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Fall, 2006

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Editor:
Mary Lou Brunell,
Executive Director

From the Director's Chair – Mary Lou Brunell

New Board Members Appointed: Welcome to our newly appointed members of the FCN Board of Directors:

Martha DeCastro, RN, BSN, MS – Vice President for Nursing, FL Hospital Assoc.
Jackie Gonzalez, ARNP, MSN – Senior Vice Pres. & CNO, Miami Children's Hosp.
Dora Krauss, RN, BS – Director of Education, NCH Healthcare
Tina Menna, RN, BSN, MS – Director of Clinical Informatics, Bay Medical Center

Great appreciation is extended to departing board members: Ed Goodemote, Annie Neasman, Lee Huntley, and Robin Tilton. Thank you for all that you contributed!

New Positions Established: With the increase in funding received, the Board of Directors and Staff considered strategic initiatives to achieve the Center's goals. A business plan provides future direction and includes the addition of two new Associate Director positions, one for Research and one for Retention & Recruitment activities.

Jennifer (Jen) Nooney, PhD in Sociology Joins FCN Staff: It is with great pleasure that I announce the appointment of Dr. Jennifer (Jen) Nooney to the position of Associate Director: Research. Jen joined the Center staff on October 20th. She brings excellent experience from working for 2 years at the North Carolina Center for Nursing. You can read Jen's inaugural Research & Workforce Analysis Update on page 2. *Welcome, Jen!*

Please see information regarding our open position, Associate Director: Retention & Recruitment on page 2.

Need a 2006 Tax Deduction? Contribute to support the FCN's work!

The Florida Center for Nursing has the ability to accept tax-deductible donations from individuals or organizations interested in supporting the Center in achieving its mission. Contributions will support projects addressing issues of supply and demand for nursing. Examples of activities that may be undertaken include:

- Convening various groups representative of nurses, other health care providers, business and industry, consumers, legislators, and educators.
- Promoting programs to enhance nurse recruitment and retention activities.
- Completing research activities to contribute to the knowledge of nursing supply and demand and future projections.

Please consider contributing to our effort toward resolving the nursing shortage in Florida. Checks payable to the **UCF Research Foundation** with a note in the memo section of your check: **Florida Center for Nursing** should be mailed to:

Florida Center for Nursing
12424 Research Parkway
Suite 220
Orlando, FL 32826

For your convenience you may use
the contribution form found at:

www.flcenterfornursing.org/contribution_form.pdf

On behalf of the FCN Board of Directors and Staff, thank you.

The Florida Center for Nursing (Center) Board of Directors believes that successfully influencing the culture within nurse employment settings will improve the retention of experienced, knowledgeable, skilled nurses and, at the same time, positively influence those interested in entering the profession. To provide information on the significance of the work environment, methods that can be implemented to positively impact it and development of partnerships to enact the changes, the Center convened a statewide summit in Orlando, Florida.

The Summit purpose was to discuss the status of nursing from a state and regional perspective and encourage regional collaboration to identify strategies (how) and resources (who and what) to improve the retention of nurses. The ultimate goal of this Summit is to create a healthy work environment for nurse practice in Florida.

A total of 75 individuals were in attendance representing 11 professional associations, 6 state agencies, 4 regional workforce boards, 2 legislative groups, and 1 philanthropic organization

Click: http://www.flcenterfornursing.org/research/FCN_Fall_2006_Summit.pdf to access the complete Summary of Proceedings.

Associate Director: Retention & Recruitment – Position Announcement

The Florida Center for Nursing is seeking qualified applicants for a newly created position Associate Director: Retention & Recruitment, position #42516 (state title: Assoc. Dir. Ed/Training Programs) to initiate, plan, implement, and evaluate the Center's comprehensive statewide nurse retention and recruitment programs.

Master's degree in nursing or related field required. Florida RN license eligibility required. Health policy, public relations, and/or human resource management experience preferred. Salary is negotiable.

Applications must be received by 11:59 pm, December 14, 2006. Applicants MUST apply through www.jobswithucf.com. No paper applications, resumes, cover letters or emails will be accepted or considered for this A&P position. Cover letters, resumes, and other documents can be attached through the website. EO/AA

New on the FCN Website – www.FLCenterForNursing.org

FCN RESEARCH & INFORMATION PAGE

Fact Sheet: *Florida RN, LPN, NA Data by State and Region* (October 2006)

White Paper: *The Value of a Healthy Work Environment* (September 2006)

Informational Report: *The Southern Regional Education Board's 2006 Annual Survey of Nursing Education Programs – Summary and Interpretation of Florida Data Provided by the Florida Center for Nursing* (November 2006)

Informational Report: *Fall 2006 Summit: Improving the Work Environment to Retain Nurses* (October 4, 2006) – Summary of Proceedings





I would like to thank the FCN Board of Directors and Staff, along with many other Florida nursing colleagues I have met in the past month, for the warm welcome I have received since beginning work with the FCN. It is an exciting time for me, and for the Center. We are poised for a fantastic year of research activities that should put us well on our way toward collection and analysis of the necessary workforce supply and demand data we will need for long-range forecasting. Among those activities:

- Beginning in November, the Center will receive regularly occurring data extracts from the nurse licensure file maintained by the Florida Board of Nursing. We will be able to analyze those data from a workforce planning (rather than regulatory) perspective: the data will help us get a handle on the distribution of nurse supply across the state, including their demographic characteristics and education history.
- In collaboration with the Board of Nursing, the Center is launching a nurse workforce survey that can be completed by new licensees and nurses renewing their licenses. We hope for high response rates, as we have negotiated with the Board to provide information about the survey on the license renewal notice, the online renewal web page, and the notice of initial licensure for nurses endorsing into Florida. The survey will provide us with more detailed employment information, including the type of setting in which nurses work, county of employment, number of hours worked, and salary. These are critical building blocks for a complete understanding of current – and potential – nurse supply.
- Mary Lou has been working with Partners for a Healthy Community and Workforce Central Florida to develop a survey strategy and instrument to collect health workforce demand data from Central Florida hospitals. The group will field this survey in mid-January. Mary Lou has also applied for a small grant from the Tenet Foundation, which would allow us to expand the demand data collection from hospitals to other nurse employers in Central Florida. The Center's vision is that these efforts will culminate in a statewide survey of nurse employers, when funding permits.
- We will continue the work of Dr. Lynn Unruh, a nurse economist who has served as a consultant to FCN, on assessing current models for long-range forecasting of nurse supply and demand in the state. We expect that the data from our forthcoming research efforts can aid in refining input data for those models. We hope to continue working with Dr. Unruh to develop new models for forecasting supply and demand when she returns from a year-long fellowship with the Robert Wood Johnson Foundation.

Clearly I have my work cut out for me, and I'm looking forward to digging in!

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