



## FROM THE DIRECTOR'S CHAIR

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**I am very pleased to introduce to you the newly elected 2006-2008 officers of the Florida Center for Nursing Board of Directors:**

Pegge Bell, PhD, MSN, BSN, ADN- Chair

Dean, Barry University School of Nursing

Susan White, PhD, RN, CPHQ, FNAHQ-Vice Chair

Associate Chief of Nursing/QI

James A. Haley Veteran's Hospital

Jean Wortock, PhD, MSN, BSN- Treasurer

Dean, St. Petersburg College

College of Nursing

Kathryn Whitson, RN- Secretary

Buigas, Asztalos & Associates

Government Relations Specialist

We greatly appreciate the commitment and contributions of **Andrea Gregg, Leah Kinnaird, Ed Goodemote, and Susie White** whom have served as officers of the FCN since 2004. Thank you!

## LEGISLATIVE UPDATE

HB 523/ SB 480- The Florida Center for Nursing Bill was not passed but fortunately annual funding for the Center was doubled through the effort of Barbara Lumpkin, FNA and support of Governor Bush, Senator Burt Saunders, and Representative Aaron Bean during the budget process. This additional funding will provide the resources to help us meet the mission of Nurse Workforce Planning and Research. Additionally, it will enable us to address issues related to the recruitment and retention of nurses in Florida.

We are collaborating with the Board of Nursing and the Department of Health to work toward a process to incorporate workforce data collection as a voluntary component of biennial license renewal. FNA is committed to working with the Florida Center for Nursing Board and Staff and the Department of Health to get this critical data collection implemented.

Other Bills passing both chambers and awaiting Governor Bush's approval are HB 483/ SB 1362, RN Circulator Bill requiring at least one RN circulator in all operating rooms; HB 411/ SB 1400 Nurse Psychotherapist Bill which adds ARNPs with expertise in psych/mental health nursing to the definition of psychotherapists in the criminal code; and a compromised version of HB 699/SB 1215 relating to health care practitioners.

It appears that \$8.85 million of the budget has been appropriated to SUCCEED grants for Nursing and Allied Health Programs.



## COLLABORATION-THE KEY TO SUCCESS – Mary Lou’s Thoughts

Webster defines the term collaborate as meaning “to work together”. Why is something that sounds so simple often very difficult to do? In all aspects of our lives, to be successful, we must work together with others be they family, friends, professional colleagues, or coworkers. The term work is another interesting concept meaning “physical or mental effort exerted to do or make something; purposeful activity; labor; toil”. And, what is success but “a favorable or satisfactory outcome or result”. So, it could be said that if we collaborate we can have success. Yet this means work! And, it is often easier to think that someone else will do the work for me/us.

The Florida Center for Nursing was established with the mandate to address issues related to the nursing shortage in our state. Not a small challenge. By now almost everyone knows that a shortage of registered nurses exists, but all do not understand that it is going to get worse. The National Center for Health Workforce Analysis report published July 2003, found that in 2000 there was a shortfall of 111,000 RNs and projects that by 2020 the shortfall will exceed 800,000 (29%). (<http://bhpr.hrsa.gov/healthworkforce>) Though we do not have valid information on the number of nurses needed in Florida, it can be assumed that there is cause for concern and a need for action. The Center cannot resolve the shortage alone; there must be a collaborative effort to successfully address the issue.

Can we assure Florida residents that there will be adequate, qualified nurses to care for them? There is a lot of work to be done. To be successful we must work together. Through collaboration we can be successful.

Excerpt from FCN Article to be published in the June 2006 issue of The Florida Nurse

## WHAT’S NEW ON THE FCN WEBSITE

[Available on our FCN Recruitment & Retention Page](#)

**Faculty Best Practices: Students’ Perceptions of Faculty who help them Succeed** – A Monograph on Nursing Education

**Nurse-Friendly™ Hospital Criteria of the TNA** – from the Texas Nurses Association, provides suggestions based on expert nurse input and nursing literature for what are the essential elements of the ideal nurse work environment.

[Available on our Reports and Publications Page](#)

**Florida Hospital Association.** (February, 2006). Nurse Staffing Survey Findings.

Also available on our website are links to resources and information for nurses organized by category such as:

**State government and state associations**  
**Licensure Information**  
**Loans, Scholarships and Grants**  
**State Nurse Workforce Initiatives**  
**Nursing Education Programs in Florida**

[www.FLCenterForNursing.org](http://www.FLCenterForNursing.org)



## 4<sup>th</sup> ANNUAL WORKFORCE CENTER CONFERENCE

### Report by Jo Ann Miller, FCN Staff on the 4<sup>TH</sup> Annual Meeting of State Nursing Workforce Centers – *Taking the Long View: From Evidence to Policy* held April 27-28, 2006 in New Jersey

Mary Lou Brunell, Executive Director, Dr. Andrea Gregg, Chair, Dr. Lynn Unruh, Consultant and I had the privilege of attending this year's conference along with representatives from 30 other states. This national conference for leaders and stakeholders of state-based nursing workforce centers focused on measures to address long term nursing workforce solutions at the grass roots level. The fourth in a series of annual conferences, this year's theme was geared toward data-based evidence as the foundation for policy formation and strategies to engage politicians and funders in this important work.

Conference highlights:

- Keynote address entitled *Future Directions for Nursing Outcomes: Research, Challenges, and Opportunities* by Sean Clarke, PhD, RN, CRNP, Assistant Professor, School of Nursing, University of Pennsylvania.
- Presentations on strategies to address funding issues, public policy formation, nurse retention including job satisfaction and work environment, education, and the need for reliable data and consistent definitions.
- Collaboration between State Nurse Workforce Centers.
- Mary Lou and Lynn each presented papers and Jo Ann presented a poster.

## RECRUITMENT AND RETENTION EFFORTS –We Need your Help!

The Center has a Recruitment & Retention page on our website which is intended to disseminate information on effective strategies that support recruitment and retention methods, such as those activities built upon best practices and organizational models that enable nurses to practice good patient care.

The Center created the Recruitment and Retention page in fulfillment of Goal 3 of the Statewide Strategic Plan for Nursing Workforce in Florida. Goal 3 focuses on the dissemination of information about effective recruitment and retention methods to nursing employers.

The Center needs your help in sharing innovative strategies and best practices that your organization has implemented that have been successful.

The intent of our Recruitment and Retention page is to be a one-stop approach to reports of effective recruitment and retention strategies.

To submit a best practice and/or innovative strategy initiative please complete the **Best Practice/Innovative Strategy Submission Form** available on the Recruitment & Retention page of our website. Please feel free to contact us for additional information.

Newsletter provided by: Florida Center for Nursing  
Have a question? Contact the FCN: [NurseCtr@mail.ucf.edu](mailto:NurseCtr@mail.ucf.edu)

