



Volume 1, Issue 4
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FROM THE FCN BOARD OF DIRECTORS

We hope this newsletter finds everyone safe and recovered from Charley, Frances, Ivan and Jeanne.

*The FCN Board of Directors and Staff extend a special **THANK YOU** to all of you who worked so long and hard to help those in need!!!*

As always, Florida's nurses met the challenge.

FROM THE DIRECTOR'S CHAIR – FCN Changes Committee Structure

With the *Statewide Strategic Plan for Nursing Workforce in Florida* now in place, the Board of Directors approved new committees for the Center that reflect the needed work for successful implementation of the plan. In addition to the operational committees (Executive, Finance, and Bylaws), the FCN standing committees are:

- Research Committee: Wanda Thomas, Chair (Strategic Plan Goals 1 & 2)
- Practice Environment Committee: Leah Kinnaird, Chair (Strategic Plan Goal 3)
- Education Committee: Barbara Alford, Chair (Strategic Plan Goal 4)

To expand knowledge and expertise on FCN committees, the FCN Board of Directors will solicit recommendations for external committee members. Clearly the success of the strategic plan lies in active participation by many, including state agencies and professional organizations. As we formalize this new organizational structure and initiate committee work, an action plan for achievement of each goal will be developed.

We look forward to working with you to make the plan a success.

NEW FCN BOARD MEMBERS APPOINTED

Robin J. Tilton of Palatka and Jacksonville has been appointed by Governor Jeb Bush to succeed Wayne Poston of Bradenton. Robin is Account Executive for New Horizons Computer Learning Centers. Her position on the FCN Board was effective August 31, 2004.

Dr. Pegge Bell of Miramar has been appointed by Governor Jeb Bush to succeed Dr. Carol Davis. Pegge is Dean of Barry University School of Nursing. Her position on the FCN Board was effective September 23, 2004.

Barbara Alford, Andrea Gregg, Leah Kinnaird, and Roxanne (Harke) Maldunas each were reappointed to serve a second term on the FCN Board.

WELCOME & CONGRATULATIONS TO ALL!!

NURSING ON THE MOVE –

The American Association of Colleges of Nursing (AACN) along with many nurse leaders in the nation is proposing a new role in nursing. If all goes as planned, the role will be titled and credentialed/licensed as Clinical Nurse Leader (CNL). The CNL will be a generalist clinician with education at the master's degree level.

Dr. Andrea Gregg, Chair of FCN Board and Associate Professor at the University of Florida College of Nursing, recently presented information about the CNL project to the Education Committee of the Florida Board of Nursing. Emerging trends in nursing across the nation and in Florida, along with reports by major healthcare organizations, support the need for a better-educated nursing workforce. Leaders are calling for changes in the way nurses are educated and in the way they practice. In particular, there is a need to



provide advanced preparation of nurses to assume the role of care coordinator and manager, as well care provider for patients with complex illnesses. Clearly, preparation for this advanced, generalist nursing role cannot be achieved by academia alone, but requires meaningful collaboration with care delivery organizations to assure a good fit with current and future patient care needs. And, introducing the CNL role into organizational settings will require thoughtful redesign of nursing care delivery systems. Such formal collaboration between nursing education and practice is long overdue.

The CNL project will involve academic-clinical partnerships that have been formed across the country. In Florida, six nursing colleges (FAU, UF, UCF, UM, USF, UNF) will begin offering the CNL master's degree option in Fall 2005, and 15 major hospitals will serve as clinical partners in the various CNL projects.

The success of this new CNL role will be evaluated by AACN using patient outcome and nursing workforce data submitted by the academic-clinical partners. Kathleen A. Long, PhD, RNCS, FAAN, Dean and Professor of the UF College of Nursing, and immediate past President of the AACN is credited as a founding leader and major force behind of the CNL Project. For detailed information regarding all aspects of the proposal, please visit the AACN website at:

http://www.aacn.nche.edu/New_Nurse/index.htm.



Thanks to Barbara Lumpkin, Lobbyist for the Florida Nurses Association, close contact with Governor Jeb Bush and Dr. Agwonobi, Secretary of Health, is maintained in spite of the end of the legislative session and hurricanes Charley and Frances.

Ms. Lumpkin met with both Governor Bush and Dr. Agwonobi at the State Emergency Operations Center on Wednesday, September 8, 2004, as they prepared for Hurricane Frances. She discussed general nursing legislative and regulatory issues with the Governor and Public Health issues with Dr. Agwonobi.

The Governor expressed his appreciation for the willingness of Registered Nurses to not only “answer the call”, but to always give beyond expectations. Also, during the discussion, Dr. Agwonobi and Nancy Humbert, RN, MN, Deputy Secretary of the Department of Health were very complimentary of nurses throughout the state “who worked so hard before, during and after hurricane Charley”.

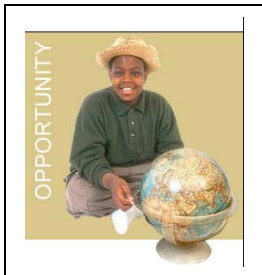
From Barbara the following is a summary of her discussions: “I spoke to the Governor about our profession’s concerns about the planned Medicaid Reform and he assured me that as Governor he does not want the reform to result in persons with needs being denied services. I wish each of you could hear and see his resolve to avoid implementing the policy that denies any citizen of Florida the health and human services they need. He committed that he will make sure that our concerns and proposed solutions get full consideration as the reform efforts are initiated. He agrees that removing barriers that prohibit nurses at all levels from doing what we are fully educated and licenses to do should be a major component of Medicaid reform.

He remains committed to working with us and other friends of the profession to expand the capacity of our Nursing Education programs and especially those who offer graduate degrees to prepare nurses for faculty roles. He is very impressed that the Deans and Directors of our public and private programs that offer graduate education are willing to ‘contract for funds based on their individual program’s needs and to be accountable for educating a certain number of Registered Nurses within a two to three year period to teach by conferring Masters or Doctoral Degrees’. He asked his Deputy Chief of Staff and Budget Director to follow-up on this idea.

When I mentioned that the Florida Board of Nursing will be seeking statutory authority to join the Multi-State Licensure Compact he again said to his executive staff in on our meeting that Nurses are the only professionals that are willing to seek solutions to truly address nurse workforce shortages. Both the Governor and Dr. Agwonobi are very interested in knowing more about the Multi-State Licensure Compact and are interested in helping the Board of Nursing in this effort.

The Governor reiterated his strong support to help us pass the ARNP Controlled Substance Prescribing Bill and he stated ‘that is one of my primary issues left to resolve before I leave office. I want to sign that legislation’.

He will work with us to make sure that legislation is passed that authorizes the Board of Nursing to transfer \$5.00 of our current licensure and renewal fees to the Florida Center for Nursing Trust Fund to sustain the Florida Center for Nursing.”



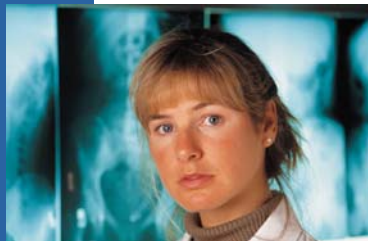
Did you know that there is a FCN Trust Fund?

The Florida Center for Nursing has a Trust Fund account held at the State level. You may contribute to that account by adding a donation to your license renewal or by sending it directly to the Florida Center for Nursing, PO Box 163224, Orlando, FL 32816. All contributions go directly to the Center to fund surveys, projects, grants etc. Any amount is greatly appreciated. *(Checks made payable to the FL Center for Nursing Trust Fund.)*

The National Senate Appropriations Committee approved a 14.1% increase over last years funding for Nursing.

The funding allocations are as follows:

Nursing Loan Repayment and Scholarships	31.7 Million
Nursing Workforce Diversity	21.3 Million
Advanced Nursing Education	58.8 Million
Nursing Education, Practice and Retention Grants	41.7 Million
Comprehensive Geriatric Education	3.4 Million
Nursing Faculty Loan Program	4.8 Million
Total	161.8 Million



Although the total amount is less than the \$205 million that the community hoped to achieve, Title VIII Nursing Programs have continued to be funded at double digit increases over the last 4 years representing the hard work by AONE and its coalition partners to educate Congress regarding needs of nursing.

Phase 2 of the RN/ARNP license renewal survey was completed July 31, 2004. This survey was conducted as a beginning to collection of much needed demographic information regarding nurses in the state.

Low response rates in both phase 1 and 2, however, preclude use of the findings for workforce planning. Alternatives for accessing current and reliable nursing workforce data are under consideration by the FCN Research Committee.

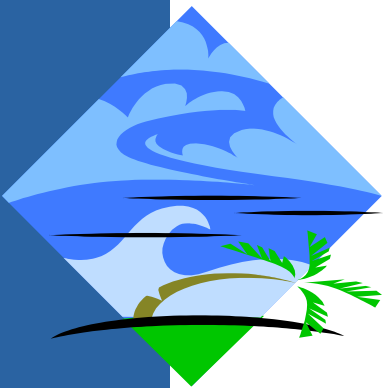
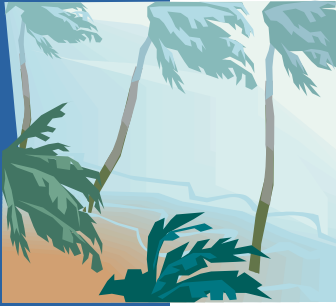
We are extremely grateful to those who did participate. The information gained is valuable and will be beneficial as we consider future information gathering approaches. Thank you!



What's New On The FCN Website

Statewide Strategic Plan – The Statewide Strategic Plan to address the nursing workforce issues in Florida is now posted on the FCN website. You can access it through the News and Updates page.

Retention and Recruitment Page – In late October 2004 be sure to look for a new page on the FCN website. It will contain some great ideas on retention and recruitment and, in the future, best practices.



Jo Ann Miller, MSN, RN is a part time employee for the Florida Center for Nursing. Her focus, in general is on the FCN Website.

Just to “keep in touch” with clinical, Jo Ann does one 12 hour shift a month at Halifax Medical Center in Daytona Beach, FL. The following is her experience with hurricane clinical coverage this most unusual season.

“Four hurricanes have caused tremendous devastation to Florida but the human resolve has never been stronger. The destruction is unbelievable. At least one of every five houses in Central Florida has sustained property damage. Blue tarp roofs are seen everywhere, street signs are missing, huge trees have been uprooted, and most of us have experienced the loss of electricity. The federal, state, and local government has been incredible, but it is people helping people that I will remember most.

During hurricane Francis I worked as a staff nurse at Halifax Medical Center in Daytona Beach. The hospital provided shelter for family members, provided reduced priced meals in the cafeteria, and a kennel for pets; but it is the camaraderie between people I will remember most. The man who befriended my son for three days at the shelter; the 19 year old son of a doctor who volunteered to help dry-vac water out of patients rooms; nurses helping nurses; patients being supportive; and administrators making sure that staff had sufficient rest, and the resources needed to properly care for patients.

During hurricane Jeanne I volunteered as a nurse at a shelter in a middle school, again I experienced people caring for people. Volunteers helping evacuees bring their personal belongings into and out of the shelter, School cafeteria staff, a ham radio operator, Red Cross volunteers, and County Sheriffs all caring for and about others.

I was especially touched to see people at the shelter helping each other. One great example was an offer for a “blow up” mattress for an elderly man and his bride of 60 years as they were sleeping on the hard concrete floors. Were these disasters or just an opportunity to see that goodness prevails?

I am so privileged to be a nurse in such a caring community, in a wonderful state, in the best country in the world.”

Jo Ann Miller

Newsletter provided by: Florida Center for Nursing
Have a question? Contact the FCN: E-mail: NurseCtr@mail.ucf.edu
Website: <http://www.FLCenterForNursing.org>
Phone: 407-823-0981