


FROM ANDREA GREGG, BOARD CHAIR

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In May 2004, the Center published the *Statewide Strategic Plan for Nursing Workforce in Florida*, a collaborative effort among 12 professional organizations and state agencies. The purpose of the plan is to guide and synchronize interventions into the underlying causes of our nursing shortage. In October 2005, the Center published its first progress report on the plan, including a summary of issues driving each of the plans' five goals, interventions and accomplishments to date, and recommendations for continuing/future actions.

Goals 1 and 2 call for a statewide nursing workforce database, and a system for forecasting workforce changes and evaluating strategic interventions. To date, the Center has identified sources of available workforce data and developed a statistical forecast model. Critically needed are data about the supply of our nurses (e.g., demographics, if/where they practice). This year, Senator Saunders and Representative Robaina have sponsored legislative bills, SB 480 and HB 523, to enable the collection of nursing supply data. If passed, these bills will position the Center to substantiate problem areas, generate targeted solutions, and evaluate results.

Goal 3 focuses on the work cultures and practice environments of nurses, including the image of nursing. The Center supports the Magnet principles as a framework for achieving this goal. Currently, 11 organizations hold the prestigious Magnet status in our state. In 2005, several state nursing organizations sponsored conferences in support of Magnet principles and to share best practices for the recruitment and retention of nurses. This year, the Florida Nurses Association elected to take the lead on enhancing the image of nursing in our state. The campaign will focus on nursing as an intellectual endeavor, including the critical nature of nursing surveillance and the knowledge required for timely interventions into health-threatening events.

Goal 4 focuses on our nursing education system, with interventions aimed at assuring adequate faculty and funding to accommodate student entry demands. Last year during legislative session, it became clear to all that we have a faculty shortage in our state, which has caused a gridlock at our academic portals. Findings from a Center study revealed that our nursing programs continue to turn away 3-4 qualified applicants for every 1 accepted. As a result, the legislature appropriated \$10 million in intervention grants last year. This year, the state university system nursing deans have submitted a unified legislative budget request that, if funded, will significantly increase the number of baccalaureate, masters and doctoral degree-prepared nurses for our state.

Goal 5 focuses on fulfillment of the Center's statutory mandates through an expanded financial base. Since its inception, the government has provided base level funding for the Center, with some additional funds flowing from a Medical Quality Assurance trust fund that houses donations from individual nurses at the time of licensure renewal. This year, the Center has established a non-profit foundation that will enable tax-deductible donations from individuals and philanthropic organizations.

Conclusively, our *Statewide Strategic Plan for Nursing Workforce in Florida* has proven effective. Legislators and nursing leaders are carrying out collaborative, synchronized interventions to alleviate our nursing shortage. Much work remains though.

You can help. Thank Senator Saunders and Representative Robaina for sponsoring our nursing supply data bills, and all of our legislators for funding nursing education. Talk to nursing leaders in your practice organization about how you can help to enhance the clinical care environment. Volunteer to work with FNA as it develops its nursing image campaign. Finally, but not least, consider a donation to support the work of YOUR Center for Nursing. Let me know if I can help.

LEGISLATIVE UPDATE FROM OUR EXECUTIVE DIRECTOR



Below are very brief synopses of current bills please refer to legislative websites for current language and status. Please be an active participant in the policy process for our profession. Contact your legislators in support of nursing bills.

SB 480 / HB 523: These bills – 1) direct the Board of Nursing to incorporate the collection of workforce planning data as part of the nurse licensure process and 2) clarify the appointments process for the members of the Board of Directors as relates to the recommendation of members for appointment from key stakeholder groups.

SB 602 / HB 485: ARNP prescribing controlled substances bills – continues to be amended with intent to authorize a statewide pilot project.

SB 1362 / HB 483: RN circulator bills – requires that an RN be present in the room and serve in the role of circulator during all operative or invasive procedures.

SB 1400 / HB 411: Nurse Psychotherapist bills – redefines the term “psychotherapist to include certain ARNPs for purposes of the psychotherapist – patient privilege of the Florida evidence code.

SB 1212 / HB 1111: Financial Responsibility of ARNPs bills – give ARNPs in Florida the right to “go bare”, thus practice without having professional liability insurance coverage.

SB 470 / HB to be filed: Being developed to delete the requirement of AIDS and Domestic Violence continuing education every two years and provides that nurses who are nationally certified will not have to prove their compliance with CE requirements.

WHAT'S NEW ON THE FCN WEBSITE



FCN Mandates, Actions, and Outcomes: published February 2006 is now available under Informational Reports.

The Statewide Strategic Plan for Nursing Workforce in Florida Progress Report published in October 2005 is now available under Informational Reports.

Forecast of Nursing Supply and Demand in Florida: Development of a Plan to Implement a Forecasting Model published December 31, 2005 is now available under Informational Reports.

FACT SHEET: Florida RN, LPN, & NA Workforce Information published January 2006 is now available on the FCN Research & Information page under Fact Sheets & Issue Briefs.

A Forum of State Nursing Workforce Centers-The mission of "Taking the Long View, a Forum of State Nursing Workforce Centers" is to provide a sustainable network for collaboration and communication among statewide nursing workforce entities. Available on our Internet Resources page.

The Nursing Shortage: Focus on Improving the Nurse Work Environment (January 2006) is now available under Best Practice Initiatives. Available on our Recruitment & Retention page.

SUCCEED Florida Nursing Education Grant Program and the President's Community-Based Job Training Grants information is available on our Nursing & Education Grants page.

FORECAST OF NURSING SUPPLY & DEMAND IN FLORIDA: DEVELOPMENT OF A PLAN TO IMPLEMENT A FORECASTING MODEL

The FCN has developed a plan for forecasting the supply of and demand for nurses in Florida. Activities include: acquiring or developing a forecasting model; identifying essential and important data elements; finding existing or potential sources of the data, obtaining the data; cleaning and assembling it, and; conducting analyses. A final set of forecasting activities is to identify model and data limitations and to find ways to improve the process.

Several of the activities necessary to complete a forecast have already been completed. A forecasting model has been acquired for immediate use and another is being developed for future use. We have identified needed data, and begun to obtain it. Tasks remaining include completing data collection, cleaning and assembling the data, to run the forecasts using the HRSA model, and to critique and improve upon the model and data. The complete report is available on our website.

FLORIDA CENTER FOR NURSING BOARD OF DIRECTORS

Jean Wortock of Largo, dean of the College of Nursing at St. Petersburg College, has been appointed to succeed Wanda Thomas as a nurse educator.

Jane Cebelak of Ft. Pierce, assistant dean of Health Sciences at Indian River Community College, has been appointed to complete the term vacated by Karine Siplon as representative of directors of nursing programs at community colleges.

Below is a picture of our 2005-2006 Board taken at our Board of Directors meeting on January 12th 2006.



Pictured from Left to Right: Leah Kinnaird, Deborah Afasano, Barbara Alford, Dian Adams, Annie Neasman, Pegge Bell, Ed Goodemote, Kathryn Whitson, Jean Wortock, Robin Tilton, and Susan White.
Not pictured: Andrea Gregg, Chair, Lee Huntley, Roxanne Maldunas, Nancy McGovern, and Jane Cebelak.