



**Volume 1, Issue 3**  
Summer 2004

**From the Director's  
Chair – New Board  
Members Elected**

**Survey of Florida  
Registered Nurses  
Renewing their  
License—The First  
Phase of Nursing  
License Renewal  
Surveys is Complete**

**Second Annual  
Workforce Center  
Conference Held in  
Orlando – April 29 –  
30, 2004, p.2**

**Legislative Update –  
FCN Receives Second  
Year of Funding, p.3**

**Statewide Strategic  
Plan Completed! p.3**

**What's New on the  
FCN Website – p.4?**

**Facts of Interest –  
NCLEX Exam  
Offered in 3 Foreign  
Countries, FCN  
Trust Fund, p.4**

## **FROM THE DIRECTOR'S CHAIR**

I am very pleased to introduce to you the newly elected officers of the 2004-2006 Florida Center for Nursing Board of Directors:

### **Andrea Gregg, DSN, RN – Chair**

Director – University of Florida Jacksonville Campus  
Member – Florida Nurses Association Board of Directors  
Chair – FCN Research Committee  
Experience in hospital administration and nursing education

### **Leah Kinnaird, EdD, RN – Vice Chair**

Consultant – Creative Health Care Management  
Consultant – American Nurses Credentialing Center, Magnet Programs  
Past Treasurer – FCN Board of Directors  
Experience in hospital administration and education

### **Ed Goodemote, DNSc, RN – Treasurer**

Chief Executive Officer – RIS Imaging Centers, Inc.  
Past Vice Chair – FCN Board of Directors  
Experience in hospital administration

### **Susie White, PhD, RN – Secretary**

Associate Chief of Nursing/QI – James A. Haley Veterans Hospital  
Experience in hospital administration and quality management

I greatly appreciate the commitment and contributions of **Cathy Allman** who served as Chairperson since December 2002. Without all of our Board Members, the FCN would not be the success it is. Thank you!

## **License Renewal Survey**

The first phase of license renewal surveys was completed April 30, 2004. According to Dan Coble, Executive Director of the Florida Board of Nursing, 56,687 license renewal packets were mailed. Of those, 45,952 were renewed (19% of those mailed either undeliverable or not renewed). Of the renewals approximately 4.8% completed valid surveys for the Center (2226 online and 83 hard copy).

As of June 17<sup>th</sup> 1762 valid surveys have been completed online from the second phase of mailed renewals. Hard copies have been requested by 97 licensees.

Phase one survey results are being analyzed by Lynn Unruh, PhD, RN, LHRM and Antonio Trujillo, PhD, Asst. Professors University of Central Florida. At this time, there is concern that the response rate is too low and we will not be able to consider the results representative of the Florida nursing population at large. Information on the results will be forthcoming in the next newsletter published in September. Look for a brief update on our website in later this summer.

**Renewing Now → Visit the FCN web site and complete the survey.  
Directions are included in your renewal packet.**

The Florida Center for Nursing hosted the 2<sup>nd</sup> Annual Workforce Centers Conference, “Taking the Long View: Grassroots Nursing Workforce Initiatives,” April 29–30, 2004 at the Disney Coronado Springs Resort in Orlando, Fla.

The conference presented regional initiatives focused around state nursing workforce centers, strategic workforce planning, nursing education, nursing care delivery redesign and retention. 148 participants from 36 states including DC attended the event. They came from as far west as Hawaii and as far east as Vermont.

Featured were nationally known speakers such as Ed O’Neil, Director of the Center for Health Professions, University of California, San Francisco; Deborah Green, PhD, Assistant Commissioner for Finance, Texas Higher Education Coordinating Board; Pamela Thompson MS, RN, FAAN, CEO American Organization of Nurse Executives and Karen Haase-Herrick RN, MN, Executive Director Northwest Organization of Nursing Executives and Clair Jordan, MSN, RN, Executive Director of the Texas Nurses Association, The Texas Foundation and the Texas Nurses Network. Additionally, panel discussions by nurse leaders focused on best practice initiatives for successful nursing workforce centers.

A big thanks goes to FNA Staff, Willa Fuller and Amanda for their help in setting up the conference and assistance with registration.

The nursing workforce shortage is evolving across the country impacting quality of care, health outcomes, patient safety and access to care. Solving the workforce crisis is essential to promoting healthy patient outcomes and viable health-care systems. Ensuring a stable, skilled nurse workforce is essential to the health of our nation.



Creation of workforce solutions cannot occur in isolation, but rather through collaborative efforts of health-care stakeholders. Solutions generated at a local level serve to advance and inform similar initiatives in other regions and states. Sharing of grass roots workforce initiatives, key insights and perspectives can cultivate long-term solutions and evolve a preferred future for nursing.

This second meeting embraced continuing workforce initiatives championed by a cooperative of states and regions. These collaboratives have maintained momentum and persisted in pioneering innovative grass roots approaches to solving nursing workforce issues.

A strategic planning session was conducted on the last day of the conference focusing on keeping the initiative alive. Next year Washington and Oregon will jointly host conference. It will be funded through an initiative to keep the conference alive led by the North Carolina Center for Nursing and spearheaded by Brenda Cleary, Executive Director of the North Carolina Center. Mary Lou Brunell, Executive Director of the Florida Center for Nursing is committed to play a key role as an advisory council member in future conference initiatives.



## Legislative Update

The Florida Legislative Session ended in May with a few victories for nursing and some disappointments. Among the most beneficial for the FCN was the continued support funding from the Governor coming from tobacco funds in the amount of \$250,000 for the year with the additional amount of \$42,506 going to the Trust Fund for the Center.

Additionally, the Palm Healthcare Foundation granted the Center \$250,000 with matching funds from the State. Totaling \$500,000 the grant is for the Center to utilize in developing innovative nurse staffing models throughout the state.

A disappointment to the Center was the loss of requested operating funds in the amount of \$3 - 5 from each license renewal which would have been at no additional cost the nurse. At the last minute important implementation language was omitted from the bill, therefore eliminating the funds for this year.

There is a strong commitment from Governor Bush and Legislators to push the bill for next year.

## Statewide Strategic Plan

As required by Florida State Statute, the FCN Board has created a Statewide Strategic Plan to address the nursing shortage. The plan is endorsed by major organizations including, the Florida Association of Colleges of Nursing, Florida Council of Nursing Education, Florida Association of Directors of Nursing Administration / LTC, Florida Healthcare Association, Florida League for Nursing, Florida Nurses Association, Florida Organization of Nurse Executives and South Florida Hospital and Healthcare Association.

The plan addresses nursing education, statewide data collection and analysis, systematic allocation of resources, recruitment and retention, nursing education and financial stability of the FCN.

To view the plan, go to our website at [www.flcenterfornursing.org](http://www.flcenterfornursing.org) and access the News and Updates page.

### STRATEGIC PLAN GOALS

1. An ongoing statewide system forecasts the changing nurse workforce supply and demand in Florida.
2. Systemic changes and the allocation of new and existing resources have occurred in response to the results of the forecasting system described in Goal 1 that positively affect the ability of nursing supply to meet nursing demand.
3. Information has been disseminated on effective strategies and best practices related to work cultures and environments that support recruitment and retention of nurses.
4. The Florida nursing educational system facilitates career enhancement, targets enrollments at all levels of nursing education that reflect industry needs and the diversity of the state, produces graduates who have the knowledge and skills to provide quality care, and is funded to meet industry needs for all levels of new graduates.
5. The Florida Center for Nursing continues to address issues of supply and demand for nursing, including issues of recruitment, retention, and utilization of nurse workforce resources as described in FS 464.0195.

### What's New On The FCN Website

**WHAT IS A NURSE?** - The FCN Website has been updated to include a new button for the general public to access information regarding nursing. Once into the page the reader finds definitions for Nurse Aide, Licensed Practical Nurse, Registered Nurse and Advanced Registered Nurse Practitioner.

This area of the website is designed to help the general public better understand different aspects of nursing relative to specific job titles. Each title offers the opportunity to navigate further into each job title for more detailed information.

To access the page go to [www.flcenterfornursing.org](http://www.flcenterfornursing.org) and click on the button title “**What is a Nurse?**” located at the left of the home page.

**DID YOU KNOW?** – A new home page highlight is the “Did You Know?” It is there to add new information on a regular basis. Look there frequently for new information important to Nursing.

**SOON TO COME** – Plans are in place for the near future to feature impromptu survey questions and best practices for recruitment, retention and staffing models.

### Facts of Interest



#### First Foreign Countries Chosen for the NCLEX Exam

The National Council of State Boards of Nursing has chosen the first three foreign countries eligible for NCLEX exams. Beginning in January 2005 Seoul, Korea, London, England and Hong Kong will offer the NCLEX Exam. For more information go to [www.ncsbn.org](http://www.ncsbn.org)



#### Did You Know 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 for miscellaneous funding for projects, grants etc. Any amount is greatly appreciated.

(Checks made payable to the FL Center for Nursing Trust Fund.)

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