



FROM ANDREA GREGG, BOARD CHAIR

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Accolades go to our state legislators for their dedication and tenacity this year in working to address the continuing nursing shortage in our state. Before the 2005 legislative session had even begun, Representatives Mealor and Patterson requested that the Florida Center for Nursing call a statewide summit of nursing professional and state leaders to identify and prioritize issues of nursing supply and demand, and to recommend solutions. Hearings were held by the Senate Health Care Committee and a joint House Community College & Workforce and Colleges & Universities committee meeting, to hear testimonies by select nursing leaders. Reflecting the complexity and pervasiveness of our nursing shortage, the resulting bills were comprehensive and cost challenging. Although neither bill passed, our legislators were not deterred. Lobbying and negotiations continued during the budget appropriations process, which led to funding of 10 million dollars for SUCCEED, FL nursing grants.

In August, SUCCEED, FL grants were awarded to 16 colleges and schools of nursing following a competitive review process. The grants, ranging from \$218,025 to \$427,500 for individual school grants and from \$1,194,378 to \$1,282,500 for grants representing 2 or more collaborating programs, were awarded for proposals that would measurably increase either the supply of new graduates or prepare registered nurses for nursing faculty positions. Innovative and collaborative approaches to address pervasive nursing supply problems, including clinical site shortages and inadequate faculty resources, were encouraged. Measurable outcomes of these grants will be reported next year, and the hope is that new pathways to resolving our state's nursing shortage will be evident. The Florida Center for Nursing Board members and staff are honored to have been part of this statewide legislative effort and are preparing now for 2006.

GOVERNOR BUSH APPOINTS FIVE TO THE FCN BOARD OF DIRECTORS

On August 5th Governor Bush announced the following appointments and reappointments to the Florida Center for Nursing Board of Directors:

Jenny "Dian" Adams of Brandon, chief nursing officer at Brandon Regional Hospital has been appointed by Governor Bush to succeed Cathleen Allman as representative of the Florida Hospital Association.

Deborah D. Afasano of Tallahassee, director of quality assurance for the Florida Health Care Association has been reappointed.

Kathryn Whitson of Tallahassee, registered nurse and government affairs consultant with Buigas, Asztalos & Associates has been reappointed.

Susan V. White of Windermere, associate chief nurse at James A. Haley Veterans' Hospital has been reappointed.

Pegge L. Bell of Miramar, dean of the Barry University School of Nursing has been reappointed as representative of baccalaureate programs of nursing.

A warm welcome is extended to Dian and hearty congratulations to our returning members.





FCN ANNUAL REPORT

The Florida Center for Nursing Annual Report for 2005 is now available on our website at <http://www.flcenterfornursing.org> under About the FCN. The 2005 Annual Report is a synopsis of the Center's activities and achievements from July 2004 thru June 2005. Listed below are highlighted accomplishments of the Center since July 2004.

Florida Nursing Summit: Addressing the Nursing Shortage – In response to a request from the House of Representatives, the Center convened a summit on March 5, 2005 that focused on defining the nursing shortage, identifying contributing issues, and recommending strategies for resolution. A summary of the proceedings is available on our website on the FCN Research & Information page under informational reports.

FCN Projects & Reports – The staff and Board members have published reports relevant to the nursing shortage. All reports are available on our website.

Requests for Information – The Center staff provided testimony or input for reports on request of Florida legislators and staff throughout the 2005 session.

Communication – Given limited resources and in line with modern technology the Center continues to use electronic media as our primary means of communication. From June 2004 to May 2005 there were 69,629 visitors to our website. The FCN website provides a vast source of information on the work of the center and the nursing shortage.

In addition to electronic media the FCN staff, though unable to accommodate all requests, provided in-person presentations throughout the state and presented two posters at the 3rd Annual Workforce Conference in Portland, Oregon on the topics: Nurse Education in Florida and Statewide Strategic Planning.

The Center staff has written articles for nursing publications distributed in Florida. The Florida Nurses Association publication *The Florida Nurse* now carries a standing column for information from the Center.

WHAT'S NEW ON THE FCN WEBSITE

Available on our Reports and Publications page:

HRSA State Health Workforce Profiles: Florida – A summary provided by the FCN of the HRSA State Health Workforce Profiles: Florida Report.

HRSA Report: Supply, Demand, and Use of Licensed Practical Nurses– A summary provided by the FCN of the HRSA Report: Supply, Demand, and Use of Licensed Practical Nurses.

Available on our Internet Resources page:

Nursing Education Programs in Florida – A list of Certified Nursing Assistant training programs approved by the Florida Board of Nursing is now available under Nursing Education Programs in Florida in addition to LPN and RN programs.

Available on our Research & Information page:

Magnet Recognition Program – The Commission on Magnet Programs now recognizes 162 health care organizations for their excellence in nursing service. Eleven (11) health care organizations with Magnet-Designated Nursing Services are in Florida. A list of these eleven health care organizations can be found under informational reports.





FUTURE DIRECTION

The FCN is funded through a contractual relationship with the Department of Health with specified Deliverables required each year. Since fiscal year 2002-2003 the FCN Board and staff have participated in writing of the Deliverables in an effort to reflect appropriately the achievement of the mission of the Center within allocated resources. Deliverables for 2005-2006 are:

1. Proactively provide a synthesis of current Florida Nursing workforce information, priority issues, alternative interventions, and recommendations for legislative action to significantly impact the nursing shortage.
2. Publish and promote a comprehensive plan to implement a nurse supply and demand forecasting model through collaboration with state agencies and professional groups.
3. Initiate regional summits to discuss the status of nursing, value of regional effort, and strategies for systemic changes.
4. Evaluate alternative to hold tax-exempt funds in a community foundation for use in meeting the mission of the Center.

CALL FOR PAPERS

The FCN is very interested in posting completed papers relevant to nursing workforce issues on our website. We are hoping that faculty and students will either share completed work with us or consider selecting a topic for a future project. The goal is to add to the body of information that is available for the Center's work and that of nursing leaders as well as those involved in nurse workforce policy development.

We are looking for papers written in 2004 or after. The content should reflect a thorough review of literature, analysis of an issue, or results of research. For papers above 4000 words, please include an abstract or brief summary. We hope to stimulate faculty and student project topics as well as general interest in nursing workforce issues.

This request does not involve a specific deadline for submission. It is intended to be an ongoing process of maintaining the best current information on our website. Please note that the focus is on workforce issues and that not all submissions will be posted on our website. Below is a condensed list of topics identified by the Center's committees as relevant to the strategic plan and Center's mission.

General Topics: Diversity of health care needs; Impact of the aging population on nurse recruitment and retention; Effect of culture & diversity on nurse recruitment.

Nursing Education: Partnerships in education; Approaches to nursing program expansion; Articulation; Career advancement models; Education opportunities.

Practice Environment: Facts and information regarding nurse-to-patient ratios, Mandatory overtime– affect on recruitment and retention; Nursing management – effect on recruitment and retention; Teamwork – impact on recruitment and retention; Nurse environment and culture – impact on nurse recruitment and retention.

Research & Data: Nurse population data collected in other states (supply and demand); Nursing shortage issues within the nursing home industry.

For a submission form and a complete list of topics of interest please contact us at NurseCtr@mail.ucf.edu .

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

