



FROM THE DIRECTOR'S CHAIR –

Volume 1, Issue 5
Winter 2004-2005

From the Director's
Chair – p.1

Information Packet
Distributed – p.1

Legislative Update –
p.2

What's New on the
FCN Website – p.3

Items of Interest –
p.3

Nursing Faculty
Shortage Facts – p.4



As the Center Board of Directors and Staff develop an implementation plan for the Statewide Strategic Plan for Nursing Workforce in Florida, I am reminded how vital communication, collaboration, and partnership are to success. A single group or agency cannot achieve the long-term changes required to positively impact the nursing crisis we face. Success depends on working together toward common goals. It was through a collaborative effort in 2001 that the FL Center for Nursing came into being. In November 2003, 12 agencies/professional groups met to begin the journey of writing the

Strategic Plan. As shared in Barbara Lumpkin's legislative update (see page 2), we are entering what could be a banner year for nursing this session. I have had the privilege of joining nursing colleagues in presentations to Senate and House committees interested in knowing how they can help resolve the nursing crisis. In short, we are on a roll! But let us not lose sight of how we got here – together.

Keep those lines of communication open.

Continue to collaborate – maintain partnerships and start new ones.

Keep your eye on the goal and work together to achieve it.

Thank you

INFORMATION PACKET DISTRIBUTED

As part FCN's effort to keep the public informed regarding the nursing shortage and progress of the Center, the FCN Board of Directors and Staff issued an information update both electronically and by hard copy in late November and early December 2004. The packet contains the 2004 Annual report, the Statewide Strategic Plan for Nursing Workforce in Florida, and an issue brief of the 2002 – 2012 RN and LPN Employment / Workforce Projections. This packet was hand delivered in Tallahassee the week of Dec. 1, during the organizing committee meeting time by Mary Lou Brunell, Executive Director to Governor Jeb Bush and key legislators and staff. In addition to the key governmental leaders' hard copy, the packets were emailed to remaining legislators and staff.

Nursing leaders received the email packet as well which, in addition to the items listed above, included a Summary of the RN Licensure Renewal Survey analysis to date.

For more information please access our website at

www.FLCenterfornursing.org or email us at nursectr@mail.ucf.edu



**FROM BARBARA LUMPKIN, FNA LOBBYIST – January 28, 2005:**

The FNA is updating their website with the new Legislative Agenda and Priority Agenda for 2005. Additionally, they will update Capitol Wiz located at <http://www.floridanurse.org/legislative.asp> Capitol Wiz will indicate legislative activities with the new Committees in the Florida House and Senate that will address most health care proposals and higher education proposals.

After the Special Session on December 14, through 17 the committees are hearing bills during the four committee weeks scheduled for January and February. The session will officially convene on Tuesday, March 8, 2005.

“This week of Legislative committee meetings turned out to be a banner week for the Nursing Profession. On Tuesday, The House Committee on Colleges and Universities, chaired by Representative David Mealor, and the Community College and Workforce Committee, held a joint workshop on the Nursing Shortage and possible long term solutions. The Florida Center for Nursing and the Florida Nurses Nurse’s Association were asked to open the workshop with a global overview of the shortage and then there were several presentations by private and public colleges and universities, one school district, and one private LPN program on innovative programs they have put in place to address the nursing shortage.” Dr. Andrea Gregg, a member of FNA Board and coordinator of the Jacksonville Campus of the University of Florida, Mary Lou Brunell, Executive Director of FCN and Dr. Patricia Burns, Dean of the College of Nursing at the University of South Florida, were among the presenters.

“The legislators on the two committees were very engaged listeners and after the presentations, asked many questions. It was indeed a shining moment for the profession in a joint committee meeting of more than twenty members of the House of Representatives.”

On Wednesday morning Barbara met with the Speaker of the House, Representative Allan Bense, of Panama City. She met with him to inform him of the proposed Family Practice Bill presented to FNA by the Academy of Family Practice Physicians. The bill “would have a very chilling impact on advanced nursing practice in Florida.” As Barbara was preparing to leave she gave the Speaker one of the **Understand the Nursing Profession in Florida** brochures. Speaker Bense stated, “Barbara, I want it to be the legacy of my speakership that we solve the nursing shortage in Florida for the long term. I want you to go to Representative Dennis Baxley and the Chairs of committees under his Education Council and let them know that if it takes money, we will get it and if it takes policy changes we will do that also. Work with the members and share with them that I want this to be my legacy.”

Barbara feels that “we really have a great opportunity to make significant progress this year and to increase funding for all of our nursing programs.” Because this is such an important year, Barbara asks that “all Nursing Leaders take a moment to write a personal note to Speaker of the House, Bense, to thank him for his support of the Nursing Profession.”

For the complete report please visit the FNA website at www.floridanurse.org

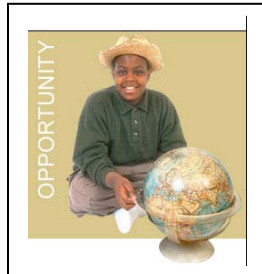


What's New on the FCN Website

Retention and Recruitment Page – The Florida Center for Nursing is in the process of identifying best practice and innovative strategies for the recruitment and retention of nurses. The intent is to have a web-based resource designed to facilitate the dissemination of best practice and innovative strategy information across the state of Florida. We invite you to visit our Recruitment and Retention page and welcome your feedback. We also encourage you to submit a best practice or innovative strategy.

New FCN Website Manager Announced – Jo Ann Miller, MSN, RN has been recruited to work part time for the Center. She worked in a contracted capacity since the Center's inception and recently accepted the part time position. Her major responsibility is electronic communications and maintenance of the FCN website. Jo Ann has already made tremendous improvements in the site making it more user friendly and keeping it updated on a regular basis. The Center staff welcomes Jo Ann in her new role.

Items of Interest



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.)*

Florida Hospital Association, Vice-President of Nursing Appointed - Martha DeCastro, RN, MS, CIC is the new Vice-President for Nursing at the Florida Hospital Association. Congratulations, Martha, on your appointment!

Her contact information is:

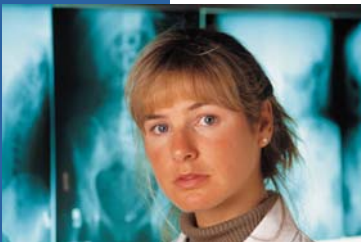
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NCSBN News Release, December 27, 2004 – The National Council of State Boards of Nursing announced that it would begin registration for the NCLEX in foreign countries beginning in January 2005. The first three international centers will be in Seoul, Korea, London, England and Hong Kong. For more information contact Dawn M. Kappel, NCSBN Director of Marketing and Communications at 312-525-3667 or dkappel@ncsbn.org

Brunell Appointed to WFI Board – Mary Lou Brunell, FCN Executive Director has been appointed by Governor Bush to serve on the Workforce FL, Inc. Board of Directors.

Nursing Faculty Shortage Facts



As of December 2004 the FCN has summarized information regarding Nursing Faculty Shortages. The Fact Sheet may be viewed on the FCN Website at www.flcenterfornursing.org on the News and Updates page. It contains national, regional, and state information.

According to the Florida Department of Education, even with increases in the number of available slots in schools, there is a surplus of qualified applicants to nursing programs in Florida. The data indicates that in Community Colleges for the academic year 2004-05 there were 8,295 qualified applicants. Of those applying 5,581 were accepted leaving a surplus of 2,714 qualified students not placed in a program. Additionally, for LPN programs there were 5,000 applicants qualified for the program. 4,118 were accepted with a surplus of 882. BSN programs report the same issues with overages.

Additionally, reports from schools indicate that there is a current and further pending faculty shortage which threatens the ability of education programs to prepare the quantity of nurses necessary to care for Florida increasing and aging population.

The Southern Regional Educational Board completed a survey in 2003 that represented 16 States plus DC. The survey had a response of 53% from 264 nursing programs. Responses were equal from BSN and ADN.

For the 2002-03 academic year the SREB data indicated that out of 5,776 budgeted positions 275 were left unfilled (4.7%) For the same time period the state of Florida reported 536 budgeted positions with 39 unfilled (7.2%). Additionally, for the same academic year, anticipated retirements reported by SREB were 118 (2% of budgeted) with Florida reporting 18 (3.3% of budgeted). Lastly, for the year 2002-03 SREB reported resignations to be 253 (4.3% of budgeted) and Florida 19 (3.5%).

Clearly, there is an issue with maintaining and increasing numbers of faculty throughout the nation. Barriers to increasing Nurse Education Capacity in Florida include but are not limited to:

- ✚ Recruitment of qualified faculty
- ✚ Availability of clinical space
- ✚ Inadequate recurring funding
- ✚ Issues with faculty salaries



To gain information specific to our state, the FCN has just completed a survey of FL nursing education programs. The full report will be available on the FCN Website at www.FLCenterforNursing.org in March.

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