



# FCN Florida Center for Nursing



## Annual Report 2005

### VISION:

The Florida Center for Nursing is nationally recognized as the definitive source for information, trends, research and forecasting about nurses and the dynamic nursing needs in Florida. The Center is the focal point for creating synergistic partnerships and collaborative efforts among stakeholders in healthcare delivery.

The **MISSION** of the Florida Center for Nursing is to:

- Address strategically the issues of nursing supply and demand to meet the needs of health care consumers in Florida;
- Generate and disseminate credible information to consumers of healthcare, professional organizations, healthcare providers, educational institutions, and legislators; and
- Enhance and promote innovative recognition, reward, and renewal activities for nurses and potential nurses.



## INTRODUCTION

In 2001 the Florida Legislature established the Florida Center for Nursing (FCN) to address issues of supply and demand for nursing to include recruitment, retention, and utilization of nurse workforce resources. As defined by §464.0195, the Center is to develop a strategic statewide plan for nursing manpower in this state; convene groups representative of nurses and other health care providers, business and industry, consumers, legislators and educators; and enhance and promote recognition, reward, and renewal activities for nurses in the state. The Board of Directors designated the University of Central Florida to house the first and only Center for Nursing in the state.

## ACCOMPLISHMENTS

The FCN is governed by a 16 member policy-setting board of directors appointed through the Office of the Governor. To facilitate the work of the center, a committee structure within the Board of Directors includes Finance, Research, Practice Environment, Education and Bylaws Committees. The committee structure was revised in 2004 to reflect current efforts and the Statewide Strategic Plan goals and objectives. Since the FCN's Inaugural Meeting held in March 2002, the Board of Directors and staff have many accomplishments.

What follows is a synopsis of the Centers accomplishments since July 2004. In addition to being a source of information on state and national activities, all Center meeting summaries, reports, and publications are available from the FCN website at [www.FLCenterForNursing.org](http://www.FLCenterForNursing.org).

## FLORIDA NURSING SUMMIT: Addressing the Nursing Shortage

In response to a request from the House of Representatives, the Center convened a summit on March 5, 2005 that focused on defining the nursing shortage, identifying contributing issues, and recommending strategies for resolution. In addition to legislative representation by Representatives David Mealor and Edward Jennings over 40 audience participants contributed to the discussion including representatives from each of the following organizations:

- Florida Center for Nursing
- Deans and Directors of Nursing Education Programs represented by:
  - Florida Association of Colleges of Nursing
  - Florida Council of Nursing Education Administrators
- Florida Association of directors of Nursing Administration/LTC
- Florida State Board of Nursing
- Florida Department of Health
- Florida Hospital Association
- Florida League for Nursing
- Florida Nurses Association
- Florida Organization of Nurse Executives



## FCN PROJECTS & REPORTS

The staff and Board members have published reports relevant to the nursing shortage.

- Nursing Education in Florida: January 2005 Survey Report
- Analysis of 1st and 2nd Renewal Periods, 2004: Survey of Florida Registered Nurses Renewing their License (Summary Report)
- Nursing Workforce Forecasting in the State of Florida
- Nurse Faculty Shortage (Fact Sheet)
- RN & LPN Employment 2002-2012 (Issue Brief)
- Nurse to Patient Ratios (Resource Paper)
- Florida Nursing Summit: Addressing the Nursing Shortage (Summary of Proceedings)
- Statewide Strategic Plan for Nursing Workforce in Florida (Complete version with background information and implementation plan published)

## REQUESTS FOR INFORMATION

Center staff provided testimony or input for reports on request of Florida legislators and staff

- Presented testimony to the Senate Health Care Committee (12/04)
- Presented testimony to the joint meeting of the House Community College & Workforce and Colleges & Universities Committees (01/05)
- Provided input to Senate Health Care Committee staff for report (Summer 05)
- Provided input to Department of Education staff for report (Winter 04/05)
- Provided input to Office of Program Policy Analysis and Government Accountability (Fall 04)

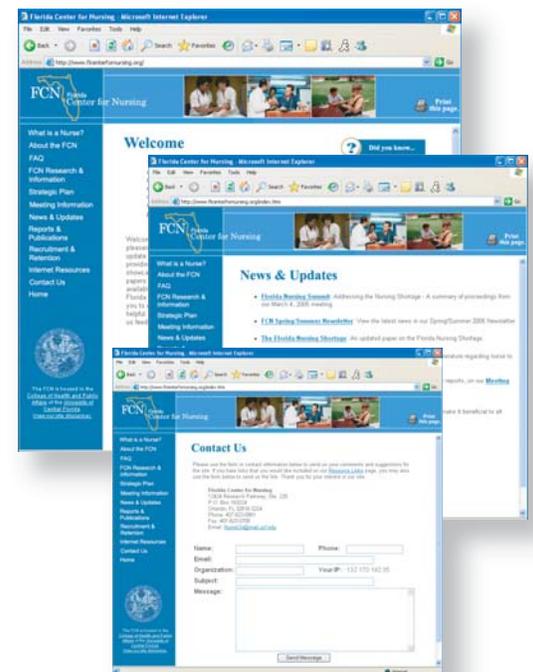
## COMMUNICATION

In addition to personal interaction the Center continues to use electronic media as our primary means of communication. From June 2004 to May 2005 there were 69,629 visitors to our website, resulting in 496,905 hits (number of times any page is visited). Over one thousand of those visiting our website contacted us via e-mail to request information or share their concerns with us. The FCN website provides a vast source of information on the work of the center and the nursing shortage. The utilization of website data has shown a substantial increase in access to the site and email communication with the Center. A recruitment and retention page was added this year in addition to a general overhaul and update being completed. The FCN Newsletter is published quarterly highlighting activities and providing links to current information.

Articles are routinely published by the staff in *The Florida Nurse* which is distributed by the Florida Nurses Association to all licensed registered nurses in the state on a quarterly basis. Mary Lou Brunell contributed an article to *Advance for Nurses* and was first author of a chapter in the recently published book *Nursing Workforce Development: Strategic State Initiatives*.

A media plan was adopted by the Board of Directors and four (4) press releases were distributed since July 2004.

Staff, though unable to accommodate all requests, provided in-person presentations throughout the state and presented two posters at the 3rd Annual Workforce Conference in Portland, Oregon on the topics: Nurse Education in Florida and Statewide Strategic Planning.



## COLLABORATION

The FCN has worked to establish collaborative relationships and partnerships with significant professional and workforce organizations including:

- Quality and Unity in Nursing Council – Members include the FCN, FL Nurses Association, FL Organization of Nurse Executives, FL Board of Nursing, FL League of Nursing, FL Deans and Directors of Programs of Nursing, FL Hospital Association
- Florida Board of Nursing
- Workforce Florida, Inc (FCN Executive Director appointed to the WFI Board of Directors)
- Agency for Workforce Innovation

## FUTURE DIRECTION

The FCN Board of Directors has identified specific goals and objectives for the Center. These incorporate the statutory mandate and go further to accomplish its mission to:

- Facilitate the implementation of the Statewide Strategic Plan for Nursing Workforce in Florida.
- Engage in legislative activity to include systemic change and strategy recommendations, in addition to being responsiveness to requests.
- Identify an ongoing mechanism to collect nursing supply and demand data at the state and regional level for analysis by the FCN and write a comprehensive plan to implement a nurse supply and demand forecasting model. Both involve collaboration with state agencies and professional groups.
- Conduct regional summits to discuss the status of nursing and develop strategies for systemic changes.
- Work to enhance the image of nursing.
- Continue to facilitate statewide sharing of information.
- Continue to identify and publicize best practices for the retention of nurses in all health care environments.
- Increase the visibility of the Center and seek sustainable funding for the FCN to meet its statutory mandate and contribute to quality health care for all Floridians.

## BOARD OF DIRECTORS: 2004 - 2005

**Andrea Gregg**, DSN, RN  
Chairperson

**Leah Kinnaird**, EdD, RN  
Vice-Chairperson and Chair,  
Practice Environment Committee

**Edward Goodemote**, DNSc, RN  
Treasurer and Chair,  
Finance Committee

**Susan White**, PhD, RN, CPHQ  
Secretary

**Deborah Afasano**, BSN, RNC

**Barbara Alford**, BSN, RN  
Chair, Education Committee

**Cathleen Allman**, MSN, RN

**Pegge Bell**, PhD, RN

**Roxanne Harke-Muldunas**, BSN, RN

**Lee Huntley**, FACHE

**Nancy McGovern**, BSN, RN

**Annie Neasman**, MS, RN

**Karine Siplon**, EdD, RN

**Wanda Thomas**, PhD  
Chair, Research Committee

**Robyn Tilton**

**Kathryn Whitson**, RN

## STAFF

**Mary Lou Brunell**, MSN, RN  
Executive Director

**Jo Ann Miller**, MSN, RN  
Media and Communications  
Specialist (part time)

Transition:  
**Sue Jones** BSN, MS, RN resigned her  
permanent position but continues to work  
with the Center.

**Cathy Lewis**  
Executive Secretary

Consultant:  
**Lynn Unruh** LHRM, RN, PhD,  
Economics – Data and Research