



Spring 2007

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Executive Director

From the Director's Chair

This edition of our E-Newsletter is a look at the year in review covering July 2006 to present. It has been a busy and productive year. Many thanks to the Center staff and board members for their commitment and dedication in working to assure that Florida's residents have the quantity and quality of nurses they will need today and for the future.

Mary Lou

FCN Board Members:

| | | |
|--------------------------|-----------------|------------------|
| Pegge Bell, Chair | Barbara Alford | Leah Kinnaird |
| Susie White, Vice Chair | Jane Cebelak | Dora Krauss |
| Jean Wortock, Treasurer | Martha DeCastro | Roxanne Maldunas |
| Kathy Whitson, Secretary | Jackie Gonzalez | Nancy McGovern |
| Deborah Afasano | Andrea Gregg | Tina Menna |

FCN Staff:

Mary Lou Brunell, MSN, RN – Executive Director
Jen Nooney, PhD – Associate Director: Research
Cathy Lewis – Executive Secretary

Graduate Student Assistants

Valerie Danesh, Doctoral Nursing Program
John Cantiello, Doctoral Public Administration Program

Publications and Reports

The Value of a Healthy Work Environment (September 2006) – Briefly explores four programs, The Fourteen Forces of Magnetism, Nine Principles and Elements of a Healthful Practice/Work Environment, Six Essential Standards for establishing and sustaining healthy work environments, and Twelve Nurse-Friendly™ Hospital Criteria and the elements found to be essential to a healthy nurse work environment.

Florida RN, LPN, NA Data by State and Region (October 2006) – Summary of Florida Agency for Workforce Innovation and Florida Board of Nursing Data compiled by the Center. The data is provided on a statewide and regional basis.

The Southern Regional Education Board's 2006 Annual Survey of Nursing Education Programs (November 2006) – Summary and interpretation of Florida data provided by the Center.

The Florida Nursing Shortage (January 2007) – Reviews recent data and projections on the state of the nursing shortage in Florida.

Analysis of Nurse Licensure Data in Florida: Methods and Statewide Results (January 2007) – Details the methods used to clean and analyze the data and presents statewide results.

Academic Year 2005-2006: Results from a Survey of Florida RN Education Programs (May 2007) – Provides nurse leaders with results from the survey of registered nurse education programs in Florida conducted March 2007.

Fall 2006 Summit

Improving the Work Environment to Retain Nurses was held on October 4, 2006 in Orlando, FL. The Center hosted the event and was joined by 75 individuals representing 11 professional associations, 6 state agencies, 4 regional workforce boards, 2 legislative groups, and 2 philanthropic organizations.

The purpose of the Summit was to discuss the status of nursing from a state and regional perspective and encourage regional collaboration to identify strategies and resources to improve the retention of nurses.

Dr. Beth Ulrich, Vice President: Professional & Editorial Services, Nursing Spectrum, provided the keynote address sharing with participants the results of three national surveys of RN's (2002, 2004, 2006) and the 2006 Critical Care Healthy Work Environment Survey.

The *Summary of Proceedings* may be found on our website – click Research & Information → FCN Information Service → White Papers & Informational Reports.

National Presentations

The 5th Annual Nursing Workforce Conference, *Taking the Long View: Nursing Education Capacity and Effectiveness*, will be held in San Francisco, California on June 7 – 8, 2007. Conference Theme: creating synergy between nursing education and practice to move the country forward around the issues of building educational capacity, improving nursing education outcomes, and enhancing the transition experience and effectiveness of nurses entering the workforce. Staff, board members, and consultants will present on the following topics:

- Will Raising Salaries Help Alleviate the Nursing Faculty Shortage? – presentation by Lynn Unruh and Jen Nooney
- Public and Private Entities Fund Expansion of Florida's Nursing Programs – presentation by Pegge Bell and Mary Lou Brunell
- Use of the HRSA Nurse Supply and Demand Models – panel participation by Jen Nooney
- Retention and recruitment pre-conference session – facilitated by Mary Lou Brunell

Collaborative Efforts

Mary Lou has been working with Workforce Central Florida as a partner in their project – Partners for a Healthy Community. The Data Collection and Forecasting Committee recently completed a survey of acute care hospitals in the area focusing on nursing and allied health workforce demand. The data were analyzed by Jen Nooney, and the report of results was written by Jen Nooney, Mary Lou Brunell, and Donna Lenahan, PHC Director. The report, *Nursing and Allied Health Demand in Central Florida Hospitals: Vacancies, Turnover, and Future Need for Personnel*, is available on the PHC website (www.WorkforceCentralFlorida.com/PHC).

FCN has worked closely with the Florida Board of Nursing and Medical Quality Assurance to share licensure data collected by the Board and to implement a Workforce Survey in concert with license renewal to collect employment data from nurses.

Florida's Summit on Nursing Education was held May 16 – 17, 2007 in Orlando. The event was hosted by Valencia Community College and co-hosted by the FCN.

Future Direction

The FCN Board of Directors has identified specific goals and objectives for the Center. These incorporate the statutory mandates and go further to facilitate the accomplishment of its mission. Among the planned activities are:

- Establishing a policy agenda providing background and justification for succinctly stated recommendations that outline specific roles for identified groups to work toward resolution of the nursing shortage in Florida.
- In partnership with the FL Board of Nursing and Deans & Directors of FL nurse education programs, design a single annual survey to capture relevant information to meet both regulatory and workforce planning needs.
- Complete analysis of workforce data collected from the 1st cohort of licensees (1/3 of all RNs and ARNPs) and publish results.
- Complete analyses of workforce data collected from 2nd cohort of licensees (all LPNs in the state) and publish results.
- Conduct a statewide nurse employer survey to measure current and future need for nursing labor, analyze resulting data, and publish results.
- Conduct analysis of nurse licensure data from January 2008 and publish report of results.
- With successful recruitment of Associate Director: Retention & Recruitment (R&R), develop retention & recruitment project plan.
- In support of the Florida Nurses Association assist in survey dissemination, data analysis, and results evaluation of the Workforce Advocacy Commission Grant – *Nurses for All Seasons: The Florida Sunshine Project*.

Contribute to support the FCN's work!

The Florida Center for Nursing has the ability to accept tax-deductible donations from individuals or organizations interested in supporting the Center in achieving its mission. Contributions will support projects addressing issues of supply and demand for nursing.

Please consider contributing to our effort toward resolving the nursing shortage in Florida. Checks payable to the **UCF Research Foundation** with a note in the memo section of your check: **Florida Center for Nursing** should be mailed to:

Florida Center for Nursing
12424 Research Parkway
Suite 220
Orlando, FL 32826

For your convenience you may use
the contribution form found at:

www.flcenterfornursing.org/contribution_form.pdf

On behalf of the FCN Board of Directors and Staff, thank you.



Newsletter provided by: Florida Center for Nursing
Have a question? Contact the FCN: E-mail: NurseCtr@mail.ucf.edu
Website: <http://www.FLCenterForNursing.org>
Phone: 407-823-0980