Final Orders.
 - f. Approve 6 felony applicants.
 - g. Approve 2 requests for licensure by endorsement.
 - h. Approve 3 requests for licensure reinstatement.
3. No hearings were held.

Continuing Education:

1. The University of Wisconsin – Madison School of Nursing, Madison, WI, was awarded Provider #350 since the last board meeting.
2. The following providers were approved for renewal since the last board meeting:
 - #77 Mount Mercy College, Cedar Rapids
 - #276 American Health Care Association, Washington, DC
 - #308 Iowa Health Home Care, Des Moines
 - #311 MEDS-PDS, Eau Claire, WI
3. There were no voluntary relinquishments of approved provider numbers since the last board meeting.

4. The board voted to deny Iowa provider approval to the following applicants for failure to meet Chapter 5 provider criteria within one year of filing the initial application:
 - SterilMed, Inc., Maple Grove, MN
 - Accredo Health, Inc., Overland Park, KS
 - Agri Wellness, Inc., Harlan, IA
 - BearFox Productions, Conrad, IA
5. The board voted to accept "Disaster Preparedness and Response for Nurses," completed by Judith Johnson on August 17, 2006, from ANCC for 2 contact hours as make-up credit and direct Ms. Johnson to complete an additional 3 contact hours/0.3 CEUs to cover her continuing education deficit. Further, Ms. Johnson will be advised that this credit may not be used at the time of her next renewal and that she will be audited at the time of that renewal.

Continued on page 8

SUMMARY *Continued from page 7*

6. The board voted to accept the following make-up credit completed by Constance Hobart: "Families of Chronically Ill Patients," completed on July 27, 2006, from Iowa Provider #295, for 5 contact hours and "Pain Management, Palliative Care and Treatment of the Terminally Ill," completed on July 28, 2006, from Iowa Provider #295, for 15 contact hours. Further, Ms. Hobart will be advised that she cannot use this credit for her next renewal and that she will be audited at the time of that renewal.
7. The board voted to approve the request submitted by Floyd Valley Hospital, Provider #144, for a waiver of 655 IAC 5.3(4)"a" which specifies the materials that are required to be submitted for provider renewal no later than three months prior to the expiration of the current approval. The board finds that all criteria in 655 IAC 15.4 have been met and issues Order 2006-01-CE. Further, the board reapproves Provider #144 retroactively, effective from June 30, 2006.
8. The board voted to approve the request submitted by Medical Associates Clinic, P.C., Provider #307, for a waiver of 655 IAC 5.3(4)"a" which specifies the materials that are required to be submitted for provider renewal no later than three months prior to the expiration of the current approval. The board finds that all criteria in 655 IAC 15.4 have been met and issues Order 2006-02-CE. Further, the board reapproves Provider #307 retroactively, effective from May 31, 2006, contingent upon receipt of the teaching, learning, methodologies, supportive materials and bibliography.
9. The board voted to approve the request submitted by Henry County Health Center, Provider #334, for waiver of 655 IAC 5.3(4)"a" which specifies the materials that are required to be submitted for provider renewal no later than three months prior to the expiration of the current approval. The board finds that all criteria in 655 IAC 15.4 have been met and issues Order 2006-03-CE. Further, the board reapproves Provider #334 retroactively, effective from May 31, 2006.

Education:

1. The board voted to accept the Iowa Lakes Community College Nursing Education Program Report and response to the recommendations and grant Iowa Lakes Community College Nursing Program, Emmetsburg, full approval for 6 years.
2. The board voted to accept the Iowa Wesleyan College Nursing Education Program Report and response to the recommendations and grant Iowa Wesleyan College, Mt. Pleasant, full approval for 6 years.
3. The board voted to accept the Master of Science in Nursing Program progress report submitted by Briar Cliff University, Sioux City.
The board voted to approve the following courses and course syllabi submitted by Briar Cliff University, Sioux City:
NURS 640/641 – FNP Practicum
NURS 670 – Teaching in Colleges of Nursing Practicum
4. The board voted to accept the Bachelor of Science in Nursing Completion Program progress report submitted by Dordt College, Sioux Center.
5. The board voted to accept the Practical Nursing Program progress report submitted by Hamilton College, Iowa Campuses.
6. The board voted to accept the Online RN to BSN Completion Program progress report submitted by Kaplan University, Davenport.
The board voted to approve NU 491 – Independent Study – course syllabus submitted by Kaplan University, Davenport.
The board voted to approve NU 430 – End of Life and Palliative Care Nursing – course proposal and NU 440 – Parish Nursing – course proposal, and request Kaplan University submit NU 430 and NU 440 course syllabi for board approval.
7. The board voted to accept the Bachelor of Science in Nursing Program progress report submitted by Northwestern College, Sioux City.
The board voted to approve NURS 280 – Lifespan Health Assessment course and course syllabus submitted by Northwestern College, Orange City.
8. The board voted to accept the Master of Science in Nursing Administration Program progress report submitted by St. Ambrose University, Davenport.
9. The board voted to accept the RN-BSN Program progress report submitted by Upper Iowa University, Fayette.
The board voted to approve the following courses and course syllabi submitted by Upper Iowa University, Fayette:
NUR 300 Health Assessment
NUR 320 Pathophysiology
NUR 360 Professional Seminar
NUR 220 Elementary Statistics
BA 474 Organizational Behavior
10. The board voted to accept the Pre-licensure

Baccalaureate Program progress report submitted by the University of Dubuque, Dubuque.

11. Information items:
 - a. Administrative changes:
 - (1) Mount Mercy College, Cedar Rapids
 - (2) Briar Cliff University, Sioux City
 - (3) Hamilton College, Cedar Rapids
 - (4) Eastern Iowa Community College District
 - b. 2nd Quarter NCLEX®-RN and NCLEX®-PN results

Practice:

1. The board voted to approve the request for special testing accommodations during administration of the NCLEX®-PN submitted by Tennille McConnell, Cedar Rapids, IA, due to a diagnosed disability. The accommodation will allow a separate room and reader and four additional testing hours while taking the NCLEX®-PN.
2. The board directed the staff to solicit FNPs and CRNAs to serve on the Nurse Midwife Committee.
3. Kathy Weinberg addressed the board regarding the Direct Care Worker Task Force.

Executive Director's Report:

Lorinda Inman addressed the board on the following:

1. Financial report.
2. Budget planning.
3. Fee structure.

The board voted, having duly reviewed the current fee structure and its relation to expenditures and appropriations, to retain the fee structure as it currently exists, as follows:

Examination fee	\$93
Endorsement into Iowa	119
Certified statement	25
Noncertified verification	3
Renewal	99
Reactivation	175
Duplicates and reissues	20
Late renewal fees	50
Returned check	15
Certified copy of a document	20
Special licensure	62
Criminal background check	50

4. Annual Report.

The board voted to approve the Iowa Board of Nursing Annual Report July 1, 2005 to June 30, 2006.

5. National Council of State Boards of Nursing.

Minutes:

1. The board voted to approve the June 7-9, 2006 board meeting minutes with the following corrections:
 - p. 8 – Jane Hasek abstained from discussion and voting on the request for an additional site location at Dordt College, Sioux Center for the Associate of Science in Nursing program at St. Luke's College, Sioux City.
 - p. 9 - Ann Aulwes-Allison abstained from discussion and voting on the Institutional Plans for Assessment and Improvement of NCLEX® Results submitted by Indian Hills Community College, Ottumwa.
2. The board voted to approve the following minutes:
 - June 20, 2006 conference call
 - July 11, 2006 conference call
 - August 22, 2006 conference call

Miscellaneous:

1. The board voted to direct board staff to research non-disciplinary management of impaired nurses and report back to board members.
2. The board voted to file as adopted, ARC 5262B, amendments to 655 IAC Chapter 4.
3. The board voted to prefile legislation providing for the pronouncement of death by registered nurses and licensed practical nurses in assisted living and residential care facilities.

**LPN SUPERVISION
IN LONG TERM CARE FACILITIES**

In order for an LPN to supervise in an intermediate or skilled health care facility, the LPN MUST satisfactorily complete the board approved LPN Supervisory Course within six (6) months of employment in the supervisory role. The course is designed specifically for the supervision role in the long term care patient setting. A board approved nursing program or an approved provider of continuing education must provide the course.

The area community colleges offer courses. It is the responsibility of the licensed practical nurse to maintain his or her certificate documenting completion of the course.

A licensed practical nurse is entitled to supervise without the educational requirement outlined above if the licensed practical nurse was performing in a supervisory role on or before October 6, 1982. Verification is required.

If licensees are unable to obtain the course within the first six months of employment, the LPN must write to the Board explaining the reason a waiver of the LPN Supervisory Course is being requested.

Licensed practical nurses who are enrolled full-time in a registered nurse program are not exempt from the course. However, an LPN who is a full-time student in an RN program and/or who is scheduled to graduate within one year, may request a waiver by writing to the board office. The request for a waiver must state the number of credit hours to be taken each semester and include the student's expected date of graduation.

Individuals who do not graduate from the RN program as scheduled or who are not successful on the RN-NCLEX® must take the next available course.

SUMMARY IOWA BOARD OF NURSING CONFERENCE CALL

OCTOBER 25, 2006

Board Members Present:

M. Ann Aulwes-Allison, RN, Chairperson
Pauline Taylor, RN, Secretary
William Miller, RN
Jane Hasek, RN
Mary Jacobus, LPN
Clyde Bradley
John Connors

Professional Staff Present:

Christine Newell, RN, Nursing Standards
Sandra Colin, RN, Enforcement
David Cruse, RN, Enforcement
Doug Bartels, Enforcement
Taunya Cunningham, RN, Enforcement
Lynn Linder, Licensing Officer

Enforcement:

1. Citation and Warning:
Tracy A. Salkil, #109610
2. Fine:

- Kimberly Kay Doeden, #092885, #P32729 – \$150
3. Continuing Education:
 - a. Mary J. Bruggemeyer, #P24011 – 60 contact hours
 - b. Peggy A. Norris, #P33495 – 45 contact hours
 4. Voluntary relinquishment:
 - a. Harriet Hughes, #086830
 - b. Sandra Harris, #052454
 - c. Sharon Herington, #078197
 - d. Patricia Roberts, #P14063
 - e. Paula K. Allen, #110743
 5. The board voted to approve 2 requests for licensure by endorsement.
 6. The board voted to deny 1 request for licensure by endorsement.

7. The board voted to grant 1 request to practice in Iowa under the Compact agreement, with stipulations.

Practice:

1. The board voted to issue Order #2006-09-PR, which denies the petition for a refund of \$126 of the reactivation fee submitted by Ann L. Totusek.
2. The board voted to issue Order #2006-08-PR, which denies the petition for a refund of the \$50 late fee submitted by Nancy B. Rose.
3. The board discussed the National Council of State Boards of Nursing Survey on the Translation of the NCLEX® Examinations Into Other Languages.

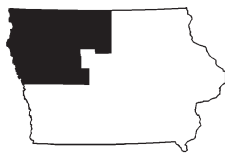
Education:

1. The board voted to approve the following course syllabi submitted by Graceland University, Independence, MO, for the Master of Science in Nursing Educator Track:
 - EDU/NURS 5620 Technology for Educators
 - EDU/NURS 5640 Curriculum Design, Implementation and Evaluation
 - EDU/NURS 5610 Teaching and Learning Theories
2. The board voted to not seek renewal by the U.S. Secretary of Education for Recognition as an Approved Agency for Nursing Education Programs in Iowa. This will become effective May 6, 2007.

- CONTINUING EDUCATION OFFERINGS -

REGION I

NORTHWEST COUNTIES OF IOWA



Buena Vista, Calhoun, Carroll, Cherokee, Clay, Crawford, Dickinson, Emmet, Greene, Hancock, Humboldt, Ida, Kossuth, Lyon, Monona, O'Brien, Osceola, Palo Alto, Plymouth, Pocahontas, Sac, Sioux, Winnebago, Woodbury, Wright.

ABBREVIATIONS

Spon: Sponsor	Reg. by: Register by
Fac: Faculty	TBA: To be announced
Aud: Audience	NG: Not Given

January 17-February 14 (5 consecutive Wednesdays); 7-9 pm; Spencer

Spanish for Nursing. Spon: Iowa Lakes CC. Contact: Rosemary Coleman, (712) 852-5227. Fac: Gloria Carlson. Aud: RNs/LPNs. Basic Spanish education for nurses. Class prepares non-Spanish-speaking nurses to provide care for non-English-speaking patients/clients. No prior knowledge of Spanish is necessary. Fee: \$90 + \$49 book. Reg. by: Jan 3. CEUs: 0.9.

January 24; 8:30 am-3:45 pm; Sioux City

33rd Annual Perinatal Conference. Spon: St. Luke's Reg Med Cntr. Contact: Sandy Miller, (712) 279-7966. Fac: Stephen K. Hunter, MD. Aud: RNs/LPNs/NPs. Topics of interest to nurses working in perinatal care; included: Trauma in Pregnancy, Anaphylactoid Syndrome, Obstetric Emergencies, Fetal Echocardiograms, Premature Infants and Craniofacial Malformations. Fee: \$75 (\$85 after Jan 17). Reg. by: Jan 17. CEUs: 0.72.

February 7; 8:30 am-4 pm; Emmetsburg

PRIME for Life. Spon: Iowa Lakes CC. Contact: Rosemary Coleman, (712) 852-5227. Fac: Mary Sloan. Aud: RNs/LPNs. PRIME for Life is a program designed to gently but powerfully challenge common beliefs and attitudes that directly contribute to high-risk alcohol and drug use. Fee: \$70. Reg. by: Jan 17. CEUs: 0.7.

February 8; 6:30-9:30 pm; Emmetsburg

Avian Flu. Spon: Iowa Lakes CC. Contact: Rosemary Coleman, (712) 852-5227. Fac: Cindy Peters, BSN, RN. Aud: RNs/LPNs. Increase awareness on Avian Flu and possible effects of pandemic. Also includes information on preparedness on federal, state, and local levels of public health. Fee: \$35. Reg. by: Jan 25. CEUs: 0.3.

February 14; 10 am-12 noon; Emmetsburg

Re-Programming the Subconscious. Spon: Iowa Lakes CC. Contact: Rosemary Coleman, (712) 852-5227. Fac: Clifford Isaacson, Counselor, Author. Aud: RNs/LPNs. Increase understanding of how the subconscious works, how to identify behaviors driven by the subconscious, communication that facilitates changes and how to identify changes. Fee: \$25. Reg. by: Jan 24. CEUs: 0.2.

February 14; 8:30 am-3:45 pm; Sioux City

Tristate Pulmonary Care Conference 2007. Spon: St. Luke's Reg Med Cntr. Contact: Sandy Miller, (712) 279-7966. Fac: Mark E. Dyken, MD. Aud: RNs/LPNs/ARNPs. Topics include respiratory treatment of neuromuscular

disorders, sleep apnea, nicotine dependence, thoracic trauma, cystic fibrosis, and pulmonary care case studies. Fee: \$75 (\$85 after Feb 7). Reg. by: Feb 7. CEUs: 0.72.

February 22; 11 am-1 pm; Emmetsburg

Ooops! I Did It Again (Lunch and Learn). Spon: Iowa Lakes CC. Contact: Rosemary Coleman, (712) 852-5227. Fac: Scott Buchanan, Attorney-at-Law. Aud: RNs/LPNs. Scott Buchanan, Attorney, will lead a guided lunch and learn discussion of current topics for nurses, nursing negligence, healthcare powers of attorney and medical ethics in the media. Fee: \$20. Reg. by: Feb 1. CEUs: 0.2.

March 2 and 3; 8 am-5 pm (approximately); Sioux City

Emergency 2007. Spon: St. Luke's Reg Med Cntr. Contact: Sandy Miller, (712) 279-7966. Fac: Ken Bouvier, NREMT-P. Aud: RNs/LPNs. This two-day conference designed for nurses who work in the emergency room or critical care will provide information on a variety of topics relating to the care of the patient with trauma or acute health care needs. Fee: \$95 two-day fee; \$65 one-day fee. Reg. by: Feb 15. CEUs: 0.84 for Day One; 0.72 for Day Two.

March 6; 6-9 pm; Emmetsburg

OB/Gyn Emergencies. Spon: Iowa Lakes CC. Contact: Rosemary Coleman, (712) 852-5227. Fac: Judy McQuown, RN. Aud: RNs/LPNs. Review of steps of emergency deliveries normal and abnormal. Students will review anatomy, beginning of labor, pre-delivery emergencies, abnormal deliveries and much more. Fee: \$35. Reg. by: Feb 20. CEUs: 0.3.

March 7-April 11; 7-9 pm (5 weeks); Spencer

Spanish for Physicians' Office. Spon: Iowa Lakes CC. Contact: Rosemary Coleman, (712) 852-5227. Fac: Gloria Carlson. Aud: RNs/LPNs. Prepares non-Spanish professionals to communicate with Spanish-speaking patients; registrations, payment issues, history taking, chief complaints are a few topics covered (no prior knowledge of Spanish is required). Fee: \$90 + \$49 book. Reg. by: Feb 14. CEUs: 0.9.

March 12; 3-4 pm; Emmetsburg

Decongestive Physiotherapy. Spon: Iowa Lakes CC. Contact: Rosemary Coleman, (712) 852-5227. Fac: Katy Johnson, DLT-LANA, BSN, RN, Certified CDP Therapist. Aud: RNs/LPNs. Open discussion of Lymphedema, causes, effects if left untreated, and control. Fee: \$20. Reg. by: Feb 19. CEUs: 0.1.

March 14; 9 am-4 pm; Emmetsburg

Problem Gambling Prevention. Spon: Iowa Lakes CC. Contact: Rosemary Coleman, (712) 852-5227. Fac: Judy Duhn, Prevention Educ Coord. Aud: RNs/LPNs. Attendees will learn to identify the signs and symptoms associated with problem gambling and learn how to intervene before behavior becomes pathological. Fee: \$70. Reg. by: Feb 21. CEUs: 0.65.

March 15; 8:30 am-4:30 pm; Sioux City

14th Annual NW Iowa Respiratory Conference. Spon: Mercy Med Cntr - Sioux City. Contact: Karen Newton, (712) 279-2152. Fac: Bruce L. Houghton, MD. Aud: RNs/LPNs/ARNPs. To provide information about current research, diagnosis and treatment options in the field of pulmonary and cardiopulmonary medicine. Fee: \$65. Reg. by: March 8. CEUs: 0.72.

March 22; 9 am-12 noon; Emmetsburg

Drugs 101 and Drug Endangered Children. Spon: Iowa Lakes CC. Contact: Rosemary Coleman, (712) 852-5227. Fac: Rebecca Swift, BA, CPSII, Ass't Dir of Drug Demand Reduction Programs for Governor's Office. Aud: RNs/LPNs. Current trends and the prevalence of drug use in Iowa and the physical and psychological impact of drugs including meth. Session will also cover

the impact of parental drug use on children. Fee: \$35. Reg. by: March 1. CEUs: 0.3.

March 23; 8:30 am-3:45 pm; Sioux City

Action on Diabetes. Spon: St. Luke's Reg Med Cntr. Contact: Sandy Miller, (712) 279-7966. Fac: Steven Joyce, MD. Aud: RNs/LPNs/NPs. The number of persons diagnosed with diabetes each day is escalating in alarming proportions. This program will focus on the care of the patient with diabetes and the effect diabetes plays on a person's overall health. Fee: \$75 (\$85 after March 16). Reg. by: March 16. CEUs: 0.72.

March 28; 9 am-3 pm; Emmetsburg

Seven Sins of Charting. Spon: Iowa Lakes CC. Contact: Rosemary Coleman, (712) 852-5227. Fac: Barbara Nelson Kroll, RN, MA. Aud: RNs/LPNs. Provide useful information to improve legal defense by learning the 7 Sins of Charting. Learn a list of rules for excellent charting and styles that are useful in the courtroom. Fee: \$70. Reg. by: March 7. CEUs: 0.5.

March 30; 9 am-3:45 pm; Sioux City

Care, Complications and Legal Implications of Infusion Therapy. Spon: St. Luke's Reg Med Cntr, w/Infusion Nursing Society of Siouxland. Contact: Sandy Miller, (712) 279-7966. Fac: Lynn Hadaway, MEd, RNC, CRNI. Aud: RNs. Care, complications and the malpractice issues surrounding infusion therapy will be the focus of this program. Fee: TBA. Reg. by: March 16. CEUs: TBA.

April 16; 9 am-4 pm; Emmetsburg

Increased Wellness Through Healthy Thinking. Spon: Iowa Lakes CC. Contact: Rosemary Coleman, (712) 852-5227. Fac: Stephanie Albright, BA, CMT, Reiki Master/teacher. Aud: RNs/LPNs. Learn better ways to work with mind, body and spirit to improve wellness and mental health. Explore various methods to assist the professional when working with those in need. Fee: \$75. Reg. by: April 2. CEUs: 0.6.

April 18-May 23; Spencer

**Time: Wednesdays: 9 am-1 pm;
Fridays: 1-5 pm**

Supervision in Long Term Care for LPNs. Spon: Iowa Lakes CC. Contact: Rosemary Coleman, (712) 852-5227. Fac: Gayle Eral, RN. Aud: LPNs. This course assists the practical nurse in gaining the knowledge and skills needed to successfully manage resident care and personnel in the health care facility. Fee: \$325. Reg. by: March 28. CEUs: 4.5.

April 25; 9 am-4 pm; Emmetsburg

Driving Your Own Bus - Stress Management. Spon: Iowa Lakes CC. Contact: Rosemary Coleman, (712) 852-5227. Fac: Gary Parker, LMHC, MA, MS, Counselor. Aud: RNs/LPNs. Class will provide information on de-stressing and how to assist patients/clients in eliminating stress from their lives. Exploration of 7 keys to effective stress management. Fee: \$70. Reg. by: April 4. CEUs: 0.65.

April 27; 8:30 am-3:45 pm; Sioux City

Spirit of Women Symposium. Spon: St. Luke's Reg Med Cntr. Contact: Sandy Miller, (712) 279-7966. Fac: TBA. Aud: RNs/LPNs/ARNPs. Women's health topics will be the focus of this conference for nurses who provide care to women experiencing issues relating to their health and well-being. Fee: TBA. Reg. by: April 20. CEUs: 0.72.

April 30 and May 1; 8 am-5 pm; Sioux City

Trauma Nursing Care Course (TNCC). Spon: St. Luke's Reg Med Cntr. Contact: Collette Bird, (712) 279-3554. Fac: Sandi Wynja, RN, BSN. Aud: RNs. The Emergency Nurses Association designed this course to provide basic trauma knowledge and psychomotor skills associated with the delivery of professional nursing care to the trauma patient. Fee: \$250. Reg. by: March 26. CEUs: 1.6.

- CONTINUING EDUCATION OFFERINGS -

REGION II

NORTHEAST COUNTIES OF IOWA



Allamakee, Benton, Black Hawk, Bremer, Buchanan, Butler, Cerro Gordo, Chickasaw, Clayton, Delaware, Dubuque, Fayette, Floyd, Franklin, Howard, Jackson, Jones, Linn, Mitchell, Winneshek, Worth.

ABBREVIATIONS

Spon:	Sponsor	Reg. by:	Register by
Fac:	Faculty	TBA:	To be announced
Aud:	Audience	NG:	Not Given
inc:	includes/including	NR:	Nonresident

HCC:	Hawkeye Community College
KCC:	Kirkwood Community College
MEC:	Medical Education Collaborative
NEICC:	Northeast Iowa Community College
NIACC:	North Iowa Area Community College
RHEC:	Regional Health Education Center

February 5; 8 am-4 pm; Dubuque

Strategies and Interventions for Skin Care and Wound Management. Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Angela Dalton Wilson, RN, BSN, CWCN, COCN. Aud: RNs/LPNs. Attendees will learn the multiple factors involved in the prevention, assessment, documentation, and management of wounds and skin care in the clinical setting. Fee: \$139. Reg. by: NA. CEUs: 0.63.

February 5 and 6; Cedar Rapids

Time: February 5: 8 am-4:30 pm;

February 6: 8 am-12 noon

Pediatric Advanced Life Support (PALS). Spon: St. Luke's Hosp – CR. Contact: Gwen Randall, (319) 369-8750. Fac: Carol Fridal, RN. Aud: RNs. To provide cognitive and psychomotor skills necessary for resuscitation and stabilization for an infant in respiratory distress. Fee: \$100. Reg. by: Jan 22. CEUs: 1.29.

February 6; 8 am-4 pm; Cedar Rapids

Strategies and Interventions for Skin Care and Wound Management. Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Angela Dalton Wilson, RN, BSN, CWCN, COCN. Aud: RNs/LPNs. Attendees will learn the multiple factors involved in the prevention, assessment, documentation, and management of wounds and skin care in the clinical setting. Fee: \$139. Reg. by: NA. CEUs: 0.63.

February 21 and 22; 8:30 am-4 pm; Mason City

North Iowa Critical Care Symposium. Spon: Reg Health Educ Cntr. Contact: Mary Newbrough, (641) 422-7941. Fac: Tom Ahrens, DNS, RN, CS, FAAN. Aud: RNs/LPNs/ARNPs. This two-day conference is designed to increase the health professional's awareness of current trends and practices in the critical care and trauma settings. Fee: \$70 per day. Reg. by: Feb 14. CEUs: 0.7 per day.

March 2; 8 am-4 pm; Cedar Rapids

Delving Deeper into Death and Dying. Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Elizabeth Munoz-Chelette, RN, MSN, CHPN. Aud: RNs/LPNs. This seminar is designed to expand upon the basic concepts pertaining to the care of the terminally ill patient. Fee: \$139. Reg. by: NA. CEUs: 0.63.

March 5; 8 am-4:30 pm; Cedar Rapids

18th Annual Maternal Child Conference. Spon: St. Luke's Hosp – CR. Contact: Joan Copper, (319) 369-8750. Fac: Penny Simkin, PT, CD (DONA). Aud: RNs/LPNs. This conference will provide current maternal child information on issues that confront nurses and other health professionals in their home, community and work environments. Fee: \$75. Reg. by: Feb 20. CEUs: 0.81.

March 6; 8 am-5 pm; Cedar Rapids

AWHONN Advanced Fetal Heart Monitoring. Spon: St. Luke's Hosp – CR. Contact: Julie Zimmerman, (319) 369-7983. Fac: Julie Zimmerman, MSN, RNC. Aud: RNs. To expand on the knowledge and principles presented in the Intermediate Fetal Monitoring Course. Fee: \$105. Reg. by: Feb 20. CEUs: 0.99.

March 6; 8 am-5 pm; Cedar Rapids

Transporting Newborns the STABLE Way. Spon: St. Luke's Hosp – CR. Contact: Cindy Bowers, (319) 369-7209. Fac: Cindy Bowers, RN, BS. Aud: RNs. To help community hospitals' caregivers organize care during the pre-transport stabilization period. Fee: \$55. Reg. by: Feb 20. CEUs: 0.87.

March 8; 8 am-4 pm; Waterloo

Pain Management with CAM (Complementary, Alternative and Integrative Therapies). Spon: Wheaton-Franciscan. Contact: Staff Development, (319) 272-5151. Fac: Barbara St. Marie, RN, CS, MA, ANP, GNP. Aud: RNs/LPNs. This program is designed for healthcare professionals to differentiate between varied methods of traditional and non-traditional pain management. Fee \$70. Reg. by: March 2. CEUs: 0.77.

March 14; 8 am-4 pm; Cedar Rapids

Neonatal Resuscitation Program (NRP). Spon: St. Luke's Hosp – CR. Contact: Cindy Bowers, (319) 369-7209. Fac: Cindy Bowers, RN, BS. Aud: RNs. To instruct the individual in performing a complete, competent resuscitation for newborns. Fee: \$75. Reg. by: Feb 27. CEUs: 0.78.

March 21; Time – TBA; Waterloo

Medical/Surgical Conference 2007. Spon: Wheaton Franciscan Healthcare – Iowa. Contact: Iva Ruehs, (319) 272-5151. Fac: Lowine Sarbaker. Aud: RNs/LPNs. This program will highlight professional accountability for the bedside professional relating to legal issues, caring for clients, co-workers, and self. Fee: TBA. Reg. by: March 16. CEUs: 0.78.

March 21 and 22; Cedar Rapids

Time: March 21: 7:30 am-4 pm;

March 22: 7:30-11:30 am

ACLS Provider Course. Spon: St. Luke's Hosp – CR. Contact: Gwen Randall, (319) 369-8750. Fac: Lori Gaster, RN. Aud: RNs. Offers participants the knowledge and skills needed for their professional role in resuscitation. Fee: \$100. Reg. by: March 7. CEUs: 1.1.

April 5; 9 am-4 pm; Cedar Rapids

STABLE the Cardiac Module. Spon: St. Luke's Hosp – CR. Contact: Cindy Bowers, (319) 369-7209. Fac: Cindy Bowers, RN, BS. Aud: RNs. To provide any neonatal or pediatric healthcare provider general guidelines for the assessment and initial stabilization of neonates with suspected congenital heart disease. Fee: \$65. Reg. by: March 23. CEUs: 0.66.

April 18; 8 am-4 pm; Cedar Rapids

Neonatal Resuscitation Program (NRP). Spon: St. Luke's Hosp – CR. Contact: Cindy Bowers, (319) 369-7209. Fac: Cindy Bowers, RN, BS. Aud: RNs. To instruct the individual in performing a complete, competent resuscitation for newborns. Fee: \$75. Reg. by: April 4. CEUs: 0.78.

April 20; 8 am-4:30 pm; Cedar Rapids

Criswell Med-Surg Emergency Trauma Conference. Spon: St. Luke's Hosp – CR. Contact: Joan Copper, (319) 369-8750. Fac: Kathleen Vollman, RN, MSN. Aud: RNs/LPNs. To provide nurses and health professionals education on current medical/surgical and emergency/trauma issues. Fee: \$75. Reg. by: April 13. CEUs: 0.81.

April 26 and 27; Cedar Rapids

Time: April 26: 7:30 am-4 pm;

April 27: 7:30-11:30 am

ACLS Provider Course. Spon: St. Luke's Hosp – CR. Contact: Gwen Randall, (319) 369-8750. Fac: Lori Gaster, RN. Aud: RNs. Offers participants the knowledge and skills needed for their professional role in resuscitation. Fee: \$100. Reg. by: April 13. CEUs: 1.1.

- CONTINUING EDUCATION OFFERINGS -

REGION III

SOUTHWEST COUNTIES OF IOWA



Adair, Adams, Audubon, Cass, Clarke, Decatur, Fremont, Guthrie, Harrison, Lucas, Madison, Mills, Montgomery, Page, Pottawattamie, Ringgold, Shelby, Taylor, Union, Warren, Wayne.

ABBREVIATIONS

Spon: Sponsor	Reg. by: Register by
Fac: Faculty	TBA: To be announced
Aud: Audience	NG: Not Given
inc: includes/including	NR: Nonresident

MEC: Medical Education Collaborative
IWCC: Iowa Western Community College

February 6; 9 am-4 pm; Council Bluffs

Dealing with Conflict in Healthcare. Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: John Mulvaney, MEd. Aud: RNs/LPNs. Look at strategies used in working with a variety of difficult patients and conflict situations. Fee: \$70 (tuition and lunch). Reg. by: Feb 2. CEUs: 0.65.

February 8; 9 am-2 pm; Council Bluffs

Chart Auditing – Can You Pass the Test? Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: Carolyn Hutt, CMA, CPC. Aud: RNs/LPNs. Learn the importance of insurance coding for chart auditing; bring a current ICD-9-CM, CPT and HCPCS books. Fee: \$70 (tuition and lunch). Reg. by: Feb 6. CEUs: 0.65.

February 8; 9 am-12:15 pm; Council Bluffs

Medical, Legal and Ethical Aspects of Radiography. Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: Mary Lou Padnos, BS, RT. Aud: RNs/LPNs. Explore medical, legal, and ethical aspects of radiography. Fee: \$35. Reg. by: Feb 6. CEUs: 0.35.

February 14; 9 am-4 pm; Council Bluffs

Bridging the Gap Between Knowledge and Practice – Advanced Palliative Care Concepts. Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: Mark Otto, MD. Aud: RNs/LPNs. Provides education in managing patients with advanced terminal disease. Fee: \$70 (tuition and lunch). Reg. by: Feb 12. CEUs: 0.65.

February 16; 9-11 am; Council Bluffs

Child Abuse Training for Mandatory Reporters. Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: Deb Blodgett, RN. Aud: RNs/LPNs. Child abuse identification and reporting for mandatory reporters. Fee: \$30. Reg. by: Feb 14. CEUs: 0.2.

February 28; 9 am-4 pm; Council Bluffs

Working with and Handling Difficult People. Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: Carol Horner, BA. Aud: RNs/LPNs. Learn strategies, behaviors and interaction methods for working with difficult people. Fee: \$70 (tuition and lunch). Reg. by: Feb 26. CEUs: 0.65.

March 8; 9 am-12:15 pm; Council Bluffs

Overview of Foreign Body Localization and Trauma Radiography. Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: Mary Lou Padnos, BS, RT. Aud: RNs/LPNs. Learn to more clearly understand foreign body localization consideration and trauma radiography guidelines. Fee: \$35. Reg. by: March 6. CEUs: 0.35.

March 8; 9 am-4 pm; Council Bluffs

Obesity in America – The Modern Plague in America. Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: Lana Stephens, RN, MSN, ARNP. Aud: RNs/LPNs. Explores reasons for the explosive epidemic of obesity in our society and examines impending healthcare, social and economic consequences of this crisis. Fee: \$70 (tuition and lunch). Reg. by: March 6. CEUs: 0.65.

March 16; 8:20 am-4:05 pm; Council Bluffs

Long Term Care Infection Control Conference. Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: Gayle Gilmore, RN, MA, MS, CIC. Aud: RNs/LPNs. Explore the latest infection control strategies, surveillance, epidemics, OSHA and more. Fee: \$65 (tuition and lunch). Reg. by: March 14. CEUs: 0.75.

March 21; 9 am-4 pm; Council Bluffs

Motivational Techniques in Healthcare. Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: John Mulvaney, MA. Aud: RNs/LPNs. Learn motivational techniques for healthcare when working with patients/clients, along with co-workers. Fee: \$70 (tuition and lunch). Reg. by: March 19. CEUs: 0.65.

March 22; 9 am-12:15 pm; Council Bluffs

Pediatric Radiography. Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: Mary Anne Kuk, MSHC, RT (R) (M). Aud: RNs/LPNs. Relay the additional education needed for limited practice radiographers to become proficient in pediatric radiography. Fee: \$35. Reg. by: March 20. CEUs: 0.35.

March 29; 9 am-4 pm; Council Bluffs

Hospitality in Healthcare. Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: Dana Wenstrand, BA. Aud: RNs/LPNs. This program will introduce and apply

concepts of hospitality and customer service into the care and well-being of patients/clients in healthcare settings. Fee: \$70 (tuition and lunch). Reg. by: March 27. CEUs: 0.65.

April 12; 9 am-12:15 pm; Council Bluffs

Let's Look at the Thorax. Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: Mary Lou Padnos, BS, RT. Aud: RNs/LPNs. Provides an updated understanding of the thoracic viscera and the bony thorax when taking an X-ray. Fee: \$35. Reg. by: April 10. CEUs: 0.35.

April 13; 9 am-12:15 pm; Council Bluffs

Adult/Child Abuse Identification and Reporting for Mandatory Reporters. Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: Deb Blodgett, RN. Aud: RNs/LPNs. Informs mandatory reporters of suspected adult/child abuse of their role and responsibilities. Fee: \$35. Reg. by: April 11. CEUs: 0.35.

April 19; 9 am-4 pm; Council Bluffs

Healthy Thinking to Make You Feel Better Now! Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: Stephanie Albright, BA, LMT. Aud: RNs/LPNs. Learn approaches to thinking to make patients/clients feel better. Fee: \$70 (tuition and lunch). Reg. by: April 17. CEUs: 0.65.

April 24; 9 am-12:15 pm; Council Bluffs

Practicing Ethics. Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: Kathy Montagne. Aud: RNs/LPNs. Learn ethical responsibilities and identify steps to ethical problem solving. Fee: \$40. Reg. by: April 22. CEUs: 0.35.

April 26; 9 am-4 pm; Council Bluffs

Understanding Therapeutic Interventions for Methamphetamine Abuse. Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: Deborah Reay, MSW, PhD. Aud: RNs/LPNs. Develop an understanding why evidence-based interventions are utilized for the population of substance abusers who identify meth as their drug of choice. Fee: \$55 (tuition and lunch). Reg. by: April 24. CEUs: 0.65.

April 27; 9 am-4 pm; Council Bluffs

Conflict Resolution and Handling Terminations. Spon: IWCC. Contact: Cheryl Heining, (712) 325-3265. Fac: Gina Larson, ABD, MA. Aud: RNs/LPNs. Assist nurses in becoming aware of conflict resolution and the termination process to avoid litigation. Fee: \$70 (tuition and lunch). Reg. by: April 25. CEUs: 0.65.

- CONTINUING EDUCATION OFFERINGS -

REGION IV SOUTHEAST COUNTIES OF IOWA



Appanoose, Cedar, Clinton, Davis, Des Moines, Henry, Iowa, Jefferson, Johnson, Keokuk, Lee, Louisa, Mahaska, Marion, Monroe, Muscatine, Scott, Van Buren, Wapello, Washington.

ABBREVIATIONS

Spon:	Sponsor	Reg. by:	Register by
Fac:	Faculty	TBA:	To be announced
Aud:	Audience	NG:	Not Given
inc:	includes/including	NR:	Nonresident
KCC:	Kirkwood Community College		
MEC:	Medical Education Collaborative		
UIHC:	University of Iowa Hospital and Clinics		

February 5 and 6; 8:30 am-4 pm; Iowa City
Introduction to Intra-Aortic Balloon Pump. Spon: Mercy Iowa City. Contact: Mercy On Call, 1-800-358-2767. Fac: Nancy Knecht, RN. Aud: RNs. To introduce participants to the theoretical, technical, and clinical aspects of intra-aortic balloon pump therapy (IABP). Fee: \$75. Reg. by: Jan 8 (limited to 10 participants). CEUs: 0.72.

February 8; 9 am-4 pm; Iowa City
Basic Fetal Monitoring. Spon: UIHC Dept of Nsg. Contact: Karen Marek, (319) 356-4304. Fac: Linda Myers, RN, MSN, Adv Prac Nurse, Labor & Delivery, Dept of Nsg, UIHC. Aud: RNs working in obstetrics. To provide basic information on methods of fetal monitoring, recognition of changes/interventions to assist the management of patients, and documentation issues. Fee: TBA. Reg. by: Jan 18. CEUs: 0.65.

February 10 and 11, March 10, and April 20 and 21 (5 days); 8 am-4 pm; Bettendorf
Parish Nurse Basic Preparation Course. Spon: Genesis Med Cntr, w/Genesis VNA and Hospice. Contact: Cindy Huber, (563) 421-5253. Fac: Carol Wagner, PhD, RN. Aud: RNs. The purpose of the Parish Nurse Basic Preparation Course is to prepare registered nurses to develop or participate in the healing ministry of a faith community. Fee: \$100. Reg. by: Jan 17. CEUs: 3.5.

February 15 and 16; Iowa City
Time: February 15: 8 am-4 pm;
February 16: 8 am-2:45 pm
Fundamentals of Chemotherapy and the Patient Experience. Spon: UIHC Dept of Nsg. Contact: Karen Marek, (319) 356-4304. Fac: UIHC staff. Aud: RNs providing chemotherapy. This two-day program is designed to enhance the nurse's understanding of chemotherapy and care of patients receiving chemotherapy. Fee: TBA. Reg. by: March 25. CEUs: 1.35.

February 24; 7:30 am-3 pm; Iowa City
14th Annual Ambulatory Surgery Conference. Spon: Mercy Iowa City. Contact: Mercy On Call, 1-800-358-2767. Fac: Multiple. Aud: RNs. This intense one-day offering will provide an opportunity to gain pertinent information about key issues related to sinus surgery, the effects of general anesthesia, traumatic hand injuries, and surgical outpatient treatment of kidney stones. Fee: \$45 prior to Jan 24; \$55 after Jan 24. Reg. by: Preferred by Feb 15. CEUs: 0.72.

March 1; 8 am-4 pm; Davenport
Delving Deeper into Death and Dying. Spon: PESI, LLC.

Contact: Customer Service, 1-800-843-7763. Fac: Elizabeth Munoz-Chelette, RN, MSN, CHPN. Aud: RNs/LPNs. This seminar is designed to expand upon the basic concepts pertaining to the care of the terminally ill patient. Fee: \$139. Reg. by: NA. CEUs: 0.63.

March 3; 7:30 am-3 pm; Iowa City
Fifth Annual Endoscopy Conference. Spon: Mercy Iowa City. Contact: Mercy On Call, 1-800-358-2767. Fac: Multiple. Aud: RNs. This intense one-day conference will focus on issues related to gastroenterology and "hot topics" in the GI lab particularly diverticular disease, Hepatitis C, colorectal cancer awareness, pancreatic cancer, and new equipment. Fee: \$30 if received before Feb 5; \$45 after Feb 5. Reg. by: Preferred by Feb 15. CEUs: 0.69.

March 3; 7:30 am-3 pm; Davenport
The Sixth Annual Cardiovascular Symposium. Spon: Genesis Med Cntr. Contact: Anne Pauly, (563) 421-2282. Fac: Rafat Padaria, MD. Aud: RNs/LPNs. To increase participants' knowledge and understanding of interventional cardiology. Fee: TBA. Reg. by: Feb 26. CEUs: 0.68.

March 19, 21, and 23; 8 am-5 pm; Iowa City
ECG Course. Spon: Mercy Iowa City. Contact: Mercy On Call, 1-800-358-2767. Fac: Michelle Walter Blodgett, RN, BSN. Aud: RNs. Participants will review normal anatomy and physiology, identify normal and abnormal rhythms, and hemodynamic consequences and interventions for various dysrhythmias. Fee: \$75. Reg. by: Preferred by March 5. CEUs: 2.2.

March 20; Time – TBA; Iowa City
2007 Surgical Update for Nurses. Spon: UIHC Dept of Nsg. Contact: Karen Marek, (319) 356-4304. Fac: UIHC staff. Aud: RNs/LPNs. The program will focus on topics of interest to nurses who work w/surgical patients in various settings; topics include female urinary incontinence choleystectomy, incisional hernia repair; caring for morbidly obese patients and advances in robotic surgery. Fee: TBA. Reg. by: Feb 27. CEUs: TBA.

March 24; 8 am-4 pm; Iowa City
2007 Perianesthesia Nursing Update. Spon: UIHC Dept of Nsg. Contact: Karen Marek, (319) 356-4304. Fac: UIHC staff. Aud: RNs/LPNs. Topics of interest to perianesthesia nurses including water intoxication in PACU, ketamine use, sports injuries in kids, blood transfusion issues, team building in PACU and ocular melanoma and retinoblastoma, and post-problems with undiagnosed sleep apnea. Fee: TBA. Reg. by: March 3. CEUs: TBA.

March 28 and 29; 7:15 am-5:30 pm; Iowa City
TNCC. Spon: Mercy Iowa City. Contact: Mercy On Call, 1-800-358-2767. Fac: TNCC approved instructors. Aud: RNs. Upon completion participants will be able to discuss the etiology, mechanisms of injury assessment, signs and symptoms, diagnostic procedures, triage, and nursing intervention for treated injuries. Fee: \$160. Reg. by: Feb 28. CEUs: 1.5.

April 3 and 4; Time – TBA; Iowa City
2007 Scofield Advanced Oncology Nursing Conference. Spon: UIHC Dept of Nsg. Contact: Karen Marek, (319) 356-4304. Fac: David Bailey and Jonna Tamases, Cancer Survivors. Aud: RNs/LPNs. Information on a variety of issues related to cancer including brain tumors, carcinoid, overviews on gyn-oncology and surgical oncology, radiotherapy trials, infection control, infusion safety issues, symptom management and spirituality. Fee: TBA. Reg. by: March 13. CEUs: TBA.

April 3 and 4; 7:30 am-3 pm; Iowa City
ACLS Provider Course. Spon: Mercy Iowa City. Contact: Mercy On Call, 1-800-358-2767. Fac: ACLS approved instructors. Aud: RNs. To successfully demonstrate the ACLS protocols according to the AHA guidelines. Fee: \$125. Reg. by: March 5. CEUs: 1.2.

April 7; Time – TBA; Iowa City
12th Annual Otorhinolaryngology Conference. Spon: UIHC Dept of Nsg. Contact: Karen Marek, (319) 356-4304. Fac: UIHC staff. Aud: RNs/LPNs. To provide education opportunities to enrich knowledge and promote excellence in Otorhinolaryngology nursing and patient care. Fee: TBA. Reg. by: March 16. CEUs: TBA.

April 12 and 13; 8 am-4 pm; Iowa City
PALS Provider Course. Spon: Mercy Iowa City. Contact: Mercy On Call, 1-800-358-2767. Fac: PALS approved instructors. Aud: RNs. To successfully demonstrate PALS skills and protocols according to the AHA guidelines. Fee: \$130. Reg. by: March 13. CEUs: 1.2.

April 16 (preconference), 17 and 18; Time – TBA; Des Moines

33rd Annual Iowa Conference on Perinatal Medicine. Spon: UIHC Dept of Nsg Statewide Perinatal Prog. Contact: Kathy Brogden, katherine-brogden@uiowa.edu or (319) 356-2637. Fac: Keynote speaker Paulina Perez, RN, BSN, LCCE, CD. Aud: RNs/LPNs. To provide update and current information on obstetric and newborn practices to Iowa perinatal care professionals in all levels of care; preconference S.T.A.B.L.E. program. Fee: TBA. Reg. by: March 23 for preconference STABLE; April 2 for conference. CEUs: TBA.

April 17; Time – TBA; Iowa City
Autoimmune Diseases: Implications for Orthopaedic Patients. Spon: UIHC Dept of Nsg, w/Hawkeye Chap of NAON. Contact: Karen Marek, (319) 356-4304. Fac: UIHC staff. Aud: RNs/LPNs. To discuss rheumatologic diseases and the impact on the patient with orthopaedic conditions. Fee: TBA. Reg. by: March 27. CEUs: TBA.

April 19 (preconference) and 20; Time – TBA; Iowa City
14th National Evidence-Based Practice Conference: Implementation Strategies: Making It Happen. Spon: UIHC Dept of Nsg. Contact: Emily Griffin, (319) 356-4002. Fac: Maureen Dobbins, RN, PhD, Assoc Prof, McMaster Univ, School of Nsg, Hamilton, Ontario. Aud: RNs/LPNs. The program is designed to discuss strategies for implementing evidence-based initiatives in a variety of healthcare settings and to discuss implications for leadership, research, education, and clinical practice. Fee: TBA. Reg. by: March 22. CEUs: TBA.

April 27; Time – NG; Iowa City
Pediatric Nursing 2007. Spon: UIHC Dept of Nsg. Contact: Karen Marek, (319) 356-4304. Fac: UIHC faculty. Aud: RNs/LPNs. To provide information related to innovations in pediatric health care to nurses working in critical care, acute care and ambulatory settings. Fee: TBA. Reg. by: April 6. CEUs: TBA.

- CONTINUING EDUCATION OFFERINGS -

REGION V

CENTRAL COUNTIES OF IOWA



Boone, Dallas, Grundy, Hamilton,
Hardin, Jasper, Marshall, Polk,
Poweshiek, Story, Tama, Webster.

ABBREVIATIONS

Spon:	Sponsor	Reg. by:	Register by
Fac:	Faculty	TBA:	To be announced
Aud:	Audience	NG:	Not Given
inc:	includes/including	NR:	Nonresident

HCC: Hawkeye Community College
INA: Iowa Nurses' Association
MEC: Medical Education Collaborative
UIHC: University of Iowa Hospital and Clinics

February 6-8; 8 am-4:30 pm; Des Moines

Pain Preceptor Program. Spon: Mercy Med Cntr. Contact: LuAnn Lang, (515) 643-4082. Fac: Joan Beard, RNC, MSN, Prog Dir. Aud: RNs/LPNs. To provide healthcare providers extensive education on various aspects of pain management through didactic and clinical experiences. Fee: \$450. Reg. by: Jan 8. CEUs: 2.25.

February 7; 8 am-4 pm; Des Moines

Strategies and Interventions for Skin Care and Wound Management. Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Angela Dalton Wilson, RN, BSN, CWCN, COCN. Aud: RNs/LPNs. Attendees will learn the multiple factors involved in the prevention, assessment, documentation, and management of wounds and skin care in the clinical setting. Fee: \$139. Reg. by: NA. CEUs: 0.63.

February 28; 8 am-4 pm; Des Moines

Delving Deeper into Death and Dying. Spon: PESI, LLC. Contact: Customer Service, 1-800-843-7763. Fac: Elizabeth Munoz-Chelette, RN, MSN, CHPN. Aud: RNs/LPNs. This seminar is designed to expand upon the basic concepts pertaining to the care of the terminally ill

patient. Fee: \$139. Reg. by: NA. CEUs: 0.63.

March 15; 7:45 am-4 pm; Des Moines

Care Management of the Adult Patient with Diabetes. Spon: Mercy Med Cntr, w/Mercy Diabetes Inst. Contact: Mercy Nurse, (515) 643-8668. Fac: Rosemary Ambrosion, RN, BAN, CDE. Aud: RNs/LPNs/ARNPs. To provide health care providers with the skills and concepts necessary to manage the comprehensive care of the adult patient with diabetes. Inpatient and outpatient concepts are discussed. Fee: Free for employees of Mercy Med Cntr and affiliates; \$50 for others. Reg. by: March 8. CEUs: 0.8.

March 19-24; 8 am-5:30 pm (daily); Ankeny

Parish Nurse Preparation. Spon: DMACC. Contact: Amanda Seaton, (515) 964-6648. Fac: Marabel Kersey, RN, MSN. Aud: RNs. This course, which meets the recommendations of the International Parish Nurse Resource Center, is designed to prepare an RN to serve in a church setting and also meets the abuse training requirements for relicensure. Fee: \$350. Reg. by: March 5. CEUs: 3.8.

March 24; 9 am-4:30 pm; Des Moines

Reiki Level 1 – Complementary Healing Workshop. Spon: DMACC. Contact: Deb Elliott, (515) 277-2126, ext 102. Fac: Deb Elliott, RN, BSN, LMT, Col of Massage and the Healing Arts Cntr. Aud: RNs/LPNs. Reduce the potential for your burnout while enhancing patient healing using this energy-based healing system (alone or as a complement to other methods) for wellness on all levels: physical, emotional, mental and spirit. Fee: \$175. Reg. by: March 17. CEUs: 0.6.

April 3-5; 8 am-4:30 pm; Des Moines

Pain Preceptor Program. Spon: Mercy Med Cntr. Contact: LuAnn Lang, (515) 643-4082. Fac: Joan Beard, RNC, MSN, Prog Dir. Aud: RNs/LPNs. To provide healthcare providers extensive education on various aspects of pain management through didactic and clinical experiences. Fee: \$450. Reg. by: March 6. CEUs: 2.25.

April 9, 10, 11, and 12; 8 am-4 pm; Des Moines

Diabetes Management Preceptor Program. Spon: Mercy Med Cntr, w/Mercy Diabetes Inst. Contact: Rosemary Ambrosion, (515) 643-2567. Fac: Nita Garrett-Hoffman, RN, BS, CDE. Aud: RNs/LPNs/ARNPs. To provide health care providers with the skills and concepts necessary to educate and assist with the management of persons with diabetes. Fee: \$425 for employees of Mercy Med Cntr and affiliates; \$500 for others. Reg. by: April 2. CEUs: 2.9.

- CONTINUING EDUCATION OFFERINGS -

HOME STUDY PROGRAMS

There is no limitation on the amount of home study which can be obtained for renewal; the entire 36 contact hours can be obtained by this mechanism.

AKH Inc.
P.O. Box 2187
Orange Park, Florida 32067-2187
Contact: Helen Holman
Phone: (800) 462-8165
Website: www.AKHhealthcare.com
(Iowa Provider Number 277)

AKH Inc. is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

Alzheimer's and Other Dementias.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses in clinical, elder care or home care settings. This course is designed for nurses involved in the identification and subsequent care for those persons affected by Alzheimer's Disease or other dementias associated with progressive cognitive decline. Fee: \$17.50 plus S&H. CEUs: 0.36.

Arthritis.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses in all settings. This course will provide knowledge about the prevalence, etiology, pathology, clinical manifestations, diagnostic criteria and tests and standard treatment options for the most common arthritic health conditions. Fee: \$22.50 plus S&H. CEUs: 0.48.

Assessment Made Easy.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses in clinical settings. This book-based course details important techniques in a head-to-toe assessment; includes anatomy and physiology, clinical tips, insights and interpretations. Fee: \$64 plus S&H. CEUs: 2.4.

Asthma.

Fac: Jonathan S. Holman, BS, PharmD. Aud: Nurses in clinical practice. Contemporary and comprehensive information for clinicians on the pathophysiology, diagnosis, monitoring, treatment and patient education. Fee: \$27.50 plus S&H. CEUs: 0.6.

Depression.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses in all settings. This course is designed to present an overview of depression, what it is, whom it affects and what is typically done to alleviate symptoms. Fee: \$22.50 plus S&H. CEUs: 0.48.

Diabetes.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses in all clinical settings. This course addresses prevalence, risk factors, etiology, pathology, clinical manifestations, diagnostic criteria, tests, on-going lab monitoring and standard treatment options. Fee: \$47.50 plus S&H. CEUs: 1.0.

End of Life Issues: Advanced Directives.

Fac: Ann K. Van Ormer, RN, MS, CAN. Aud: Nurses in all settings. This course introduces the concept of preparing advance directives, considered are some of the more common legal and ethical matters associated with end-of-life issues. Fee: \$49 plus S&H. CEUs: 0.12.

Ethics and Professional Boundaries in Healthcare.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses in all settings. This course focuses on ethical theory, principles, and models for decision making; the distinction between law, morals, ethics, and etiquette is addressed; as well as the delineated boundaries between personal and professional ethics. Fee: \$17.50 plus S&H. CEUs: 0.36.

Expert Rapid Response.

Fac: Helen M. Holman, MS, RN, BC. Aud: Nurses in med/surg settings. This book-based course is designed to enhance critical thinking skills for the med/surg nurse, through a series of patient scenarios, the nurse will identify assessment techniques and primary responses to patient emergencies. Fee: \$52.50 plus S&H. CEUs: 1.2.

Fetal Monitoring and Assessment.

Fac: Lori L. Ley, RNC, MSN. Nurses working in OB/GYN settings. Learn up-to-date concepts of electronic fetal monitoring from operating the equipment to interpreting data. Fee: \$53 plus S&H. CEUs: 1.5.

Handbook of Medical/Surgical Nursing.

Fac: Helen M. Holman, MS, RN, BC. Aud: Nurses in med/surg settings. This book-based course explains nearly 300 disorders along with causes, assessment, diagnostic tests, treatments and complications. Fee: \$64 plus S&H. CEUs: 2.4.

Healing the Dying.

Fac: Ann K. Van Ormer, RN, MS, CAN. Aud: Nurses in palliative/hospice care settings. This book-based course will provide information regarding new choices, concepts in care and resources available to those who work with and care for the dying. Fee: \$52.50 plus S&H. CEUs: 1.44.

Healing Touch.

Fac: Ann K. Van Ormer, RN, MS, CAN. Aud: Nurses in all settings. This book-based course provides information on the integration of holistic approaches with traditional medicine; healing touch, therapeutic touch, and other modalities are explained. Fee: \$52.50 plus S&H. CEUs: 1.44.

Interpreting ECG's.

Fac: S.J. Schultz, RN, MSN, CAN. Aud: Nurses in cardiac care settings. This book-based course describes the anatomy and physiology of the heart, how to obtain a high-quality rhythm strip, measure and record components on an ECG, how to interpret and treat major arrhythmias. Fee: \$64 plus S&H. CEUs: 2.4.

Kids and Their Feelings.

Fac: Dorothy Yeager, MS. Aud: Nurses in pediatric and adolescent settings. This course provides information to better understand why kids need to learn to process feelings constructively, along with steps for assisting kids in successfully dealing with their feelings. Fee: \$30 plus S&H. CEUs: 0.36.

Nurses Drug Handbook.

Fac: Jonathan S. Holman, BS, PharmD. Aud: Nurses in all clinical settings. This book-based course contains thousands of drugs logically organized with patient

teaching information; profiles on recently approved drugs and commonly used herbal medications. Fee: \$52.50 plus S&H. CEUs: 1.2.

Nurses Legal Handbook.

Fac: V. McCarty, RN, CIC, LHRM. Aud: Nurses working in all settings. Learn safeguards for legal practice and prevention of lawsuits with this book-based course; understand the legal risks and responsibilities in your practice area, cover the aspects of documentation and understand why ethics impact decisions. Fee: \$64 plus S&H. CEUs: 2.4.

Nursing Documentation.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses in all clinical settings. This course is designed to assist nurses to communicate effectively using accurate and efficient documentation techniques; basic comprehensive principles of documentation are reviewed. Fee: \$39.50 plus S&H. CEUs: 0.8.

Osteoporosis.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses in clinical settings. This course addresses determination of relative risk, basic anatomy and physiology relevant to the development of osteoporosis, and a discussion of ways to prevent or minimize disease process. Fee: \$17.50 plus S&H. CEUs: 0.36.

Pain Management.

Fac: V. McCarty, RN, CIC, LHRM. Aud: Nurses in clinical settings. This course is designed to provide nurses with information on pain including the physiology and types of pain, factors influencing pain, assessment, treatment modalities, barriers to pain management and patients' rights related to pain. Fee: \$22.50 plus S&H. CEUs: 0.4.

Primary Care of the Older Adult: A Multidisciplinary Approach.

Fac: V. McCarty, RN, CIC, LHRM. Aud: Nurses in clinical settings working with the elderly. This book-based course provides a broad overview of the specialized needs presented by older patients and the information necessary for healthcare professionals to meet those needs. (Book published by Mosby.) Fee: \$68 plus S&H. CEUs: 3.0.

Professional Handbook of Diagnostic Tests.

Fac: V. McCarty, RN, CIC, LHRM. Aud: Nurses in clinical settings. This book-based course will assist the professional in staying abreast of current diagnostic technology; more than 550 tests are covered. Fee: \$64 plus S&H. CEUs: 2.88.

Secrets in Interventional Radiology.

Fac: M. Kathleen Ebener, PhD, RN. Aud: Nurses working in diagnostic settings. This book-based course is designed to improve the understanding of vascular and interventional radiology and the ever-increasing role it plays in patient care. Fee: \$64 plus S&H. CEUs: 2.88.

- CONTINUING EDUCATION OFFERINGS -

The CE Solutions Group
 501 Sycamore Street Suite 505
 Waterloo, Iowa 50703
 Contact: Linda L. Fisk
 Phone: (319) 287-4022 or
 Toll-free: (866) 650-3400
 Email: info@cesolutionsgroup.com
 (Iowa Provider Number 335)

Our independent studies and online courses are fun and fast! Call us today, and we'll ship your order today (M-F), Guaranteed! Order by phone, by mail, and SAVE MONEY by ordering ONLINE at <http://www.healthce.com>. New courses added monthly. MasterCard, VISA, Discovery and personal checks accepted. Call us today for significant online group discounts for your organization's continuing education needs. The CE Solutions Group courses are also available at Eastern Iowa Community College, Hawkeye Community College, Iowa Lakes Community College, Northeast Iowa Community College, Northwest Iowa Community College, Southwestern Community College, and Western Iowa Technical Community College.

About Autoimmune Disorders.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs/ARNPs. Health care professionals will increase their understanding of a variety of common autoimmune disorders including skills needed for patient care. Fee: booklet, \$49.95 (inc postage); online, \$40. CEUs: 0.5.

Basic First Aid.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Health care personnel will learn the techniques of basic first aid. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.2.

Basics of the Immune System.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. The nurse will discuss how the immune system works as well as how the immune system is altered by the aging process. Fee: booklet, \$129.95 (inc postage); online, \$91. CEUs: 1.3.

Care Planning for the Cognitively Impaired Resident in the Dining Room.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. To recognize the comprehensive picture of the effects of dementia on nutritional status, inc easy assessment form and interventions. Fee: booklet, \$94.95 (inc postage); online, \$66.50. CEUs: 0.95.

Caring for the Patient with Fibromyalgia Syndrome (Revised).

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs. To discuss the incidence, symptomology and common treatments for patients with Fibromyalgia. Fee: booklet, \$49.95 (inc postage); online, \$40. CEUs: 0.5.

Caring for the Stroke Patient (Revised).

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. The nurse will better understand the pathophysiology of the stroke patient and nursing care/interventions to prevent complications and enhance healing and rehabilitation. Fee: booklet, \$49.95 (inc postage); online, \$40. CEUs: 0.5.

CCDI (Chronic Confusion or Dementing Illness).

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. All staff working in the LTC setting will increase their knowledge and skills in caring for persons diagnosed with chronic confusion or dementing illness. This self-study meets the training requirements for staff working in a CCDI unit or facility. Fee: booklet, \$59.95 (inc postage); group discounts for packets of 10 or more. Online fee: \$56 (online group discounts available). CEUs: 0.6. Note: Contact provider for packets of 10 or more.

Child Abuse for Mandatory Reporters.

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs/ARNPs. (Approved by the 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. Fee: booklet, \$19.95 (inc postage); group discounts for packets of 10 or more. Online fee: \$16 (online group discounts available). CEUs: 0.2.

Child and Dependent Adult Abuse for Mandatory Reporters.

Fac: Linda Fisk, RN, BA. Aud: RNs/LPNs/ARNPs. (Approved by the Abuse Education Review Panel.) A

combined program intended to meet the Mandatory Reporter's requirements for child and dependent adult abuse education by reviewing and updating information on incidence, indications, treatment options and legal implications. Fee: booklet, \$19.95 (inc postage); group discounts for packets of 10 or more. Online fee: \$16 (online group discounts available). CEUs: 0.2.

Complications of Diabetes Mellitus.

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs. To enhance the participants' understanding of complications that may affect the diabetic patient, primarily: diabetic retinopathy, diabetic neuropathy, diabetic nephropathy, and cardiovascular disease. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3.

Coronary Artery Disease.

Based on the book *Coronary Artery Disease: An Incredibly Easy Miniguide*, published by Springhouse Corporation. Aud: RNs/LPNs/ARNPs. To meet the challenges of caring for a patient with CAD by understanding the disease process. Fee: \$64.95 (inc book and postage); online, \$41.95 (nurse responsible for purchasing book). CEUs: 1.2.

Dealing with Difficult People.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs/ARNPs. Health care professionals will learn how to work with difficult people, recognize problem "types," and manage everyday stress associated with dealing with people. Fee: \$19.95 (inc postage); online, \$16. CEUs: 0.2.

Dependent Adult Abuse for Mandatory Reporters.

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs/ARNPs. (Approved by the 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. Fee: booklet, \$19.95 (inc postage); group discounts for packets of 10 or more. Online fee: \$16 (online group discounts available). CEUs: 0.2.

Depression in Children and Adolescents.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Participants will increase their understanding of the characteristics of depression in children and adolescents and what therapies are appropriate in treating it. Fee: booklet, \$34.95 (inc postage); online, \$31.95. CEUs: 0.35.

Diabetes and Nutrition for the Health Professional.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. The nurse will discuss changes in diabetic diet, drugs, life cycle, and specific problems found in health care facilities. Fee: booklet, \$139.95 (inc postage); online, \$98. CEUs: 1.4.

Diabetes Mellitus: A Guide for Healthcare Professionals.

Based on the book *ADA Complete Guide to Diabetes*, 3rd Ed, by the American Diabetes Association. Aud: RNs/LPNs/ARNPs. To update the nurse on the best current information about diabetes mellitus and the variety of treatment possibilities in order to support the nurse's role working with patients and clients. Fee: \$89.95 (inc book and postage). Online fee: \$79.95 (nurse responsible for purchasing book). CEUs: 2.4.

Domestic Violence.

Fac: Julia Kaasa-Pitzen, MS Psychology. Aud: RNs/LPNs/ARNPs. To enhance the learner's understanding of family violence, causes, physical, psychological and behavioral indicators; and family violence prevention. Fee: booklet, \$34.95 (inc postage); online, \$24.95. CEUs: 0.35.

Drug Errors in the Elderly.

Fac: Annette Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. To discuss the risks that can accompany prescription drug use in the elderly. Fee: booklet, \$34.95 (inc postage); online, \$24.50. CEUs: 0.35.

Drug Use in LTC and Effects on Nutrition and Health Status.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. Drugs and their serious side effects are the major reason for hospitalization in the elderly; course inc drug interactions, their impact on nutrition and health status and appropriate interventions are discussed. Fee: booklet, \$119.95 (inc postage); online, \$84. CEUs: 1.2.

Drugs and the Elderly (Revised).

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs/ARNPs. Nurses working with older adults will review and update their knowledge of medications commonly prescribed for the elderly and potential related problems. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3.

EKGs Made Easy.

Based on the book *EKG in a Heartbeat*, by Karen M. Ellis. Aud: RNs/LPNs/ARNPs. To provide a succinct resource for analyzing EKGs; not intended as an elementary text on EKGs, it assumes a basic understanding of EKG principles; however, for those who desire review, update, and support related to EKG, this course is for you! Fee: \$39.95 (inc book and postage); online, \$19.95 (nurse responsible for purchasing book). CEUs: 0.4.

End of Life Care and Pain Management.

Fac: Brooke Gritzner, RN. Aud: RNs/LPNs/ARNPs. End of life care is an important, but sometimes neglected, part of the health care continuum; end of life care focuses on the needs of patients as well as needs of family and friends; this course will help the health care professional better understand how to provide quality care at the end of life. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3.

Continued on page 22

- CONTINUING EDUCATION OFFERINGS -

The CE Solutions Group *Continued from page 21*

Ethical Principles in Nursing.

Fac: Linda Terry Godson, MA, RN. Aud: RNs/LPNs/ARNPs. To enhance the nurse's ability to utilize ethical principles in nursing practice. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3.

The Expert Physical Examination.

Based on the book *Expert 10-Minute Physical Examinations*, by Mosby, a Times Mirror Company. Aud: RNs/LPNs. To enhance nursing physical examination skills. Fee: \$74.95 (inc postage); online, \$32.95 (nurse responsible for purchasing book). CEUs: 1.5.

Fluid and Electrolyte Balance in the Elderly.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. To increase understanding of fluid needs of the elderly. Fee: booklet, \$34.95 (inc postage); online, \$24.50. CEUs: 0.35.

Food Safety (Part I): Keeping the Lid on Sanitation.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs, especially facility infection control nurses, DONs, and supervisory personnel. To increase understanding of foodborne illnesses in the health care setting. Fee: booklet, \$119.95 (inc postage); online, \$84. CEUs: 1.2.

Food Safety (Part II): Clinical and Food Protection Aspects.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs, especially for Infection Control nurses, DONs, and supervisory personnel. To better understand the HACCP system for food safety in health care facilities. Fee: booklet, \$119.95 (inc postage); online, \$84. CEUs: 1.2.

Headache: In Adults and Children.

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs. To better understand the types of headaches in both the adult and child client, what may trigger a certain type of headache, and treatment options. Fee: booklet, \$39.95 (inc postage); online, \$32. CEUs: 0.4.

Hydration: Maintenance, Dehydration, Lab Values and Clinical Alterations.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. To focus on hydration assessment, care planning and lab and clinical evaluation, inc fluids, electrolytes, acid-base balance, minerals and solutions to hydration concerns. Fee: booklet, \$139.95 (inc postage); online, \$98. CEUs: 1.4.

Impact of Cardiovascular Drugs and Effects on Nutrition and Health Status.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. Discusses the effects of digoxin and other cardiac drugs on health status in LTC, inc information on food-drug interactions for cardiac drugs. Fee: booklet, \$104.95 (inc postage); online, \$73.50. CEUs: 1.05.

Impact of Psychotropic Drugs on Health and Nutritional Status.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. Sixty percent of residents have cognitive or mental status problems; this course will examine psychotropic drugs and their impact on health and nutritional status. Fee: booklet, \$179.95 (inc postage); online, \$126. CEUs: 1.8.

Infection Control.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Health care professionals will review and gain knowledge of current infection control procedures including handwashing, use of protective equipment, disposal of contaminated materials, and disinfecting environmental surfaces. Fee: booklet, \$19.95 (inc postage); group discounts available. Online fee: \$16 (online group discounts available). CEUs: 0.2.

Managing Urinary Incontinence in the Elderly.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. To review and update nurses' skills for managing urinary incontinence, primarily in the long term care setting. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3.

Mechanisms of Weight Loss and Anorexia with Chronic Disease.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. The nurse will discuss the mechanisms associated with weight loss and anorexia in chronic disease. Fee: booklet, \$119.95 (inc postage); online, \$84. CEUs: 1.2.

Medical Errors with Drugs and Nutrition.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud:

RNs/LPNs/ARNPs. The nurse will explore drug-nutrient interactions in the elderly. Fee: booklet, \$34.95 (inc postage); online, \$24.50. CEUs: 0.35.

Multiple Sclerosis: The Nursing Perspective.

Based on the book *Multiple Sclerosis: The Nursing Perspective*, by Rosalind Kalb, PhD. Aud: RNs/LPNs/ARNPs. To provide an overview of MS and its treatment, with an emphasis on the unique role of the nurse in the treatment process. Fee: \$49.95 (inc book and postage); online, \$40. CEUs: 0.5.

A Nurse's Guide to Legal Issues.

Based on the book *Nurse's Legal Handbook*, 5th Ed, published by Lippincott, Williams & Wilkins. Aud: RNs/LPNs/ARNPs. To learn the appropriate responses to current legal issues and decrease the risk of liability in the practice of nursing. Fee: \$89.95 (inc book); online, \$49.95 (nurse responsible for purchasing book). CEUs: 2.4.

Nursing Documentation.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Nurses will gain knowledge and skills related to the documentation of information in the patient's medical record. Fee: booklet, \$19.95 (inc postage); online, \$16. CEUs: 0.2.

Nutrition Aspects of Chronic Disease.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. The nurse will explore the impact of immune and inflammatory processes on specific diseases, inc diabetes, heart disease, and COPD. Fee: booklet, \$109.95 (inc postage); online, \$84. CEUs: 1.2.

Nutrition Assessment: Laboratory Values.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. To focus on clinical assessment, physiological stress, protein labs, malnutrition and hematological labs. Fee: booklet, \$119.95 (inc postage); online, \$84. CEUs: 1.2.

Nutrition/Hydration and the Elderly Patient.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Health care professionals will increase their understanding of the nutrition and hydration needs of the elderly patient. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3.

Nutrition in Long Term Care.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. To increase the knowledge and skills of those working in long-term care facilities toward improving the nutritional care of the elderly and other residents. Fee: booklet, \$239.95 (inc postage); online, \$168. CEUs: 2.4.

Pneumonia.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Health care professionals will review and update their understanding of pneumonia as well as the care and treatment of patients with the disease. Fee: booklet, \$19.95 (inc postage); online, \$16. CEUs: 0.2.

Preventing Medical Errors.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs/ARNPs. To provide the participant with insights and skills for preventing medical errors. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3.

Prevention of Weight Loss in the Elderly – 2004 and Beyond.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. Learn strategies to prevent weight loss in the elderly; indications addressed for weight loss, pressure sores and dehydration. Fee: booklet, \$249.95 (inc postage); online, \$175. CEUs: 2.5.

Recognizing and Responding to Terrorism Events: Biological, Chemical and Radiological.

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs/ARNPs. To enhance the participant's knowledge of potential biological, chemical, and radiological terrorism agents, signs and symptoms, and reporting procedures should an event occur or be suspected. Fee: booklet, \$49.95 (inc postage); online, \$40. CEUs: 0.5.

Sarcopenia: An Age Old Problem (Parts I and II).

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs, especially in rehab. To increase understanding of age related disability and how exercise and nutrition can help preserve muscle function in the elderly. Fee: booklet, \$69.95 (inc postage); online, \$49. CEUs: 0.7.

Science Fiction or Reality? Pharmacogenomics.

Fac: Linda Fisk, RN, BA. Aud: RNs/LPNs/ARNPs. To

explore the inherited variations in genes that dictate drug response and the way these variations can be used to predict whether a patient will have a good response to a drug, a bad response to a drug, or no response at all. Fee: booklet, \$19.95 (inc postage); online, \$16. CEUs: 0.2.

The Softer Side of Dining in LTC.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. The nurse will explore social, emotional, cultural, and choice as part of dining excellence; the role of the feeding assistant and all-staff dining program is also discussed. Fee: booklet, \$94.95 (inc postage); online, \$66.50. CEUs: 0.95.

Stem Cell Research and Ethical Considerations.

Fac: Linda Fisk, RN, BA. Aud: RNs/LPNs/ARNPs. To enhance the participant's knowledge of the science, ethics and regulatory mechanisms involved in stem cell research. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3.

Supervising in Today's Healthcare Organizations.

Fac: Mary McGeough, RN, BSN. Aud: RNs/LPNs. Health care professionals will gain the knowledge and skills needed to successfully manage and supervise people working in a health care facility. Fee: booklet, \$79.95 (inc postage); online, \$64. CEUs: 0.8.

Understanding and Supporting Grieving Children.

Fac: Jaymee Glenn-Burns, BS, MDiv, MA. Aud: RNs/LPNs/ARNPs. To present information that will help caregivers better understand and support grieving children. Fee: booklet, \$19.95 (inc postage); online, \$16. CEUs: 0.2.

Understanding Asthma.

Fac: Linda L. Fisk, RN, BA. Aud: RNs/LPNs. To enhance the nurse's knowledge of asthma in the child and adult (w/section inc for the asthmatic child at school). Fee: \$49.95 (inc postage); online, \$40. CEUs: 0.5.

Understanding Heart Failure.

Based on the book *Heart Failure, an Incredibly Easy Miniguide*, by staff at Springhouse Corporation. Aud: RNs/LPNs/ARNPs. Provides basic understanding of CHF as well as prevention assessment, and treatment, including complications and patient teaching. Fee: \$64.95 (inc book and postage); online, \$41.95 (nurse responsible for purchasing book). CEUs: 1.2.

Understanding Parkinson's Disease (Revised).

Fac: Linda Terry Godson, MA, RN. Aud: RNs/LPNs. To review and update the nurse about Parkinson's Disease. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3.

Urologic and Kidney Diseases.

Fac: Linda Fisk, RN, BS. Aud: RNs/LPNs. To enhance the participant's knowledge of the urinary system and diseases that can affect that system. Fee: booklet, \$49.95 (inc postage); online, \$40. CEUs: 0.5.

Using Laboratory Values to Determine Hydration Status.

Fac: Annette M. Kobriger, RD, CD, MPH, MPA. Aud: RNs/LPNs/ARNPs. To enhance the participant's knowledge of laboratory values related to hydration status of the elderly individual. Fee: booklet, \$34.95 (inc postage); online, \$24.50. CEUs: 0.35.

When a Child Dies: Scott's Story.

Fac: Connie Harmsen, RN. Aud: RNs/LPNs. The nurse will better understand the grieving process as it relates to the child, teenager, and adult. Fee: booklet, \$29.95 (inc postage); online, \$24. CEUs: 0.3.

- CONTINUING EDUCATION OFFERINGS -

Consultants for the Future
4302 Kipling Avenue
Plant City, Florida 33566
Phone: Linda S. Greenfield
1-800-654-2387
FAX: 1-813-754-4499
web: www.consultantsforthefuture.com
(Iowa Provider Number 61)

Courses may be ordered by phone or mail or downloaded from the website. MasterCard or VISA accepted. Add \$4.00 postage and handling per order. Discounts for large orders.

Assessments Unlimited.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Teaches techniques used to conduct a physical assessment of an adult patient through inspection, palpation, percussion and auscultation. Fee: \$36. CEUs: 0.6.

Bittersweet: A Study of Diabetes Mellitus.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. This course presents the latest research, as well as the basic concepts of diabetes mellitus and can offer you an introduction, a review or an update on the disease process. Fee: \$30. CEUs: 0.5.

Brain Game: Things to Know When Using Drugs Which Change Moods and Behaviors in Elderly Patients.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Psychotropic drug therapy is studied in detail, emphasizing effects on neurotransmitters, reasons for side effects, need for close monitoring, and interactions possible. Fee: \$18. CEUs: 0.3.

Care of the Alzheimer's Patient.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Presents suggestions and approaches to management of common behaviors and symptoms of A.D. that are not drug based. Fee: \$6. CEUs: 0.1.

Changing Beds: You May Have Made It, But You Don't Have to Lie in It. Mental Emotional Health.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Teaches how to foster mental and emotional health, emphasizing empowerment through self-definition, self responsibility, monitoring thought patterns and dealing with feelings. Fee: \$60. CEUs: 1.0.

Cognito Ergo Sum: Creating an Empowered Image.

Fac: Dr. Linda S. Greenfield. Aud: RNs/LPNs. 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. CEUs: 0.5.

End of Life Care.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Discusses compassionate care of those in the final weeks of life, differentiating palliative, chronic, and hospice care levels and suggesting interventions that support patient autonomy. Fee: \$6. CEUs: 0.1.

Flight Manual: Helping Adolescents Take to Flight/Mental and Emotional Wellness.

Author: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Empowers the nurse to assist the teen in the develop-

ment of maturity, self-definition, independence and personal power using story format as examples. Fee: \$36. CEUs: 0.6.

Good Grief: Providing Light to Those in Emotional Pain.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Fosters the nurse's ability to listen, console and nurture those involved in loss and changing personal identity, using specific, guided techniques. Fee: \$30. CEUs: 0.5.

Good Vibrations: Recognizing the Healing Energy Within Emotions.

Author: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Explores relationship between the energy of toxic emotions and diseases correlating emotional issues to the human energy system of chakras and studying how the body is designed to manage anger, fear, hate, etc. safely. Fee: \$42. CEUs: 0.7.

HIV/AIDS: A Mega Concern.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Describes demographics of HIV infection, signs and symptoms of opportunistic infections, the viral modes of transmission, incubation period, diagnostic tests, preventative precautions, and need to promote and maintain privacy and confidentiality. Fee: \$24. CEUs: 0.4.

Live or Let Die: The Right to Die.

Fac: Linda S. Greenfield, RN, PhD. Offer nurses an increased awareness of the dilemmas with the moral and/or legal issues of allowing a patient to die. Fee: \$30. CEUs: 0.5.

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

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. 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. CEUs: 0.5.

Nutrition Cognition: Eating for Health in the '90s.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Teaches about antioxidants, herbal supplements, phytoestrogens, and about pesticide residues, nitrates and trans fatty acids to allow you to choose foods that help and avoid foods that harm. Fee: \$30. CEUs: 0.5.

Outside the Box: How Our Healthcare System is Failing Us and What You Can Do About It.

Fac: Edwin C. Smith, MS. Aud: RNs/LPNs. Examines our healthcare system from a "systems" perspective suggesting that the box we call healthcare is not healthy, so that in order to choose health, we are forced to consider how to get out of the box. Fee: \$30. CEUs: 0.5.

Paper Chasing: Effective Documentation.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Presents documentation forms and ideas to increase quality of documentation correlated to the nursing process, as applied to both long term and acute patient care environments. Fee: \$30. CEUs: 0.5.

Power Dynamics: Growth and Development of Personal Power.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Examines dynamics of personal power by studying development of the body's energy system with suggest-

ed interventions to restore balance and energetic health. Fee: \$30. CEUs: 0.5.

Power Tripping: Issues of Control Resolves Through Shadow Work.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Examines the paradigm of power, mechanisms of control, how we drain power or steal power from others, and introduces a healthier paradigm of internal power through healing unconscious issues. Fee: \$30. CEUs: 0.5.

The Prevention of Medical Errors.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. 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. CEUs: 0.2.

Skin Deep: Prevention and Treatment of Impaired Skin Integrity in the Elderly.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Examines approaches to prevention and treatment of common skin problems in elderly patients, including: skin tears and bruising, lesions, rashes, infections, and ulcerations with differentiation of various dressings and topical applicants. Fee: \$30. CEUs: 0.5.

Stroke.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Studies pathology of various kinds and locations of strokes, the related symptoms and approaches to acute and rehabilitative care. Fee: \$30. CEUs: 0.5.

Supervision Prescription.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Designed to teach front line management skills to foster delegation of duties, reprimanding, redirecting and resolutions of conflicts. Fee: \$12. CEUs: 0.2.

Talking With the Docs: Effective Nurse Physician Communication.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Designed to help you increase your power and effectiveness when communicating with physicians in difficult situations. Fee: \$24. CEUs: 0.4.

Who's Confused?

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. A study of Alzheimer's disease and other forms of dementia with means to establish a therapeutic environment for same. Fee: \$30. CEUs: 0.5.

The Wo-Menopause

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Considers traditional and alternative approaches, including HRT, use of designer estrogens, value of soy, flaxseed and herbal therapies, and the risk of breast cancer, heart disease and osteoporosis. Fee: \$30. CEUs: 0.5.

Working the Numbers: Nursing Interpretation of Laboratory Tests.

Fac: Linda S. Greenfield, RN, PhD. Aud: RNs/LPNs. Examines nursing interpretation of CBC, hematologic studies, iron studies, UA, electrolyte survey, kidney function studies and liver function studies. Fee: \$36. CEUs: 0.6.

- CONTINUING EDUCATION OFFERINGS -

Lorand Health Education

P.O. Box 10391

Cedar Rapids, Iowa 52410

Contact: Lorand CE Resource Office

Phone: (319) 832-1957

Monday-Thursday (9 am-4 pm)

e-mail: LorandHealth@yahoo.com

Website: www.lorandhealth.com

(Iowa Provider Number 300)

Since 1995, Lorand Health has offered nurses innovative continuing education offerings. We are also an approved provider of nursing continuing education through the Florida Board of Nursing. Many other states accept our courses via reciprocity. Contact our office for more information. We accept MasterCard, VISA and money orders. *Effective February 1, 2007 shipping/handling fees are an additional \$5 per course.* Order by email and save 10% off your entire order.

Antisocial Personality Disorder.

Aud: RNs/LPNs. This course examines symptoms of Antisocial Personality Disorder, diagnosis, causes, treatment, coping strategies for families, a historical look at the disorder, and nursing interventions. Fee: \$48. CEUs: 2.8.

Anxiety and Panic Disorder.

Aud: RNs/LPNs. This course examines anxiety and panic disorders including agoraphobia, social phobia, OCD and PTSD as well as a thorough review of imagery desensitization; relaxation techniques, nutritional aspects, the role of negative self-talk and nursing practice interventions. Fee: \$53 (text inc). CEUs: 3.6.

The Bipolar Child.

Aud: RNs/LPNs. Examines the challenging diagnosis of Bipolar Disorder in children, assessment guidelines, nursing considerations, planning/implementation, and a

comprehensive approach toward the needs of children and families. Fee: \$48 (text inc). CEUs: 3.6.

Childhood Depression.

Aud: RNs/LPNs. This course examines possible causes of depression in children, diagnostic features, resources for evaluation, treatment strategies, grief issues in children, psychopharmacological options/issues, patient/parent education information, and nursing assessment/intervention approaches. Fee: \$34 (resource text inc). CEUs: 2.6.

EMDR Revisited.

Aud: RNs/LPNs. Examines EMDR (Eye Movement Desensitization and Reprocessing), a breakthrough therapy for anxiety, stress, trauma and other illnesses; presents research results from the past 7 years on EMDR effectiveness, info on how EMDR works, how it compares to other treatments, the difference between EMDR and Exposure Therapy, and case histories. Fee: \$43 (text inc). CEUs: 3.6.

Emotional Abuse of Women: Stopping the Cycle.

Aud: RNs/LPNs. Examines verbal, emotional, psychological, social and economic abuse issues, historical roots of abuse, the impact of emotional abuse on overall physical and mental health, treatment options for abusers and their families, and nursing interventions for working with the abused woman and her family. Fee: \$47 (text inc). CEUs: 3.6.

Munchausen By Proxy.

Aud: RNs/LPNs. A critical examination of the disorder Munchausen By Proxy: identification, intervention, and case management issues for healthcare providers. Fee: \$51 (text inc). CEUs: 3.0.

Nursing Leadership and Management.

Aud: RNs/LPNs. This course examines the role of the staff nurse as manager of patient care needing the knowledge and skills necessary to make decisions related to setting priorities, delegating responsibilities, improving quality patient care, understanding the legal parameters of nursing practice and knowing the ethical

issues confronting nursing today in the ever-changing health care environment. Fee: \$74 (text inc). CEUs: 3.6.

OCD: Checking It Out.

Aud: RNs/LPNs. Examines Obsessive Compulsive Disorder, diagnostic criteria, treatment options, intervention strategies, OCD in children, and nursing considerations. Fee: \$52 (text inc). CEUs: 3.6.

PTSD: Overcoming Traumatic Stress Symptoms.

Aud: RNs/LPNs. This course presents a clear comprehensive explanation of trauma, techniques and interventions used by PTSD experts from around the world and nursing interventions to help clients deal with triggers, recurrent images, thoughts, perceptions and more. Fee: \$46 (text inc). CEUs: 3.6.

Schizophrenia: Roadmap to Recovery II.

Aud: RNs/LPNs. Provides a comprehensive resource guide that includes first-person accounts and professional information on medications, coping skills, social services, clinical research, nursing issues and vital support information for patients and their families. Fee: \$45. CEUs: 3.0.

NURSING BOARD [655]

CHAPTER 6

NURSING PRACTICE FOR REGISTERED NURSES/ LICENSED PRACTICAL NURSES

655 – 6.1(152) Definitions.

“Accountability” means being obligated to answer for one’s acts, including the act of supervision.

“Advanced registered nurse practitioner (ARNP)” means a nurse with current licensure as a registered nurse in Iowa or who is licensed in another state and recognized for licensure in this state pursuant to the nurse licensure compact contained in 2000 Iowa Acts, House File 2105, section 8, and is also registered in Iowa to practice in an advanced role. The ARNP is prepared for an advanced role by virtue of additional knowledge and skills gained through a formal advanced practice education program of nursing in a specialty area approved by the board. In the advanced role, the nurse practices nursing assessment, intervention, and management within the boundaries of the nurse-client relationship. Advanced nursing practice occurs in a variety of settings, within an interdisciplinary health care team, which provide for consultation, collaborative management, or referral. The ARNP may perform selected medically delegated functions when a collaborative practice agreement exists.

“Basic nursing education” means a nursing program preparing a person for initial licensure to practice nursing as a registered nurse or licensed practical nurse.

“Board” as used in this chapter means the Iowa board of nursing.

“Certified clinical nurse specialist” means an ARNP prepared at the master’s level who possesses evidence of current certification as a clinical specialist in an area of nursing practice by a national professional nursing association as approved by the board.

“Certified nurse-midwife” means an ARNP educated in the disciplines of nursing and midwifery who possesses evidence of current certification by a national professional nursing association approved by the board. The certified nurse-midwife is authorized to manage the care of normal newborns and women, antepartally, intrapartally, postpartally or gynecologically.

“Certified nurse practitioner” means an ARNP educated in the disciplines of nursing who has advanced knowledge of nursing, physical and psychosocial assessment, appropriate interventions, and management of health care, and who possesses evidence of current certification by a national professional nursing association approved by the board.

“Certified registered nurse anesthetist” means an ARNP educated in the disciplines of nursing and anesthesia who possesses evidence of current certification by a national professional nursing association approved by the board.

“Competence in nursing” means having the knowledge and the ability to perform, skillfully and proficiently, the functions within the role of the licensed nurse.

“Minimum standards” means standards of practice that interpret the legal definition of nursing as well as provide criteria against which violations of the law can be determined.

“Nursing diagnosis” means a judgment made by a registered nurse, following a nursing assessment of individuals and groups about actual or potential responses to health problems, which forms the basis for determining effective nursing interventions.

“Nursing facility” means an institution as defined in Iowa Code chapter 135C. This definition does not include acute care settings.

“Nursing process” means ongoing assessment, nursing diagnosis, planning, intervention, and evaluation.

“Proximate area” means that the registered nurse analyzes the qualifications of the licensed practical nurse in relationship to nursing needs of the client in determining the appropriate distance within the building and the time necessary to be readily available to the licensed practical nurse.

“Unlicensed assistive personnel” is an individual who is trained to function in an assistive role to the registered nurse and licensed practical nurse in the provision of nursing care activities as delegated by the registered nurse or licensed practical nurse.

655 – 6.2(152) Minimum standards of nursing practice for registered nurses.

6.2(1) The registered nurse shall recognize and understand the legal implications within the scope of nursing practice. The scope of nursing practice considered to be minimum standards of nursing practice shall not be interpreted to include those practices currently ascribed to the advanced registered nurse practitioner.

6.2(2) The registered nurse shall utilize the nursing process in the practice of nursing, consistent with accepted and prevailing practice. The nursing process is ongoing and includes:

- Nursing assessments about the health status of an individual or group.
- Formulation of a nursing diagnosis based on analysis of the data from the nursing assessment.
- Planning of nursing care which includes determining

goals and priorities for actions which are based on the nursing diagnosis.

d. Nursing interventions implementing the plan of care.

e. Evaluation of the individual’s or group’s status in relation to established goals and the plan of care.

6.2(3) The registered nurse shall conduct nursing practice by respecting the rights of an individual or group.

6.2(4) The registered nurse shall conduct nursing practice by respecting the confidentiality of an individual or group, unless obligated to disclose under proper authorization or legal compulsion.

6.2(5) The registered nurse shall recognize and understand the legal implications of accountability. Accountability includes but need not be limited to the following:

a. Performing or supervising those activities and functions which require the knowledge and skill level currently ascribed to the registered nurse and seeking assistance when activities and functions are beyond the licensee’s scope of preparation.

b. Assigning and supervising persons performing those activities and functions which do not require the knowledge and skill level currently ascribed to the registered nurse.

c. Using professional judgment in assigning and delegating activities and functions to unlicensed assistive personnel. Activities and functions which are beyond the scope of practice of the licensed practical nurse may not be delegated to unlicensed assistive personnel. For the purposes of this paragraph, “unlicensed assistive personnel” does not include certified emergency medical services personnel authorized under Iowa Code chapter 147A performing nonlifesaving procedures for which those individuals have been certified and which are designated in a written job description, after the patient is observed by a registered nurse.

d. Supervising, among other things, includes any or all of the following:

- Direct observation of a function or activity.
- Assumption of overall responsibility for assessing, planning, implementing, and evaluating nursing care.
- Delegation of nursing tasks while retaining accountability.
- Determination that nursing care being provided is adequate and delivered appropriately.

e. Executing the regimen prescribed by a physician. In executing the medical regimen as prescribed by the physician, the registered nurse shall exercise professional judgment in accordance with minimum standards of nursing practice as defined in these rules. If the medical regimen prescribed by the physician is not carried out, based on the registered nurse’s professional judgment, accountability shall include but need not be limited to the following:

- Timely notification of the physician who prescribed the medical regimen that the order(s) was not executed and reason(s) for same.
- Documentation on the medical record that the physician was notified and reason(s) for not executing the order(s).

f. Wearing identification which clearly identifies the nurse as a registered nurse when providing direct patient care unless wearing identification creates a safety or health risk for either the nurse or the patient.

655 – 6.3(152) Minimum standards of practice for licensed practical nurses.

6.3(1) The licensed practical nurse shall recognize and understand the legal implications within the scope of nursing practice. The licensed practical nurse shall perform services in the provision of supportive or restorative care under the supervision of a registered nurse or physician as defined in the Iowa Code.

6.3(2) The licensed practical nurse shall participate in the nursing process, consistent with accepted and prevailing practice, by assisting the registered nurse or physician. The licensed practical nurse may assist the registered nurse in monitoring, observing and reporting reactions to therapy.

6.3(3) The licensed practical nurse shall not perform any activity requiring the knowledge and skill ascribed to the registered nurse, including:

- The initiation of or assessment related to procedures/therapies requiring the knowledge or skill level ascribed to the registered nurse.
- The initiation of intravenous solutions, intravenous medications and blood components.
- The administration of medicated intravenous solutions, intravenous medications and blood components.
- The initiation or administration of medications requiring the knowledge or skill level currently ascribed to the registered nurse.

6.3(4) A licensed practical nurse, under the supervision of a registered nurse, may engage in the limited scope of practice of intravenous therapy. In providing the limited scope of therapy, the licensed practical nurse may add intravenous solutions without medications to established peripheral intravenous sites, regulate the rate of nonmedicated intravenous solutions, administer maintenance doses of analgesics via the patient-controlled analgesic pump set at a lock-out interval, and discontinue intravenous therapy. Nursing tasks which may be delegated in

a certified end-stage renal dialysis unit by the registered nurse to the licensed practical nurse with documented training include:

a. Initiation and discontinuation of the hemodialysis treatment utilizing an established vascular access.

b. The administration of local anesthetic prior to cannulation of the vascular access site.

c. Administration of prescribed dosages of heparin solution or saline solution utilized in the initiation and discontinuation of hemodialysis.

d. The administration via the extracorporeal circuit of the routine intravenous medications erythropoietin, Vitamin D Analog and iron, excluding any iron preparation that requires a test dose in a certified end-stage renal dialysis setting, after the registered nurse has administered the first dose. When the registered nurse delegates the administration of the intravenous medications set out in this paragraph, there must be a written facility policy that defines the practice and written verification of the competency of the licensed practical nurse in accordance with the facility’s written policy.

6.3(5) The licensed practical nurse may provide nursing care in an acute care setting. When the nursing care provided by the licensed practical nurse in an acute care setting requires the knowledge and skill level currently ascribed to the registered nurse, a registered nurse or physician must be present in the proximate area. Acute care settings requiring the knowledge and skill ascribed to the registered nurse include, but are not limited to:

- Units where care of the unstable, critically ill, or critically injured individual is provided.
- General medical-surgical units.
- Emergency departments.
- Operating rooms. (A licensed practical nurse may assist with circulating duties when supervised by a registered nurse circulating in the same room.)
- Postanesthesia recovery units.
- Hemodialysis units.
- Labor and delivery/birthing units.
- Mental health units.

6.3(6) The licensed practical nurse may provide nursing care in a non-acute care setting. When the nursing care provided by the licensed practical nurse in a non-acute care setting requires the knowledge and skill level currently ascribed to the registered nurse, the registered nurse or physician must be present in the proximate area. The non-acute care settings requiring the knowledge and skill level ascribed to the registered nurse include, but are not limited to:

- Community health. (Subrules 6.6(1) and 6.6(4) are exceptions to the “proximate area” requirement.)
- School nursing. (Subrules 6.6(2) and 6.6(3) are exceptions to the “proximate area” requirement.)
- Occupational nursing.
- Correctional facilities.
- Community mental health nursing.

6.3(7) The licensed practical nurse shall conduct nursing practice by respecting the rights of an individual or group.

6.3(8) The licensed practical nurse shall conduct nursing practice by respecting the confidentiality of an individual or group, unless obligated to disclose under proper authorization or legal compulsion.

6.3(9) The licensed practical nurse shall recognize and understand the legal implications of accountability. Accountability includes but need not be limited to the following:

- Performing those activities and functions which require the knowledge and skill level currently ascribed to the licensed practical nurse and seeking assistance when activities and functions are beyond the licensee’s scope of preparation.
- Accepting responsibility for performing assigned and delegated functions and informing the registered nurse when assigned and delegated functions are not executed.
- Executing the medical regimen prescribed by a physician. In executing the medical regimen as prescribed by the physician, the licensed practical nurse shall exercise prudent judgment in accordance with minimum standards of nursing practice as defined in these rules. If the medical regimen prescribed by the physician is not carried out based on the licensed practical nurse’s prudent judgment, accountability shall include but need not be limited to the following:

- Timely notification of the physician who prescribed the medical regimen that said order(s) was not executed and reason(s) for same.
- Documentation on the medical record that the physician was notified and reason(s) for not executing the order(s).
- Wearing identification which clearly identifies the nurse as a licensed practical nurse when providing direct patient care unless wearing identification creates a safety or health risk for either the nurse or the patient.

655 – 6.4(152) Additional acts which may be performed by registered nurses.

6.4(1) A registered nurse shall be permitted to practice as a diagnostic radiographer while under the supervision of a licensed practitioner provided that appropriate train-

CHAPTER 6 *Continued from page 26*

ing standards for use of radiation-emitting equipment are met as outlined in 641 – 42.1(136C).

6.4(2) A registered nurse, licensed pursuant to Iowa Code chapter 152, may staff an authorized ambulance, rescue, or first response service provided the registered nurse can document equivalency through education and additional skills training essential in the delivery of out-of-hospital emergency care. The equivalency shall be accepted when documentation has been reviewed and approved at the local level by the medical director of the ambulance, rescue, or first response service in accordance with the form adopted by the Iowa department of public health bureau of emergency medical services. An exception to this subrule is the registered nurse who accompanies and is responsible for a transfer patient.

This rule is intended to implement Iowa Code section 147A.12 and chapters 136C and 152.

655 – 6.5(152) Additional acts which may be performed by licensed practical nurses.

6.5(1) A licensed practical nurse shall be permitted to supervise unlicensed assistive personnel under the provisions of Iowa Code section 152.1(4)“b.”

a. Supervision, among other things, includes any or all of the following:

- (1) Direct observation of a function or activity.
- (2) Delegation of nursing tasks while retaining accountability.
- (3) Determination that nursing care being provided is adequate and delivered appropriately.

b. Supervision shall be in accordance with the following:

(1) A licensed practical nurse working under the supervision of a registered nurse shall be permitted to supervise in an intermediate care facility for the mentally retarded or in a residential health care setting.

(2) A licensed practical nurse working under the supervision of a registered nurse shall be permitted to supervise in a nursing facility.

The licensed practical nurse shall be required to complete a curriculum which has been approved by the board and designed specifically for the supervision role of the licensed practical nurse in a nursing facility. The course must be presented by a board-approved nursing program or an approved provider of continuing education. Documentation of the completion of the curriculum as outlined in this subparagraph shall be maintained by the licensed practical nurse.

(3) A licensed practical nurse shall be entitled to supervise without the educational requirement outlined in subparagraph 6.5(1)“b”(2) if the licensed practical nurse was performing in a supervisory role on or before October 6, 1982. The licensed practical nurse being employed in a supervisory role after the enactment of these rules shall complete the curriculum outlined in subparagraph 6.5(1)“b”(2) within six months of employment.

(4) A licensed practical nurse working under the supervision of a registered nurse may direct the activities of other licensed practical nurses and unlicensed assistive personnel in an acute care setting in giving care to individuals assigned to the licensed practical nurse. The registered nurse must be in the proximate area.

6.5(2) A licensed practical nurse shall be permitted to practice as a diagnostic radiographer while under the supervision of a licensed practitioner provided that appropriate training standards for use of radiation-emitting equipment are met as outlined in 641 – 42.1(136C).

6.5(3) A licensed practical nurse who has completed a board-approved intravenous therapy certification course offered by a board-approved provider of continuing education shall be permitted to perform, in addition to the functions set forth in subrule 6.3(4), procedures related to the expanded scope of administration of intravenous therapy in a licensed hospital, licensed skilled nursing facility and a certified end-stage renal dialysis unit. The board-approved course shall incorporate the responsibilities of the nurse when providing intravenous therapy to children, adults and elderly adults. When providing intravenous therapy, the licensed practical nurse shall be under the supervision of the registered nurse. Procedures which may be assumed if delegated by the registered nurse are as follows:

a. Initiation of a peripheral intravenous line for continuous or intermittent therapy using an intermittent infusion device or a therapy cannula not to exceed three inches in length.

b. Administration via peripheral lines, after the first dose has been administered by the registered nurse, of premixed electrolyte solutions or premixed vitamin solutions. The solutions must be prepackaged by the manufacturer or premixed and labeled by a registered pharmacist or registered nurse.

c. Administration via peripheral lines, after the first dose has been administered by the registered nurse, of solutions containing potassium chloride that do not exceed 40 meq per liter and at a rate that does not exceed 10 meq per hour. The solutions must be prepackaged by the manufacturer or premixed and labeled by a registered pharmacist or registered nurse.

d. Administration via peripheral lines, after the first

dose has been administered by the registered nurse, of intravenous antibiotic solutions prepackaged by the manufacturer or premixed and labeled by a registered pharmacist or registered nurse.

e. Maintenance of the patency of peripheral intravenous lines with heparin irrigation solution or normal saline irrigation solution.

6.5(4) Acts which may not be delegated by the registered nurse to the licensed practical nurse are as follows:

a. Administration of medication by bolus or IV push except maintenance doses of analgesics via a patient-controlled analgesia pump set at a lock-out interval.

b. Administration of blood and blood products; vasodilators, vasopressors, oxytocics, chemotherapy, colloid therapy, total parenteral nutrition, anticoagulants, antiarrhythmics, thrombolytics and solutions with a total osmolality of 600 or greater.

c. Provision of intravenous therapy to a client under the age of 12 or any client weighing less than 80 pounds, with the exception of those activities authorized in the limited scope of practice found in subrule 6.3(4).

d. Provision of intravenous therapy in any setting except licensed hospitals, licensed skilled nursing facilities and certified end-stage renal dialysis units with the exception of those activities authorized in the limited scope of practice found in subrule 6.3(4).

6.5(5) To be eligible for intravenous therapy certification, the licensee shall hold a current unrestricted Iowa license and documentation of 2080 hours of practice as a licensed practical nurse and shall hold a current unrestricted Iowa license or an unrestricted license in another state recognized for licensure in this state pursuant to the nurse licensure compact contained in 2000 Iowa Acts, House File 2105, section 8.

This rule is intended to implement Iowa Code chapters 136C and 152, and 2000 Iowa Acts, House File 2105.

655 – 6.6(152) Specific nursing practice for licensed practical nurses.

6.6(1) The licensed practical nurse shall be permitted to provide supportive and restorative care in the home setting under the supervision of a registered nurse, as defined in subrule 6.2(5), or a physician. When the licensed practical nurse provides care under the supervision of the registered nurse, the initial assessment and ongoing application of the nursing process shall be provided by the registered nurse.

6.6(2) The licensed practical nurse shall be permitted to provide supportive and restorative care to a specific student in the school setting in accordance with the student's health plan when under the supervision of and as delegated by the registered nurse employed by the school district.

6.6(3) The licensed practical nurse shall be permitted to provide supportive and restorative care in a Head Start program under the supervision of a registered nurse, as defined in subrule 6.2(5), or a physician if the licensed practical nurse were in this position prior to July 1, 1985.

6.6(4) The licensed practical nurse shall be permitted to provide supportive and restorative care in a camp setting under the supervision of a registered nurse, as defined in

subrule 6.2(5), or a physician. When the licensed practical nurse provides care under the supervision of the registered nurse, the initial assessment and ongoing application of the nursing process are performed by the registered nurse. The licensed practical nurse is responsible for requesting registered nurse consultation as needed.

6.6(5) The licensed practical nurse shall be permitted to provide supportive and restorative care in a county jail facility or municipal holding facility operating under the authority provided by Iowa Code chapter 356. The supportive and restorative care provided by the licensed practical nurse in such facilities shall be performed under the supervision of a registered nurse, as defined in subrule 6.2(5). The registered nurse shall perform the initial assessment and ongoing application of the nursing process. The registered nurse shall be available 24 hours per day by teleconferencing equipment, and the time necessary to be readily available on site to the licensed practical nurse shall be no greater than ten minutes. This exception to the proximate area requirement is limited to a county jail facility or municipal holding facility operating under the authority of Iowa Code chapter 356 and shall not apply in any other correctional facility.

6.6(6) The licensed practical nurse shall be permitted to conduct height, weight and hemoglobin screening and record responses to health questions asked in a standardized questionnaire under the supervision of a registered nurse in a Women, Infants and Children (WIC) clinic. A registered nurse employed by or under contract to the WIC agency will assess the competency of the licensed practical nurse to perform these functions and will be available for consultation. The licensed practical nurse is responsible for performing under the scope of practice for licensed practical nurses and requesting registered nurse consultation as needed. This exception to the proximate area requirement is limited to WIC clinics and to the services permitted in this subrule.

This rule is intended to implement Iowa Code sections 17A.3 and 152.1.

655 – 6.7(152) Specific nursing practice for registered nurses. A registered nurse, while circulating in the operating room, shall provide supervision only to persons in the same operating room.

This rule is intended to implement Iowa Code section 152.1.

[Filed 6/6/03, Notice 4/2/03 – published 6/25/03, effective 7/30/03]

RENEWAL NOTICE

By law, it is the licensee's responsibility to renew their license prior to expiration. Renewal can be completed online or by requesting a paper application be mailed. Renewal is available to licensees 60 days prior to the expiration date printed on the wallet card. Renewal after the expiration date printed on the wallet card is considered a Late Renewal and an additional \$50 late fee is required. Late Renewal is also available over the Internet; the \$50 late fee is automatically added to the renewal fee.

Licensees are notified that their renewal is due, through the publication of their name in this newsletter. This is the only renewal notice that is sent out. The list of licenses that expire in March, April and May 2007 can be found in this issue. Please use the following schedule:

Licenses that expire March 15, 2007, are due by February 15, 2007, and can be renewed any time after January 15, 2007.

Licenses that expire April 15, 2007, are due by March 15, 2007, and can be renewed any time after February 15, 2007.

Licenses that expire May 15, 2007, are due by April 15, 2007, and can be renewed any time after March 15, 2007.

Licensees are encouraged to renew over the Internet at the board's Website at www.state.ia.us/nursing. Renewal over the Internet can be verified immediately in the database and at the Board's website, there are no delays. Payment of the fee must be made by using MasterCard or VISA, credit or debit card.

If you don't have a credit card, you may enter the renewal information in the on-line licensure center, print each page as you go, sign the last page and then cancel the transaction when you are asked for credit card information. Then submit all the printed pages with the renewal fee in the form of a check or money order.

If you are unable to renew over the Internet, you may contact the board office, preferably in writing, to request that a paper form be mailed to you. The mailing address is: Iowa Board of Nursing, 400 SW 8th Street, Suite B, Des Moines, IA 50309-4685. You may also request a paper renewal form by sending an e-mail to ibon@bon.state.ia.us, or faxing your request to (515) 281-4825.

Inactive Status

Licenses that are not renewed will automatically be placed on inactive status on the 16th of the month following the expiration of the license. Reactivating from inactive status currently requires a paper form from the Iowa Board of Nursing.

Advanced Registered Nurse Practitioner (ARNP) Renewal Notice

ARNP licensees **CANNOT** renew their license over the Internet. ARNP renewal applications are mailed to the licensee's address of record sixty (60) days before expiration. Please watch for the yellow application in the mail. If an application is not received please notify this office by sending an e-mail to newnurs@bon.state.ia.us or calling 515-281-6488.

Continuing Education

The continuing education requirement for renewal of a three-year license is 36 contact hours (or 3.6 CEUs) completed between the effective and expiration dates printed on the license. The first time a license is renewed after initially being issued, or after a reactivation, the requirement is 24 contact hours (or 2.4 CEUs) because the expiring license covered less than a full three years.

March LPNs

Adams, Brook Erin; Des Moines, IA
Adams, Nancy I.; Maryville, MO
Albrecht, Suzette Alane; Clarksville, IA
Albuquerque, Carolyn A.; Mason City, IA
Allen, Beth Ann; Eldridge, IA
Ambrose, Helen F.; Gravity, IA
Andersen, Pamela E.; Evansdale, IA
Andersen, Mercy T.; Cedar Falls, IA
Anderson, Deanne B.; Milford, IA
Andrews, Jeri L.; Sigourney, IA
Annan, Maria Dawn; Shenandoah, IA
Anthofer, Donna M.; Audubon, IA
Antisdell, Nola R.; Massena, IA
Arcand, Michele M.; Iowa City, IA
Arkland, Jennifer Ann; Webster City, IA
Baker, Bryanne Leigh; Hiawatha, IA
Baker, Kathy I.; Clinton, IA
Ballalatak, Kristin Rai; Albia, IA
Beckham, Jennifer Sue; Waterloo, IA
Berns, Eric Von; Fort Dodge, IA
Berns, Nancy L.; Postville, IA
Bertelsen, Nancy E.; Council Bluffs, IA
Beving, Megan Marie; Ankeny, IA
Beyer, Michele Maxine; Epworth, IA
Bierwirth, Katie Marie; Keokuk, IA
Billings, Cynthia L.; Burlington, IA
Bishop, Kimberly A.; Kirkville, IA
Blindt, Gina L.; Fort Madison, IA
Block, Amy Marie; Des Moines, IA
Blumer, Jessica Nichole; Ottumwa, IA
Boisen, Robin M.; Cherokee, IA
Bonney, Ashley Ann; Newton, IA
Bossingham, John Leland; Packwood, IA
Bouley, Phyllis M.; Des Moines, IA
Braun, Jodi Elaine; Belmond, IA
Bricker, Antoinette; Marion, IA
Bridges, Robin S.; Boone, IA
Bridges, Gail; Dubuque, IA
Brittain, Josephine Llanes; Clarinda, IA
Brown, Debora C.; Gladbrook, IA
Brown, Lindsay Ann; Mason City, IA
Brown, Rageana Kay; Nevada, IA
Brown, Amy Ellen; Hopkins, MO
Brown, Josephine M.; Waterloo, IA
Burrack, Mary S.; Maynard, IA
Busse, Brian Allen; Doon, IA
Butin, Bonnie Ann; Garner, IA
Cam, Betty Lou; Webster City, IA
Canaday, Laura Lee; Marshalltown, IA
Carlson, Gina May; Des Moines, IA
Carr, Lesley Maureen; Massena, IA
Carver, Jennifer Sue; Muscatine, IA
Chase, Joyce Louise; Sioux City, IA
Cheek, Sandra J.; Ames, IA
Clark, Dawn Marie; Grundy Center, IA
Clark, Janice Irene; Silvis, IL
Claseman, Darla Kay; Newton, IA
Clement, Jan; Boone, IA
Coker, Constance A.; Washington, IA
Coleman, Shara Alman; Albion, IA
College, Debra Ann; Stuart, IA
Collier, Karen S.; Windsor Heights, IA
Comstock, Tami Sue; Oskaloosa, IA
Conley, Melissa Ann; Iowa City, IA
Cordes, Laura L.; Clarksville, IA
Crouse, Lori L.; Ellsworth, IA
Dale, Kathleen M.; Indianola, IA
Darland, Rebecca Lynn; Knoxville, IA
Dean, Janice L.; Rock Island, IL
Dehli, Sheri L.; Waukon, IA
Dencklau, Anjee Nicole; Barnum, IA
DePiazza, Carolee Ann; Des Moines, IA
DeVore, Penny S.; Wilton, IA
DeWall, Barbara J.; Pocahontas, IA
Dowd, Tracy Lynn; Centerville, IA
Doyle, Margaret A.; Royal, IA
Driscoll, Holly J.; Des Moines, IA
Durlflinger, Jennifer Ann; Des Moines, IA
Dvorak, Denise S.; Garwin, IA
Dye, Nannette Fay; Mondamin, IA
Eatock, Debra A.; Boone, IA
Edsill, Katherine Suzanne; Waterloo, IA
Edwards, Gennie Lynne; Cedar Rapids, IA
Ehret, Marla Jane; Deep River, IA
Eichenberger, Heather Jean; New Hampton, IA
Ellis, Connie S.; Creston, IA
Estes, Kathleen M.; Britt, IA
Even, Lynna M.; La Porte City, IA
Faber, Patricia L.; Spencer, IA
Ferris, Janice L.; Sheffield, IA
Fintel, Cynthia M.; Brighton, IA
Fish, Nancy A.; Nashua, IA
Franklin, Candace Marie; Dolliver, IA
Franzen, Rose Marie; Maquoketa, IA
Freeman, Shantal Marie; Williamson, IA
Frost, Kellie J.; Glenwood, IA
Fuller, Deana S.; Clinton, IA
Gadberry, Delores Arlene; Ralston, IA
Garner, Bette Gayle; Kalona, IA
Gay, Joanne; Carroll, IA
Gingerich, Kathleen K.; Kalona, IA
Gosch, Debra A.; Auburn, IA
Goss, Melissa Ann; James, IA
Gravert, Debbie L.; Stanwood, IA
Griswold, Jane E.; Winthrop, IA
Gudith, Julie; Laurel, IA
Gutttau, Valerie Mae; Cherokee, IA
Hackler, George Wilson; Jefferson, IA
Hala, Alicia J.; Marshalltown, IA

LPN/RN LICENSE RENEWAL NOTICE

Hart, Joan Marie; Davenport, IA
Hasley, Faith R.; Searsboro, IA
Hastings, Jean Ann; Bloomfield, IA
Hayse, Haley J.; Moline, IL
Hein, Mary Ann; Boone, IA
Henline, Linda A.; Norwalk, IA
Hennessy, Delrae Shelly; Toledo, IA
Henson, Tonya Lynne; Waterloo, IA
Hermanson, Barbara A.; Story City, IA
Higgins, Doris E.; Indianola, IA
Hird, Phyllis K.; Brighton, IA
Hoey, Mary Ann; New Hampton, IA
Hoffert, Amy Jo; Hartley, IA
Hoffman, Jackie; Ionia, IA
Holt, Kathleen A.B.; Knoxville, IA
Horak, Karl Michelle; George, IA
Hoskinson, Angela Kay; Des Moines, IA
Housman, Elisabeth Johanna; Palo, IA
Hovey, Karen E.; Mason City, IA
Howard, Donna R.; Orchard, IA
Ingersoll, Sally; Des Moines, IA
Izer, Sandra L.; Cedar Falls, IA
Jackson, Jessica Renee; Elliott, IA
Jackson, Patricia A.; West Des Moines, IA
Jacobsen, Jodi R.; west Des Moines, IA
Jandrey, Jane I.; Creston, IA
Johns, Larry C.; Sioux City, IA
Johnson, Clara R.; Burlington, IA
Johnson, Kathleen C.; Rolfe, IA
Jolliff, Nancy Louise; Council Bluffs, IA
Junker, Mary K.; Jesup, IA
Kay, Wanda L.; Keokuk, IA
Kellogg, Debra J.; Bloomfield, IA
Kelly, Jody Anne; Storm Lake, IA
Kern, Debra Ann; Waterloo, IA
Keys, Patricia J.; Dubuque, IA
Kirgis, Amy; Milo, IA
Knak, Merrilee; Burlington, IA
Knapp, Jody Renae; Perry, IA
Kramer, Mary L.; Waterloo, IA
Krause, Heidi C. Thompson; Emmetsburg, IA
Krogh, Evelyn Joan; Spencer, IA
Kruger, Ginny; Fort Dodge, IA
Lames, Rebecca Sue; Bloomfield, IA
Landis, Gayle M.; Des Moines, IA
Lansman, Janita K.; Adel, IA
Larimer, Mary T.; Bettendorf, IA
Latcham, Bradley Michael; New Sharon, IA
Laue, Sherrie Rosella; Mason City, IA
Leach, Mary Margaret; Sioux City, IA
Lee, Connie Mae; Charter Oak, IA
Lee, Lee Sayaxang; Des Moines, IA
Lehnhardt, Ann M.; East Dubuque, IL
Lennie, Shannon Kaye; Marshalltown, IA
Leonard, Michelle Marie; Sabula, IA
Lines, Linda G.; Rudd, IA
Longwell, Ylene A.; Minburn, IA
Luenberger, Sandra F.; George, IA
Lundberg, Sue A.; Boone, IA
Mace, Jennifer E.; DeWitt, IA
Madsen, Cynthia S.; Parkersburg, IA
Malmquist, Virginia L.; Red Oak, IA
Marks, Matthew Leroy; Hull, IA
Marske, Mary Katharine; Spencer, IA
Martin, Vada; Chariton, IA
Mast, Gale Dawn; Storm Lake, IA
Maxwell, Paula; Davenport, IA
McCann, Sandra; Des Moines, IA
McClain, Lee Ann; Anamosa, IA
McCormick, Elizabeth Anne; Harper's Ferry, IA
Mccrea, Margaret J.; Eddyville, IA
Mcdermott, Shirley M.; Cascade, IA
McElderry, Lois; Council Bluffs, IA
Mcelwain, Janice M.; Harlan, IA
McGuire, Jenny Ann; Richmond, TX
McIntire, Teresa P.; Menlo, IA
Mehdteh, Oretha Dyuto Guar; Waterloo, IA
Meyer, Christina Marie; Eagle Grove, IA
Meyer, LaVanda; West Union, IA
Miller, Lori A.; Grinnell, IA
Miller, Jane A.; Russell, IA
Minium, Dana; Des Moines, IA
Morse, Lori Ann; Sioux City, IA
Mortenson, Tammy Jo; Onawa, IA
Moser, Nancy L.; Dundee, IA
Moyer, Heidi Jo; Spirit Lake, IA
Murdock, Donna K.; Waterloo, IA
Mutinda, Janet Kamene; Cedar Falls, IA
Newman, Shayna Lisa; Lucas, IA
Nguyen, Quynh-Le Huu; Dallas, TX
Niemer, Lisa A.; Dubuque, IA
Northup, Anita E.; Tipton, IA
Noval, Andrew Peter; Raytown, MO
Olson, Rhonda L.; Perry, IA
Owen, Hilah Noelle; North Liberty, IA
Owings, Jennifer Veronica; Sioux City, IA
Paine, Angel Sue; Hampton, IA
Patel, Imran Yakub; Decorah, IA
Patterson, Denise LaJune; Storm Lake, IA
Peglow, Vera M.; Marshalltown, IA
Perez, Leeann; Pleasant Hill, IA
Perry, Gretchen A.; Harlan, IA
Petersen, Patricia Lynn; Sioux City, IA
Peterson, Teresa L.; Malvern, IA
Pettit, Ladonna L.; Vinton, IA
Phifer, Mary; Fonda, IA
Phillips, Theresa Kay; Hamilton, IL

Phippen, Julie A.; Atlantic, IA
Pierce, Suzanne Marie; Murray, IA
Pike, Heather Anne; Council Bluffs, IA
Platter, Barbara J.; Pilot Mound, IA
Poppema, Laurel L.; Hospers, IA
Porter, Victoria Abbiegail; Fort Dodge, IA
Porter, Natalie D.; Keokuk, IA
Procyk, Marta M.; Norwalk, IA
Purdum, Amy Lorene; Burlington, IA
Quade, Amy Jo; Dubuque, IA
Rash, Mindy Sue; Ames, IA
Redman, Rolanda Gay; Garden Grove, IA
Reed, Tammy Lynn; Albia, IA
Reinard, Paulette J.; Waterloo, IA
Reyes, Priscilla Maria; Muscatine, IA
Richards, Patti J.; Britt, IA
Richmond, Teresa; Waukegan, IA
Riley, Kristine Lynn; Spirit Lake, IA
Riley, Susan J.; Ames, IA
Ritland, Jennifer Jane; Waterloo, IA
Rix, Susan E.; Marshalltown, IA
Robson, Jill L.; Rowan, IA
Rock, Tammy J.; Conesville, IA
Roepke, Kim Joan; Waterloo, IA
Roethler, Karen Kay; Charles City, IA
Rogeness, Kassie M.; Leland, IA
Roney, Linda L.; Cedar Rapids, IA
Ronnfeldt, Erin Elizabeth; Avoca, IA
Royce, Kelli Dianne; Omaha, NE
Ruden, Melissa Sue; Westfield, IA
Russell, Gary E.; Pleasant Hill, IA
Sampson, Lucille L.; Sioux City, IA
Sassman, Steven Ray; Alta, IA
Scheuermann, Danny Lynn; Jefferson, IA
Schimmer, Joyce K.; Danbury, IA
Schlake, Catherine A. Fike; Luana, IA
Schlueter, Amanda Gail; Farmersburg, IA
Schoer, Dayna Lyn Schrader; Fairbank, IA
Selzer, Vanessa Rae; Spencer, IA
Shaw, Beth; Mason City, IA
Sheumaker, Joyce D.; Bloomfield, IA
Shuka, Rebecca R.; Ames, IA
Sieren, Julie Ann; Keota, IA
Smith, Christa; Mount Vernon, IA
Smith, Sylvia; Missouri Valley, IA
Smyth, Patricia M.; Dubuque, IA
Sparks, Deanna S.; Des Moines, IA
Speas, Teresa Joan; Marshalltown, IA
Spieker, Rebecca Lynn; Council Bluffs, IA
Stamps, Lacey Renee; Sioux City, IA
Stephenson, Anna M.; Burnside, IA
Stickler, Rosalie M.; Monona, IA
Stober, Janet E.; Ankeny, IA
Stueven, Jackie May; George, IA
Swunk, Arizona L.; Council Bluffs, IA
Taylor, Nancy Katherine; Ankeny, IA
Tellin, Joan; Oelwein, IA
Thomas, Amy Marie; Cedar Rapids, IA
Thompson, Theresa I.; Charles City, IA
Toelle, Jessica Lynn; Malvern, IA
Tomlin, Jamie Lee; Albia, IA
Townsend, Patricia J.; Sioux City, IA
Trenter, Rebecca R. Schafer; Warsaw, IL
Van Holland, Donnadell; Rock Valley, IA
Vogelpohl, Sigrid Anneelfriede; Fairfield, IA
Volk, Kim Sue; Coralville, IA
Von Ehwegen, Sharon Patricia; Dickens, IA
Wallis, Deborah L.; Dubuque, IA
Walter, Patricia A.; Ceylon, MN
Watne, Betty J.; Clarion, IA
Weeks, Denise Ann; Cedar Rapids, IA
Welton, Anna J.; Marshalltown, IA
Whipple, Constance Sue; Sidney, IA
White, Cheryl M.; Honolulu, HI
Whitney, Martin DuWayne; Arlington, IA
Williams, Daniel Lee; Ottumwa, IA
Wilson, Kimberly Ann; Albia, IA
Wilson, Carol L.; Moravia, IA
Wise, Barbara Ellison; Seatac, WA
Woehler, Angela Dawn; Monticello, IA
Wolfe, Iris J.; Oskaloosa, IA
Wood, Tracy L.; Victor, IA
Wynja, Kay E.; Melvin, IA
Young, Lisa Marie; Des Moines, IA
Zielske, Jessica; Scarville, IA
Zylstra, Verna; Pella, IA

April LPNs

Akpan, Inemienyu Augustine; Iowa City, IA
Albers, Bessie A.; Moline, IL
Albert, Lona L.; Randalia, IA
Aldinger, Donella June; Mason City, IA
Allen, Kelsey Lou; Mount Ayr, IA
Anderson, Faith Anne; Des Moines, IA
Anderson, James Lee; Ankeny, IA
Annewer, Teresa M.; Le Grand, IA
Arends, Glenda M.; Portsmouth, IA
Austin, Sandra L.; Clarksville, IA
Baker, Aree; Boone, IA
Barker, Sheri L.; Ankeny, IA
Barr, Dawn K.; Hiawatha, IA
Bartles, Bobbi J.; Clarinda, IA
Batchelder, Kathy Jean; Hawarden, IA
Baumli, Cara Dawn; Clarinda, IA
Beazley, Gretchen A.; Rock Island, IL
Becher, Shelly Rose; Fort Dodge, IA
Beedle, Joyce E.; Avoca, IA

Behrens, Bobbie J.; Council Bluffs, IA
Berg, Laura Lynn; Basco, IL
Block, Debra J.; Oelwein, IA
Boos, Rickey; New Hampton, IA
Boysen, Stacey Jo; Danbury, IA
Brees, Kathryn J.; Knoxville, IA
Brewer, Bridget A. Navarro; Des Moines, IA
Brinkman, Gladys K.; Sheldon, IA
Brosamle, Wendy Sue; Moville, IA
Bumsted, Colleen M.; Villisca, IA
Butts, Sarah Lynn Gough; Silver City, IA
Byers, Lavonne C.; Kingsley, IA
Byrne, Susan J.; Boone, IA
Cady, Christin Michelle; Clive, IA
Campbell, Charlene Marie; Independence, IA
Carnes, Cynthia A.; Malvern, IA
Carolann, Shelley Marie; Decorah, IA
Carr, Anna Marie; Oskaloosa, IA
Carrico, Norma Jean; Roseville, IL
Casteel, Melissa Darlene; Lenox, IA
Cheeley, Gary F.; Burlington, IA
Chiri, Glenda Faye Lynn; Williamson, IA
Christensen, Judith A.; Sutherland, IA
Christensen, Lori J.; Greenfield, IA
Christensen, Sandra L.; Nashua, IA
Christianson, Marie Evelyn; Waukon, IA
Clark, Hilary; Iowa Falls, IA
Clark, Jennifer L.; Osceola, IA
Cline, Dakota M.; Davenport, IA
Coggeshall, Nichole A.; Urbandale, IA
Collins, Jill C.; Gladbrook, IA
Conner, Barbara J.; Glidden, IA
Conter, Nancy B.; Bettendorf, IA
Courtright, Heidi Lorraine; Cherokee, IA
Crabtree, Brigitte Paradise; West Point, IA
Crees, Tonya Renee; Ankeny, IA
Cronin, Catherine L.; Melrose, IA
Crouch, Jean; Spencer, IA
Curley, Heather Sue; Mason City, IA
Dale, Bradi Kristeen; Morning Sun, IA
DeBerg, Abbie Elizabeth; Waterloo, IA
Dell, Jill Catherine; Mystic, IA
den Hoed, Alyssa Anne; Rock Rapids, IA
Dencker, Suzette M.; Oviado, FL
Determann, Sara Elizabeth; Sioux City, IA
Dickinson, Tara Michelle; Mason City, IA
Dinan, Susan M.; Edgewood, IA
Dommer, Janell Elizabeth; Marshalltown, IA
Domokos, Attila; Sarasota, FL
Douglas, Cynthia Renee; Albia, IA
Douglas, Irene Marie; New Hampton, IA
Dove, Clinton Wade; Newton, IA
Dover, Catherine M.; Akron, IA
Draper, Hanora J.; Muscatine, IA
Dunn, April D.; Warsaw, IL
Durbin, Amy Jo; Ottumwa, IA
Edwards, Wanda C.; Moline, IL
Eekhoff, Stacy Rae; Kanawha, IA
Ellerman, Jodi Lorraine; Dubuque, IA
Ellis, Shelly Ann; Menlo, IA
Ellison, Deena L.; Missouri Valley, IA
Enger, Roberta Kaye; Osceola, IA
Engle, Tracy A.; Redfield, IA
Espinoza, Kelli J.; Cedar Rapids, IA
Fiala, Theresa K.; Atkins, IA
Felder, Geneva Fern; Onawa, IA
Finehout, Susan Davenport; Creston, IA
Foltz, Lynne E.; Des Moines, IA
Ford, Kathy Ann; Creston, IA
Fugate, Tammy Marie; Davenport, IA
Fuson, Amy L. I.; Indianola, IA
Gann, Heather Marie; Sioux City, IA
Garcia, Maryann Micaela; Moline, IL
Gardalen, Monna L.; Clarion, IA
Gibbs, Judith A.; Strawberry Point, IA
Gingerich, Alvin R.; Kalona, IA
Gipple, Debra Sue; Atlantic, IA
Godwin, Yudith Esther; Dubuque, IA
Goers, Melissa Anne; Oskaloosa, IA
Goings, Sandra L.; Hudson, IA
Gordon, Tara Renee; Knoxville, IA
Gotta, Kellie L.; Knoxville, IA
Greco, Carrie Ann; Boone, IA
Guider, Thomas Theodore; Lansing, IA
Gulsvig, Barbara A.; Waterloo, IA
Gustafson, Cassandra Jean; Cincinnati, IA
Hair, Kristin Kay; Sioux City, IA
Hall, Holly L.; Delmar, IA
Halse, Melissa Marjorie; Decorah, IA
Hamilton, Cindy; Council Bluffs, IA
Hammes, Sara Ashley; Harper, IA
Handlos, Janet M.; Carroll, IA
Hananburg, Krista Michele; Sheldon, IA
Hanson, Sheila D. Miller; Story City, IA
Happel, Chari Blain; Vinton, IA
Harding, Pamela Jean; North Liberty, IA
Haren, Sandra S.; Sargeant Bluff, IA
Harvill, Sherry Leanne; Marcus, IA
Hasselbroek, Farrah Marie; Sioux City, IA
Heddens, Melissa J.; Marshalltown, IA
Hedrick, Laura Sue; Davenport, IA
Heithoff, Debra A.; Carroll, IA
Heitman, Ramona K.; Council Bluffs, IA
Helm, Samantha Kate; Cedar Rapids, IA
Helmerson, Debra Jane; New London, IA
Herman, Lori Dalene; Des Moines, IA

Continued on page 28

APRIL LPNs *Continued from page 27*

Hesseling, Debra J.; Dubuque, IA
 Hibbs, Rosemary Elizabeth; Spencer, IA
 Hill, Linda Ann; Des Moines, IA
 Hohlfeld, Marchell D.; Des Moines, IA
 Hook, Kelley Jean; Council Bluffs, IA
 Houston, Nancy J.; Chariton, IA
 Hovenga, Angela C. Morris-; Aplington, IA
 Hunt, Rebekah Jean; Ankeny, IA
 Husted, Ramona M.; Ottumwa, IA
 Huth, Sharon A.; Huxley, IA
 Huyser, Betty A.; Oskaloosa, IA
 Illg, Marcine M.; Humboldt, IA
 Irving, Lisa M.; Fort Dodge, IA
 Johnson, Kassi Elizabeth; Ames, IA
 Johnson, Teresa A.; Wes Des Moines, IA
 Jones, Jennifer Ann; Waterloo, IA
 Jones, Randall; Henderson, IA
 Kaess, Michelle Maria; Estherville, IA
 Karns, Julie; Carson, IA
 Kasch, Karen C.; Sibley, IA
 Keller, Barbara Jean; Des Moines, IA
 Keller, Jenny Marie; Grand Mound, IA
 Kies, Carole; La Motte, IA
 Kinneberg, SueAnn Marie; Preston, MN
 Kirchhoff, Sandra L.; Humboldt, IA
 Kirsch, Heidi Joann; Waterloo, IA
 Klett, Mary E.; Sigourney, IA
 Klug, Christopher Lee; Creston, IA
 Klyn, Jamie Ann; West Des Moines, IA
 Knobloch, June R.; Rock Valley, IA
 Knowler, Deborah M.; Sigourney, IA
 Kock, Donna M.; Sioux City, IA
 Kohl, Dianna L.; Lisbon, IA
 Korleski, Brenda L.; Lake City, IA
 Krebs, Suzanne; Washington, IA
 Kreimeyer, Heather Sue; Conrad, IA
 Krieger, Beth Ann; Brooklyn, IA
 Lacy, Bobbie Jean; Des Moines, IA
 Lamp, Deborah A.; Davenport, IA
 Langreck, Mary A.; Lawler, IA
 Lantz, Melissa J.; Odebolt, IA
 Laughlin, Peggy J.; Imogene, IA
 Lawrence, Gail D.; Waterloo, IA
 LeMaster, Genevieve P.; Iowa City, IA
 Lembke, Colleen K.; Sheffield, IA
 Lindley, Tracy Lizbeth; Iowa City, IA
 Linduski, Wendy S.; Sioux City, IA
 Littrel, Sheryl Ann; Marshalltown, IA
 Loberg, Becky Lynn; Stilwell, OK
 Lonergan, Vicki Rae; Evansdale, IA
 Manley, Julianne L.; Des Moines, IA
 Marlin, Carol J.; Albia, IA
 Marriott, Penny J.; Council Bluffs, IA
 Mathiowetz, Beverly J.; Mountain Lake, MN
 May, Samuel James; Keene, NH
 Maynard, Abby D. Peters-; James, IA
 McAnally, Scott J.; Newton, IA
 McBee, Elizabeth A.; W. Des Moines, IA
 McCall, Marcia Ann; Sioux City, IA
 McCarthy, Mary Sue; Cincinnati, IA
 McCarty, Jessica J.; Cedar Falls, IA
 McClarnon, Connie A.; Bedford, IA
 McDonald, Melanie Marie; Osceola, IA
 McGee, Christine Ann; Cedar Falls, IA
 McKee, Lauren Paige; Laramie, WY
 Mckernan, Diane M.; Dubuque, IA
 McKillop, Linda Jeanne; Sioux City, IA
 McLeod, Duncan James; West Des Moines, IA
 Meike, Tiffany Gabriele; Cedar Rapids, IA
 Molback, Margaret Ann; Iowa City, IA
 Morey, Denise M.; Altoona, IA
 Morgan, Lavina; Council Bluffs, IA
 Morrissey, Cheryl Ann; Boone, IA
 Morse, Julie A.; Allison, IA
 Mortenson, Nancy Jolynne; Sergeant Bluff, IA
 Mueller, Karlen K.; New Hartford, IA
 Muenchow, Ella Mae H.; Arcadia, IA
 Munson, Jana S.; Solon, IA
 Neemann, Dana Marie; Fort Mohave, AZ
 Nemeth, Maureen Patricia; Huxley, IA
 Neuhaus, Debra L.; Shell Rock, IA
 Newman, Patricia A.; Cedar Rapids, IA
 Noble, Cynthia D.; Winterset, IA
 Nolan, Cindy Anne; Van Horne, IA
 Ohrtman, Sarah Mae; Sioux City, IA
 Orthmann, Lydia Suzanne; Spencer, IA
 Orthmann, Andrea L.; Sutherland, IA
 Parcel, Sharon M.; Riceville, IA
 Patel, Binita Hemant; Northville, MI
 Patten, Robin Lynn; Prescott, IA
 Paulson, Billie Jo; Cumberland, IA
 Peters, Sherry G.; Waterloo, IA
 Petersen, Molly Jo; Avoca, IA
 Peterson, Tammie Sue; Council Bluffs, IA
 Peterson, Ronda S.; Waukee, IA
 Pfeifer, Emily Jean; Iowa City, IA
 Philo, Kelley J.; Independence, IA
 Pierick, Miriam R.; Center Point, IA
 Poore, Carol; Norwalk, IA
 Porter, Katherine Lula; Waterioo, IA
 Porter, Carol L.; Council Bluffs, IA
 Potter, Deborah Jean; Hazleton, IA
 Purdum, Cheryl A.; Kent, IA
 Rago, April Lee; Waterloo, IA
 Rangel, Tammi Jo; Park View, IA
 Ranosa, Jesus Rhoderic; Centerville, IA
 Rasmusson, Jill E.; Zearing, IA
 Raue, Lucy Jane; Belle Plaine, IA
 Raushenberger, Dora E.; Muscatine, IA
 Reed, Pamela Jane; Cedar Falls, IA
 Rich, Beth Ranae; Ames, IA
 Richardson, Phyllis Jean; Sac City, IA

Rittenmeyer, Kate Marjory; Iowa City, IA
 Roberson, Joan K.; West Des Moines, IA
 Rocha, Lori Ann; Council Bluffs, IA
 Roland, Patricia Ann; Grinnell, IA
 Roller, Tiffany B.; Warsaw, IL
 Rosa, Melissa Frances; Spencer, IA
 Rose, Cheryl A.; Dubuque, IA
 Rowe, Angela Denise; Crescent, IA
 Royer, Linda Sue; Carson, IA
 Ruhberg, Pamela M.; Cedar Rapids, IA
 Rutledge, Elinor M.; Tama, IA
 Ryan, Christopher F.; Iowa City, IA
 Salzmann, Kristi R.; Vinton, IA
 Sanders, Wanda M.; Sumner, IA
 Sandersfeld, Carrie Jeanne; Mount Pleasant, IA
 Sass, Heather Ann; Washburn, IA
 Savage, Mindy Leigh; Marshalltown, IA
 Scanlan, Eva Joan; Keokuk, IA
 Scarrott, Roberta Jo Ann; Waterloo, IA
 Schlotman, Elizabeth Anne; Bronson, IA
 Schmidt, Beth Marie; Council Bluffs, IA
 Schminke, Sarah L.; Fort Dodge, IA
 Schmuecker, Janetta Jo; Atkins, IA
 Scholbrock, Angela Marie; Waverly, IA
 Seipp, Ruth A.; Dubuque, IA
 Shever, Kimberly Kay; Knoxville, IA
 Shoup, Ruth P.; Allerton, IA
 Smith, Amber Michelle; Creston, IA
 Spangler, Amy Christine; Bondurant, IA
 Sprague, Judy I.; Des Moines, IA
 Stoddard, Melony Marie; Rolfe, IA
 Stoffa, Jeanette Faye; Altoona, IA
 Stumpff, April Jean; Clarinda, IA
 Sumpter, Lara; Council Bluffs, IA
 Taphorn, Barbara A.; Algona, IA
 Thomas, Carrie S.; Mason City, IA
 Thompson, Angela Marie; Earlham, IA
 Van Pelt, Marilyn Rose; Grand Junction, IA
 Visser, Barbara B.; Anamosa, IA
 Warner, Patricia A.; Ankeny, IA
 Washington, Margaret W.; Clive, IA
 Weets, Tymbra Kay; Moline, IL
 Weldon, Joyce Ann; West Point, IA
 Wellman, Beth Ann; Minden, IA
 Wells, Mari Anne; LeClaire, IA
 Wentink, Linda A.; Bettendorf, IA
 Wenzl, Donna G.; Johnston, IA
 Whitt, William A.; Essex, IA
 Widger, Diane L.; Danville, IA
 Wiley, Lori Kay; Clarence, IA
 Williams, Lou Ann; Nevada, IA
 Wittern, Barbara J.; Spencer, IA
 Wobbema, Jan Jolene; Crescent, IA
 Yaley, Sharon E.; Burlington, IA
 Yost, Heidi Lynn; Lakefield, MN
 Zimmerman, Bonnie E.; Earling, IA

May LPNs

Ahrens, Carrie Lynn; Dewitt, IA
 Allan, Amy L.; Urbandale, IA
 Als, Lisa Ann; Mason City, IA
 Anderson, April Le; Scales Mound, IL
 Anderson, Brenda K.; Neola, IA
 Annis, Carolyn E.; Davenport, IA
 Archbold, Doreen K.; Missouri Valley, IA
 Arman, Melissa Jean; Saint Ansgar, IA
 Avery, Anna Marie; Warsaw, IL
 Baardson, Kristen K.; Fort Dodge, IA
 Bagshaw, Leigh Annette; Council Bluffs, IA
 Baker, Michelle L.; Mason City, IA
 Baker, Patricia Louise; Des Moines, IA
 Banks, Yvonne Mary; Muscatine, IA
 Barrett, Phyllis I.; Bedford, IA
 Bechler, Kimberly Dawn; Buffalo Center, IA
 Bell, Bonnie Landon; Brighton, IA
 Berry, Pamela Anne; Graettinger, IA
 Best, Louetta J.; Clear Lake, IA
 Biddick, Marjorie Jean; Eldridge, IA
 Birch, Jennifer Lynne; Dubuque, IA
 Boos, Sharon Kay; Griswold, IA
 Borlaug, Alyssa Rae; Lawler, IA
 Borman, Lori A.; Rock Rapids, IA
 Brauman, Heather Renee; Mount Pleasant, IA
 Brenneman, Peggy J. Mondanaro-; Cedar Rapids, IA
 Brittain, Leslie Anne; Glenwood, IA
 Brown, Diona; Des Moines, IA
 Brown, Randy Allen; Mapleton, IA
 Brown, Toby Lee; Vinton, IA
 Brubaker, Jill Renea; Clive, IA
 Brunskill, Darlene H.; Estherville, IA
 Buck, Belinda M.; Des Moines, IA
 Bunt, Bonnie Jane; Breda, IA
 Burke, Jamie Ann; Rockport, MO
 Campbell, Connie J.; Harlan, IA
 Canny, Deana Jean; Ottumwa, IA
 Canott, Melinda K.; Williamsburg, IA
 Carman, Jr., Johnny Ray; Council Bluffs, IA
 Carmichael, Cathy Sue; Sidney, IA
 Carty, Kenna M.; Clarence, IA
 Casteel, Monica Lynn; Lenox, IA
 Chapman, Michelle Jean; Moulton, IA
 Chase, Nancy L.; Waterloo, IA
 Chedester, Katherine Lee; West Des Moines, IA
 Ciesielski, Judith A.; Jesup, IA
 Clark, Lacey Dawn; Ames, IA
 Clark, Traci Ann; Jesup, IA
 Clay, Stacey Linn; Story City, IA

Cobb, Marcia R.; Correctionville, IA
 Coffman, Carla Renee; Jonesboro, AR
 Connelly, Alison Rai; Libertyville, IA
 Danford, Kenna J.; Des Moines, IA
 Davidson, Bruce A.; Story City, IA
 Davidson, Helene Michelle; Bradenton, FL
 Davis, Carrie Jeanne; Milan, IL
 Dedor, Denise M.; Sumner, IA
 Deer, Armi Anita; Des Moines, IA
 Dennis, Angela Lynn; Dallas City, IL
 Dietzenbach, Rose M.; Calmer, IA
 Donovan, Sandra Jean; Zwingle, IA
 Duelland, Ben; Mesa, AZ
 Dumermuth, Jeffery D.; West Des Moines, IA
 Dunkel, Ann M.; Worthington, IA
 Eglseder, Rose Marie; Guttenberg, IA
 Eichelberger, Luann F.; Muscatine, IA
 Elin-kutz, Bonnie M.; Waterloo, IA
 Endres, Melissa Marie; Spencer, IA
 Feick, Annette M.; Fontanelle, IA
 Fickes, Michelle LeAnn; Council Bluffs, IA
 Field, Debra D.; Winterset, IA
 Fink, Jennifer Lee; La Motte, IA
 Florea, Pam Ellen; Crescent, IA
 Fogel, Melissa Aileen; Waukee, IA
 Ford, Cheryl A.; Murrayville, IL
 Fox, Mary C.; Des Moines, IA
 Fraser, Julie A.; Charles City, IA
 Freisinger, Tamara L.; East Dubuque, IL
 Freybler, Nancy Ann; Clarion, IA
 Fricke, Rebecca A.; Melbourne, IA
 Gallagher, Julie T.; Postville, IA
 Garr, Catherine R.; Oskaloosa, IA
 Gernetzke, Maren Marie; Forest City, IA
 Gibson, Shawn K.; Lorimor, IA
 Gooden, Christina Kay; Bloomfield, IA
 Gorman, Sara Renae; Ottumwa, IA
 Gosha, Sandra; Rock Island, IL
 Grandberg, Brandy E.; Woodburn, IA
 Gray, Jennifer; Pacific Junction, IA
 Green, Sharon L.; Lamoni, IA
 Gresham, Erin Lee; Elliott, IA
 Grizzle, Barbara Ann; Burlington, IA
 Groen, Angela Lynn; Allison, IA
 Grooters, Candi Lynn; Leighton, IA
 Hagen, Vicki L.; Newhall, IA
 Hampton, Jennifer Linn; Waterloo, IA
 Hansen, Crystal Mae; Grand Mound, IA
 Harker, Lakewell Lynn; Dubuque, IA
 Harthoorn, Arloa A.; Sully, IA
 Hauger, Patricia A.; Glenwood, IA
 Haut, Linda J.; Davenport, IA
 Hayes, Gayle Sue; Council Bluffs, IA
 Hayes, Kyle; Davenport, IA
 Headlee, Christine Leigh; W. Des Moine, IA
 Heggen, Sandra K.; Des Moines, IA
 Heiniger, Nancy L.; Oakville, IA
 Helfter, Joann K.; Osage, IA
 Henaman, Nicole Jennifer; Cedar Falls, IA
 Hendricks, D. Darlene; Washington, IA
 Herrig, Susan J.; Dubuque, IA
 Hintz, Judy Jane; Denison, IA
 Hirschman, Karen L.; Spirit Lake, IA
 Holdren, Sheila Doris; Silvis, IL
 Holt, Melissa Ann; Mason City, IA
 Houseman, Jennifer Jean; Muscatine, IA
 Howland, Shantell Lynn; Muscatine, IA
 Huddleson, Connie S.; Fontanelle, IA
 Huffman, Steven Anthony; Glenwood, IA
 Humphries, Ashley Elizabeth; Burlington, IA
 Hunter, Morgan Rae; Grinnell, IA
 Huynh, Thu B.; Vallejo, CA
 Incontro, Cassie Dawn; Honey Creek, IA
 Inman, Michael William; Keokuk, IA
 Jensen, Tina Lynnette; Shenandoah, IA
 Jetmund, Vickie L.; Independence, IA
 Johnson, Katie Lynn; Blue Springs, MO
 Johnson, Richard William; Boone, IA
 Johnson, Susan M.; Des Moines, IA
 Johnson, Trudy Babette; Burlington, IA
 Johnson, Wanda; Winterset, IA
 Johnson, Monica M.; Williams, IA
 Johnson, Susan M.; Fort Dodge, IA
 Jones, Catherine Ann; Cedar Rapids, IA
 Jones, Kathleen A.; Grinnell, IA
 Jorgensen, Brooke Erin; North Liberty, IA
 Kappmeyer, Allan H.; Clear Lake, IA
 Kaufman, Diana; Wayland, IA
 Kiel, Cindy Mae; Orange City, IA
 Kilbride, Sara Marjorie; Sergeant Bluff, IA
 Klicker, Patricia C.; Ogden, IA
 Knoer, William Jackson; Ruthven, IA
 Knott, Lora Sue; McGregor, IA
 Knudtson, Elizabeth Ann; Webb, IA
 Knutson, Janette; Sioux Rapids, IA
 Koesters, Rose M.; Earling, IA
 Korleski, Shirley K.; Meriden, IA
 Kranz, Andrea Christine; Cedar Rapids, IA
 Krebsbach, Kelly Rene; Waterloo, IA
 Kreiss, Tracey Kae; Keosauqua, IA
 Kremer, Debra A.; Jesup, IA
 Kubit, Lynn M.; Riverside, IA
 Kuhlers, Joanne M.; Salix, IA
 Larson, Crystal Elaine; Spencer, IA
 Lee, Kathryn J.; Lake Mills, IA
 Leonard, Nancy Ann Carolyn; Colchester, IL
 Ligouri, Karen S.; Des Moines, IA
 Lloyd, Jana Lee; Urbandale, IA

Lockard, Laurie A.; Fayette, IA
 Loder, Sherry L.; Newton, IA
 Loesch, Debra Sue; Denison, IA
 Longden, Valta Marie; North Liberty, IA
 Loscavio, Doris; Davenport, IA
 Losey, Cindy Jo; Manchester, IA
 Luedtke, Tamatha Marie; Norwalk, IA
 Mancillas, Donna J.; Marshalltown, IA
 Manley, Madina Joy; Clarinda, IA
 Manwarren, Mattia Suzanne; Spencer, IA
 Markey, Kathleen Marie; Colo, IA
 Martzahn, Julia; Long Grove, IA
 Mason, Jan E.; Grundy Center, IA
 Masters, Toni Lynn; Waterloo, IA
 Mathahs, Tanya S.; Mason City, IA
 McCully, Shelley S.; Clarksville, IA
 Mccurdy, Jane E.; Rockwell City, IA
 McDonald, Meggan Elizabeth; Salix, IA
 McLaren, Pamela Sue; Farragut, IA
 McMullen, Linda L.; Cedar Falls, IA
 McQuerry, Margaret; Des Moines, IA
 Menke, Helen L.; Fort Madison, IA
 Mercer, Amy Ann; Cherokee, IA
 Merfeld, Tracy Kay; Marble Rock, IA
 Metcalf, Sharon A.; Boone, IA
 Meyer, Ruth Ann; West Union, IA
 Miles, Marilyn Sue; Cedar Rapids, IA
 Miller, Marcy; Clarinda, IA
 Miller, Neva A.; Wellman, IA
 Miller, Sharon A.; Fort Madison, IA
 Miller, Tanya Eleanor; Dubuque, IA
 Miller, Tiffany Ann; Dumont, IA
 Moore, Marlene L.; Estherville, IA
 Moore, Susan Leanne; Council Bluffs, IA
 Morton, Pamela Mary; Marengo, IA
 Mortvedt, Deborah Ann; Story City, IA
 Murphy, Elizabeth; Scranton, IA
 Myers, Karen Glee; Dickens, IA
 Nading, Scott Wilber; Elgin, IA
 Nunley, Amy Marie; Sioux City, IA
 Oberhart, Darin D.; Bettendorf, IA
 O'Clair, Heidi Leigh; Spencer, IA
 Olson, Caree Sue; Mapleton, IA
 Olson, Lisa Renae; Algona, IA
 Orthaus, Therese Marie; Ionia, IA
 Ortner, Sharon Jane; Auburn, IA
 Ose, Jerry Lee; Blairsburg, IA
 Overly, Cynthia K.; Cedar Rapids, IA
 Page, Sheralyn Kay; Ogden, IA
 Palmer, Gloria F.; Coralville, IA
 Parker, Wanda L.; George, IA
 Peine, Sue Ann; Fairbank, IA
 Phelton, Florence H.; Cherokee, IA
 Phillips, Linda J.; West Branch, IA
 Picray, Steven Michael; Rockwell City, IA
 Pies, Timmy Ray; Hawarden, IA
 Plathe, Amanda Kay; Milford, IA
 Porter, Jane Cecelia; Garnavillo, IA

Powell, Ashley Renee; Montezuma, IA
 Powers, Adam Richard; Ames, IA
 Powers, Shirley M.; Paullina, IA
 Price, Mindy Jill; Marshalltown, IA
 Proctor, Julie Anne; Waterloo, IA
 Quayle, Kristen Marie; Readlyn, IA
 Rasmussen, Nancy A.; Vail, IA
 Reighard, Gloria J. Wayland; Burlington, IA
 Renze, Jacque Lynne; Laurens, IA
 Reynolds, Ashley Loraine; Milford, IA
 Rhamy, Kenneth A.; Villisca, IA
 Ries, Cheryl C.; Hopkinton, IA
 Riesselman, Dolores J.; Manilla, IA
 Roberts, Jessica Lynn; Arnolds Park, IA
 Robinson, Lisa R.; Waverly, IA
 Robinson, Racheal M.; Des Moines, IA
 Rolfe, Lori Suzanne; Clinton, IA
 Rosacker, Janet; Spencer, IA
 Rosteck, Charity J.; Shell Rock, IA
 Rowe, Nicole Lynn; Clarinda, IA
 Sahinovic, Edina; Waterloo, IA
 Salyer, Jessica Elizabeth; Cedar Falls, IA
 Sanders, Robert Ralph; Davenport, IA
 Scheckel, Carrie Lynn; Oelwein, IA
 Schenck, Bonnie K.; Abingdon, IL
 Schluetter, David Kevin; Washington, IA
 Schultze, Carolyn Y.; Storm Lake, IA
 Schwanz, Cristina Marie; Wall Lake, IA
 Sedlmayr, Brenda Lee; Afton, IA
 Seitz, Mary R.; Raymond, IA
 Sherrill, Connie Kay; Sioux City, IA
 Sherwood, Mandy Sue; Waterloo, IA
 Shillington, Nicole Marie; Cedar Rapids, IA
 Sistern, Elizabeth A.; Springville, IA
 Sjostrand, Myra Y. Beyer-; Mason City, IA
 Slater, Sarah Lynn; Lacona, IA
 Smith, Connie Lee; Sioux City, IA
 Smith, Kari Jean; Mount Pleasant, IA
 Smith, Lisa K.; Blue Mound, IL
 Smith, Michelle Alexis; Osage, IA
 Snyder, Rebecca Anne; Cedar Rapids, IA
 Spence, Pamela K.; Marshalltown, IA
 Spring, Sherry Kay; Moravia, IA
 Stackhouse, Kathleen Sue; Marshalltown, IA
 Staple, Donna K.; Altoona, IA
 Steichen, Katherine A.; Remsen, IA
 Stockham, Debra J.; Bloomfield, IA
 Stoltenberg, Amy Marie; Cherokee, IA
 Stone, Susan A.; Perry, IA
 Stratton, Beatrice J.; Muscatine, IA
 Strong, Penny Sue; Villisca, IA
 Stubbs, Jennifer Lynn; Waterloo, IA
 Stuhr, Kae L. Hayner-; Shelby, IA
 Sump, Carolyn Ann; Tabor, IA
 Sump, Constance M.; Fort Dodge, IA

Swank, Theresa M.; Ames, IA
 Sweeney, Heidi Beth; Callender, IA
 Sweeney, Rebecca A.; Independence, IA
 Thomas, Paula R.; Oelwein, IA
 Thornburg, Debra L.; Perry, IA
 Tolzmann, Tammi Sue; Wellsburg, IA
 Traurig, Kimberly Sue; Mason City, IA
 Traxler, Stacey Renee; Centerville, IA
 Tremel, Mary L.; Earling, IA
 Trumblee, Debora Rae; Cedar Rapids, IA
 Turner, Kristin J.; Council Bluffs, IA
 Tuttle, Tara Marie; Clio, IA
 Twait, Patricia R.; Emmetsburg, IA
 Ufford, Courtney Jo; Hampton, IA
 Voss, Patricia J.; Walker, IA
 Waithanji, Annerose Warukira; Des Moines, IA
 Warden, Wendy Danelle; Pleasant Hill, IA
 Warner, Angela M. Carter-; Williams, IA
 Washington, Lisa J.; Iowa City, IA
 Weber, Carol Ann; Exline, IA
 Wehr, Carol F.; Washington, IA
 Welsh, Betsy M.; Polk City, IA
 Welsh, Erin L.; Waterloo, IA
 Wenger, Linda R.; Norwalk, IA
 White, Britni Danielle; Sioux City, IA
 White, Dorene; Anita, IA
 Wiegmann, Dawn Rochelle; Parkersburg, IA
 Williams, Dolores M.; Ida Grove, IA
 Willis, Jennifer D.; Mechanicsville, IA
 Wilson, Judy L.; Independence, IA
 Wilson, Sheryl Elaine; Guthrie Center, IA
 Wise, Ann M.; Newell, IA
 Wright, Amy L.; Independence, IA
 Wutrich, Deann L.; Bloomfield, IA
 Zieser, Windie E.; Marion, IA

March RNs

Abbas, Dailene Dawn; Wellsburg, IA
 Ackerson, Roxann M.; Clive, IA
 Adam, Debra L.; Libertyville, IA
 Adams, Christina Kay; Marion, IA
 Adams, Maureen D.; Des Moines, IA
 Ahlers, Patricia J.; Bettendorf, IA
 Ahmann, Dianne M.; Dubuque, IA
 Ahrendt, Debra K.; Sioux City, IA
 Albin, Kathy J.; West Des Moines, IA
 Aldeman, Denise F.; Iowa City, IA
 Aldrich, Jennifer L.; West Des Moines, IA
 Alexander, Patricia K.; Norwalk, IA
 Ali, Jennifer Nicole; Cedar Falls, IA
 Allman, Kathy Marie; Eldon, IA
 Alsager, Barbara Kay; Lee's Summit, MO
 Ambrosion, DeAnn L.; Jesup, IA

Continued on page 29

MARCH RNs *Continued from page 28*

Ames, Nancy; Des Moines, IA
 Ammar, Lynnette R.; Iowa City, IA
 Anderson, Alma A.; Iowa City, IA
 Anderson, Diane K.; Clive, IA
 Andrews, Emily Annette; Center Point, IA
 Androy, Patricia J.; Dunlap, IA
 Anspach, Sylvia; Cedar Rapids, IA
 Anspach, Laura W.; Des Moines, IA
 Anstey, Marla Marice; Cumberland, IA
 Appelman, Margie Lois; Clermont, IA
 Archer, Jennifer Lynn; Albia, IA
 Arpy, Kathy L.; Mattoon, IL
 Aschim, Delores E.; Des Moines, IA
 Assmann, Denise K.; Portsmouth, IA
 Atwood, Diane M.; Davenport, IA
 Aubrey, Sue M.; Waverly, IA
 Auderer, Jill Lucille; Iowa City, IA
 Bailey, Yvonne D.; Newton, IA
 Bain, Molly E.; Des Moines, IA
 Baker, Cynthia R.; Pleasant Hill, IA
 Baker, Stacey Lea; West Des Moines, IA
 Ball, Sarah J.; Ames, IA
 Bantz, Carrie; Rowley, IA
 Barngrover, Stephanie Lynn; Burlington, IA
 Bartels, Teresa M.; Moorhead, IA
 Batterson, Elizabeth Renee; Fredericksburg, IA
 Bauder, Pearl M.; Muscatine, IA
 Beaman, Ola M.; Epworth, IA
 Beathan, Rebecca Manchester; DeWitt, IA
 Beaver, Patricia L.; Le Claire, IA
 Beck, Susan Elizabeth; Coralville, IA
 Becker, Jacqueline Dale; Illinois City, IL
 Beeman, Robin L.; Unionville, MO
 Beermann, Barbara J.; Sioux City, IA
 Behr, Darlene M.; Mason City, IA
 Behrens, Rebecca A.; Carroll, IA
 Bell, Norma J.; Muscatine, IA
 Berg, Karla Nicole; Pella, IA
 Berg, Mark Lee; Larchwood, IA
 Berggren, Bonnie Louise; Nodaway, IA
 Berryhill, Lee A.; Marion, IA
 Beving, Marcia A.; Wellsburg, IA
 Bhebhe, Eustacia Nokulunga; Waterloo, IA
 Bienemann, Renee Sue; Waverly, IA
 Bijumon, Sunita; Streamwood, IL
 Birkland, Lori A.; Spirit Lake, IA
 Bishop, Brandilyn M.; Ames, IA
 Bitterman, Christie J.; Independence, IA
 Blakeman, Erin Sue; Council Bluffs, IA
 Blazek, Sarah Ann; Marion, IA
 Bleeker, Ardith A.; Sioux Center, IA
 Block, Jessica Lynn; Urbana, IA
 Bloemendaal, Lori L.; Orange City, IA
 Blomquist, Susan Lynn; Fresno, CA
 Bloomquist, Bridget Joyce; Aplington, IA
 Blythe, Stacey Renae; Pleasant Hill, IA
 Bobzien, Julie Ann; Marion, IA
 Bock, Marcus C.; North Liberty, IA
 Bockoven, Johanna B.; Des Moines, IA
 Boe, Betty Lou; Sioux City, IA
 Boggess, Terri L.; Atlantic, IA
 Bohle, Anne M.; Bellevue, IA
 Bohn, Barbara E.; Manson, IA
 Bonde, Mary Ann; Clinton, IA
 Boothby, Kristin Lynn; Council Bluffs, IA
 Borcherding, Janet M.; Saint Ansgar, IA
 Bordwell, Julie A.; Luzerne, IA
 Boswell, Bonnie S.; Corning, IA
 Bowsly, Augusta Eileen; Mount Vernon, IA
 Bowser, Lesa Louise; Central City, IA
 Boyd, Joleen K.; Sioux City, IA
 Boyd, Kimberly A.; Monticello, IA
 Bragg, Luzviminda Almazan; Norwalk, IA
 Brauer, Yolanda L.; Dubuque, IA
 Breed, Karla Kay; Le Grand, IA
 Brewer, Nancy J.; Independence, IA
 Brockhaus, Thomas James; Sioux City, IA
 Brockman, Jolene D.; Dallas Center, IA
 Broers, Matt Roy; Des Moines, IA
 Brown, Lindsay Ann; Mason City, IA
 Brown, Nancy K.; Clear Lake, IA
 Bruins, Cynthia C.; Indianola, IA
 Bruno, Renee A.; Maquoketa, IA
 Brunsmann, Jennifer Kathleen; Dyersville, IA
 Brus, Brigitte O.; Creston, IA
 Buck, Trina Ann; Ottumwa, IA
 Buckelew, Julie D.; Council Bluffs, IA
 Buckles, Terry A.; Bettendorf, IA
 Buckley, Holly J.; Webster City, IA
 Buckley, Christine L.; Le Grand, IA
 Burdt, Donna Jeanne; Dubuque, IA
 Burgess, Vicky Lyn; Kilbourne, LA
 Burkhardt, Luanne K.; Logan, IA
 Busta, Maggie Elizabeth; Lawler, IA
 Byard, Karen C.; Rock Island, IL
 Byrne, Sharon K.; Cedar Rapids, IA
 Cade, Marcia D.; Lenox, IA
 Cahill, Tara R.; Iowa City, IA
 Calderon, Mary V.; Des Moines, IA
 Callahan, Patricia A.; Mason City, IA
 Calvert, Beverly; Sergeant Bluff, IA
 Campbell, Megan Kathleen; Indianola, IA
 Campbell, Shirley Louise; Urbandale, IA
 Campbell, Stephen Ryan; Glenwood, IA
 Capesius, Carol C.; Bode, IA
 Carberry, Bambi L.; Mason City, IA
 Carleton, Denise Marie; Littleton, CO

Carlson, Corine K.; Elgin, MN
 Carlson, Judy; Bloomfield, IA
 Carlson, Virginia L.; Stanhope, IA
 Carney, Kathryn A.; Clear Lake, IA
 Carpenter, Bonita F.; Cedar Rapids, IA
 Carson, Laura Anne; Moline, IL
 Carter, Abby Elizabeth; Grimes, IA
 Casin, Rich; Iowa City, IA
 Caves, Helen M.; Unionville, IN
 Centeno, Margaret Grace; Dakota City, IA
 Chambers, Dianne E.; Lacona, IA
 Chambers, Jennifer Lynn; Clarinda, IA
 Chandler, Martha S.; Packwood, IA
 Chapman, Janet L.; Pella, IA
 Chapman, Judith K.; Davenport, IA
 Chilton, Elizabeth W.; Sioux City, IA
 Christensen, Julie L.; Royal, IA
 Christner, Angela L.; Boone, IA
 Clagett, Donna L.; Anamosa, IA
 Clark, Debra Ann; Council Bluffs, IA
 Clark, Julie A.; Des Moines, IA
 Clark, Theresa J.; Van Meter, IA
 Clemens, Paulette S.; Des Moines, IA
 Cogdill, Joyce M.; Dunlap, IA
 Cole, Elizabeth Ann; Wellman, IA
 Coleman, Carla; Fairfield, IA
 Coleman, Valerie J. S.; Des Moines, IA
 Collison, Sharon Kay; Arcadia, IA
 Conard, Pamela Jean; Stratford, IA
 Conner, Renae M.; West Des Moines, IA
 Connolly, Ann C.; Iowa City, IA
 Connolly, Julie A.; LaPorte City, IA
 Conrad, Jody J.; LaPorte City, IA
 Conway, Judith M.; Johnston, IA
 Cooper, Juanita Marie; Cedar Rapids, IA
 Coover, Allison Marie; Sioux City, IA
 Copeland, Maria A.; Bettendorf, IA
 Corson, Marcia L.; Cedar Falls, IA
 Cory, Shelly Renae; Ankeny, IA
 Coudron, Carl Lynn; Le Claire, IA
 Countryman, Nadine L.; Fairfield, IA
 Cox, Nina Louise; Marshalltown, IA
 Cozad, Catherine Helena; Lamar, CO
 Craig, Erin Lynn; West Des Moines, IA
 Crane, Shirley J.; Mason City, IA
 Crilly, LaDonna J.; Anthon, IA
 Crim, Michelle Rene; Kamrar, IA
 Crist, Sharon E.; Coralville, IA
 Cross, Mary M.; Waukee, IA
 Crum, Beverley Jean; Sioux City, IA
 Cunningham, Bridget Ann; Audubon, IA
 Cunningham, Jennifer Lynne; Iowa City, IA
 Currier, Donna E.; Humboldt, IA
 Curry, Sandra Kay; Spencer, IA
 Cushing, A. Patricia; Kellogg, IA
 Cuvelier, Margaret Louise; Litchfield, NH
 Czichas, Corrine B.; Davenport, IA
 Dalton, Cheryl J.; Des Moines, IA
 Damm, Connie A.; Ottumwa, IA
 D'Aprile, Katherine Elizabeth; Davenport, IA
 Darland, Terry; Des Moines, IA
 Darling, Judi A.; Lansing, IA
 Darr, Stacy Ann; Indianola, IA
 Davey, Elizabeth Eileen; Shenandoah, IA
 Davis, Joy A.; Des Moines, IA
 Davis, Avis L.; Spirit Lake, IA
 Davis, Debbie; Knoxville, IA
 Davis, Diane K.; Lamont, IA
 Davis, Laura M.; Cedar Rapids, IA
 Davis, Rhonda J.; West Des Moines, IA
 Davis, Susan M.; Early, IA
 Dawson, Sue A.; Cedar Rapids, IA
 Dayton, Nicole Lynn; Iowa City, IA
 Deely, Tammy Jo; Asbury, IA
 Dejong, Judith A.; Oskaloosa, IA
 DeLaRosa, Christine K.; East Moline, IL
 DeMoss, Elizabeth Sue; Burlington, IA
 Denhartog, Cynthia A.; Madrid, IA
 Dennis, Robin A. Rockwell; Prairie City, IA
 Detweiler, Amy Lynn; Jesup, IA
 Deur, Barbara L.; Iowa City, IA
 DeVilder, Nancy Wehnes; Moline, IL
 Devine, Elizabeth H.; Waterloo, IA
 Dickey, Cheryl Marie; Lawton, IA
 Dieter, Debra S.; Carroll, IA
 Dietiker, Virginia M.; Fairfax, IA
 DiMaio, Janice Louisa; Des Moines, IA
 Dinh, Hoi Ba; Davenport, IA
 Dinsmore, Kathryn Marie; Cumming, IA
 Diossy, Nancy Jo; Anamosa, IA
 Dixon, Kristine; Monroe, IA
 Dixon, Marcia D.; Waterloo, IA
 Dodds, Michael J.; Iowa City, IA
 Doden, Sharon May; Mason City, IA
 Dolan, Lynn M.; Iowa City, IA
 Dommer, Heather Nicole; Cedar Rapids, IA
 Donadio, Lisa A.; Lorimor, IA
 Donahue, Roberta J.; North Liberty, IA
 Donald, Kimberley Lynn; Bettendorf, IA
 Dorenkamp, Denise Sue; Belmond, IA
 Douth, Jean M.; Sherrard, IL
 Dove, Kimberly Christine; Newton, IA
 Dowd, Teresa; Jackson, MN
 Downs, Jean M.; Manchester, IA
 Dozark, Billie M.; Iowa City, IA
 Draayer, Douglas Jon; Lawton, IA
 Drake, Danielle Suzanne; Broomfield, CO
 Dreibelbis, Linda L.; Denison, IA
 Drew, Jennifer Ann; Ames, IA

Driscoll, Ann Marie; Coal Valley, IL
 Duffy, Penelope Pamela; Marshalltown, IA
 Dunham, Linda J.; Des Moines, IA
 Dunne, Martha Marie; Dubuque, IA
 Durst, Cheryl A.; Orange City, IA
 Dwyer, Ann C.; Calamus, IA
 Dye, Paul Thomas; Clear Lake, IA
 Ealy, Heather Dawn; Tiffin, IA
 Earley, Sharon I.; Traer, IA
 Eaton, Sara Jo; Sioux City, IA
 Eaton, Edna Dorothy; Sidney, IA
 Eblen, Angela Elaine; Massena, IA
 Eckert, Nancy A.; Lawton, IA
 Eden, Karen M.; Lone Tree, IA
 Edleman, Frances; Webb, IA
 Edwards, Rodrick Jay; Des Moines, IA
 Egedal, Jennifer Mae; Colona, IL
 Ehltz, Tamra Rene; Bath, IL
 Eimer, Debra L.; Fort Madison, IA
 Eivins, John Lee; Williamsburg, IA
 Elliott, Charissa S.; Ochevedan, IA
 Ellis, Melissa K.; Hiawatha, IA
 Ellis, Shirley A.; Lytton, IA
 Elsbecker, Ann M.; North Liberty, IA
 Embree, Susan J. Goodall; Davenport, IA
 Embretson, Stacey Ann; Cedar Rapids, IA
 Emerick, Amy Louise; Sioux City, IA
 Engle, Diane R.; Union, IA
 Ericson, Joann Louise; Moline, IL
 Eulberg, Mary S.; Guttenberg, IA
 Evans, Lorraine C.; Cedar Rapids, IA
 Faber, Beverly A.; Marion, IA
 Fagley, Connie S.; Pleasant Hill, IA
 Fangmann, Leanna M.; Dundee, IA
 Faris, Amy Lynne; Hubbard, IA
 Faris, Rebecca Ann; Iowa Falls, IA
 Farmer, John I.; Sioux City, IA
 Farmer, Maria A.; Waverly, IA
 Faulkner, Julie J.; Waterloo, IA
 Faulstick, Suzanne Marie; Emmetsburg, IA
 Fay, Rose M.; Nauvoo, IL
 Feaker, Terrie Kaye; Olin, IA
 Feeback, Jacki K.; Ellston, IA
 Feller, Jane M.; Sibley, IA
 Fennell, Patricia Ann; East Moline, IL
 Ferguson, Jennifer R.; Ames, IA
 Ferguson, Melanie Spring; Waterloo, IA
 Ferrie, Marlene A.; Cresco, IA
 Ferris, Deborah J.; Sioux City, IA
 Ferry, Lurea J.; Bettendorf, IA
 Fetting, Lawrence J.; Urbandale, IA
 Figg, Stacy Renae; Wellman, IA
 Finestead, Ellen D.; Granger, IA
 Fink, Linda R.; Iowa City, IA
 Finley, Sandra J.; Davenport, IA
 Finley, Tina Lynn; Albia, IA
 Fleecs, Sara Elizabeth; Glidden, IA
 Fleener, Ila H.; Rose Hill, IA
 Fleming, Brian H.; Parish, NY
 Fleming, Kathleen V.; Cedar Rapids, IA
 Floden, Susan L.; Bussey, IA
 Fonteyne, Jane C.; East Moline, IL
 Fopma, Dolette Wushdan-Adel; Ames, IA
 Forbes, Connie M.; East Moline, IL
 Formanek, Jacqueline R.; Belle Plaine, IA
 Formanek, Julia R.; Farmersburg, IA
 Fortner, Christine Lynn; Hampton, IL
 Foster, Theresa J.; Muscatine, IA
 Fox, Laura L.; Carson, IA
 Fox, Lisa Ann; Bettendorf, IA
 Frank, Kelly M.; Waterloo, IA
 Franzen, Lisa M.; Nashua, IA
 Frick, Diana M.; Dubuque, IA
 Friedmann, Carol J.; Guttenberg, IA
 Frillman, Carrie A.; Carroll, IA
 Frimml, Kristine; Cedar Rapids, IA
 Fritz, Eileen K.; Oelwein, IA
 Froit, Barbara A.; Afton, IA
 Frommelt, Molly Kathleen; Dubuque, IA
 Fullbright, Cynthia Mesneak; Cedar Rapids, IA
 Fusaro, Rosemary Shocklee; Kansas City, MO
 Gaitan, Rowena Gaitan; Milford, IA
 Gamble, Kristina; Bettendorf, IA
 Gammell, Tisha Janell; Waterloo, IA
 Gard, Mary Ann; Early, IA
 Gard, Noreen A. Klein; Colfax, IA
 Garner, Jennifer Sue; Altoona, IA
 Garnett, Marilyn M.; Harlan, IA
 Garrett, Lori Janeen; Port Byron, IL
 Gaswint, Anita L.; Sioux City, IA
 Gehlhausen, Dawn M.; Fort Dodge, IA
 Genco, Emily Ranara; Clinton, IA
 George, Michelle Lynn; Rock Island, IL
 German, Barbara D.; Ankeny, IA
 Gibson, Debra R.; Davenport, IA
 Gilliland, Erin Irene; Coralville, IA
 Gingrich, Melissa L.; Ottumwa, IA
 Ginsberg, Nicole R.; Keokuk, IA
 Glenn, Ramona K.; Waterloo, IA
 Goaley, Dawn Ann; Altoona, IA
 Goebel, Beth A.; Urbandale, IA
 Goetz, Leslie A.; Defiance, IA
 Gooden, Jana M.; Pulaski, IA
 Goodwin, Julie R.; Clive, IA
 Goodwin, Theresa; Sioux City, IA
 Gorman, Vickie L.; Algona, IA
 Gorski, Frank J.; Fairfield, IA
 Gray, Amber D.; Des Moines, IA
 Gray, Laura Mae; Eddyville, IA
 Gray, Sandra M.; Red Oak, IA
 Green, Earlyn Monica; Muscatine, IA

Green, Heather A.; Sabula, IA
 Gregory, Christine A.; Grimes, IA
 Grey, Joanne A.; Iowa City, IA
 Grillo, Doris H.; Mount Pleasant, IA
 Grimes, Katherine J.; Coralville, IA
 Grinstead, Linda D.; Albia, IA
 Groetken, Donna L.; Sioux City, IA
 Gruetzmacher, Renae B.; Marshalltown, IA
 Gruver, Diana J.; Waterloo, IA
 Guebert, Linda; Davenport, IA
 Gunsolley, Joan L.; Diagonal, IA
 Gurnsey, Trudy A.; Urbandale, IA
 Gusta, Shirley L.; Eldridge, IA
 Gwin, Kerri Kathleen; Davenport, IA
 Haafke, Rebecca J.; Sioux City, IA
 Hagberg, Heidi Elizabeth; Polk City, IA
 Hagge, Rhonda Sue; Westside, IA
 Haley, Shirley J.; Coralville, IA
 Hall, Angela Jean; Clinton, IA
 Hall, Dorothy M.; State Center, IA
 Hallman, Brenda J.; Burlington, IA
 Halverson, Esther M.; Nevada, IA
 Hamman, Linda S.; Battle Creek, IA
 Hammill, Kimberly Jean; Iowa City, IA
 Hammond, Traci Ann; Shellsburg, IA
 Hanan, Shaunette E.; Le Claire, IA
 Hansen, Penny R.; New Boston, IL
 Hansen, Sarah Margaret-Amy; Iowa City, IA
 Hansen, Angela Lynn; Pocahontas, IA
 Hansen, Jane E.; Ames, IA
 Hanson, Doreen K.; Swaledale, IA
 Hanson, Rita J.; Keokuk, IA
 Happ, Joanne K.; Marion, IA
 Hardin, Cheryl Sue; Fort Madison, IA
 Harlander, Christine Marie; Cedar Rapids, IA
 Harle, Katie Michelle; Dubuque, IA
 Harne, Madeline J.; Des Moines, IA
 Harpenau, Deborah L.; Salix, IA
 Harris, Cynthia M.; Harlan, IA
 Harris, Jacqueline K.; Grinnell, IA
 Harris, Diane M.; Dubuque, IA
 Hart, Pamela K.; Allison, IA
 Hartl, Kathleen M.; Central City, IA
 Hartman, Kandra; Savanna, IL
 Hawk, Lisa J.; Fort Madison, IA
 Hayes, Jo E.; Battle Creek, IA
 Haygood, Janae R.; Mason City, IA
 Hayslett, Rose M.; Oxford, IA
 Hecksmiller, Linda Louise; Cedar Rapids, IA
 Heenan, Debra L.; Perry, IA
 Heesch, Megan Gail; Coralville, IA
 Heetland, Lynette Alene; Waukee, IA
 Hefel, Sue Ann; Dubuque, IA
 Heggen, Lynn F.; Des Moines, IA
 Heisterkamp, Rose Elizabeth; West Des Moines, IA
 Hellenga, Susan K.; Kanawha, IA
 Henderson, Jeanette Marie; Belle Plaine, IA
 Henderson, Joni K.; Independence, IA
 Hendrickson, Janis L.; Altoona, IA
 Hennessey, Jamie Lynn; Orchard, IA
 Hennessey, Delrae Shelly; Toledo, IA
 Hennings, Carole L.; Moville, IA
 Herman, Laurie Joy; Elkport, IA
 Hershberger, Barbara J.; Jesup, IA
 Hess, Barbara A.; New Vienna, IA
 Hetherington, James A.; Mount Pleasant, IA
 Hetherington, Sue A.; Des Moines, IA
 Heying, Sharon K.; Alta Vista, IA
 Hiatt, Lisa A.; Waukee, IA
 Hickman, Joan E.; Mason City, IA
 Hildebrand, Ellen M.; Muscatine, IA
 Hildebrand, Jennifer A.; Princeton, IA
 Hill, Mary M.; Fairfield, IA
 Hillyard, Suzanne; Newton, IA
 Hines, Theodore J.; Mason City, IA
 Hinrichs, Shara Leigh; Lawton, IA
 Hinson, Kimberly J.; Mediapolis, IA
 Hodson, Rachelle K.; Blue Grass, IA
 Hoebelheinrich, Christine Marie; Council Bluffs, IA
 Hofer, Penny A.; Hinton, IA
 Hoff, Marda Jane; Fulton, IL
 Hoffman, Connie J.; Des Moines, IA
 Hoffmann, Jean M.; Cedar Rapids, IA
 Hohn, Jean E.; Sioux City, IA
 Holcomb, Christine Lynn; Des Moines, IA
 Holland, Anita J.; Mount Vernon, IA
 Hollingsworth, Janet K.; Waterloo, IA
 Holtzen, Jane M.; Sioux City, IA
 Honkomp, Amy Marie; Dubuque, IA
 Hoopes, Deborah D.; Cedar Rapids, IA
 Horst, Connie M.; Sabula, IA
 Hoser, Barbara D.; Ankeny, IA
 Hosen, Dawn Elizabeth; Rippey, IA
 Hoskinson, Melissa Marie; Muscatine, IA
 Houser, Carolyn Jeane; Clarinda, IA
 Housley, Deborah K.; Davenport, IA
 Hoxmeier, Colleen K.; Cedar Rapids, IA
 Hoyt, Amber Mae; Springfield, IA
 Hubanks, Mary A. Vize; Dubuque, IA
 Huelsbeck, Barbara Ann; Coralville, IA
 Huff, Cheri J.; Cedar Rapids, IA
 Huffman, Nancy D.; Centerville, IA
 Hulin, Charlene K.; Marshalltown, IA
 Hull, Victoria C.; Burlington, IA
 Hulstein, Cheryl L.; Sioux Center, IA
 Hutton, Carol Margaret; Le Mars, IA
 Hyde, David Charles; Council Bluffs, IA
 Iles, Valerie Kay; Spencer, IA
 Ingersoll, Susan M.; Savanna, IL

Irwin, Sandra J.; Carter Lake, IA
 Isler, Kathleen McDaniel; Sioux City, IA
 Jackson, Audra Leigh; Des Moines, IA
 Jackson, Myra; Kanawha, IA
 Jackson, Norma M.; Galena, IL
 Jacobs, Doris A.; Marengo, IA
 Jacobs, Dorothy J.; Bettendorf, IA
 Jacobson, Maureen A.; Grimes, IA
 Jagers, Penny Sue; Geneseo, IL
 Jamison, Brenda Kay; Princeton, IA
 Jansen, Andrew Thomas; Davenport, IA
 Jares, Karen M.; Council Bluffs, IA
 Jefferson, Daniel Edwin; Oakland, IA
 Jefson, Rachel Elizabeth; Forest City, IA
 Jensen, Nadine Marie; Parkersburg, IA
 Jensen, Barbara J.; Oxford, IA
 Jensen, Marilyn J.; Hawarden, IA
 Jergens, Heather Rae; Clive, IA
 Jewel, Jennifer L.; Davenport, IA
 John, Anthony P.; Sioux City, IA
 Johnson, Barbara K.; Taylorville, IL
 Johnson, Peg; Iowa City, IA
 Johnson, Taralyn Lee; Spencer, IA
 Johnson, Brian D.; Mason City, IA
 Johnson, Colleen K.; Sioux City, IA
 Johnson, Lisa Sue; Marion, IA
 Johnson, Mary S.; Hartley, IA
 Johnson, Paige D.; Waukee, IA
 Johnson, Patricia Ann; Blue Grass, IA
 Johnson, Sharon A.; Cedar Rapids, IA
 Johnson, Vanessa Rae; Bloomfield, IA
 Johnson, Victoria L.; Des Moines, IA
 Johnston, Janice L.; Wapello, IA
 Johnston, Sandra L.; Sioux City, IA
 Jones, Karen K.; Marion, IA
 Jones, Marcia M.; Winterset, IA
 Jones, Teresa A.; Pleasant Hill, IA
 Jordan, Donna L.; Oskaloosa, IA
 Joss, Mary Louise; Des Moines, IA
 Joy, Tara Jo; Storm Lake, IA
 Judge, Carolyn Ann; Bettendorf, IA
 Juline, Darcy Lynn; Knoxville, IA
 Jungbluth, Ronda J.; New Hampton, IA
 Just, Constance C.; Webster City, IA
 Kaiman, Barbara G.; Glenwood, IA
 Kamera, Josephine; Asbury, IA
 Kamp, Susan E.; Hawarden, IA
 Kaney, Mary L.; Parkview, IA
 Kapp, Christine I.; Iowa City, IA
 Kapustka, Anne L.; Barnum, IA
 Karnstedt, Kimberly J.; Lone Tree, IA
 Kasner, Carol A.; Cedar Rapids, IA
 Kazimour, Janelle M.; Cedar Rapids, IA
 Keitel, Mary; Davenport, IA
 Kelly, Elizabeth; Davenport, IA
 Keetland, Karen R.; Clarinda, IA
 Kennedy, Brandy M. Hannan; Cedar Falls, IA
 Kennedy, Cynthia Kaye; Indianapolis, IN
 Kennedy, Kristina Lee; Yarmouth, IA
 Kenyon, Floy R.; Guthrie Center, IA
 Kepley, Natalie J.; Ames, IA
 Kestner, Mary L.; Le Mars, IA
 Ketelsen, Terri K.; Sioux City, IA
 Kienzle, Ann M.; Riceville, IA
 Kimball, Kimberly S.; Waterloo, IA
 King, Faith R.; Hills, IA
 King, Beth M.; Boca Raton, FL
 King, Peggy A.; Boone, IA
 King, Shari J.; Fairfax, IA
 King, Sherri Ann; Marshalltown, IA
 Kingery, Norma M.; Lenox, IA
 Kissinger, Pamela L.; Hills, IA
 Kivlahan, Lorena L.; Burlington, IA
 Klaassen, Cathy J.; George, IA
 Klausner, Carol A.; Cedar Rapids, IA
 Klein, Allison R.; New Hartford, IA
 Kleven, Lisa J.; Rolling Meadows, IL
 Knapp, Nancy K.; Danville, IA
 Knips, David L.; Luverne, MN
 Koch, Cynthia Lou; Larchwood, IA
 Koedam, Debra A.; Hartley, IA
 Koehler, Victoria; Camanche, IA
 Koenig, Vikki A.; Spencer, IA
 Koernigs, Melissa Jean; Onawa, IA
 Kolker, Julie A.; Clear Lake, IA
 Kooi, Susan Beth; Inwood, IA
 Koppen, Heather Anne; Fort Dodge, IA
 Kordick, Timothy; Harviell, MO
 Koster, Kathleen Andrea; Wyoming, IA
 Kouba, Lesle J.; Bloomfield, IA
 Krach, Michele M.; Bettendorf, IA
 Krall, Candice J.; Solon, IA
 Krall, Jan M.; Guttenberg, IA
 Kramer, Jessica Marion; Urbana, IA
 Krapfl, Janice Marie; Epworth, IA
 Krauel, Barbara Jane; Audubon, IA
 Krebs, Charlotte Ruth; Oronoco, MN
 Krogman, Jessica Jean; Clinton, IA
 Kronlage, Jane Marie; Coggon, IA
 Krueger, Marlys Marie; Denver, IA
 Krug, Adam; Urbandale, IA
 Krummen, Elizabeth A.; Lake Park, IA
 Kucharo, Mary Beth; Windsor Heights, IA
 Kundert, Joan E.; LeClaire, IA
 Kuntz, Chaylee Eileen; Tiffin, IA
 Kuykendall, Eva K.; Kalona, IA
 Kyle, Andrea M. Flowers; Missouri Valley, IA
 Labrie, Jean M.; Des Moines, IA
 Lacey, Janet L.; New Sharon, IA
 Lackey, Barbara Leona; Geneseo, IL
 LaClair, Barbara Joan; Cottage Grove, MN
 Lacy, Mary E.; Sioux City, IA
 LaFleur, Kristina Darline; Sioux City, IA
 Lambert, Michele; Coralville, IA

LaMere, Anita M. Hallum; Sioux City, IA
 Landgraf, Paula D.; Iowa City, IA
 Langerapp, Joanne; Sioux Center, IA
 Larson, Avril Irene; Boone, IA
 Larson, Emma M.; Elkader, IA
 Larson, Mary J.; Gowrie, IA
 Larson, Melissa R.; Davenport, IA
 Larson, Virginia Threlkeld; North English, IA
 Larue, Cristina Ann; Grandview, IA
 Laskie, Tina Ann; Le Mars, IA
 Laubenthal, Jeanne; Cedar Falls, IA
 Lauer, Diane L.; Atlantic, IA
 Lawler, Jennifer Marie; Fort Dodge, IA
 Lawrence, Elaine R.; Ackley, IA
 Leaders, Luann S.; Hancock, IA
 Ledvina, Marcia K.; Avoca, IA
 Lee, Dee A.; Burlington, IA
 Lee, Gerrie A.; Council Bluffs, IA
 Lehigh, June Grace; Rose Hill, IA
 Lehmann, Bernice Lydia; Ceylon, MN
 Lehnis, Judith Mary; Dubuque, IA
 Lenger, Melissa K.; Knoxville, IA
 Lents, Mark Bruce; Creston, IA
 Johnson, Colleen K.; Sioux City, IA
 Johnson, Lisa Sue; Marion, IA
 Johnson, Mary S.; Hartley, IA
 Johnson, Paige D.; Waukee, IA
 Johnson, Patricia Ann; Blue Grass, IA
 Johnson, Sharon A.; Cedar Rapids, IA
 Johnson, Vanessa Rae; Bloomfield, IA
 Johnson, Victoria L.; Des Moines, IA
 Johnston, Janice L.; Wapello, IA
 Johnston, Sandra L.; Sioux City, IA
 Jones, Karen K.; Marion, IA
 Jones, Marcia M.; Winterset, IA
 Jones, Teresa A.; Pleasant Hill, IA
 Jordan, Donna L.; Oskaloosa, IA
 Joss, Mary Louise; Des Moines, IA
 Joy, Tara Jo; Storm Lake, IA
 Judge, Carolyn Ann; Bettendorf, IA
 Juline, Darcy Lynn; Knoxville, IA
 Jungbluth, Ronda J.; New Hampton, IA
 Just, Constance C.; Webster City, IA
 Kaiman, Barbara G.; Glenwood, IA
 Kamera, Josephine; Asbury, IA
 Kamp, Susan E.; Hawarden, IA
 Kaney, Mary L.; Parkview, IA
 Kapp, Christine I.; Iowa City, IA
 Kapustka, Anne L.; Barnum, IA
 Karnstedt, Kimberly J.; Lone Tree, IA
 Kasner, Carol A.; Cedar Rapids, IA
 Kazimour, Janelle M.; Cedar Rapids, IA
 Keitel, Mary; Davenport, IA
 Kelly, Elizabeth; Davenport, IA
 Keetland, Karen R.; Clarinda, IA
 Kennedy, Brandy M. Hannan; Cedar Falls, IA
 Kennedy, Cynthia Kaye; Indianapolis, IN
 Kennedy, Kristina Lee; Yarmouth, IA
 Kenyon, Floy R.; Guthrie Center, IA
 Kepley, Natalie J.; Ames, IA
 Kestner, Mary L.; Le Mars, IA
 Ketelsen, Terri K.; Sioux City, IA
 Kienzle, Ann M.; Riceville, IA
 Kimball, Kimberly S.; Waterloo, IA
 King, Faith R.; Hills, IA
 King, Beth M.; Boca Raton, FL
 King, Peggy A.; Boone, IA
 King, Shari J.; Fairfax, IA
 King, Sherri Ann; Marshalltown, IA
 Kingery, Norma M.; Lenox, IA
 Kissinger, Pamela L.; Hills, IA
 Kivlahan, Lorena L.; Burlington, IA
 Klaassen, Cathy J.; George, IA
 Klausner, Carol A.; Cedar Rapids, IA
 Klein, Allison R.; New Hartford, IA
 Kleven, Lisa J.; Rolling Meadows, IL
 Knapp, Nancy K.; Danville, IA
 Knips, David L.; Luverne, MN
 Koch, Cynthia Lou; Larchwood, IA
 Koedam, Debra A.; Hartley, IA
 Koehler, Victoria; Camanche, IA
 Koenig, Vikki A.; Spencer, IA
 Koernigs, Melissa Jean; Onawa, IA
 Kolker, Julie A.; Clear Lake, IA
 Kooi, Susan Beth; Inwood, IA
 Koppen, Heather Anne; Fort Dodge, IA
 Kordick, Timothy; Harviell, MO
 Koster, Kathleen Andrea; Wyoming, IA
 Kouba, Lesle J.; Bloomfield, IA
 Krach, Michele M.; Bettendorf, IA
 Krall, Candice J.; Solon, IA
 Krall, Jan M.; Guttenberg, IA
 Kramer, Jessica Marion; Urbana, IA
 Krapfl, Janice Marie; Epworth, IA
 Krauel, Barbara Jane; Audubon, IA
 Krebs, Charlotte Ruth; Oronoco, MN
 Krogman, Jessica Jean; Clinton, IA
 Kronlage, Jane Marie; Coggon, IA
 Krueger, Marlys Marie; Denver, IA
 Krug, Adam; Urbandale, IA
 Krummen, Elizabeth A.; Lake Park, IA
 Kucharo, Mary Beth; Windsor Heights, IA
 Kundert, Joan E.; LeClaire, IA
 Kuntz, Chaylee Eileen; Tiffin, IA
 Kuykendall, Eva K.; Kalona, IA
 Kyle, Andrea M. Flowers; Missouri Valley, IA
 Labrie, Jean M.; Des Moines, IA
 Lacey, Janet L.; New Sharon, IA
 Lackey, Barbara Leona; Geneseo, IL
 LaClair, Barbara Joan; Cottage Grove, MN
 Lacy, Mary E.; Sioux City, IA
 LaFleur, Kristina Darline; Sioux City, IA
 Lambert, Michele; Coralville, IA
 LaMere, Anita M. Hallum; Sioux City, IA
 Landgraf, Paula D.; Iowa City, IA
 Langerapp, Joanne; Sioux Center, IA
 Larson, Avril Irene; Boone, IA
 Larson, Emma M.; Elkader, IA
 Larson, Mary J.; Gowrie, IA
 Larson, Melissa R.; Davenport, IA
 Larson, Virginia Threlkeld; North English, IA
 Larue, Cristina Ann; Grandview, IA
 Laskie, Tina Ann; Le Mars, IA
 Laubenthal, Jeanne; Cedar Falls, IA
 Lauer, Diane L.; Atlantic, IA
 Lawler, Jennifer Marie; Fort Dodge, IA
 Lawrence, Elaine R.; Ackley, IA
 Leaders, Luann S.; Hancock, IA
 Ledvina, Marcia K.; Avoca, IA
 Lee, Dee A.; Burlington, IA
 Lee, Gerrie A.; Council Bluffs, IA
 Lehigh, June Grace; Rose Hill, IA
 Lehmann, Bernice Lydia; Ceylon, MN
 Lehnis, Judith Mary; Dubuque, IA
 Lenger, Melissa K.; Knoxville, IA
 Lents, Mark Bruce; Creston, IA
 Johnson, Colleen K.; Sioux City, IA
 Johnson, Lisa Sue; Marion, IA
 Johnson, Mary S.; Hartley, IA
 Johnson, Paige D.; Waukee, IA
 Johnson, Patricia Ann; Blue Grass, IA
 Johnson, Sharon A.; Cedar Rapids, IA
 Johnson, Vanessa Rae; Bloomfield, IA
 Johnson, Victoria L.; Des Moines, IA
 Johnston, Janice L.; Wapello, IA
 Johnston, Sandra L.; Sioux City, IA
 Jones, Karen K.; Marion, IA
 Jones, Marcia M.; Winterset, IA
 Jones, Teresa A.; Pleasant Hill, IA
 Jordan, Donna L.; Oskaloosa, IA
 Joss, Mary Louise; Des Moines, IA
 Joy, Tara Jo; Storm Lake, IA
 Judge, Carolyn Ann; Bettendorf, IA
 Juline, Darcy Lynn; Knoxville, IA
 Jungbluth, Ronda J.; New Hampton, IA
 Just, Constance C.; Webster City, IA
 Kaiman, Barbara G.; Glenwood, IA
 Kamera, Josephine; Asbury, IA
 Kamp, Susan E.; Hawarden, IA
 Kaney, Mary L.; Parkview, IA
 Kapp, Christine I.; Iowa City, IA
 Kapustka, Anne L.; Barnum, IA
 Karnstedt, Kimberly J.; Lone Tree, IA
 Kasner, Carol A.; Cedar Rapids, IA
 Kazimour, Janelle M.; Cedar Rapids, IA
 Keitel, Mary; Davenport, IA
 Kelly, Elizabeth; Davenport, IA
 Keetland, Karen R.; Clarinda, IA
 Kennedy, Brandy M. Hannan; Cedar Falls, IA
 Kennedy, Cynthia Kaye; Indianapolis, IN
 Kennedy, Kristina Lee; Yarmouth, IA
 Kenyon, Floy R.; Guthrie Center, IA
 Kepley, Natalie J.; Ames, IA
 Kestner, Mary L.; Le Mars, IA
 Ketelsen, Terri K.; Sioux City, IA
 Kienzle, Ann M.; Riceville, IA
 Kimball, Kimberly S.; Waterloo, IA
 King, Faith R.; Hills, IA
 King, Beth M.; Boca Raton, FL
 King, Peggy A.; Boone, IA
 King, Shari J.; Fairfax, IA
 King, Sherri Ann; Marshalltown, IA
 Kingery, Norma M.; Lenox, IA
 Kissinger, Pamela L.; Hills, IA
 Kivlahan, Lorena L.; Burlington, IA
 Klaassen, Cathy J.; George, IA
 Klausner, Carol A.; Cedar Rapids, IA
 Klein, Allison R.; New Hartford, IA
 Kleven, Lisa J.; Rolling Meadows, IL
 Knapp, Nancy K.; Danville, IA
 Knips, David L.; Luverne, MN
 Koch, Cynthia Lou; Larchwood, IA
 Koedam, Debra A.; Hartley, IA
 Koehler, Victoria; Camanche, IA
 Koenig, Vikki A.; Spencer, IA
 Koernigs, Melissa Jean; Onawa, IA
 Kolker, Julie A.; Clear Lake, IA
 Kooi, Susan Beth; Inwood, IA
 Koppen, Heather Anne; Fort Dodge, IA
 Kordick, Timothy; Harviell, MO
 Koster, Kathleen Andrea; Wyoming, IA
 Kouba, Lesle J.; Bloomfield, IA
 Krach, Michele M.; Bettendorf, IA
 Krall, Candice J.; Solon, IA
 Krall, Jan M.; Guttenberg, IA
 Kramer, Jessica Marion; Urbana, IA
 Krapfl, Janice Marie; Epworth, IA
 Krauel, Barbara Jane; Audubon, IA
 Krebs, Charlotte Ruth; Oronoco, MN
 Krogman, Jessica Jean; Clinton, IA
 Kronlage, Jane Marie; Coggon, IA
 Krueger, Marlys Marie; Denver, IA
 Krug, Adam; Urbandale, IA
 Krummen, Elizabeth A.; Lake Park, IA
 Kucharo, Mary Beth; Windsor Heights, IA
 Kundert, Joan E.; LeClaire, IA
 Kuntz, Chaylee Eileen; Tiffin, IA
 Kuykendall, Eva K.; Kalona, IA
 Kyle, Andrea M. Flowers; Missouri Valley, IA
 Labrie, Jean M.; Des Moines, IA
 Lacey, Janet L.; New Sharon, IA
 Lackey, Barbara Leona; Geneseo, IL
 LaClair, Barbara Joan; Cottage Grove, MN
 Lacy, Mary E.; Sioux City, IA
 LaFleur, Kristina Darline; Sioux City, IA
 Lambert, Michele; Coralville, IA

Continued on page 30

MARCH RNs *Continued from page 29*

Meskimen, Linda S.; Norway, IA
 Messner, Rachel Renee; Mediapolis, IA
 Meyer, Sandra M.; Castalia, IA
 Meyeraan, Carolyn Kay; George, IA
 Miersen, Carmelle Kaye; Cedar Rapids, IA
 Mikkelsen, Mary J.; Dedham, IA
 Millang, Karlene J.; Boone, IA
 Miller, Sandra R.; Cedar Rapids, IA
 Miller, Brenda Marlene; Ankeny, IA
 Miller, Lavonne C.; Adel, IA
 Miller, Suzette M.; Carroll, IA
 Minard, Renee K.; Des Moines, IA
 Minor, Nancy R.; Johnston, IA
 Mitchell, Connie Joe; Indianola, IA
 Mitchell, Kenneth C.; Dubuque, IA
 Moffatt, Patricia Lee; Neola, IA
 Mohr, Donna D.; Gowrie, IA
 Mohror, Susan Jane; Estherville, IA
 Monroe-Rubendal, Amanda Lynn; Cherokee, IA
 Montague, Paulette M.; Cedar Rapids, IA
 Moore, Rebecca S.; Oskaloosa, IA
 Moore, Sheila K.; Dubuque, IA
 Mordhorst, Jill Kathleen; Carroll, IA
 Morehead, Deanna L.; Davenport, IA
 Morey, Kendra M.; Caledonia, MN
 Morgan, Kristina Ann; Knoxville, IA
 Morris, Jessie A.; Ayrshire, IA
 Morris, Linda K.; Dayton, IA
 Morris, Marcia E.; Stockport, IA
 Morrissey, Kristy Kay; Ankeny, IA
 Morse, Lori Ann; Sioux City, IA
 Morton, Mona M.; Dubuque, IA
 Mow, Nancy L.; Ireton, IA
 Moyer, Linda Kaye; Glenwood, IA
 Mrky, Sondra K.; Urbandale, IA
 Mullahy, Sara Katherine; Winfield, IA
 Mullen, Meredith M.; Iowa City, IA
 Munson, Christine R.; Des Moines, IA
 Murphy, Bonnie R.; Ankeny, IA
 Murphy, Deborah A.; Waterloo, IA
 Murphy, Lorrie A.; Moline, IL
 Murray, Julie Kay; Westside, IA
 Naugle, Beth Yvonne; Geneseo, IL
 Naxera, Janice; Cedar Rapids, IA
 Neel, Margo; Manly, IA
 Neff, Debra S.; Alta, IA
 Neifert, Shawna Lee; Norwalk, IA
 Nelson, Elisa Ann; Latimer, IA
 Nelson, Kathryn L.; Coal Valley, IL
 Nelson, James B.; Council Bluffs, IA
 Nelson, Michael J.; Des Moines, IA
 Nelson, Tammy J.; Le Claire, IA
 Nepper, Christine L.; Manilla, IA
 Neswick, Judi D.; Sioux City, IA
 Netherton, Donna Martin; Farmington, IA
 Nettleton, Allison A.; Merville, IA
 Neuroth, Donna M.; Marshalltown, IA
 Newburn, Jayne M.; Sioux City, IA
 Newendorp, Debra S.; Urbandale, IA
 Nielsen, Marcia J.; Maxwell, IA
 Nielsen, Shirley M.; Dike, IA
 Nielsen, Vikki Jo; Ogden, IA
 Nissen, Mary K.; Emmetsburg, IA
 Noland, Crystal Love; Mason City, IA
 Norland, Annette J.; Coralville, IA
 Novotny, Elise L.; Sioux City, IA
 Noyes, Martha H.; Iowa City, IA
 Nunn, Luann M.; Altoona, IA
 Nuti, Benjamin Shane; Iowa City, IA
 Nyquist, Beth Ann; Silvis, IL
 Ober, Catherine Elizabeth; Des Moines, IA
 Oberender, Susan K.; Kamrar, IA
 Odland, Audrey Joyce; Webster City, IA
 Oehler, Brenda S.; Cedar Rapids, IA
 Oetker, Kelley J.; Marshalltown, IA
 Oetzmann, Kelli R.; Long Grove, IA
 Ogle, Tara L.; Parkersburg, IA
 Ojoh, Krista Ann; Ames, IA
 Olson, Robert Francis; Ankeny, IA
 O'Neill Broeg, Leni R.; Parnell, IA
 Ooms, Lynn; Parkersburg, IA
 Osborn, Sharlene M.; Battle Creek, IA
 Ostrus, Kathryn R.; Council Bluffs, IA
 Otte, Misty M.; Essex, IA
 Ovington, Jeremy Shane; Cedar Rapids, IA
 Paar, Rebecca S.; Missouri Valley, IA
 Padavich, Paula H.; Cedar Falls, IA
 Pagano, Christine Diane; Urbandale, IA
 Palmquist, Christina Marie; Stanton, IA
 Paredes, Melanie Leah; National City, CA
 Parker, Tina M.; Riverside, IA
 Parr, Marlene A.; Van Horne, IA
 Parrott, Linda D.; Denver, IA
 Parsons, Catherine A.; Cedar Falls, IA
 Paton, Andrea Marie; Ankeny, IA
 Patton, Emily D.; Wilton, IA
 Paulsen, LeMay E.; Bellevue, IA
 Paxton, Elizabeth A.; Hillsdale, IL
 Pearson, Margaret M.; Hampton, IA
 Pearson, Rebecca L.; Iowa City, IA
 Pecinovsky, Norma J.; Cambridge, IA
 Peckham, Staci Rae; Ottumwa, IA
 Pena, Laura Lee; Davenport, IA
 Perkins, Nancy J.; Clive, IA
 Perry, Carolyn L.; Monroe, IA
 Peters, Cathy Lynn; Vinton, IA
 Peters, Cynthia Ann; New Hampton, IA
 Peters, Elizabeth D.; Cedar Rapids, IA
 Petersen, Peggy M.; Saint Charles, IA
 Petersmith, Jodi A.; Cedar Rapids, IA
 Peterson, Angie Marie; Marshalltown, IA

Petrzelka, Julie A.; Blue Grass, IA
 Pfeifer, Lori R.; Milford, IA
 Philippe, Sheryl L.; Creston, IA
 Phillips, Cathy L.; Cincinnati, IA
 Phillips, Nancy J.; Des Moines, IA
 Phipps, Phyllis J.; Grinnell, IA
 Pick, Patsy A. Ott.; Cedar Falls, IA
 Pickering, Karen A.; Mount Ayr, IA
 Pierson, Rita M.; Council Bluffs, IA
 Pinkerton, Rebecca; Grinnell, IA
 Pitcher, Martin A.; Quincy, IL
 Plagman, Nancy L.; Adel, IA
 Plambeck, Ruth E.; Persia, IA
 Poppens, Bernadine Alice; Parkersburg, IA
 Pratt, Joy Lynn; New Market, IA
 Preston, Debra S.; Guttenberg, IA
 Preuss, Dennis J.; Duncerton, IA
 Prew, Molly M.; Huxley, IA
 Priebe, Kay E.; Sumner, IA
 Probert, Pauline Kathryn; Missouri Valley, IA
 Propp, Erin Ann; Melbourne, IA
 Pulliam, Brenda Lynnette; Clarinda, IA
 Pustell, Andrea G.; Muscatine, IA
 Quigley, Gwendolyn J.; Muscatine, IA
 Quinlivan, Cecilia Patricia; Fairfield, IA
 Raasch, Kathleen A.; Urbandale, IA
 Rabang, Pichelyn M.; West Des Moines, IA
 Radosevich, Amy Lyn; Rock Island, IL
 Ragona, Terilyn; Bettendorf, IA
 Rahn, Bonnie J.; Sac City, IA
 Ramsden, Mary C.; Des Moines, IA
 Ramsey, Esther L.; Greenfield, IA
 Ray, Brenda M.; Rock Island, IL
 Rayl, Shirley J.; Bridgewater, IA
 Reab, Shelli K.; Hudson, IA
 Reaman, Julia A.; Lake View, IA
 Reding, Kelly; Blairstown, IA
 Redman, Rolanda Gay; Garden Grove, IA
 Reeves, Jonedith E.; Reinbeck, IA
 Rehak, Diane P.; Cedar Rapids, IA
 Reidy, Mary P.; Hiawatha, IA
 Reilly, Jill E.; Carroll, IA
 Reimer, Robertine L.; Elkader, IA
 Reinert, Susan J.; Cherokee, IA
 Reinhard, Katherine Agnes; Missoula, MT
 Reinking, Irene C.; Cedar Rapids, IA
 Renihan, Margi D.; Hubbard, IA
 Ressler, Kathryn Mary; Cedar Falls, IA
 Ribble, Heather M.; Norwalk, IA
 Richardson, Patricia Ann; Elk Horn, IA
 Richardson, Sandra J.; Nevada, IA
 Richey, Karen A.; Stratford, IA
 Ridgeway, Pamela Ann; Oskaloosa, IA
 Rierson, Therese M.; Spirit Lake, IA
 Riesberg, Kayla J.; Dawson, IA
 Rife, Mary Lou; Lone Tree, IA
 Risser, Debra; Mount Ayr, IA
 Ritter, Mary Dole.; Iowa City, IA
 Roberts, Diane J.; Des Moines, IA
 Robertson, Kimberly Kay; Sac City, IA
 Robinson, Stephanie Erin; Marion, IA
 Rochelle, Kathryn Lynae; Cedar Rapids, IA
 Rockwell, Cynthia Joan; Albia, IA
 Rombouts, Adrienna T.; Morrison, IL
 Rooker, Jessica Lynn; Des Moines, IA
 Rooney, Karla K.; Sheffield, IA
 Rose, Sophia Marie; McGregor, IA
 Rose, Denise R.; Keokuk, IA
 Rosell, Michelle Lynn; Mount Pleasant, IA
 Rounds, Taylor; Des Moines, IA
 Rovner, Cynthia L.; West Des Moines, IA
 Ruden, Deborah A.; Marcus, IA
 Ruhnke, Renae J.; Urbandale, IA
 Rumbley, Janice O.; Clive, IA
 Rumelhart, Susan E.; Coralville, IA
 Ruth, Janet E.; Chariton, IA
 Rutherford, Theresa Jean; Decatur, IL
 Ryan, Nancy; Underwood, IA
 Ryan, Nancy G.; New Hampton, IA
 Sarajlija, Elvira; Waterloo, IA
 Savage, Becky J.; Winterset, IA
 Schade, LaRue; Sac City, IA
 Scheckel, Angela Lynn; Bellevue, IA
 Schellenberg, Denise D.; Davenport, IA
 Schemmel, Susan M.; Monticello, IA
 Scherle, Joan E.; Des Moines, IA
 Schimberg, Linda L.; Cedar Rapids, IA
 Schlueter, Amanda Gail; Farmersburg, IA
 Schnoor, Rebekah Anne; Anamosa, IA
 Schrock, Carmen Rane; Kalona, IA
 Schultz, Sharon K.; Sherrill, IA
 Schultz, Julie A.; Iowa City, IA
 Schwanebeck, Patricia J.; Knoxville, IA
 Schwendinger, Deya Lee; Rushford, MN
 Schwerin, Susan A.; Kalona, IA
 Schwertfeger, Beth A.; Winterset, IA
 Scofield, Marsha J.; Story City, IA
 Sebben, Carole A.; Storm Lake, IA
 Seher, Warren H.; Pleasant Hill, IA
 Semerad, Sandy Lynn; Cherokee, IA
 Sevier, Barbara A.; Marion, IA
 Shadle, Kathryn R.; Boone, IA
 Shaffer, Darla Jeanine; Mystic, IA
 Shaffer, Phyllis Ann; Davenport, IA
 Shedd, Valerie D.; Roland, IA
 Shelangoski, Constance Kay; Durant, IA
 Sheldon, Erin Lynae; Sidney, IA
 Shepard, Chris A. Thomann; Ottumwa, IA
 Shepherd, Scott D.; Iowa City, IA

Sherer, Leslie Erin; Pisgah, IA
 Sherman, Marijane Y.; Des Moines, IA
 Shields, Renee DeSalvo; Louisville, KY
 Shilling, Karen Marie; Altoona, IA
 Shissler, Roxanne P.; Keithsburg, IL
 Short, Cynthia M.; Urbandale, IA
 Siddall, Laurie A.; Newton, IA
 Sieg, Sandra S.; Bettendorf, IA
 Sieverding, Linda; Bellevue, IA
 Simmons, Buffy Renee; Waterloo, IA
 Sitzmann, Barbara A.; Kingsley, IA
 Sivertsen, Sandra L.; Clinton, IA
 Six, Donnita Marie; Oskaloosa, IA
 Slagle, Lynda M.; Blue Grass, IA
 Slater, Debra K.; Moline, IL
 Smiddy, Heather; East Moline, IL
 Smith, Barbara A.; Des Moines, IA
 Smith, Diana L.; Clinton, IA
 Smith, Jeanette E.; Johnston, IA
 Smith, Jodi Beth; Oskaloosa, IA
 Smith, Kimberly Christian; Urbandale, IA
 Smith, Laura Jean; Colfax, IA
 Snyder, Anaruth Ellen; Waterloo, IA
 Snyder, Linda K.; Center Point, IA
 Solomon, Gnanasoundari; West Des Moines, IA
 Soukup, Pauline Elizabeth; Marion, IA
 Spilman, Teresa G.; Madrid, IA
 Spink, Kristen Marie; Kingsley, IA
 Spoerl, Janet M.; Dubuque, IA
 Spratt, Darla L.; Greene, IA
 Spurgeon, Andrea G. Dettmann; Bondurant, IA
 Spurlock, Patricia R.; Ankeny, IA
 Trager, Susan I.; Mason City, IA
 Stadlander, Phyllis; Waukee, IA
 Stageman, Paula Elizabeth; Des Moines, IA
 Stalheim, Karen A.; Winterset, IA
 Stangel, Jessica Marie; Onawa, IA
 Starr-Lucas, Trisha Luann; Geneseo, IL
 Steben, Dee A.; Ackworth, IA
 Steenhoek, Janis A.; West Des Moines, IA
 Steffen, Loree; Sioux City, IA
 Steinke, Melissa A.; Bettendorf, IA
 Stendebach, Joni Lynn; Saint Joseph, MO
 Stephany, Paula Kay; Harlan, IA
 Stephens, Ann R.; Sioux City, IA
 Sterns, Corinne S.; Cedar Rapids, IA
 Stevenson, Jane M.; Kellogg, IA
 Stewart, Nancy Kay; Moline, IL
 Stewart, Traci L.; Columbus Junction, IA
 Stielow, Jo Ann; Corning, IA
 Stigall, Kristi Ann; Sioux City, IA
 Stille, Jodi Dale; Estherville, IA
 Stockdale, Catherine Emajean; Humboldt, IA
 Stoltenberg, Camie J.; George, IA
 Stork, Suzanna Kay; Carroll, IA
 Stover, Stacey A.; Huxley, IA
 Stowell, Katie Michelle; Pocahontas, IA
 Strange, Donna E.; North Liberty, IA
 Struble, Stacey Lynn; Strawberry Point, IA
 Stutzman, Helen Deloris; Bedford, IA
 Sukut, Kathy L.; Alleman, IA
 Sullivan, Martha J.; Milton, IA
 Swanberg, Vance E.; Iowa Falls, IA
 Swanson, Phyllis Ann; Norwalk, IA
 Swearingen, Sue M.; Iowa City, IA
 Sweeney, Clarissa Lam; North Liberty, IA
 Swift, Judy M.; Iowa City, IA
 Swift, Tracy A.; Logan, IA
 Rosell, Michelle Lynn; Mount Pleasant, IA
 Tagye, Lisa E.; Vernon Hills, IL

Taylor, Angela Dawn; Plainfield, IN
 Taylor, Christa Danielle; North Liberty, IA
 Taylor, Jannice Marie; Van Wert, IA
 Taylor, Debra J.; Polk City, IA
 Tebbe, Jaci; West Des Moines, IA
 Tellinghuisen, Alisha Lee; Clarksville, IA
 Temple, Anne Marie; Johnston, IA
 Teske, Dorothy; Eldora, IA
 Thackery, Wanda R.; Mount Vernon, IA
 Thielmann, Janice R.; Ankeny, IA
 Thill, Vickie L.; Dubuque, IA
 Thomas, Jodie L.; Cedar Falls, IA
 Thomas, Lori M.; Colona, IL
 Thomas, Rachel Lynn; Story City, IA
 Thompson, Klyn Idell; Cedar Rapids, IA
 Thompson, Michelle Renee; Des Moines, IA
 Thompson, Bonnie Jane; Ottumwa, IA
 Thompson, Melissa A.; Bellevue, IA
 Thompson, Terry S.; Cedar Rapids, IA
 Thue, Barbara Jo Meek; Albert Lea, MN
 Tichy, Susan M.; Springville, IA
 Tiernan, Cathy A.; Marion, IA
 Tietjens, Phyllis J.; Manly, IA
 Tigan, Leigh Jones.; Marion, IA
 Tigges, Cindy L.; Humboldt, IA
 Till, Sharon A.; Farley, IA
 Tillotson, Milly G.; Cherokee, IA
 Timmons, Janis A.; Ankeny, IA
 Tinker, Janet L.; Audubon, IA
 Tompkins, Naomi F.; Newhall, IA
 Torres, Linda L.; Nevada, IA
 Touch, Karen L.; Ankeny, IA
 Towler, Connie A.; Waterloo, IA
 Trager, Charlotte A.; Cedar Rapids, IA
 Traver, Joyce E.; Climbing Hill, IA
 Trentz, Joan Marie; Maquoketa, IA
 Trimble, Ken E.; Waterloo, IA
 Tromp, Kayla Jolene; Oskaloosa, IA
 Troster, Judith A.; Des Moines, IA
 Tungsuevick, Janet L.; Des Moines, IA
 Turnbull, Andrea Q.; Rockford, IA
 Turner, Sara Ann; Elkhart, IA
 Turner, Lisa; Farragut, IA
 Twedt, Cheryl A.; Larchwood, IA
 Ubben, Julie M.; Hudson, IA
 Ulferts, Angela A.; Swisher, IA
 Ulrich, Robina S.; Center Point, IA
 Urnthun, Teresa J.; Montrose, IA
 Valasek, Cassie Jo; Iowa City, IA
 Van Evera, Edith A.; Lakewood, WA
 Van Hauen, Leslie Marie; Clive, IA
 Van Scoy, Dana Rose; Glenwood, IA
 Van Sicker, Larisa Ann; Sioux City, IA
 Vanbrocklin, Lynn M.; Cedar Falls, IA
 Vance, Jodie L.; LeClaire, IA
 Vandenberg, Carley Joan; Malvern, IA
 Vandenheuvel, Karen L.; Mason City, IA
 Vander Veen, Lora Ann; Spencer, IA
 Vander Velden, Melinda S.; Pleasant Hill, IA
 Vanderhoff, Ellen F.; Dakota City, IA
 VanderPlaats, Gayle E.; Boyden, IA
 Vandervoort, Janice Lee; Pella, IA
 VandeStouwe, Sue Lynn; Grinnell, IA
 VanEe, Debra L.; Pella, IA
 VanHolten, Amy M.; Fenton, IL
 Vanhorn, Dee A.; Ankeny, IA
 VanHulzen, Judi A.; Pella, IA
 Vazquez, Teresa; Oskaloosa, IA
 Verheul, Patricia; Altoona, IA
 Vibbard, Jenny Marie; Northwood, IA
 Villeneuve, Rebecca M.; Breda, IA
 Viter, Le Ann G.; Mount Vernon, IA
 Vlazny, Lori; Farmersburg, IA
 Voegele, Penny Jean; Mason City, IA

Vos, Karen S.; Pella, IA
 Voss, Jone E.; Okoboji, IA
 Voth, Camille Kay; Ankeny, IA
 Waggett, Julie A.; Waverly, IA
 Wagoner, Georgine A.; Parkersburg, IA
 Walker, Karen Kay; Des Moines, IA
 Walker, Melinda; Albia, IA
 Walker, Shirley Ann; Hiawatha, IA
 Wallander, Jenifer Ann; Prairie City, IA
 Waller, Elizabeth A.; Urbandale, IA
 Walsh, Sara Rachel; West Des Moines, IA
 Walters, Gina M.; Mount Vernon, IL
 Warrick, Michelle Dawn; Clarinda, IA
 Watkins, Jacquelyn F.; Des Moines, IA
 Watkins, Margaret E.; Waukee, IA
 Watson, Melissa June; Osceola, IA
 Wayman, Theresa Ann; Grinnell, IA
 Weaver, Debra Ann; Des Moines, IA
 Weber, Susan M.; Riverside, IA
 Weeks, Donna E.; Hamilton, IL
 Weidenbacher, Jean Marie; Sherrill, IA
 Weis, Sharon Kay; Treynor, IA
 Wells, Bonnie J.; Hamilton, IL
 Welton, Malinda A.; New Hampton, IA
 Welty, Laurel L.; Fort Madison, IA
 Welzien, Jeffery W. Sander.; Clinton, IA
 Weng, Karla Jean; Milan, IL
 Wessels, Cassie A.; Center Point, IA
 Wessling, Lisa Marie; Carroll, IA
 Wetzel, Catherine E.; Boone, IA
 Weymiller, Lori C.; New Albin, IA
 Wharff, William L.; Osceola, IA
 White, Abby Raye; Conesville, IA
 Wicks, Angela; Iowa City, IA
 Wicks, Janet A.; Spirit Lake, IA
 Widener, Russell Keith; Clinton, IA
 Widmer, Kimberly Ann; Ainsworth, IA
 Widmer, Marcia R.; Iowa City, IA
 Wiekamp, Gina L.; Hartley, IA
 Wiele, Michelle L.; Ankeny, IA
 Wilcken, Lorie E.; Davenport, IA
 Wilde, Marsha J.; Mason City, IA
 Wilkerson, Stacy J.; Solon, IA
 Willett, Paula R.; Cedar Rapids, IA
 Willging, Laura Ann; Dubuque, IA
 Williams, Shelley E.; Fairfield, IA
 Wilmes, Theresa A.; Sioux City, IA
 Wilson, Margaret A.; Ottumwa, IA
 Wimber, Sheri A.; Runnells, IA
 Winans, Tracie; Denison, IA
 Wischmeier, Audra Lynn; Sperry, IA
 Wise, Charlotte; Avoca, IA
 Wittcombe, Linda L.; Cedar Falls, IA
 Witt, Ann M.; Carlisle, IA
 Witt, Ladonna Jean; Whiting, IA
 Wittrock, Ricky J.; Dedham, IA
 Wolf, Katie A.; Independence, IA
 Wolfe, Mary L.; Cedar Falls, IA
 Wood, Connie Lou; Dow City, IA
 Woods, Tanya Ann; Polk City, IA
 Wright, Trudy Tumey; Mount Vernon, IA
 Wubben, Renea S.; Moravia, IA
 Yang, June C.; Iowa City, IA
 Yergler, Jane R. Korver.; Cedar Rapids, IA
 Young, Angela Lynn; Tipton, IA
 Young, Laurinda K.; Cedar Falls, IA
 Young, Margot S.; Carson, IA
 Young, Jacalyn B.; Runnells, IA
 Zaruba, Carol L.; Saint Paul, MN
 Zehr, Aaltje T.; Manson, IA
 Zellinger, Sherrie L.; Newton, IA
 Zenor, Marla R.; Merville, IA
 Zielinski, James Patrick; Mount Pleasant, IA
 Zoutte, Janiece; Altoona, IA

April RNs

Abel, Denise Lynn; Marion, IA
 Achenbach, Nancy A.; North English, IA
 Ackerman, Cindy Ann; Council Bluffs, IA
 Adair, Jodi L.; Creston, IA
 Adams, Kathleen S.; Clive, IA
 Adams, Katie Jane; DeWitt, IA
 Agnitsch, Vickie K.; Grimes, IA
 Aitchison, Michelle L.; Iowa City, IA
 Akins, Rachel R.; South Sioux City, NE
 Albrecht, Tina M.; Greene, IA
 Allen, Marlys P.; Urbandale, IA
 Allen, Rebecca Aloj; Webster, NY
 Althoff, Mary K.; Strawberry Point, IA
 Amelon, Margery J.; Iowa City, IA
 Andersen, Diane Michelle; Des Moines, IA
 Andersen, Julie Kathleen; Cedar Rapids, IA
 Andersen, Elizabeth J.; Urbandale, IA
 Anderson, Barbara S.; West Des Moines, IA
 Anderson, Colleen R.; Fredericksburg, IA
 Anderson, Janet E.; Ankeny, IA
 Andresen, Judith A.; Ames, IA
 Andrews, Helen A.; Des Moines, IA
 Anti, Julie Ann; Cedar Rapids, IA
 Arnbor, Michelle R.; Earlham, IA
 Arndorfer, Robin E.; Fairmont, MN
 Asmusen, Jacqueline A.; Bronson, IA
 Athay, Cheryl; Missouri Valley, IA
 Atkinson, Jodie K.; Clinton, IA
 Ayres, Katherine; Centerville, IA
 Bachman, Jana Dawn; Ankeny, IA
 Bade, Marcia J.; Boone, IA
 Baker, Sue A.; Iowa City, IA
 Baldridge, Gloria J.; Sioux City, IA
 Ball, Bonnie L.; New Boston, IL
 Baltimore, Cheryl A.; Davenport, IA
 Barnes, Kassandra Ann; Mason City, IA
 Barnett, Jennifer R.; Monroe, IA
 Barrett, Heidee G.; George, IA
 Baskerville, Amy Suzanne; Ankeny, IA
 Bass, Cynthia Ann; East Moline, IL
 Batterton, Elizabeth Ann; Urbandale, IA
 Baumann, Susan M.; Hiawatha, IA
 Beacom, Mary H.; Sioux City, IA
 Beall, Karen R.; Cedar Rapids, IA
 Beals, Annette M.; Grimes, IA
 Beatty, Colleen Ann; Harlan, IA
 Becher, Shelly Rose; Fort Dodge, IA
 Beckel, Angela Durham; Washington, IA
 Becker, Kathleen R.; Solon, IA
 Beecher, Bonnie K.; Dubuque, IA
 Begalske, Kathy R.; Sumner, IA
 Behymer, Jennifer A.; Bettendorf, IA
 Belay, Trudy; Decorah, IA
 Belding Schmitt, Mary E.; Cedar Rapids, IA
 Bell, Brenda L.; Solon, IA
 Bell, Megan Ann; Saint Petes, MO
 Benda, Sister Ludmilla; Buffalo, IA
 Benda, Sandra L.; Clive, IA
 Benson, Jerilee; Urbandale, IA
 Benson, Margaret J.; Des Moines, IA
 Bentley, Ellen J.; Clinton, IA
 Berens, Patti A.; Bettendorf, IA
 Berg, Bonnie L.; Sioux City, IA
 Bernatz, Ruth A.; New Hampton, IA
 Bertrand, Ila Jo; Woodward, IA
 Beveroth, Janet C.; Morrison, IL
 Bird, Shirley Vernet; Des Moines, IA
 Birt, Penny Lynn; Ankeny, IA

Continued on page 31

APRIL RNS *Continued from page 30*

Bjstrom, Julie L.; Boone, IA
 Black, Laura J.; Milan, IL
 Black, Linda J.; Fairfax, IA
 Black, Mary E.; Le Claire, IA
 Bleeker, Tracy Marie; Iowa City, IA
 Blinkmann, Patricia A.; Mason City, IA
 Bloomer, Kay M.; Independence, IA
 Blunt, Tami R.; Bedford, IA
 Bockes, Stacey Ann; Marshalltown, IA
 Boeding, Laura J.; Tipton, IA
 Bolkema, Brenda G.; Sheldon, IA
 Book, Cynthia; Glenwood, IA
 Bookin, Jacque L.; Ottumwa, IA
 Booth, James L.; Cedar Rapids, IA
 Borton, Jean M.; Clemons, IA
 Borup, Patricia Lea; Wellman, IA
 Boswell, Melody Jodene; Council Bluffs, IA
 Bottenfield, Jessica Lee; Des Moines, IA
 Bousquet, Janet Frances; Pella, IA
 Bowen, Leland D.; Iowa City, IA
 Bowie, Roberta M.; West Branch, IA
 Bowker, Emily Elizabeth; Algona, IA
 Bowlin, Deborah D.; Indianola, IA
 Bowman, Debra; Harper, IA
 Boyle, Marlene; Danbury, IA
 Bracken, Mary Jo; West Des Moines, IA
 Braddock, Pamela Lynn; Swea City, IA
 Braden, Ramona Jo; Cedar, IA
 Bradley, Lindy Ann; Pella, IA
 Brammer, Valerie; Glenwood, IA
 Brandhof, Mary H.; Mitchellville, IA
 Brase, Pamela K.; Coralville, IA
 Brewer, Bridget A. Navarro; Des Moines, IA
 Brewer, Carol Ann; Stuart, IA
 Bricker, Christina; Hamilton, IL
 Brimeyer, Rebecca J.; Mechanicsville, IA
 Brinkman, Mary Ann; Early, IA
 Brobst, Donna D.; Davenport, IA
 Brown, Dawn Renee; Des Moines, IA
 Brown, James D.; Rock Island, IL
 Brown, Jean D.; Savanna, IA
 Brown, Julie; Woodward, IA
 Browne, Katherine Lee; Davenport, IA
 Bruch, Sue; Jesup, IA
 Brumfield, Cynthia A.; Des Moines, IA
 Buckman, Rebecca J.; Cedar Rapids, IA
 Buckmaster, JoEllyn; Lansing, IA
 Buehrer, Paula K.; Waterloo, IA
 Bulechek, Gloria Marie; Solon, IA
 Burchard, Martha Marie; Sioux City, IA
 Burford, Dawn Michelle; Burlington, IA
 Burg, Janeth Marie; Sioux City, IA
 Burgett, Heather R.; Waterloo, IA
 Burgfechtel, Marylou A.; Sioux City, IA
 Burke, Mary L.; Lisbon, IA
 Butler, Thomas B.; Davenport, IA
 Byerly, Nikki Elisabeth; Fremont, OH
 Cahalan, Kelly Ann; Eagle Grove, IA
 Cahill, Jessica April; Mason City, IA
 Camarigg, Molly M.; Sioux City, IA
 Campbell, Paula; Des Moines, IA
 Cannon, Patricia Lou; West Des Moines, IA
 Carlson, Elizabeth R.; Lynn Center, IL
 Carlson, Debra L.; Alta, IA
 Carlson, Deniece J.; Marion, IA
 Carr, Sharon K.; Mount Ayr, IA
 Carver, Jolene K.; Des Moines, IA
 Cassidy, Diane Christine; Norwalk, IA
 Castel, Marina; Davenport, IA
 Chandler, Sherry R.; East Moline, IL
 Chase, Avril E.; Des Moines, IA
 Christian, Lisa Michelle; Des Moines, IA
 Christian, Melissa Anne; Avoca, IA
 Christiansen, Patricia J.; Sioux City, IA
 Church, Mary S.; Mason City, IA
 Churchill, Elizabeth J.; Runnells, IA
 Claerhout, Sandra L.; East Moline, IL
 Clanton, Jodeane Lynn; Asbury, IA
 Clark, Gayle O.; Iowa City, IA
 Clark, Kristin Dawn; Clive, IA
 Clark, Vickie L. Lenihan; West Des Moines, IA
 Clark, Lowell K.; Cedar Rapids, IA
 Clausen, Susan L.; Mason City, IA
 Clausen, Peggy L.; Colo, IA
 Clemens, Carolyn A.; Adair, IA
 Cleveland, Valerie L.; Bradgate, IA
 Clough, Cynthia Lee; Davenport, IA
 Cobb, Barbara; Marshalltown, IA
 Cody, Sharon M.; Dubuque, IA
 Coffman, Sheila L.; Milo, IA
 Cole, Charlotte M.; Plymouth, IA
 Colvard, Robert Eric; Iowa City, IA
 Condon, Jane E.; Lohrville, IA
 Conklin, Angela Kathryn; Des Moines, IA
 Conklin, Tanya R.Y.; Coralville, IA
 Conlin, Lynne; Cascade, IA
 Conlon, Carolyn S.; Council Bluffs, IA
 Conner, Melody A.; Albany, IL
 Considine, Kathleen D.; Sergeant Bluff, IA
 Cooper, Elaine M.; Des Moines, IA
 Copple, Sarah Lynn; Norwalk, IA
 Cotton, Cynthia; Mount Pleasant, IA
 Cousins, Mary Ann; Holland, MI
 Cox, Connie S.; Bondurant, IA
 Craig, Krsmanija A.; Mason City, IA
 Creamer, Jennifer Lynn; Bloomfield, IL
 Croghan, Christine D.; Lisbon, IA
 Cunningham, Kimberly Dawn; Iowa Falls, IA
 Cunningham, Taunya Joy; Indianola, IA
 Currie, Julie W.; Des Moines, IA
 Curry, Susan K.; Mitchellville, IA

Dalmeida, Steven P.; Bettendorf, IA
 Daniello, Deborah K.; Letts, IA
 Daters, Toni R.; Marshalltown, IA
 Davies, Catherine Marie; Portsmouth, IA
 Davis, Megan Sue; Iowa City, IA
 Davis, Zachariah Jonathan; Mason City, IA
 Davis, Gwenna Jean; Norwalk, IA
 Davis, Lisa K.; Kamrar, IA
 Davis, Randy J.; Mason City, IA
 Dawson, Anita Louise; Harlan, IA
 Dawson, Wilma R.; Des Moines, IA
 Daxon, Mary J.; Bettendorf, IA
 Day, Heather Helen; Iowa City, IA
 De Wild, Leanna J.; Bettendorf, IA
 Degen, Jacqueline Del Carmen; Coralville, IA
 DeHague, Amanda Louise; Burlington, IA
 DeJong, Charlene M.; Knoxville, IA
 Delaria, Dana S.; Des Moines, IA
 Dellos, Laura Murphy; Bettendorf, IA
 Denny, Marna J.; Runnells, IA
 Derksen, Abbie Lewis; Muscatine, IA
 Deutmeyer, Joan M.; Edgewood, IA
 DeZwaan, Amenda Ann; Cadillac, MI
 Dickinson, Teresa A.; Webster City, IA
 Diekmann, Nancy A.; Estherville, IA
 Dietrich, Renee L.; Le Mars, IA
 Diewold, Natasha Nicolai; Burlington, IA
 Dignin, Thelma M.; Cedar Falls, IA
 Doering, Barbara E.; Hubbard, IA
 Doherty, Patricia A.; Cedar Rapids, IA
 Dolezal, Donna A.; Iowa City, IA
 Donelson, Loa K.; Davenport, IA
 Doran, Sarah Nicole; Denver, CO
 Dornbier, Leslie A.; Mason City, IA
 Dorr, Nicole M.; Eldridge, IA
 Dosland, Joan E.; Fort Dodge, IA
 Doty, Michelle Renae; Sioux City, IA
 Doubet, Anna Marie; North Henderson, IL
 Dougherty, Marvel J.; Hamilton, IL
 Douglas, Rachel Diane; Davenport, IA
 Driscoll, Gwen M. Hall; Epworth, IA
 Driscoll, Marcia L.; Mount Vernon, IA
 Dubois, William S.; Sioux City, IA
 Duddeck, Deborah A.; Dubuque, IA
 Duffin, Kathie E.; Keokuk, IA
 Dunham, Michelle; Burlington, IA
 Dunlap, Shirley A.; Waterloo, IA
 Dunnington, Megan Ann; Alexandria, VA
 Duryee, Troy Allen; Alden, IA
 Dusold, Rachel Ann; Rockwell, IA
 Dwyer, Carol Ann; Bettendorf, IA
 Dyer, Pamela K.; Blue Grass, IA
 Eberhart, Joyce; Taylor Ridge, IL
 Echtenkamp, James A.; Spencer, IA
 Eckstat, Victoria E.; Altoona, IA
 Edgecomb, Kim Lea; Des Moines, IA
 Edie, Venita K.; Red Oak, IA
 Edwards, Nancee L.; Westfield, IA
 Eimen, Judith A.; Kalona, IA
 Elfritz, Sharon A.; Waterloo, IA
 Elledge, Jenifer Theresa; Manchester, IA
 Ellerbroek, Julie M.; Cedar Falls, IA
 Elwick, Kristi Lynn; Vinton, IA
 Engel, Kelli J.; Sioux City, IA
 Engstrom, Lois A.; East Moline, IL
 Erickson, Rae Anne; Emmetsburg, IA
 Erpelding, Janet; Jesup, IA
 Eschen, Lucinda E.; Dundee, IA
 Evans, Mary Ellen; Des Moines, IA
 Evans, Karen E.; Bettendorf, IA
 Eylers, Sarah J.; Waterloo, IA
 Faltys, Roger D.; Sioux City, IA
 Farquhar, Wanda; Shenandoah, IA
 Farrell, Debra Lynn; West Point, IA
 Farrer, Sandra L.; Sioux City, IA
 Fastje, Mary B.; Des Moines, IA
 Faust-Nelson, Jean L.; Spencer, IA
 Fawcett, Angela Lavonne; Marion, IA
 Featherston, Toni A.; Rockford, IA
 Feddersen, Debra J.; Davenport, IA
 Fennelly, Linda L.; Bettendorf, IA
 Ferchen, Carolyn A.; Bettendorf, IA
 Feters, Leota R.; Millerton, IA
 Fick, Barbara; Marion, IA
 Finnerty, Marilyn L.; Urbandale, IA
 Fischer, Emily Joan; Iowa City, IA
 Fischer, Debra L.; Garnavillo, IA
 Flaherty, Mary Elizabeth; Davenport, IA
 Flaig, Mabel C.; Hartford, IA
 Fleetwood, Amanda L. McLaughlin; Moline, IL
 Fleming, Laura Michelle; Waverly, IA
 Floy, Lana A.; Clear Lake, IA
 Flynn, Stacey L.; Bettendorf, IA
 Foell, Jeanne L.; Kelley, IA
 Foels, Sherri S.; Ankeny, IA
 Foley, Sharon; Urbandale, IA
 Ford, Kari Ann; Pleasant Hill, IA
 Frank, Michelle A.; Williams, AZ
 Franklin, Tammy Rose; Davenport, IA
 Frazey, Jessica Laurrell; Des Moines, IA
 Freeseemann, Angela Lea; Huxley, IA
 Frenier, Janet Joanne; Dunnellon, FL
 Fries, Sarah Ann; Davenport, IA
 Fritts, Diane; Iowa City, IA
 Fritz, Arlys J.; Burlington, IA
 Froehle, Margaret A.; Des Moines, IA
 Frost, John J.; Des Moines, IA
 Fry, Stacey L.; Des Moines, IA
 Fryslie, Paul M.; Iowa Falls, IA

Fuller, Deborah A.; Cambridge, IA
 Fullerton, Tamera Jo; Boone, IA
 Fulton, Lisa Dawn; Sioux City, IA
 Gallardo, Mary E.; West Des Moines, IA
 Ganschow, Nancy L.; Oxford, IA
 Gardner, Susan D.; Waterloo, IA
 Garin, Ladonna M.; Cedar Rapids, IA
 Garms, Martha M.; Cedar Falls, IA
 Garrett, Cathy L.; Indianola, IA
 Garrett, Julie Lynn; Bloomfield, IA
 Garvey, Phyllis A.; Council Bluffs, IA
 Gause, Julianne; Des Moines, IA
 Geddes, Tara Lee; Hinton, IA
 Geerts, Jodi Marie; New Hampton, IA
 Geerts, Nylene H.; Denver, IA
 Geier, Toni Lee; Council Bluffs, IA
 Geister, Dorothy M.; Carroll, IA
 Geppert, Beverly J.; New Virginia, IA
 Gerleman, Lisa Rae; Clermont, IA
 Gerleman, Susan E.; Cumming, IA
 Getter, Jacie Jo; Hastings, IA
 Gibson, Tami L.; Clive, IA
 Gilbert, Carol; Aptos, CA
 Gillman, Linda L.; Winterset, IA
 Gingrich, Catherine A.; Coralville, IA
 Gingrich, Lavidia S.; Swea City, IA
 Ginn, Rebecca Ann; Ames, IA
 Girtton, Christina Marie; Plymouth, IN
 Gittins, Marlene Ann; Carter Lake, IA
 Glasgow, Lois A.; Middletown, IA
 Gochenour, Sharon; Missouri Valley, IA
 Goeke, Dawn M.; West Des Moines, IA
 Goettsch, Roseann C.; Marion, IA
 Goldberg, Diana M.; Seymour, IA
 Gould, Renee M.; Iowa City, IA
 Gourley, Melissa Sue; Carl Junction, MO
 Gracey, Sandra L.; Des Moines, IA
 Doran, Sarah Nicole; Denver, CO
 Dornbier, Leslie A.; Mason City, IA
 Dorr, Nicole M.; Eldridge, IA
 Dosland, Joan E.; Fort Dodge, IA
 Doty, Michelle Renae; Sioux City, IA
 Doubet, Anna Marie; North Henderson, IL
 Dougherty, Marvel J.; Hamilton, IL
 Douglas, Rachel Diane; Davenport, IA
 Driscoll, Gwen M. Hall; Epworth, IA
 Driscoll, Marcia L.; Mount Vernon, IA
 Dubois, William S.; Sioux City, IA
 Duddeck, Deborah A.; Dubuque, IA
 Duffin, Kathie E.; Keokuk, IA
 Dunham, Michelle; Burlington, IA
 Dunlap, Shirley A.; Waterloo, IA
 Dunnington, Megan Ann; Alexandria, VA
 Duryee, Troy Allen; Alden, IA
 Dusold, Rachel Ann; Rockwell, IA
 Dwyer, Carol Ann; Bettendorf, IA
 Dyer, Pamela K.; Blue Grass, IA
 Eberhart, Joyce; Taylor Ridge, IL
 Echtenkamp, James A.; Spencer, IA
 Eckstat, Victoria E.; Altoona, IA
 Edgecomb, Kim Lea; Des Moines, IA
 Edie, Venita K.; Red Oak, IA
 Edwards, Nancee L.; Westfield, IA
 Eimen, Judith A.; Kalona, IA
 Elfritz, Sharon A.; Waterloo, IA
 Elledge, Jenifer Theresa; Manchester, IA
 Ellerbroek, Julie M.; Cedar Falls, IA
 Elwick, Kristi Lynn; Vinton, IA
 Engel, Kelli J.; Sioux City, IA
 Engstrom, Lois A.; East Moline, IL
 Erickson, Rae Anne; Emmetsburg, IA
 Erpelding, Janet; Jesup, IA
 Eschen, Lucinda E.; Dundee, IA
 Evans, Mary Ellen; Des Moines, IA
 Evans, Karen E.; Bettendorf, IA
 Eylers, Sarah J.; Waterloo, IA
 Faltys, Roger D.; Sioux City, IA
 Farquhar, Wanda; Shenandoah, IA
 Farrell, Debra Lynn; West Point, IA
 Farrer, Sandra L.; Sioux City, IA
 Fastje, Mary B.; Des Moines, IA
 Faust-Nelson, Jean L.; Spencer, IA
 Fawcett, Angela Lavonne; Marion, IA
 Featherston, Toni A.; Rockford, IA
 Feddersen, Debra J.; Davenport, IA
 Fennelly, Linda L.; Bettendorf, IA
 Ferchen, Carolyn A.; Bettendorf, IA
 Feters, Leota R.; Millerton, IA
 Fick, Barbara; Marion, IA
 Finnerty, Marilyn L.; Urbandale, IA
 Fischer, Emily Joan; Iowa City, IA
 Fischer, Debra L.; Garnavillo, IA
 Flaherty, Mary Elizabeth; Davenport, IA
 Flaig, Mabel C.; Hartford, IA
 Fleetwood, Amanda L. McLaughlin; Moline, IL
 Fleming, Laura Michelle; Waverly, IA
 Floy, Lana A.; Clear Lake, IA
 Flynn, Stacey L.; Bettendorf, IA
 Foell, Jeanne L.; Kelley, IA
 Foels, Sherri S.; Ankeny, IA
 Foley, Sharon; Urbandale, IA
 Ford, Kari Ann; Pleasant Hill, IA
 Frank, Michelle A.; Williams, AZ
 Franklin, Tammy Rose; Davenport, IA
 Frazey, Jessica Laurrell; Des Moines, IA
 Freeseemann, Angela Lea; Huxley, IA
 Frenier, Janet Joanne; Dunnellon, FL
 Fries, Sarah Ann; Davenport, IA
 Fritts, Diane; Iowa City, IA
 Fritz, Arlys J.; Burlington, IA
 Froehle, Margaret A.; Des Moines, IA
 Frost, John J.; Des Moines, IA
 Fry, Stacey L.; Des Moines, IA
 Fryslie, Paul M.; Iowa Falls, IA

Hannah, Paula; Sigourney, IA
 Hird, Barbara E.; Bloomfield, IA
 Hixenbaugh, Roseanne M.; West Des Moines, IA
 Hockmuth, Kellie; Des Moines, IA
 Hoffman, Vicky L.; Waterloo, IA
 Hogan, Jeremy Paul; Des Moines, IA
 Holcomb, Mary Lea; Adel, IA
 Holdorf, Jeremy Todd; Estherville, IA
 Holley, Jerry Alan; Marshalltown, IA
 Hols, Alice A.; Eddyville, IA
 Hoon, Terri Lynn; Davenport, IA
 Hoopes, Jennifer E.; Letts, IA
 Hoskins, Brenda L.; Grinnell, IA
 Hoth, Katherine Marie; Burlington, IA
 Hoth, Sharon K.; Dubuque, IA
 Houlihan, Beth; Iowa City, IA
 Hovland, Vivian Mary; Briceyln, MN
 Howard, Kimberly; Sumner, IA
 Howell, Rodney C.; Moline, IL
 Hoyt, Lucinda D.; Iowa City, IA
 Huebsch, Jana Mae; Fort Dodge, IA
 Huisman, Kathryn J.; Clarksville, IA
 Humpal, Cinda L.; Crescent, IA
 Humpal, Karen A.; Decorah, IA
 Hutchinson, Megan Dawn; Marshalltown, IA
 Ingamells, Shannon Marie; Hudson, IA
 Ingham, Pamela J.; Rockford, IA
 Ironside, Jay P.; Dubuque, IA
 Isabell, Robin; Luther, IA
 Isley, Larry D.; Tracy, IA
 Iversen, Sara Mae; Waterloo, IA
 Iverson, Rachel Marie; Marshalltown, IA
 Jacobi, Mayme G.; Traer, IA
 Jahnke, Mary Jane; Solon, IA
 Jameson, Debra Denise; Burlington, IA
 Jarding, Jeff Edward; Farley, IA
 Jeffries, Debra J.; Johnston, IA
 Jensen, Kathleen MM; Clive, IA
 Jensen, Michelle M.; Dubuque, IA
 Jensen, Bernice M.; Pine Island, MN
 Jimenez, Monica Lynn; Iowa City, IA
 Johnson, Jody M.; Sabula, IA
 Johnson, Lance Leroy; Burlington, IA
 Johnson, Rebecca J.; Silvis, IL
 Johnson, Tammy L.; Altoona, IA
 Johnson, Emily M.; Shenandoah, IA
 Johnson, Erica April; Kellogg, IA
 Johnson, Marian Carol; Stratford, IA
 Johnson, Nancy; Osage, IA
 Johnson, Teresa K.; Ely, IA
 Johnston, Heather Ann; Moline, IL
 Jones, Michele Ann; Kewanee, IL
 Joy, Susan; Iowa City, IA
 Judisch, Gail L.; Decorah, IA
 Jungers, Christine Lynn; Fonda, IA
 Junk, Elizabeth Ann; Ames, IA
 Jurgens, Dawn D.; Des Moines, IA
 Jurgensmeier, Tracey L.; West Des Moines, IA
 Kaprich, Suzanne M.; North Liberty, IA
 Kass, Sandra J.; Epworth, IA
 Kaufman, Emily Marie; Iowa City, IA
 Keast, Stacey L.; Macedonia, IA
 Keck, Lisa Lynn; Ottumwa, IA
 Keeler, Kristen Ann; Marion, IA
 Keller, Dawn A.; West Des Moines, IA
 Keller, Jane M.; Hudson, IA
 Keller, Laura M.; Keokuk, IA
 Kellow, Laurie Marie; Ankeny, IA
 Kelly, Judith Ann; Council Bluffs, IA
 Kelly, Rachael L.; Nora Springs, IA
 Kennedy, Colleen Faith; Des Moines, IA
 Kennedy, Lori L.; Indianola, IA
 Kennedy, Tanda J.; Slater, IA
 Kenyi, Victoria M.; Dubuque, IA
 Kerr, Elaine K.; Carlisle, IA
 Keuning, Darlene Brenda; Otley, IA
 Kiese, Sheila C.; Mount Pleasant, IA
 Kile, Joleen Diane; Des Moines, IA
 Killmer, Jackie Marie; Everly, IA
 Kimball, Babette A.; Jesup, IA
 King, Amy Sue; Council Bluffs, IA
 King, Lori Ann; Hiawatha, IA
 Kinkner, Lori; Fort Dodge, IA
 Kinzebach, Michelle Lynne; Waterloo, IA
 Kinzie, Janet A.; Bradenton, FL
 Kirk, Lillian R.; Linden, IA
 Kirsch, Sharon L.; Charles City, IA
 Kite, Linda C.; Bonaparte, IA
 Klein, Hillary Joy; Guttenberg, IA
 Klemme, Ronnie S.; Hawarden, IA
 Klesner, Arlene M.; Iowa City, IA
 Kline, Barbara L.; Des Moines, IA
 Kloster, Marsha A.; Waterloo, IA
 Knight, Krista Michele; Ames, IA
 Knights, Lori R.; Polk City, IA
 Knoer, Judy A.; Council Bluffs, IA
 Kock, Kathleen A.; Walnut, IA
 Koehn, Darcy L.; Iowa City, IA
 Kooi, Julie Kay; Inwood, IA
 Kopera, Mary A.; Council Bluffs, IA
 Koser, Kristine M.; North Liberty, IA
 Krage, Veronica Mae; Sioux City, IA
 Kral, Marilyn J.; Garner, IA
 Kralik, Wendy B.; Altoona, IA
 Kramer, Charlene K.; Central City, IA
 Kredit, Nikolyn; Sioux Center, IA
 Kricsfeld, Barbara A.; Council Bluffs, IA
 Krogmeier, Jane A.; Dubuque, IA
 Kroona, Shelby A.; Merville, IA
 Kruger, Ashley Kay; Port Byron, IL
 Kulchaiyawat, Suporn; Des Moines, IA
 Kulinski, Julie Rose; Avondale, AZ
 Kundrat, Mary A.; Des Moines, IA
 Kunkel, Linda Lee; Hartley, IA
 Kutz, Holly Marie; Sioux City, IA

Lacy, Bobbie Jean; Des Moines, IA
 LaDu, Anne N.; Leon, IA
 LaFoy, Patricia A.; Shambaugh, IA
 Lago, Marci L.; Estherville, IA
 Lame, Paulet K.; Des Moines, IA
 Lampe, Mary K.; Macon, MO
 Lampe, Joann A.; West Point, IA
 Lande, Vicki Kay; Osceola, IA
 Lang, Mary Pauline; Mason City, IA
 Langan, Andrea J.; Peosta, IA
 Langley, Shari L.; Aledo, IL
 Larson, Dora M.; Fort Dodge, IA
 Larson, Leanna Lynn; West Des Moines, IA
 Larson, Rita M.; Sioux City, IA
 Larvick, Susan A.; Pella, IA
 Lauer, Joyce T.; Cedar Falls, IA
 Laures, Mary; New Hampton, IA
 Lear, Carol A.; East Moline, IL
 Lee, Irene E.; Boone, IA
 LeFlore, Carole Grace; Sac City, IA
 Legree, Suzanne L.; Sioux City, IA
 Leichty, Angelia Marie; Williamsburg, IA
 Lenhart, Larene Faye; Elgin, IA
 Lenstra, Kari R.; Peosta, IA
 Leppert, Lisa D.; Manson, IA
 Letney, Robin L.; Bettendorf, IA
 Lewandowski, Leonard F.; Lighthouse Point, FL
 Lewis, Judy E.; Sioux City, IA
 Lewis, Maurine K.; Cedar Rapids, IA
 Lewis, Rebecca L.; Cedar Rapids, IA
 Li, Wenhong; Ames, IA
 Lillis, Joyce E.; Urbandale, IA
 Lincicum, Judith E.; Clear Lake, IA
 Lindholm, Cheryl Lynn; Des Moines, IA
 Lindley, Tracy Lizbeth; Iowa City, IA
 Linn, Tamara J.; Des Moines, IA
 Little, Melanie A.; Des Moines, IA
 Lively, Sonja L.; Iowa City, IA
 Loffin, Christopher James; Sioux City, IA
 Long, Melissa Jean Kahl; Lehigh, IA
 Lonsdale, Karen L.; Stuart, IA
 Loring, Cynthia Susan; Estherville, IA
 Lortz, Megan Elizabeth; Grimes, IA
 Loughry, Donna K.; Des Moines, IA
 Lovan, Charity Joy; Wayland, IA
 Love, Lona R.; West Des Moines, IA
 Lovett, Cherie; Dubuque, IA
 Lowenberg, Mary L.; Oskaloosa, IA
 Lucas, Debra A.; Peru, IA
 Luedtke, Sandra K.; Richland, WA
 Lukehart, Joella L.; Des Moines, IA
 Lund, Tamara J.; Boyden, IA
 Lunsford, Suzanne Rayleen; Burlington, IA
 Lussman, Myra M.; Clive, IA
 Lutkenhaus, Luann Theresa; Cedar Rapids, IA
 Lynott, Wendy L.; Hawarden, IA
 Maaske, Diane L.; Malvern, IA
 Maassen, Renita L.; Sioux Center, IA
 Madsen, Margaret E.; Crescent, IA
 Madson, Heather Peterson; Council Bluffs, IA
 Majogo, Emmy Edgar; Sioux City, IA
 Mandel, Chareta J.; West Des Moines, IA
 Manlove, Teresa Mary; Iron Mountain, MI
 Manning, Tonya Marie; Burlington, IA
 Marsh, Lori M.; Sioux City, IA
 Marshall, Melissa Spencer; Sidney, IA
 Martin, Darla; Central City, IA
 Martin, Patricia G.; New Hampton, IA
 Martin, Karie Marlynn; Clarinda, IA
 Marvin, Joy; Davenport, IA
 Marzen, Virginia Mary; New Albin, IA
 Masching, Pamela J.; Lawton, IA
 Mastbergen, Jessica Lynn; Sanborn, IA
 Mabee, Marilyn M.; Chariton, IA
 Mccall, Marlene Marie; Charter Oak, IA
 McClain, Julie Anne; Ankeny, IA
 McClendon, Kathleen M.; Sioux City, IA
 McClimon, Rebekah C.; Davenport, IA
 McCollough, Heather L.; Tipton, IA
 McConville, Susan J.; Urbandale, IA
 McCrady, Julie R.; Fort Dodge, IA
 McCubbin, Lynn D.; Long Grove, IA
 McCullough, Harry A.; West Des Moines, IA
 Mccurdy, Amy A.; Russell, IA
 Mcdanel, Linda D.; Exline, IA
 McDaniel, Sara Ann; Fairbank, IA
 Mcdonald, Lynda L.; Council Bluffs, IA
 Mcdonald, Hilary Ann; Bettendorf, IA
 McGee, Christine Ann; Cedar Falls, IA
 MCGonegle, Ann M.; Des Moines, IA
 McGovern, Catherine Marie; New Orleans, LA
 McGowan, Kathy; Iowa City, IA
 McGranahan, Lindy Sue; Eldridge, IA
 McGraw, Mary L.; Des Moines, IA
 McIntyre, Valerie Kristen; Ankeny, IA
 McKee, Molly Jo; Moline, IL
 McKibben, Margaret Olberding; Manilla, IA
 McLaughlin, Jacqueline S.; Mediapolis, IA
 Mclaughlin, Rachel R.; West Des Moines, IA
 McLimans, Jennifer S.; New Albin, IA
 McMahan, Kelly S.; Dubuque, IA
 McNamara, Dee A.; Story City, IA
 Mcnaughton, Janet L.; Ames, IA
 McNelly, Lisa L.; Arcadia, IA
 Mcnutt, Tracy A.; Iowa City, IA
 Means, Paula K.; Granville, IA
 Megan, Joellen M.; Iowa City, IA

Mehic, Azra; Urbandale, IA
 Meier, Pixie Aroha; Tabor, IA
 Meiners, Carol R.; Coon Rapids, IA
 Meisner, Jeanne A.; Farmersburg, IA
 Melby, Constance Ellen; Moline, IL
 Merchant, Patricia M.; Sioux City, IA
 Messer, Lindsay Michelle; Union, IA
 Metz, Heidi; Clear Lake, IA
 Meusbarger, Molly L.; Belle Plaine, IA
 Mezera, Tammy L.; Monona, IA
 Miedema, Felicia Agnes; Urbandale, IA
 Miller, David R.; Iowa City, IA
 Miller, Janice M.; Iowa City, IA
 Miller, Jessica A.; Hampton, IA
 Miller, Judith L.; Dubuque, IA
 Miller, Lavonne M.; Sheldon, IA
 Miller, Leigh Danielle; Jewell, IA
 Miller, Peggy J.; Iowa City, IA
 Mills, Chala S. L.; Rock Island, IL
 Mitchell, Kathleen A.; Perry, IA
 Moe, Arne Thomas; Sartell, MN
 Moeller, Barbara Ann; Donnellson, IA
 Monahan, Sonya D.; Perry, IA
 Monroe, Judith J.; Newton, IA
 Montag, Joanne Renee; Rock Rapids, IA
 Moore, Natalie Renee; Blairsburg, IA
 Moore, Renee C.; Des Moines, IA
 Morgan, Jill Marie; Toddville, IA
 Moroney, Colleen F.; Masonville, IA
 Morrow, Jeanne M.; Indianola, IA
 Moyer, Debra J.; Des Moines, IA
 Mozak, Julie M.; Sioux City, IA
 Mueller, Christopher A.; Le Mars, IA
 Muilenburg, Ann C.; Iowa City, IA
 Muraly, Judith E.; Clear Lake, IA
 Musser, Rebecca Kay; Iowa City, IA
 Mussett, Stephen K.; Des Moines, IA
 Mussig, Diane D.; Gladbrook, IA
 Nassif, Cecelia A.; Ames, IA
 Natvig, Julia A.; Davenport, IA
 Nauman, April Lynne; North Liberty, IA
 Neavin, Darci Marie; Fort Dodge, IA
 Neff, Jane A.; Runnells, IA
 Neilly, Sharon J.; Marion, IA
 Nellor, Dawn Marie; Audubon, IA
 Nelson, Karla Ann; Fort Dodge, IA
 Nemecek, Sharon K.; Des Moines, IA
 Nemmers, KaryAnne Marie; Pleasant Hill, IA
 Netzel, Kathleen M.; Newton, IA
 Nickles, Emily Stephen; Davenport, IA
 Niedert, Patricia K.; Waterloo, IA
 Nieland, Irene Mary; Carroll, IA
 Nikpour, Linda J.; Bloomfield Hills , MI
 Nimmer, Vickie D.; Marion, IA
 Nixon, Joyce; Albert Lea, MN
 Noble, Lisa Christine; O'Fallon, MO
 Noelting, Sandra E.; Cedar Falls, IA
 Noland, Stephen J.; Des Moines, IA
 Norris, Sharla L.; Kellerton, IA
 Noss, Sara Ann; Dougherty, IA
 Noyes, Rosemary K.; Belle Plaine, IA
 Nuti, Stephanie Jane; Iowa City, IA
 Nykoluk, Kerri Lynne; Davenport, IA
 O'Rourke, Karen; Towson, MD
 Oberbroeckling, Kathleen M.; Dubuque, IA
 Oberreuter, Margaret J.; Cedar Rapids, IA
 Obertance, Bree Kristi; Davenport, IA
 Ochoa, Echo Lynn; Mason City, IA
 O'Connor, Barbara Ann; Fort Dodge, IA
 Off, Steven R.; Des Moines, IA
 O'Hara, Cheryl A.; Ankeny, IA
 Ohrt, Lezlee A. Marshall; Clear Lake, IA
 Olhausen, Mary Elizabeth; Sioux City, IA
 Oliver, Marilyn Ruth; Port Byron, IL
 Olson, Joann K.; Ankeny, IA
 Olubode, Michelle Lea; Des Moines, IA
 Onofre, Janice M.; Keota, IA
 Oosterhuis, Henrietta W.; Runnells, IA
 Osborn, Mary Ann; Cedar Rapids, IA
 Otto, Donna D.; Holstein, IA
 Owen, Rebecca T.; Spirit Lake, IA
 Owens, Reva; Weldon, IA
 Paige, Roberta J.; Fairgrove, MO
 Palmer, JoEllen; Spirit Lake, IA
 Palmersheim, Paula K.; Iowa Falls, IA
 Palzkill, Lori A.; DeWitt, IA
 Parish, Sherry; New Virginia, IA
 Parker, Pamela; Dallas, IA
 Pasker, Margaret J.; Manchester, IA
 Patterson, Elizabeth Anne; Marion, IA
 Paulson, Amy Joy; Manchester, IA
 Paulus, Lisa M.; Rudd, IA
 Pechacek, Peggy Lee; Albert Lea, MN
 Peck, Donielle M.; Sioux City, IA
 Pendleton, Amy J.; Red Oak, IA
 Perkins, Lesta K.; Swisher, IA
 Perreault, Vivian Lea; Bettendorf, IA
 Perry, Diana J.; Milan, IL
 Peterman, Laura Santoro; Pella, IA
 Peters, Emily Lauren; Coralville, IA
 Peterson, Deborah E.; Oskaloosa, IA
 Peterson, Laurie M.; Story City, IA
 Pettengill, Cynthia Lynn; Council Bluffs, IA
 Pick, Susan Marie; Remsen, IA
 Pickle, Mary E.; Mount Union, IA
 Pistole, Janice Leigh; Walnut, IL
 Pitkin, Myrna J.; Rockford, IA
 Platz, Jennifer; West Des Moines, IA
 Polito, Valerie Laine; Afton, IA
 Pollard, Mary E.; Des Moines, IA
 Pollard, Stacey Anne; Johnston, IA
 Ponsetto, Margret E.; Centerville, IA

APRIL RNS *Continued from page 31*

Post, Danette Carlene; Rock Valley, IA
 Pottebaum, Julie A.; Remsen, IA
 Potter, Helen E.; Burlington, IA
 Powell, Ellen A.; Colo, IA
 Powers, Eva M.; Webster City, IA
 Price, Elizabeth; Winterset, IA
 Pritchett, Janice V.; Westfield, IA
 Prottsman, Tammia Jean; Iowa City, IA
 Puderbaugh, Sheryl R.; Peru, IA
 Purdum, Sharon L.; Burlington, IA
 Purdy, Joy E.; Oelwein, IA
 Putnam, Kristi Lynn; Sioux City, IA
 Rabe, Megan Elisabeth; East Moline, IL
 Rambousek, Diane Marie; Dubuque, IA
 Rapplean, KayLyn; Columbia, MO
 Ratz, Karen J.; Hiawatha, IA
 Rausch, Toni Ann; North Liberty, IA
 Rector, Cynthia A.; Waverly, IA
 Reddish, Lori A.; Madrid, IA
 Reed, Dixie Lee; Swisher, IA
 Reed, Julie M.; Ames, IA
 Reid, Lea J.; Sioux City, IA
 Rettig, Diana L.; Cedar Rapids, IA
 Retzl, Patricia M.; Bettendorf, IA
 Reusche, Janice Sue; Clinton, IA
 Reuter, Sandra Dee; LeMars, IA
 Reynolds, Ellen Elizabeth; Mount Pleasant, IA
 Rhinehart, Kathryn Reese; Ferguson, IA
 Richard, Julia A. VanPatten-; What Cheer, IA
 Ridgway, Jennifer Rebecca; Colfax, IA
 Rieck, Shelby Lynn; Iowa City, IA
 Riniker, Judith A.; Guttenberg, IA
 Riniker, Judith A.; Waverly, IA
 Riniker, Judith A.; Durango, IA
 Robbins, Elizabeth Ann; Windsor Heights, IA
 Robbins, Sarah L.; Eldridge, IA
 Robinette, Stephanie Renee; Essex, IA
 Robinson, Heather A.; Swisher, IA
 Robinson, Sarah M.; Fulton, IL
 Roelsgard, Ruth A.; Marshalltown, IA
 Rogers, Mary; Ellsworth, IA
 Rollefson, Sarah Lynn; Clear Lake, IA
 Ronfeldt, Staci Lynn; Merville, IA
 Rood, Barbara Ruth; Marion, IA
 Rosacker, Diane J.; Maple Grove, MN
 Rose, Judy I.; Steamboat Rock, IA
 Rosonke, Carissa D.; Des Moines, IA
 Rottink, Terri J.; Grundy Center, IA
 Roussell, Judith Ann; Monticello, IA
 Ruby, Angela K.; Greenfield, IA
 Rudd, Mary A.; Waterloo, IA
 Ruelle, Hope Marie; Des Moines, IA
 Rullan, Linda M.; Urbandale, IA
 Rundle, Kari D.; Mount Vernon, IA

Runkel, Tracy L.; Story City, IA
 Rutledge, Wendy; Woodbine, IA
 Rutz, Karen R.; Rocklin, CA
 Ryan, Cheryl M.; Davenport, IA
 Ryan, Molly Kathryn; Coralville, IA
 Ryce, Lisa Renee; Burlington, IA
 Sabol, Jane Marie; Dubuque, IA
 Sack, Mary M.; Dubuque, IA
 Samples, Elizabeth Maria; Danville, IA
 Sanders, Mary Beth; Donnellson, IA
 Sanders, Bonnie L.; Dubuque, IA
 Sanson, Ruth E.; Lorimor, IA
 Santis, Christopher Lee; Mount Vernon, IA
 Schaefer, Katie Lynn; Des Moines, IA
 Schaub, Mary M.; Lehigh Acres, FL
 Schemmel, Barbara J.; Cedar Rapids, IA
 Schierbrock, Kara Cassilda; Moline, IL
 Schieuer, Nancy A.; Sioux City, IA
 Schmid, Shiloh Dawn; Burlington, IA
 Schmidt, Mary A.; Dubuque, IA
 Schmitt, Lorie A.; Sherrill, IA
 Schmitz, Deborah J.; Marion, IA
 Schmitz, Esther Theresa; Carroll, IA
 Schmitz, Donna J.; Jesup, IA
 Schmitz, Ina L.; Crawfordsvile, IA
 Schnebbe, Barbara L.; Williamsburg, IA
 Schneider, Angela J.; Sioux City, IA
 Schneider, Cheryl S.; Webster City, IA
 Schneider, Mary E.; Des Moines, IA
 Schoon, Penelope Sue; Monticello, IA
 Schriever, Cindy J.; Rudd, IA
 Schroeder, Linda Sue; Dubuque, IA
 Schuessler, Barbara A.; Iowa City, IA
 Schuknecht, Dana L.; Paulina, IA
 Schulte, Candace R.; Keokuk, IA
 Schultz, Stephen; Marengo, IA
 Schumer, Julie Lynn; Nevada, IA
 Schwan, Brenda A.; Fort Atkinson, IA
 Scoles-Norman, Kathleen Ann; Waterloo, IA
 Scroggie, Melinda Mary; Bedford, IA
 Seckman, Jacqueline A.; Hamilton, IL
 Seeman, Cynthia R.; Gladbrook, IA
 Selsor, Paula Marie; Weldon, IA
 Senter, Jane A.; Altoona, IA
 Sertich, Anna Christine; Des Moines, IA
 Sexton, Carolyn R.; Humboldt, IA
 Shanklin, Jennie L.; Robins, IA
 Sharp, Karen M.; Bettendorf, IA
 Shelton, Ericka J.; Moline, IL
 Shelton, Judith Lynn; Cushing, IA
 Shenk, Mary S.; Davenport, IA
 Shepard, Mary J.; Agency, IA
 Sherer, Bobbie; Turin, IA
 Shimon, Tammy J.; Rolfe, IA

Shoemaker, Linda K.; Ankeny, IA
 Shook, Mary Catherine; Sioux City, IA
 Shumate, Lynnette E.; Bloomfield, IA
 Siasoco, Josefina; Pleasant Hill, IA
 Simpson, Marilyn A.; Conrad, IA
 Sisler, Roberta M.; Iowa City, IA
 Skov, Amy Lee; Le Mars, IA
 Skovgaard, Deanne Lynn; Carter Lake, IA
 Sloan, Pamela Sue; Edina, MN
 Sloth, Anne Marie; Cedar Falls, IA
 Smidt, Todd Robert; Waukee, IA
 Smith, Adora; Des Moines, IA
 Smith, Angela S.; De Soto, IA
 Smith, Carol; Altoona, IA
 Smith, Catherine P.; Granger, IA
 Smith, Chandra Leigh; Johnston, IA
 Smith, Cynthia G.; Sioux City, IA
 Smith, Jennifer Kristine; Des Moines, IA
 Smith, Rachel Renee; Alburnett, IA
 Smith, Richard K.; Dubuque, IA
 Smith, Janet A.; Humboldt, IA
 Smith, Susanne Rae; Primghar, IA
 Snell, Melanie A.; Marion, IA
 Sorbo, Carolyn S.; Newton, IA
 Sorrells, Cathy J.; Moline, IL
 South, Robin K.; Canton, MO
 Sowder, Craig E.; Williamsburg, IA
 Spaulding, Sondra J.; Council Bluffs, IA
 Speicher, Dina E.; Council Bluffs, IA
 Spilky, Elizabeth A.; West Des Moines, IA
 Sprecher, Sara Elizabeth; Winterset, IA
 Starr, Linda T.; Thomson, IL
 Staten, Bruce Ellis; Carlisle, IA
 Stedman, Jodi Beth; W. Des Moines, IA
 Steensen, Beverly J.; Guthrie Center, IA
 Steil, Michelle D.; Cedar Rapids, IA
 Stein, Jane E.; Council Bluffs, IA
 Steinmetz, Joan M.; Clive, IA
 Stempel, Marilyn F.; Ottumwa, IA
 Stevens, Carolyn A. Johnson-; Ames, IA
 Stevenson, Heather Marie; Niota, IL
 Stewart, Stephanie; Solon, IA
 Stewart, Theresa; Runnells, IA
 Stice, Joanne R.; Davenport, IA
 Stickrod, Julie A.; Sioux City, IA
 Stiles, Lisa M.; Vinton, IA
 Stilwill, Jeanine Dorothy; Des Moines, IA
 Stimmel, Judith L.; Iowa City, IA
 Stocker, Marcy Lynn; Ankeny, IA
 Stodden, Joan M.; Cherokee, IA
 Stoll, Susan M.; Boone, IA
 Stoller, Kelly Lynn; Clinton, IA
 Strable, Russell Leroy; Polk City, IA
 Strack, Denise A.; Stronghurst, IL
 Stuhrenberg, Donna J.; Sergeant Bluff, IA
 Stults, Nancy L.; Knoxville, IA

summers, Deborah A.; Burlington, IA
 Sung, Si Ae; Lakewood, CA
 Sutton, Antipaz Devilla; Coal Valley, IL
 Swain, Christine Denise; Le Mars, IA
 Swanson, Bonnie J.; Davenport, IA
 Sweeney, Diane L.; Savanna, IL
 Swieter, Angela E.; Des Moines, IA
 Swise, Rachell Nichole; Iowa City, IA
 Tackett, Janice K.; Monticello, IA
 Tantri, Rachel Perlmutter; Iowa City, IA
 Taylor, Sharon L.; Castana, IA
 Tedder, Roxanne L.; Des Moines, IA
 Tedrow, Denise Ann; Creston, IA
 Teske, Jeffrey A.; Davenport, IA
 Thielen, Alice M.; Carroll, IA
 Thiesen, Clara Amanda; Spencer, IA
 Thomas, Gloria A.; Davenport, IA
 Thomas, Patricia A.; Cedar Rapids, IA
 Thomas, Angela R.; Ottumwa, IA
 Thomas, Laurie A.; Mason City, IA
 Thompson, Tammy ReNee; Urbandale, IA
 Thompson, Francesca Lee; Mount Vernon, IA
 Thomson, Kazuko I.; Des Moines, IA
 Thurm, Terrie Lynn H.; Denver, IA
 Tiarks, Rebecca L.; APO, AE
 Tiemessen, Linda R.; New Hampton, IA
 Tighe, Katherine; Chariton, IA
 Toms, Tracey Ann; Lake City, IA
 Tott, Nancy A.; Cedar Rapids, IA
 Towle, Diane Marie; Northwood, NH
 Townsend, Lori A.; Cedar Rapids, IA
 Townsend, Susan E.; Newton, IA
 Tracy, Corina K.; Marion, IA
 Trampe, Sandra K.; Steamboat Rock, IA
 Troland, Amy Dawn; Washington, IN
 Trulson, Jackie D.; Winterset, IA
 Tuori, Beverley Elise; Dafter, MI
 Turner, Jean M.; Sioux City, IA
 Tuttle, Genelle A.; Sioux City, IA
 Tuttle, Kendra Kay; Des Moines, IA
 Uhl, Sylvia K.; Merrill, IA
 Uhrich, Pamela R.; North Liberty, IA
 Utterback, Thomas J.; Norwalk, IA
 Van Horn, Amanda Lynn; Des Moines, IA
 Van Houten, Konnie Marie; Washington, IA
 Van Wyhe, Michelle Lynn; Ireton, IA
 Van Wyk, Nancy L.; Pella, IA
 VanDam, Kari Jo; Remsen, IA
 VanderHeiden, Stacy; Wheatland, IA
 Vangorp, Diane R.; Urbandale, IA
 Vanlaningham, Diana L.; New Hampton, IA
 Vanoosbree, Debra S.; Rochester, MN
 Vanpatten, Judith K.; Sioux City, IA

Vanroekel, Shirlea A.; George, IA
 VanSickle, Cheri L.; Neola, IA
 Vanwilligen, Rosemarie R.; Montezuma, IA
 Venteicher, Marilyn G.; Jefferson, IA
 Vest, Jennifer Lynn; Waterloo, IA
 Vick, Lori L.; Burnside, IL
 Vidal, Rujuta Lagu; Garner, IA
 Volkert, Lori Rae; Holstein, IA
 Votroubek, Gail A.; Davenport, IA
 Voy, Marsha Lynne; Maquoketa, IA
 Vrzak, Staci Ann; New Hampton, IA
 Vukadin, Aleksandra; Waterloo, IA
 Wacha, Judith M.; Hudson, IA
 Wadle, Frances Lee; Knoxville, IA
 Wagner, Kelli Kae; Washburn, IA
 Wagner, Jill A.; Iowa City, IA
 Wagner, Richard; West Branch, IA
 Wah Lig, Ann; Clive, IA
 Waldron, Ila J.; Council Bluffs, IA
 Wales, Gina M.; East Moline, IL
 Walljasper, Jolene A.; Salem, IA
 Walter, Melody Rose; Des Moines, IA
 Waltersdorf, Blythe D.; Creston, IA
 Walton, Robert Joseph; Coralville, IA
 Warling, Marilyn; Waukee, IA
 Warn, Dina Maria; Des Moines, IA
 Warren, Kathleen D.; Goldfield, IA
 Watson, Carol A.; Iowa City, IA
 Watts, Kathleen Courtney; Coralville, IA
 Wax, Mary T.; Emerson, IA
 Weatherwax, Lisa Lynn; Ankeny, IA
 Weber, Vickie L.; Dubuque, IA
 Weeks, Marilyn J.; Ottumwa, IA
 Weepie, Martin J.; Bronson, IA
 Weghorst, Gwen A.; Barnes City, IA
 Weisskopf, Peggy A.; Victor, IA
 Weitz, Ronald John; Dubuque, IA
 Wells, Barbara J.; Iowa City, IA
 Welvaart, Heleen M. Wilhelmin; APO, AE
 Wenzel, Anne Marie; Des Moines, IA
 Wessels, Kathy; McGregor, IA
 Wessels, Joan E.; Manchester, IA
 West, Connie Jo; Ottumwa, IA
 Wettstein, Kristin Jean; Eureka, IL
 Whalen, Sandra L.; Burlington, IA
 Wheeler, Erica Ann; Sutherland, IA
 White, Joyce Abuhl; Des Moines, IA
 White, Judith E.; Burlington, IA
 Whitehead, Valerie Kay; Spencer, IA
 Whitmore, Brenda J.; Marengo, IA
 Whitters, Andrew D.; Cedar Rapids, IA
 Wiedmann, Mary P.; Prole, IA
 Wieland, Raye A.; Ainsworth, IA
 Wiggins, Jane Elaine; Rock Island, IL
 Wilcoxon, Diana; Minden, IA
 Wilde, Laura J.; New Hampton, IA

Williams, David A.; Earlham, IA
 Williams, Shannon Sue; Fort Dodge, IA
 Williams, Julia A.; Villisca, IA
 Williams, Michelle R.; Des Moines, IA
 Williamson, Eloise M.; Numa, IA
 Wilson, Becky J.; Marion, IA
 Wilson, Krista L.; Hamburg, IA
 Wilson, Leslie J.; Fort Madison, IA
 Wilson, Rebecca S.; Fort Madison, IA
 Wilson, Ann Marie; Manchester, IA
 Wilson, Jill; Guttenberg, IA
 Wilson, Susanna Lynn; Montezuma, IA
 Winchester, Pamala K.; Cedar Rapids, IA
 Windisch, Staci Renae; Geneseo, IA
 Winter, Terra Marie; Coralville, IA
 Witzenburg, Stacey Ann; Marion, IA
 Wolf, Patricia A.; Des Moines, IA
 Wolfswinkel, Helaine J.; Rock Valley, IA
 Woodard, Rachel; Iowa City, IA
 Wooldridge, Heather R.; Knoxville, IA
 Woollums, Caroline Ann; Madrid, IA
 Woten, Beverly K.; Ottumwa, IA
 Wright, Sandra J. Conrey; Rock Island, IL
 Wynn, Micheline Lynn; Milan, IL
 Yates, Barbara; Alta, IA
 Yetmar, Bridget Kay; Clare, IA
 Young, Leslie Ann; Van Meter, IA
 Young, Sabrina Joiner; Missouri Valley, IA
 Zacek, Cheryl D.; Coralville, IA
 Zajic, Sharon E.; Charles City, IA
 Zay, Angela Michele; Ankeny, IA
 Zink, Angela Rae; Fort Madison, IA
 Zitterich, Gretchen G.; Ames, IA
 Zuehl, Ruth A.; Fort Lauderdale, FL
 Zuehls, Karin S.; Fort Dodge, IA

May RNS

Abbott, Rebecca S.; Indianola, IA
 Abney, Brenda S.; Thomson, IL
 Adrian, Karen L.; Cedar Falls, IA
 Ahrens, Marilyn A.; De Witt, IA
 Albertsen, Jessica Lynn; LAPorte City, IA
 Aljets, Edith M.; Pomeroy, IA
 Allard, Jennifer Marie; Des Moines, IA
 Allard, Larae A.; Akron, IA
 Allen, Sarah J.; Cedar Rapids, IA
 Allen, Rose M.; Hiawatha, IA
 Anderson, Charlotte; Burlington, IA
 Anderson, Lisa M.; Fort Dodge, IA
 Anderson, Dawnette Gayle; Sergeant Bluff, IA
 Anderson, Margaret A.; Lawton, IA
 Andrews, Chandra Mahna; Ankeny, IA
 Archer, Karin Ann; Des Moines, IA

Continued on page 33

MAY RNs *Continued from page 32*

Archer, Kathleen J.; Muscatine, IA
 Arduser, Sara Lynn; Marion, IA
 Arenz, Allison Mae; LaMotte, IA
 Arndt, Diane L.; Humboldt, IA
 Arnold, Michelle M.; Riverside, IA
 Aronson, Angela G.; Honey Creek, IA
 Arter, M. Elizabeth; Donahue, IA
 Asby, Sue Ann; Iowa City, IA
 Ashcraft, Brenda S.; Clinton, IA
 Attkisson, Sharone; Neola, IA
 Baack, Diane; Le Mars, IA
 Babb, Laurel E. Shever-; Moville, IA
 Baccam, Vilaisouk; New Bedford, MA
 Badtram, Lois E.; Bennett, IA
 Bainbridge, Scott M.; West Burlington, IA
 Baker, Barbara A.; Burlington, IA
 Baker, Debra J.; Dysart, IA
 Baker, Karen J.; Central City, IA
 Baker, Jill L.; Waverly, IA
 Baker, Sandra Y.; Marshalltown, IA
 Bakker, Nancy; Dows, IA
 Baldes, Patricia A.; Davenport, IA
 Balmer, Kathy J.; Le Mars, IA
 Bannon, Donna J.; Dubuque, IA
 Barber, Kelsey Marie; Des Moines, IA
 Barkema, Karla M.; Des Moines, IA
 Barkmeier, Cynthia K.; Lake City, IA
 Barrett, Joyce M. Baldwin-; Ankeny, IA
 Barrier, Paulette; Neola, IA
 Barron, Diana P.; Clarion, IA
 Barry, Brenda M.; Cedar Rapids, IA
 Bassett, Shelly E.; Bloomfield, IA
 Batterson, Sherri Chrisman-; Des Moines, IA
 Beary, Shelly R.; Lovilia, IA
 Beasley, Joyce A.; Altoona, IA
 Beatty, Angela S.; Anamosa, IA
 Behrend, Susan D.; Bettendorf, IA
 Belcher, Julie Kay; Greenwood, MO
 Beltz, Florence C.; Peoria, IL
 Benberg, Jodi Rebecca; Johnston, IA
 Benda, Anne K. Skoglund-; Dubuque, IA
 Benesch, Terry K.; Cedar Rapids, IA
 Bennett, Barbara J.; Sioux City, IA
 Benson, Tammy J.; Buffalo Center, IA
 Berry, Carrie Jo; Waterloo, IA
 Berry, Susan Sykes; Kansas City, MO
 Berry, Marsha Rae; Lake City, IA
 Berst, Carla A.; Waucoma, IA
 Bertelsen, Sandra L.; Council Bluffs, IA
 Bevans, Angela Lynn; Tiffin, IA
 Bickle, Julie A.; Reynolds, IL
 Biggs, James Frederick; West Point, IA
 Bireline, Tamara S.; Adair, IA
 Bishop, Suzanne; Ottumwa, IA
 Biswell, Chasidy L. Mejia-; Milan, IL
 Bitz, Anita May; Algona, IA
 Blackburn, Kelley Lynn; Iowa City, IA
 Blanchard, Virginia M.; W. Des Moines, IA
 Bleile, Jodee A.; Dubuque, IA
 Blocksome, Elizabeth B.; Robins, IA
 Bobzien, Dawn Marie; Primghar, IA
 Boeckenstedt, Sharon K.; Manchester, IA
 Boes, Vickie A.; Carroll, IA
 Boggs, Margaret A.; Albion, IA
 Bogseth, Kristi Ann; Ankeny, IA
 Bohnsack, Beth A.; LaPorte City, IA
 Bollinger, Michael B.; Keokuk, IA
 Bonjour, Richard M.; Fayette, IA
 Boom, Gail L.; Manchester, IA
 Bormann, Gail A.; Waukee, IA
 Boudreau, Trudy; Davenport, IA
 Bowden, Erin Lynn; Villisca, IA
 Bowers, Trisha Marie; Rock Island, IL
 Bracht, Alesha Jacqueline; Sioux City, IA
 Braden, Laura Lynne; Oskaloosa, IA
 Brady, Beth A.; Eagle Grove, IA
 Brandt, Nancy Mae; Titonka, IA
 Brannen, Kathy A.; Clarion, IA
 Brant, Betty M.; Colfax, IA
 Bream, Alicia J.; Iowa City, IA
 Breit, Lance Daniel; Sioux City, IA
 Brewer, Janay Lynn; Zephyrhills, FL
 Briggs, Jennifer Marie; Montrose, IA
 Briggs, Karen S.; Grimes, IA
 Brodigan, J. LuAnn; Independence, IA
 Brown, Barbara Michelle; Sioux City, IA
 Brown, Janice K.; West Des Moines, IA
 Brown, Larry Scott; Council Bluffs, IA
 Brown, Sarah Mae; Iowa City, IA
 Brubaker, Jill Renea; Clive, IA
 Brunia, Melissa Anne; Ankeny, IA
 Brunsting, Rebecca Jean; Meriden, IA
 Bruun, Shari E.; Klamath Falls, OR
 Bryner, Leticia; Coralville, IA
 Buchmayer, Jan R.; Solon, IA
 Budd, Cherry Michelle; Audubon, IA
 Bullock, Carmin Corinne; Des Moines, IA
 Bumpus, Susan Nicole; Davenport, IA
 Buren, Catherine A.; Mason City, IA
 Burger, Jamie; Dubuque, IA
 Burkart, Delores F.; Marion, IA
 Burke, Bette L.; Donnellson, IA
 Burke, Annette M.; Waterloo, IA
 Burken, Michele Lynn; Cedar Rapids, IA
 Burmeister, Sally Jo; Harlan, IA
 Burnett, Gretchen A.; W. Des Moines, IA
 Burnette, Angela R.; Hartley, IA
 Burnison, Melanie; Emerson, IA
 Burns, Carol A.; Davenport, IA
 Bush, Judith R.; Grinnell, IA
 Butcher, Jacqueline Y.; Corning, IA
 Butschi, Mark Dixon; Cedar Rapids, IA
 Button, Elizabeth S.; Adel, IA
 Cable, Teresa Dee; Des Moines, IA

Cady, Marilyn Jane; Council Bluffs, IA
 Caldwell, Sharon K.; Casey, IA
 Call, Dona Raye; Yates Center, KS
 Campbell, Amanda Lea; Douds, IA
 Capron, Kimberly K.; Iowa City, IA
 Capwell, Raymond George; Ann Arbor, MI
 Cardin, Deborah K.; Ottumwa, IA
 Carlson, Martha J.; Moline, IL
 Carter, Betty J.; Princeton, IA
 Carter, Mary A.; Williamsburg, IA
 Casson, Connie A.; Council Bluffs, IA
 Chadwick, Mary K. Kutchen-; Des Moines, IA
 Childers, Amber Marie; Council Bluffs, IA
 Chiochon, Ann Noel; Lake Park, IA
 Ciabattini, Sherry L.; Davenport, IA
 Clark, Teresa A.; Keokuk, IA
 Clark, Wendy Marcella; Cedar Falls, IA
 Clasen, Dana M.; Waterloo, IA
 Clayton, Jill Marie; Hiawatha, IA
 Clayton, Vera L. Rogers-; Saint Louis, MO
 Clemen, Janet L.; Dyersville, IA
 Clemens, Susan P.; Coralville, IA
 Coffman, Barbara; South English, IA
 Coleman, Barbara R.; Waterloo, IA
 Collins, Janice; Rutland, IA
 Collins, Pamela S.; Garner, IA
 Comer, Susan M.; De Witt, IA
 Comstock, Holly Lynn; Sioux City, IA
 Conlon, Judith A.; Sioux City, IA
 Conn, Marcia K.; Glenwood, IA
 Conner, Julie K.; Cedar Rapids, IA
 Conover, Gayle E.; Maxwell, IA
 Considine, Linda L.; Iowa City, IA
 Cook, Cindy S.; Dubuque, IA
 Cook, Jody L.; West Branch, IA
 Coop, Diane K.; West Des Moines, IA
 Cooper, Erin Ann; Storm Lake, IA
 Coppock, Steven F.; Denham Springs, LA
 Corkrean, Mary Alice; Winterset, IA
 Cornelius, Cindy J.; Grundy Center, IA
 Cory, Marilyn A.; Ames, IA
 Cox, Benjamin Robert; Harlan, KY
 Cox, Sister Ruth Alyce; Cedar Rapids, IA
 Cox, Martha J.; Davenport, IA
 Crawford, Susan M.; Davenport, IA
 Crouch, Randall E.; Sioux City, IA
 Cummings, Joy B.; Cedar Rapids, IA
 Cummings, Peggy D.; Adel, IA
 Curfman, Katherine J.; Cedar Rapids, IA
 Cutkomp, Jennifer Ann; Rock Island, IL
 Cutsforth, Norma Ludene; Cedar Rapids, IA
 Dahl, Barbara K.; Dubuque, IA
 Dailey, Mylinda Kaye; Des Moines, IA
 Dales, Kathy A.; Manning, IA
 Damon, Shelia; Des Moines, IA
 Daniels, Rebecca Ann; Rock Island, IL
 Dasch, Gary J.; Mason City, IA
 Davidson, Brenda Jo; Jefferson, IA
 Davis, Avis Rose; Ankeny, IA
 Davis, Bernita A.; Guttenberg, IA
 Davis, Mary A.; Urbandale, IA
 Davis, Sharon Kay; Des Moines, IA
 Dawson, Jeanne Loree; Norwalk, IA
 Dawson, LeeAnn; Pleasant Hill, IA
 Day, Michelle Anne; Cedar Rapids, IA
 Dean, Kathryn Skallerup; Glenwood, IA
 Deardorff, Amber Marie; Ames, IA
 Decker, Doris M.; Des Moines, IA
 Decker, Jennifer L.; Clear Lake, IA
 Deem, Dawn Marie; Taylor Ridge, IL
 DeLaura, Sheila May; Hospers, IA
 Den Hartog, Martha J.; Otley, IA
 DenBoer, Jennieva; Rock Valley, IA
 Denekas, Judy C.; Story City, IA
 Denio, Jane E.; Silver Spring, MD
 Denison, Gladys Carolyn; Fort Madison, IA
 Depauw, Joann M.; Andalusia, IL
 Derflinger, Terri L.; Stanley, IA
 Desotel, Joyce A.; Dallas City, IL
 Dickinson, Susan Lynn; Brighton, IA
 Diekhuis, Vickie L.; Clear Lake, IA
 Dietrich, Karee J.; Newhall, IA
 Dimmer, Emily Marie; Charlotte, IA
 DiTomaso, Frank Joseph; Bondurant, IA
 Dlhy, Deanna Marie Kuennen; Decorah, IA
 Dobbs, Edna J.; Gilbert, IA
 Dorgan, Mary Jo; Creston, IA
 Dorr, Gloria G.; West Branch, IA
 Drahozal, Norine E.; Cedar Rapids, IA
 Draisey, Elizabeth Ann; Sioux City, IA
 Drannen, Marcella Marie; Altoona, IA
 Driscoll, Mary Jane; Dubuque, IA
 Dryer, Rosanne M.; Dubuque, IA
 Dunker, Judith A.; Mason City, IA
 Dunlap, Donna J.; Rockford, IA
 Easley, Kathleen A.; Mason City, IA
 Ebberts, Katrese A.; Ankeny, IA
 Ebert, Maudie Rhonda; Downing, MO
 Eddy, Karen C.; Des Moines, IA
 Edwards, Lavonne K.; New Hartford, IA
 Edwards, Pamela A.; W. Des Moines, IA
 Ehrenhard, Robin Lee; Ottumwa, IA
 Elbe, Kellee Colleen; Blue Grass, IA
 Elliott, Jennifer K.; Colona, IL
 Elliott, Dianne L.; Altoona, IA
 Ellis, Linda L.; Council Bluffs, IA
 Elsberry, Laura Lee; Boone, IA
 Engelbrecht, Mary M.; Fort Dodge, IA
 English, Debra D.; West Branch, IA
 Erdman, Stephanie Jill; Albert Lea, MN
 Ernzen, Patricia C.; Holy Cross, IA

Estes, Deanna L.; Crawfordsville, IA
 Eubank, Catherine M.; Indianola, IA
 Eulberg, Sally J.; Dubuque, IA
 Evans, Elizabeth Anne; Prairie City, IA
 Everly, Ellen B.; Bondurant, IA
 Faith, Alan James; Hinton, IA
 Fedore, Kathleen Mary; Palm Beach Gardens, FL
 Fehr, Holly Heather; Rock Island, IL
 Ferguson, Carolyn L.; Silvis, IL
 Fern, Sarah Lynn; Coralville, IA
 Feuss, Marlene M.; Lost Nation, IA
 Fialkov, Jill; Des Moines, IA
 Finley, Janis Rae; Sioux City, IA
 Fitzgerald, Debora J.; Denison, IA
 Fitzgerald, Jana L.; Le Mars, IA
 Fitzsimmons, Deanna L.; Moline, IL
 Flaherty, Rhonda S.; Ackley, IA
 Flanders, Mindy Alyson; West Des Moines, IA
 Fletchall, Becky S.; Mount Ayr, IA

Forbes, Janet; West Liberty, IA
 Ford, Cathy S.; Tipton, IA
 Ford, Linda Parks; Saint Augustine, FL
 Forrester, Valori Gene; LaPorte City, IA
 Fortin, Derek Alan; Ypsilanti, MI
 Fowler, Cathie R.; Cedar Rapids, IA
 Franken, Amy Jean; West Des Moines, IA
 Franks, Tamara J.; Essex, IA
 Frantz, Melissa Ann; Walcott, IA
 Franzen, Nancy J.; Waverly, IA
 Frazier, Amy J.; Van Horne, IA
 Frederick, Tamera; Milford, IA
 Freund, Carrie Lynn; Cedar Rapids, IA
 Friessen, Joseph Daniel; Sioux City, IA
 Fritz, Lori L.; Washington, IA
 Fromm, Cari Lynn; Marion, IA
 Fuller, Glenda R.; Columbus Junction, IA
 Fuller, Julietta M.; Fort Dodge, IA
 Fullhart, Katie Lynn; Everly, IA
 Gaffney, Marcia D.; Solon, IA
 Gafkjen, Karol L.; Spencer, IA

Galbraith, Kay T.; Bettendorf, IA
 Gallagher, Constance M.; Galena, IL
 Garrard, Lori J.; Pella, IA
 Garrett, Donna E.; Hawarden, IA
 Garrett, Shirley J.; Bloomfield, IA
 Gastfield, Bernice I. Witt-; Spring Grove, IA
 Gear, Kelli Jo; Norwalk, IA
 Gengler, Melissa JoAnne; Sioux City, IA
 Gentry, Lisa Jo; Atkinson, IL
 Gerkits, Gina Joyce; Burlington, IA
 Gerrald, Sue H. Goddard-; Princeton, IA
 Getting, Debra G.; Hartley, IA
 Getty, Pamela M.; East Moline, IL
 Gibson, Jessica Rose; Dewitt, IA
 Gibson, Suzette K.; Waterloo, IA
 Gifford, Teresa J.; Kellogg, IA
 Gilson, Nancy Jo; Decorah, IA
 Gingrich, Deborah M.; Cedar Falls, IA
 Gobble, Marie Antonette; State Center, IA

Goble, Sasha Wynne; Camanche, IA
 Godbersen, Brenda Lee; Rock Valley, IA
 Goshon, Kelly J.; Norwalk, IA
 Goth, Craig Matthew; Spirit Lake, IA
 Gott, Jo; Cedar Rapids, IA
 Gouldin, Cheryl A.; Storm Lake, IA
 Grabouski, Jacquelin A.; Sioux City, IA
 Graham, Angela Marie; Dunkerton, IA
 Grantham, Terri K.; Solon, IA
 Grau, Lacy Kristil; Calamus, IA
 Graves, Joyce E.; Dubuque, IA
 Graves, Laurie Marie; Norwalk, IA
 Green, Kali Lynn; Dubuque, IA
 Greene, Kristen Kay; Fort Dodge, IA
 Grigsby, Laura M.; Hinton, IA
 Grote, Mary E.; Council Bluffs, IA
 Grote, Tiffany Nicole; LaPorte City, IA
 Grove, Barbara L.; Fort Dodge, IA
 Grund, Peggy D.; Des Moines, IA
 Guyer, Cindy; Dysart, IA

Continued on page 34

MAY RNS *Continued from page 33*

Haertjens, Aileen P.; Geneseo, IL
 Hahn, Donna L.; Sigourney, IA
 Haley, Barbara M.; Sioux City, IA
 Halfpap, Deborah M.; Mason City, IA
 Halfpap, Rhonda L.; Mason City, IA
 Hall, Melanie R.; Urbandale, IA
 Hall, Patty J.; Moline, IL
 Hall, Tamara Lea; Runnells, IA
 Hammel, Karla Kay; Dorchester, IA
 Hammel, Rose Ann; Sherrill, IA
 Hanawalt, Marious J.; Ionia, IA
 Hanke, Lynn Marie; Cedar Rapids, IA
 Hansen, Connie M.; Albert City, IA
 Hansen, Lisa Clark; Atlantic, IA
 Hansen, Pamela L.; Cedar Rapids, IA
 Hansen, Kimberly A.; Sioux City, IA
 Hanson, Kimberly R. C.; Fort Dodge, IA
 Hanson, Lisa; New London, IA
 Hanssen, Melissa A. Frank; Eldridge, IA
 Harlow, Cheryl A.; Lake Park, IA
 Harmon, Dinah Jeanne; Murrells Inlet, SC
 Harms, Shelly Lin; Geneva, IA
 Harrington, Sara Elizabeth Loftus; Des Moines, IA
 Harrison, Lori; Cedar Rapids, IA
 Harrison, Sandra L.; Alexandria, MO
 Harrison, Tracie Marie; Ankeny, IA
 Hatcher, Jacqueline J.; Greene, IA
 Havenhill, Sheila M.; Davenport, IA
 Hawks, Margaret M.; W. Des Moines, IA
 Headen, Dona J.; Council Bluffs, IA
 Headington, JoAn I.; Waverly, IA
 Heckenberg, Barbara A.; Pella, IA
 Heern, Lance J.; Iowa City, IA
 Hegtvedt, Julie A.; Charles City, IA
 Heinze, Penni L.; Peosta, IA
 Heitz, Julie L.; Walford, IA
 Hellenaga, Nathan James; West Des Moines, IA
 Heller, Vivian A.; Forest City, IA
 Hemingson, Judith E.; Pleasant Hill, IA
 Hemphill, Debra; Panora, IA
 Henkes, Beth Ann; Monona, IA
 Henkle, Jill A.; Mystic, IA
 Hennings, Jeanne K.; Cedar Falls, IA
 Henry, Mary Jo; Cedar Rapids, IA
 Hentges, Paula S.; Spirit Lake, IA
 Herpstreith, Terri Rena; Nokomis, IL
 Hestline, Angela Danette; Ankeny, IA
 Hickman, Leann K.; Gallup, NM
 Hicks, Susan Kathleen; Marion, IA
 Highland, Trisha Lee; Nevada, IA
 Hiiibert, Lisa Travis; Clinton, IA
 Hilden, Dolores A.; Bettendorf, IA
 Hillman, Debra J.; Shenandoah, IA
 Hinds, Mark J.; Sioux City, IA
 Hines, Amber Nicole; Cedar Rapids, IA
 Hines, Anna; Altoona, IA
 Hingten, Kathryn A.; Fond du Lac, WI
 Hierte, Peggy A.; Wever, IA
 Hiscocks, Brandi Marie; Britt, IA
 Hocker, Donald; Urbandale, IA
 Hodgen, Sue C.; Remsen, IA
 Hofer, Mary J.; Sioux City, IA
 Hoffman, Julie D.; Audubon, IA
 Hoffman, Nita R. Garrett; Pleasant Hill, IA
 Hofsommer, Winifred A.; Solon, IA
 Hogue, Amy E.; Washington, IA
 Hogzett, Susan M.; Harlan, IA
 Holdiman, Sharon K.; Waterloo, IA
 Hollingshead, Trisha Marie; Knoxville, IA
 Holst, Laura Ann; Clarence, IA
 Holtey, Shirley K.; Cedar Rapids, IA
 Holtz, Shandra Ann; Grovetown, GA
 Hoste, Elaine M.; Colona, IL
 Hotovec, Norma L.; Prairie City, IA
 Hovland, Melanie Diane; Sioux City, IA
 Howard, Tammy Lynn; Memphis, MO
 Howard, Teresa Anne; Windsor Heights, IA
 Howley, Dawn L.; Spirit Lake, IA
 Huber, Carla S.; Coggon, IA
 Hudek, Sally A.; Sioux City, IA
 Hull, Jennifer A.; Mason City, IA
 Hulshizer, Christy Marie; Waterloo, IA
 Humiston, Leeanne L.; Keokuk, IA
 Hummel, Dianne M.; Cedar Rapids, IA
 Hummel, Linda Rae; Sioux City, IA
 Hunt, Shannah Michelle; Newton, IA
 Hurlburt, Teresa A.; Sibley, IA
 Iedema, Susan Annette; Ochevedan, IA
 Inman, Tricia M.; Marion, IA
 Irelan, Amy M.; Lorimor, IA
 Irelan, Samantha J.; Davenport, IA
 Jackman, Teresa; Oxford, IA
 Jackson, Beatrice T.; Cedar Rapids, IA
 Jackson, Emily Christian Carr; Rock Island, IL
 Jacobsen, Denise D.; Glenwood, IA
 Jacobsen, Jacqueline J.; Williamsburg, IA
 Jacobsen, Sadie Jane; Welton, IA
 Jahn, Rosalie J.; Dubuque, IA
 Jans, Peggy A.; Earlring, IA
 Janssen, Leesa Lyn; Kasson, MN
 Jeffers, Christiana; Johnston, IA
 Jensen, Amy J.; West Des Moines, IA
 Jensen, James D.; Underwood, IA
 Jensen, Michelle L.; Iowa City, IA
 Jensen, Shawn L.; Iowa City, IA
 Johnson, Jacqui M.; Rock Island, IL
 Johnson, Luanne D.; Burlington, IA
 Johnson, Mark R.; Altoona, IA
 Johnson, Mary Beth; Rock Island, IL
 Johnson, Shiloh Lynne; Parkersburg, IA

Jordan, Ruth Marie; Turin, IA
 Jorgensen, Nicole Marie; Gilbert, IA
 Jose, Donna Jean; Des Moines, IA
 Juhl, Patricia E.; Forest City, IA
 Kadner, Donna J.; Conrad, IA
 Kalkbrenner, Nancy A.; Manchester, IA
 Kallemeyn, Stephena K.; Carroll, IA
 Kamberger, Mary A.; Clear Lake, IA
 Kane, Kathleen S.; Iowa City, IA
 Kauffman, Karen; Emmetsburg, IA
 Kauffman, Teresa M.; Marcus, IA
 Keating, Jodi L.; Iowa City, IA
 Keiderling, Connie R.; Britt, IA
 Kelchen, Tina Marie; Bellevue, IA
 Kellenberger, Marcia; Amana, IA
 Kelly, Christina Marie; Keokuk, IA
 Kernen, Kenneth K.; Dubuque, IA
 Kemp, Cynthia; Iowa City, IA
 Kempel, Mara Janine; Davenport, IA
 Kenne, Lynnette M.; Mason City, IA
 Kennedy, Mavadene S.; Keosauqua, IA
 Kepner, Cheryl Lynn; Geneseo, IL
 Kerper, Christine A.; Coralville, IA
 Kiernan, Tracy Lynn; Dubuque, IA
 Kies, Doris Lucile; Keokuk, IA
 King, Diane L.; Cedar Rapids, IA
 Kinley, Dana J.; West Des Moines, IA
 Kinsinger, Patricia K.; Mason City, IA
 Kirby, Elizabeth Jane; Storm Lake, IA
 Kirby, Renea L.; Olathe, KS
 Kissing, Cheryl L.; Toddville, IA
 Klaschen, Stephanie Suzanne; Correctionville, IA
 Kleen, Kathy S.; Urbandale, IA
 Klein, Daniel W.; Scottsdale, AZ
 Klinkner, Lori Kay; West Des Moines, IA
 Klotz, Linda; Holstein, IA
 Kmiecik, Sarah Maria; Laurens, IA
 Knoblock, Elaine M.; Larchwood, IA
 Knoche, Sandra S.; Eldridge, IA
 Knott, Lora Sue; McGregor, IA
 Knudtson, Elizabeth Ann; Webb, IA
 Knuth, Ronda Lea; Galesburg, IL
 Koch, Linda L.; Ryan, IA
 Kohls, Mary N.; Waterloo, IA
 Kosteck, Camille Marie; Glenview, IL
 Kostelnick, Clarice A.; Boone, IA
 Kovarik, Diane M.; Cresco, IA
 Kramer, Lori A.; Dubuque, IA
 Kramer, Michele L.; Marion, IA
 Kramp, Ruth Johnson; Elk River, MN
 Krieger, Amy; Webster City, IA
 Krieger, Melissa N. Chiprez; Burlington, IA
 Kriens, Emily A.; Fairbank, IA
 Kristofersdotti, Erla; Coralville, IA
 Kruckenberg, Renae I. E.; Eagle Grove, IA
 Krug, Stephanie Anne; Parkersburg, IA
 Kuda, Jennifer Lynn; Hiawatha, IA
 Kuhlmann, Kathryn A.; Onawa, IA
 Kuiper, Alberdina R.; Oskaloosa, IA
 Kuiper, Diane O.; Creston, IA
 Kurt, Connie S.; Long Grove, IA
 Kurtz, Denise M.; Ottumwa, IA
 Lage, Amy Ann; Davenport, IA
 Lair, Holly B.; North Liberty, IA
 Lamb, Melissa Dawn; Oskaloosa, IA
 Lamb, Taylor Ann; Wauke, IA
 Lansdowne, Patricia Jean; Milford, IA
 Lappe, Joan Marie; Council Bluffs, IA
 Larsen, Bradley Scot; Sioux City, IA
 Larson, Rachel F.; Cedar Rapids, IA
 Lattner, Tammy S.; Asbury, IA
 Lau, Patricia A.; Waterloo, IA
 Lawless, Mary Kay; Albia, IA
 Le Mar, Susan; West Des Moines, IA
 Leavens, Paul E.; Charles City, IA
 Leeper, Linda K.; Norwalk, IA
 Lehman, Mary B.; Waterloo, IA
 Leiserowitz, Amy S.; West Des Moines, IA
 Lemek, Linda M.; Fort Madison, IA
 Lester, Pamela Sue; Pleasantville, IA
 Lewis, Ruthann Grace; Bettendorf, IA
 Liebe, Julie K.; Prairie City, IA
 Lilly, Penny T.; Clarinda, IA
 Lingner, Lisa J.; Grimes, IA
 Lippert, Linda J.; Danville, IA
 Liston, Karen K.; Perry, IA
 Litt, Linda M.; Rapids City, IL
 Little, Tami R.; Winterset, IA
 Littleton, Sandra L.; Des Moines, IA
 Lloyd, Eilene M.; Council Bluffs, IA
 Logan, Susan L.; Pleasant Hill, IA
 Lomheim, Jessica Diane; Pleasant Hill, IA
 Longeway, John Anthony; Des Moines, IA
 Looney, Pamela Mary Behrens; Long Grove, IA
 Lopez, Jennifer S.; Marion, IA
 Lotz, Julie Ann; Independence, IA
 Loutsch, Debra A.; Le Mars, IA
 Love, Ronald L.; Dubuque, IA
 Ludovissy, Cindy S.; Holy Cross, IA
 Lukensmeyer, Ann L.; Hampton, IA
 Lutmer, Dana Margaret; Rock Rapids, IA
 Lynch, Emily Elizabeth; Ankeny, IA
 Lynch, Karen Cristine; Kalona, IA
 Lynch, Kathy L.; Sloan, IA
 Lynch, Mary J.; Cumming, IA
 Mace, Sherry L.; Estherville, IA
 Madison, Diann M. Potter; Council Bluffs, IA
 Madison, Leanne Kay; Marshalltown, IA
 Magers, Debra Ann; Tampa, FL
 Maher, Michael Allen; Coralville, IA
 Mahler, Courtney Leigh; OIA

Main, Tanetta Christine; Kansas City, MO
 Malcom, Marilyn May; Burlington, IA
 Maldonado, Michelle Marie; Woolstock, IA
 Malloy, Kimberly J.; Des Moines, IA
 Manley, Mary J.; Clinton, IA
 Mann, Lori M.; Keokuk, IA
 Markee, Jean M.; Decorah, IA
 Marker, Cathy M.; Chariton, IA
 Markla, Heidi Lee; Des Moines, IA
 Marsh, Gelena Ruth; Dexter, IA
 Marshall, Linda M.; Council Bluffs, IA
 Mart, Debbie A.; Knoxville, IA
 Martin, Joan C.; Marion, IA
 Mason, Joy R.; Norwalk, IA
 Mason, Jo Ann M.; Mason City, IA
 Matuszewski, Lisa Michelle; Pella, IA
 Mauch, Regina Rae; Fort Dodge, IA
 Mauck, Debra E.; Cedar Rapids, IA
 Maxson, Kimberly Michelle; North Liberty, IA
 Mayberry, Louann M.; Council Bluffs, IA
 Mabeth, Judith Ann; Vincent, IA
 McBride, Rebecca Ann; Oquawka, IL
 McCabe, Lisa M.; Dubuque, IA
 McClimmon, Jennifer Krieg; Iowa City, IA
 McClintock, Sandra S.; Independence, IA
 McColley, Monica; Moline, IL
 McConville, Patricia S.; Clive, IA
 McCown, Marvita; Elkhart, IA
 Mccoy, Lorraine M.; Spirit Lake, IA
 McCulla, Joy M.; Peoria, IL
 Mccullough, Janice K.; W. Des Moines, IA
 McCuskey, Jeannine; Mason City, IA
 McEwen, Alissa Michelle; Des Moines, IA
 McGinnis, Angela Sue; Des Moines, IA
 McGinnis, Debra A.; East Dubuque, IL
 McLaughlin, Dennis L.; Iowa City, IA
 McGlynn, Jacqueline Mildred; Palos Heights, IL
 McIntyre, Katharina E.; Mediapolis, IA
 McIntyre, Valerie J.; Urbandale, IA
 McInville, Mary Deanna; Johnston, IA
 Mckay, R. Anne; Iowa City, IA
 Mckee, Margaret L.; Glenwood, IA
 McKee, Owen Clarence; Oskaloosa, IA
 McKinley, Dema Ann; Waterloo, IA
 McKnight, Sara E.; Council Bluffs, IA
 McLaren, Marla J.; Massena, IA
 McLaughlin, Benita Jane; Dubuque, IA
 McMahan, Margie A.; Waterloo, IA
 McNamara, Sandra K.; Urbandale, IA
 McPherson, Patricia E.; Coralville, IA
 Menke, Debra K.; Clive, IA
 Menuet, Nicole Rose; Independence, IA
 Merchant, Nancy A.; Sioux City, IA
 Metzger, Jr., Roy E.; Quapaw, OK
 Meyer, Candace M.; Dubuque, IA
 Meyer, Jennifer Lynn; Yetter, IA
 Meyer, Teresa L.; Waverly, IA
 Meyers, Anna M.; Council Bluffs, IA
 Michael, Darla Faye; Grimes, IA
 Middendorf, Cheryl A.; West Des Moines, IA
 Middle, Wanda J.; Urbandale, IA
 Mihal, Sue A.; Hiawatha, IA
 Miller, Jodi Lynn; Kalona, IA
 Miller, Katherine M.; Fort Dodge, IA
 Miller, Mary K.; Waterloo, IA
 Miller, Evie M.; Des Moines, IA
 Miller, Stacy Ann; Ossian, IA
 Mills, Ann M.; Pella, IA
 Milton, Constance Louise; Bourbonnais, IL
 Mindrup, Joy A.; Eagan, MN
 Minks, Barbara J.; Moline, IL
 Moffett, Loretta S.; Montrose, IA
 Montchal, Deann M.; Atalissa, IA
 Monteza, Alvin S.; Anaheim, CA
 Moore, Bethany Marie; Sioux City, IA
 Moore, Joni R.; Des Moines, IA
 Moroney, Joan M.; Rock Island, IL
 Morris, Shirley A.; Cedar Rapids, IA
 Morse, Sandra K.; Council Bluffs, IA
 Morton, Christina L.; Story City, IA
 Mueggenberg, Lisa Anne; West Des Moines, IA
 Mueller, Sharon A.; Des Moines, IA
 Mull, Karen M.; Chariton, IA
 Munn, Cory Lyn; Davenport, IA
 Murphy, Nancy Leona; Mount Vernon, IA
 Murray, Dana L.; Monticello, IA
 Musgrove, Wayne DeVaughn; Atlanta, GA
 Muth, Melanie M.; Dougherty, IA
 Naset-Payne, Janet; Altoona, IA
 Naylor, Connie S.; Lamon, IA
 Naylor, Robin B.; Ankeny, IA
 Neill, Joanne C.; Vinton, IA
 Nelsen, Judi A.; Mason City, IA
 Nelson, Christie S.; Waverly, IA
 Nelson, Cindy Lee; Cedar Rapids, IA
 Nelson, Deborah F.; Jewell, IA
 Nelson, Genevieve; Iowa City, IA
 Nelson, Mary M.; Boone, IA
 Nelson, Michelle Lee; Cedar Falls, IA
 Nelson, Patricia L.; Northwood, IA
 Nelson, Rebecca Ann; Carroll, IA
 Nelson, Kathryn L.; Mason City, IA
 Nelson, Paula J.; Sioux City, IA
 Nesbit, Bernard G.; Harvey, IA
 Newton, Karla A.; McHenry, IL
 Newton, Rebecca; Clear Lake, IA
 Nicol, Danielle Marie; Camanche, IA
 Nielsen, Fran E.; Iowa City, IA
 Noble, Tammy F.; Sioux City, IA

Norem, Denise A.; Clarion, IA
 Norvell, Ruth A.; Sioux City, IA
 Oconnor, Michele R.; Cedar Rapids, IA
 Oelschlaeger, Mary A.; Rock Island, IL
 O'Gara, Jennie; Cedar Rapids, IA
 Oglesby, Steven H.; Coralville, IA
 O'Grady, Cheryl A.; Dubuque, IA
 O'Hara, Daniel J.; Waukon, IA
 Ohlwin, Beverly C.; Polo, IL
 Olson, Frances E.; Villisca, IA
 Olson, Jennifer L.; Waterloo, IA
 Olson, Lucia Lyn; Decorah, IA
 Olson, Paula J.; Pella, IA
 Onsrud, Rachel; West Des Moines, IA
 Oostenry, Carmen P-Moeller; Davenport, IA
 Orewiler, Wilda L.; Dexter, IA
 Origer, Tiffany A.; Green Bay, WI
 Orman, Alicia S.; University Park, IA
 Orth, Judy K.; Ankeny, IA
 Ortiz, Cristina P.; Urbandale, IA
 Ott, Marcia; Denver, IA
 Otten, Mary L.; Mason City, IA
 Overton, Rachael A.; Coralville, IA
 Owens, Tonya; Mingo, IA
 Owens, Renata Camille; Iowa City, IA
 Page, Karen J.; Merville, IA
 Pajinigar, Catherine Marie; Cedar Falls, IA
 Pape, Anne T.; Cedar Rapids, IA
 Pariseau, Michelle Ann; Waterloo, IA
 Parker, Michelle A.; Clinton, IA
 Parr, Amy Leigh; Carter Lake, IA
 Parrott, Tiffany Lyn; Council Bluffs, IA
 Parsons, Lori J.; Pleasant Hill, IA
 Pasut, Antonia P.; Urbandale, IA
 Paulsen, Robyn Cathleen; Okoboji, IA
 Paulsen, Vickie A.; Eldridge, IA
 Paulson, Lori L.; Tripoli, IA
 Pearl, Krista Davis; West Des Moines, IA
 Pedersen, Doreen A.; Newell, IA
 Pehler, Shelley-Rae; Eldridge, IA
 Pentico, Richard; Norwalk, IA
 Person, Lisa L.; Boone, IA
 Petersen, Abby Kathryn; Eldridge, IA
 Peterson, Debra K.; Iowa Falls, IA
 Peterson, Donna J.; Sergeant Bluff, IA
 Peterson, Genevieve M.; Cresco, IA
 Peterson, Heather L.; Ankeny, IA
 Peyton, Bret W.; Iowa Falls, IA
 Phillips, Amy Joleen; Springville, IA
 Phillips, Jana L.; Ankeny, IA
 Pierce, Jeri Lynne; North English, IA
 Plate, Heather M.; Tipton, IA
 Pope, Rosemary E.; Marengo, IA
 Post, Brandy Lee; Des Moines, IA
 Post, Sandra Fay; Rock Valley, IA
 Poulson, Elizabeth A.; Smithland, IA
 Powers, Ann Marie; Creston, IA
 Pralle, Denise M.; Manchester, IA
 Prielipp, Connie; Coralville, IA
 Primm, Peggy L.; Pleasant Hill, IA
 Prinsen, Kimberly; Cedar Falls, IA
 Prunty, Lauren; Des Moines, IA
 Puffer, Carol Lynn; Cresco, IA
 Pulella, Janet M.; Davenport, IA
 Quartell, Sara Lynn; Iowa City, IA
 Rabe, Norma A.; Anita, IA
 Rahm, Rosemary A.; Des Moines, IA
 Ray, Mary J.; Hamilton, IL
 Ray, Pamela S.; Humboldt, IA
 Redick, Charlee B.; Lamon, IA
 Reeder, Katherine M.; Mason City, IA
 Reeves, Jodene Marie; Sioux City, IA
 Reicks, Joan C.; Palmer, IA
 Reighard, Jana K.; Marion, IA
 Reimers, Patricia N.; West Des Moines, IA
 Reinke, Glenda M.; Spirit Lake, IA
 Rentschler, Kara K.; Marion, IA
 Rexroat, Marcia K.; Moline, IL
 Richards, Delaney Dyanna; Burlington, IA
 Richards, Robyn Deanna; Johnston, IA
 Richardson, Carla F.; W. Des Moines, IA
 Richardson, Rebecca A.; Dubuque, IA
 Ritter, Cindy K.; Standard, IL
 Roberts, Connie Lynn; Lancaster, MO
 Robertson, Kathleen; Davenport, IA
 Robinson, Antonia V.; Polk City, IA
 Robinson, Michael T.; Central City, IA
 Rodemeyer, Sue A.; Hampton, IA
 Roed, Cherie A.; Stuart, IA
 Roetman, Nicole L.; Des Moines, IA
 Rogers, Karri R.; Centerville, IA
 Romero, Renae Katherine; Fort Dodge, IA
 Rood, Jennifer Anne; Hugo, MN
 Rosenberg, Stacey L.; Saint Ansgar, IA
 Rossmanith, Erin Ann; Barmou, IA
 Roth, Rosemary A.; Fairfield, IA
 Rotschafer, Donna L.; Mount Vernon, IA
 Rouben, Craig Douglas; Louisville, KY
 Rowray, Robin; Cedar Rapids, IA
 Royek, Irene M.; Fredericksburg, IA
 Rozeboom, Julie; Wauke, IA
 Rueter, Darlene R.; Carroll, IA
 Rummel, Amy Elizabeth; Independence, IA
 Rurup, Judy L.; Gowrie, IA
 Ryder, Lyndi Sue; Coralville, IA
 Sable, Amber Melissa; Madrid, IA
 Sadoff, Adrienne M.; Sioux City, IA
 Sailer, Laura D.; Merville, IA
 Sajnova, Karolina; Des Moines, IA
 Sampers, Julie A.; Sioux City, IA
 Sanford, Shelley A.; Des Moines, IA
 Sauerbri, Teresa L.; Marengo, IA
 Saunders, Jacqueline Anne; Waconia, MN

Saupe, Paula Jean; Iowa City, IA
 Saylor, Leann M.; Treynor, IA
 Schacherer, Melissa Jo; Dubuque, IA
 Schafer, Mary Jane; Ames, IA
 Schechinger, Kathryn Sophia; Harlan, IA
 Scheckel, Lisa Marie; Coralville, IA
 Schilling, Linda S.; Des Moines, IA
 Schiltz, Kristeen A.; Swisher, IA
 Schluter, Linda K.; Mason City, IA
 Schmitz, Audrey M.; Webster City, IA
 Schmitz, Laurie Ann; Durant, IA
 Schmitz, Theresa Ann; Gilbertville, IA
 Schneider, Leslie L.; Wauke, IA
 Onsrud, Rachel; West Des Moines, IA
 Schrier, Martha A.; Traer, IA
 Schroeder, Patricia Joann; Marion, IA
 Schuette, Kathleen M. Stidham; Glidden, IA
 Schulte, Diana L.; Wall Lake, IA
 Schutte, Tamie L.; Harvey, IA
 Schwarzenbach, Stephanie S.; Des Moines, IA
 Scott, Kathy; Keokuk, IA
 Scovel, Page L.; Mount Union, IA
 Seeman, Jackie S.; Woodward, IA
 Seratt, Kimberly; Rippey, IA
 Sevedge, Susan K.; Bondurant, IA
 Sevier, Pamela L.; Ottumwa, IA
 Shafer, Beth A.; Mesa, AZ
 Shafer, Beverly J.; Waukon, IA
 Shafer, Julie A.; Davenport, IA
 Shannon, Sandra G.; Colona, IL
 Sharp, Cathy D.; Cumming, IA
 Shaw, Peggy A.; Clinton, IA
 Shearer, Deborah Jean; Galesburg, IL
 Shearer, Jana B.; Saylor Twp, IA
 Shipley, Carol J.; Clarinda, IA
 Shisel, Polina Aleksandrovna; West Des Moines, IA
 Short, Janet L.; Des Moines, IA
 Showalter, Marcia K.; Mount Ayr, IA
 Sicklek, Patricia A.; Peterson, IA
 Siguenza, Diana L.; Cedar Rapids, IA
 Simmons, Janice Diane; Port Byron, IL
 Simpkins, Barbara A.; Prairie City, IA
 Sinram, Dale Lynn; Boone, IA
 Skeries, Nathan John; Ankeny, IA
 Skopinski, James P.; Coralville, IA
 Slovinsky, Donna M.; Missouri Valley, IA
 Smelser, Kathryn Ann; Marion, IA
 Smith, Debra Lee; Bettendorf, IA
 Smith, Krista Sue; Crescent, IA
 Smith, Laura B.; Knoxville, IA
 Smith, Lisa A.; Des Moines, IA
 Smith, Susan J.; Marshalltown, IA
 Smith, Tiffany K.; Urbandale, IA
 Smythe, Barbara A.; Cedar Rapids, IA
 Snakenberg, Linda J.; Oskaloosa, IA
 Snodgrass, Marcia A.; Cedar Rapids, IA
 Sodawasser, Darlene A. Schute; Coggon, IA
 Soliz, Elizabeth Marie; Moline, IL
 Sorensen, Janet Helen; Palatine, IL
 Sorensen, Joy Lorraine; Goldfield, IA
 Spading, Patricia; Charles City, IA
 Speaker, Joanna; Hanover, IL
 Speer, Stephanie Sue; Cedar Rapids, IA
 Spence, Ashley Renae; Cedar Rapids, IA
 Spencer, Dawn S.; Madrid, IA
 Spoon, Melanie; Marshalltown, IA
 Spurgeon, Debra S.; Ottumwa, IA
 Squier, Ann M.; Nevada, IA
 Stackhouse, Kathleen Sue; Marshalltown, IA
 Stalheim, Marian Clarice; Akron, IA
 Stamp, Jean R.; Woodbine, IA
 Stamper, Elizabeth Jean; Pella, IA
 Stanford, Joyce H.; North Liberty, IA
 Stanton, Susan; Ames, IA
 Stark, Brenda L.; Kellerton, IA
 Stauffer, Lora J.; Burlington, IA
 Steffensen, Melissa A.; Marshalltown, IA
 Steffensmeier, Diane Lynn; West Point, IA
 Stegeman, Janet; George, IA
 Steinberg, Julie A.; Marion, IA
 Steinhoff, Judy Marie; Smithland, IA
 Sterling, Ann Mary; Davenport, IA
 Stevens, Craig A.; Sioux City, IA
 Stevenson, Catherine J.; Des Moines, IA
 Stichter, Janet Wiley; Sigourney, IA
 Stokka, Marlene F.; Estherville, IA
 Stone, Richard A.; Traer, IA
 Stone, Wendy Sue; New Albin, IA
 Stoolman, Sheryl M.; Carroll, IA
 Stortenbecker, Carla M.; Carson, IA
 Strathman, Barbara A.; Bellevue, IA
 Street, Marilyn K.; Fort Dodge, IA
 Strickler, Kaye L.; Fairfax, IA
 Strike, Deborah; North Liberty, IA
 Stroyan, Carol W.; Tiffin, IA
 Stults, Jessica Rose; Norwalk, IA
 Sunde, Judy A.; Elmore, MN
 Swanson, Angela Raye; Sioux City, IA
 Swartz, Amy; Cedar Falls, IA
 Swanning, Sheri Lynn; Iowa City, IA
 Swift, Barry L.; Fort Dodge, IA
 Tagulao, Magnolia Ico; Cedar Rapids, IA
 Tatum, Jennifer A.; Clear Lake, IA
 Taykowski, Cindy M.; Des Moines, IA
 Taylor, Marilyn L.; Davenport, IA
 Taylor, Michaela Joy; Marion, IA
 Teberg, Michelle L.; Cedar Rapids, IA
 Tehel, Mary J.; Clive, IA
 Tennant, Lucinda L.; Wauke, IA
 Teslaa, Mavis M.; Waverly, IA
 Thomas, Linda L. Debruin; Urbandale, IA
 Thomas, Lori L.; Gilbertsville, PA

Thomas, Lyn S.; Washington, IA
 Thomas, Malissa Marie; Iowa City, IA
 Thomas, Tricia Tracy; Council Bluffs, IA
 Thompson, Dixie L.; Davenport, IA
 Thompson, Julia K.; Strawberry Point, IA
 Thomson, Carla J.; Burlington, IA
 Thorson, Susan May; Harmony, MN
 Tiefenthaler, Stacey D.; Early, IA
 Tobin, Exie E.; Tipton, IA
 Todden, Linda K.; Indianola, IA
 Tomic, Mary Catherine; Sioux City, IA
 Towler, Ivy Rochelle; Coralville, IA
 Townsend, Bronwyn M.; Washington, IA
 Townsend, Stephen E.; Davenport, IA
 Tremovich, Nancy J.; Ankeny, IA
 Tse, Lester Man-Ho; W. Des Moines, IA
 Turner, Jane E.; Belmond, IA
 Turner, Sharon K.; Fairbank, IA
 Tyler, Sharon K.; Van Meter, IA
 Uhl, Ruth A.; Lawton, IA
 Underwood, Linda; Colona, IL
 Underwood, Ruth Mae; Guthrie Center, IA
 Van Peurse, Nora G.; Orange City, IA
 Vance, Sara J.; North Liberty, IA
 Vandepol, Helen J.; Ames, IA
 Vanderlinden, Karen K.; Marion, IA
 Vanengen, Judith M.; Inwood, IA
 Varner, Debra J.; Fayette, IA
 Varrelmann, Deborah Kae; Keosauqua, IA
 Vaughn, Bethany H.; Ames, IA
 Vaughn, Kerry Ann; Sioux City, IA
 Vauthier, Judy L.; Denver, IA
 Venteicher, Mary Jane; Panora, IA
 Vermeer, Barbara L.; Sioux Center, IA
 Vignovich, Patricia M.; Madrid, IA
 Vincent, Angela Christine; Waterloo, IA
 Vitko, Lori L.; Albia, IA
 Vogel, Madonna Marie; Des Moines, IA
 Volesky, Mary L.; Coralville, IA
 Volkert, Ann F.; Sioux City, IA
 Volz, Joyce A.; Elkhart, IA
 Vote, Karen K.; Harcourt, IA
 Vroom, Barbara J.; Mount Pleasant, IA
 Wabashaw, Melissa Sue; Sioux City, IA
 Waddell, Kathrine Anne; Des Moines, IA
 Wade, Brenda Lee; Fort Madison, IA
 Wadle, Karen R.; Knoxville, IA
 Wagner, Kimberly K.; Oxford, IA
 Wagner, Matthew Clair; Lansing, IA
 Wahls, Karen S.; Saint Olaf, IA
 Walker, Carolyn R.; Clive, IA
 Walker, Jacqueline J.; West Liberty, IA
 Walker, Mary E.; Knoxville, IA
 Walker, Regina Joyce; Mount Vernon, MO
 Walton, Marlene A.; Ames, IA
 Ward, Rachel L.; LaPorte City, IA
 Ward, Constance M.; Fremont, IA
 Warmuth, Carol A.; Iowa City, IA
 Watkinson, Karla K.; Kalona, IA
 Wealer, Catherine Ann; Henry, IL
 Webb, Lori K.; Nauvoo, IL
 Weber, Bruce Kevin; Des Moines, IA
 Weitz, Geraldine M.; Durango, IA
 Welch, Claryce A.; Sioux City, IA
 Wells, Gretta L.; Moline, IL
 Weller, Patti; Story City, IA
 Wenzel, Betsy A.; Monticello, IA
 Wesbrook, Sherry A.; Clarinda, IA
 Wessels, Elaine; Cedar Falls, IA
 West, Jennifer Ann; Laurel, IA
 Westra, Janis Marie; Rock Valley, IA
 Wharton, Stacey Renee; Pella, IA
 White, Betty A.; Iowa City, IA
 White, Margaret L.; Worthington, IA
 Wiebel, Mary M.; Moline, IL
 Wiedmier, Justine; Polk City, IA
 Wiegand, Carrie L.; Mount Pleasant, IA
 Wielage, Laura M.; Dubuque, IA
 Wiertzema, Joan A.; Boyden, IA
 Wiese, Pamela K.; Des Moines, IA
 Wilbur, Khristina Jane; Newton, IA
 Wilcox, Amanda Colleen; Eldon, IA
 Willenbring, Amber Dawn; Davenport, IA
 Willetts, Fran A.; Mason City, IA
 Williams, Cynthia A.; Des Moines, IA
 Williams, Laura E.; Danville, IA
 Williams, Leah Angela; Rayville, IA
 Williams, Mindy L.; Iowa City, IA
 Williamson, Suzann; Corydon, IA
 Wilson, Alta Jean; Urbandale, IA
 Wilson, Amy Elizabeth; Princeton, IL
 Wilson, Jason M.; Nevada, IA
 Wilson, Kathy Leigh; Fairfax, IA
 Wilson, Patricia Jean; Ainsworth, IA
 Wilson, Tara Elizabeth; Davenport, IA
 Wilson, Trudy K.; Miles, IA
 Wilson, Barbara Ann; Ames, IA
 Wilson, James Stephen; Indianola, IA
 Wimmer, Ruth Ann; Fort Madison, IA
 Winsell, Doris L.; Waterloo, IA
 Wintermute, Joann Rae; Muscatine, IA
 Wise, Gayle M.; Ames, IA
 Wolf, Dorothy Mary; Dubuque, IA
 Wolf, Susan; Monticello, IA
 Wolfe, Linda S.; East Moline, IL
 Wolfswinkel, Doree Kae; Rock Valley, IA
 Wood, Amy L.; Robins, IA
 Wood, Grace M.; Fort Dodge, IA
 Woodruff, Sharon A.; Osage, IA
 Woods, Trudy E.; Fairfax, IA
 Woutat, Karla Rae; West Des Moines, IA

Continued on page 35

MAY RNS *Continued from page 34*

Wright, Emily Grace; Odebolt, IA
Yaley, Janice E.; Mount Pleasant, IA
Yeager, Carla C.; Ankeny, IA
Yexley, Tanya Lynn; Waukee, IA
Yocum, Miriam M.; Johnston, IA
Yoder, Shirley Ann; Wellman, IA

Yoder, Anita J.; Sigourney, IA
York, Lynda Kathleen; Sergeant Bluff, IA
Young, Leslie Rae; Oquawka, IL
Youngquist, Billie J.; Bettendorf, IA
Yousuf, Judith; Marion, IA
Zahnd, Cynthia M.; Melbourne, IA

Zeutenhorst, Jill E.; Sanborn, IA
Zimmerman, Sheila G.; Council Bluffs,
IA
Zondervan, Margaret L.; Pella, IA
Zook, Sherry Ann; Nevada, IA
Zweigart, Michael Joseph;
Dexter, IA