

2008 R&R Project Spotlight – Orlando Health

The Retention and Recruitment Funded Projects initiative was established in 2008 as a way to obtain direct feedback on R&R projects from the nursing community as well as a way to pilot long-term or large-scale retention and recruitment initiatives. By evaluating projects at the end of the award cycle, the Florida Center for Nursing aims to offer evidence-based strategies for retaining and recruiting nurses in Florida. Starting this month, the Center will spotlight one project from the 2008 R&R award cycle each month. This series will highlight projects successes and lessons learned, providing more in-depth information for Florida's nurse employers and nurse leaders.

Project Leader: Orlando Health, Orlando, FL

Project Title: Nurse Leader Role in Nurse Satisfaction and Retention: A Pilot Study

Brief Description:

The goal of this project was to implement and evaluate the impact of the Clinical Nurse Leader (CNL®) role on three different units within one Orlando Health facility. The CNL® is a new nursing role developed by the American Association of Colleges of Nursing. The CNL® role seeks to address clinical needs of nursing by placing a Master's-prepared nurse at the bedside to facilitate and promote safe and effective patient care. To learn more about the CNL® role, please visit:

<http://www.aacn.nche.edu/cnl/Index.htm>.

Project Goals & Activities:

The larger goal of this project was to implement the CNL® role in hopes of improving nurse satisfaction, nurse retention, and financial and patient outcomes. Data was collected at three intervals from both a control group and the study group; NDNQI® data as well as data on turnover, infections, and incident reports was collected before, during, and after position implementation. Orlando Health created an organization-specific CNL® job description and developed a CNL® Steering Committee to help with position implementation and evaluation.

Final Project Outcome:

Because the study was still in process at the time of reporting and the grant period ended only six months after the CNL® position was implemented, data detailing the impact on satisfaction and retention are not complete. However, initial results demonstrated an increase of retention for the study units and researchers saw significant anecdotal evidence of the potential of the CNL® role on improving retention and satisfaction. The organization intends to continue this program and recommends the project for replication based on the results from this grant project.

Lessons Learned:

Although the project leaders did see significant potential for the CNL® role to improve nurse satisfaction and retention, they did not feel that the six-month post-implementation period was sufficient for evaluating and thoroughly resolving the research questions. Furthermore, project leaders report that time must be allotted to actualize the role and standardize it across the organization. With this in mind, facilities seeking to replicate this project may want to allow for at least one year of post-implementation data to assess the impact on nurse retention and satisfaction.

March 2009



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FCN Funding Bill

New Board
Members
Appointed

Thank You Florida Nurses Association – Bills Introduced to Assure FCN Funding

The Florida Center for Nursing Board and Staff extend enormous appreciation to our colleagues at the Florida Nurses Association (FNA). This legislative session, FNA has sought sponsorship for a bill that will change the way the Center is funded. Since beginning, the Center has been funded through a line-item in the state budget. As you may recall, our funding was threatened last year. Clearly, as the economic impact on our state worsens, cuts have and will continue to be made. In an effort to assure ongoing funding for the Center's work, FNA is proposing to use a small sum from each nursing license renewal to fund the Center. Because there are such a large number of licensed nurses, the effect on each nurse would be a mere \$3.50 every two years (\$1.75 per year).

Sponsors for **Florida Center for Nursing - SB 2030/ HB 1139** – are **Senator Nan Rich and Representative Yolly Roberson, RN**. If you have questions about the bills or would like to provide letters of support for them, please contact the Government Relations staff at FNA as listed below. It is critical for the legislators to know that nurses and professional groups are supportive of this effort. If you have questions regarding the work of the Center, please contact us at 407-823-0980 or NurseCtr@mail.ucf.edu or visit our website at www.FLCenterForNursing.org to view our reports and information. Thank you!

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Welcome New Board Members!

Welcome to Our New Board of Directors Members:

- **Ava Abney**, of Cantonment: Corporate Vice President of Baptist Health Care
- **(Mary) Joey Bulfin**, of Palm Beach: Chief Nursing Officer with St. Mary's Medical Center
- **Janice Hoff**, of Pensacola: Nurse Practitioner of Geriatrics with HCA Physicians
- **Ann Hubbard**, of Fort Pierce: Director of Nursing with Indian River State College
- **Louise Pitts**, of Ocoee: Dean of Health Science with Valencia Community College
- **Lisa Plowfield**, of Tallahassee: Dean of College of Nursing with Florida State University
- **Ruth Stiehl**, of Neptune Beach: Vice President of Quality Management with PPR Healthcare Staffing

Congratulations on Reappointment:

- **Jean Wortock**, of Largo: Dean of College of Nursing with St. Petersburg College

Continuing Member Appreciation:

- **Andrea Lewis**, of Tallahassee: President of Andrea Lewis & Associates, Inc.
- **Dora Krauss**, of Naples: Director of Education at NCH Healthcare
- **Tina Menna**, of Panama City: Director of Clinical Informatics at Bay Medical
- **Marsha Martin**, of Gainesville: Staff Nurse at Shands Hospital – Gainesville
- **Jackie Gonzalez**, of Miami: Senior Vice President/CNO at Miami Children's Hospital
- **Leslie Kent**, of Lake Worth: Professor at Palm Beach Community College
- **Jane Mass**, of Miami: Senior Vice President/CNO at Jackson Memorial Hospital
- **Jane Cebelak**, of Fort Pierce: Associate Dean of Health Science at Indian River State College

The Center would like to give sincere thanks for the hard work and dedication of our outgoing Board members: **Susie White, Andrea Gregg, Kathryn Whitson, Barbara Alford** (all members of the inaugural Board of Directors for the Center!), **Martha DeCastro, Pegge Bell, and Debbie Afasano**. Thank you for your demonstrated commitment to addressing nursing issues in Florida.

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