



Annual Report June 2003

"The Florida Center for Nursing reflects a statewide commitment to recognize the importance of nursing to the people of our state. As our health care system embraces new technology and responds to changing needs, nurses will be critical in delivering essential services and caring for those in need. The Center will prepare for the future through planning efforts today."

--Governor Jeb Bush

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 ss. 464.0195, Florida Statutes, the FCN 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.

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.

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 has been established to include Finance, Research, Public Relations, and Bylaws Committees. Since the FCN's Inaugural Meeting, held on March 1, 2002, the Board of Directors and staff have many accomplishments.

Workforce Summit

A nursing shortage data, information, and strategy development summit was held jointly with Workforce Florida, Inc. (WFI). In addition to FCN and WFI members, representatives of professional organizations, nurse executives, nurse educators, the FL Board of Nursing, the Agency for Workforce Innovation, the FL Department of Education, Regional WFI boards, and others participated in sharing of information and discussion. From this session, both WFI and FCN gained insight and direction to assist in formulating their future work.

Stakeholder Meetings

A total of six (6) information gathering events have been held in diverse regions of the state: Tallahassee, Miami, and Orlando. A variety of approaches were utilized such as in-person meetings, conference calls, and surveys conducted during conferences. Target audiences included:

- Nurse Administrators
- Nurse Educators
- Groups that collect information on nurses
- Direct care providers working in a variety of care settings (acute, long-term)
- Nurse Recruiters, Human Resource Directors, and Public Relations Professionals

FCN Projects and Reports

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

- Nursing Supply & Demand in Florida: Analysis of Nursing Licensure Data
- Nursing Shortage Strategies: Effectiveness Evaluation Model
- State Nursing Workforce Center Survey
- Florida Nursing Shortage - a white paper with information specific to our state

Funding External Projects

The FCN has identified the need for more information and through an application submission process funded the following white papers and studies:

- Nursing Faculty in Florida: Analysis of Supply and Demand
- A Review of the Literature on the Impact on Nursing and Patient Outcomes in the US of Hospital Restructuring in the Last Decade
- Males in Nursing: Current Issues, Trends, and Recruitment Strategies
- The Effect of LPN Reductions on RN Patient Load in Florida Hospitals

Collaboration

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

- 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.
- Agency for Workforce Innovation

Communication

In the interest of cost effectiveness and efficiency, in addition to personal interaction the FCN has chosen electronic media as our primary means of communication. The FCN web site provides a vast source of information on the work of the center and the nursing shortage.

- FCN Research & Information
- Helpful links to nursing education programs, scholarship & funding sources, shortage data & information, licensure & career information, and more
- Nursing Shortage Reports
- Intervention Strategies

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.

- Establish a clear research agenda.
- Publish a strategic plan.
- Address the image of nursing.
- Establish collaborative partnerships.
- Facilitate statewide sharing of information.

BOARD OF DIRECTORS

Current Members

Cathleen Allman, MSN, RN - Chairperson
Edward Goodemote, DNSc, RN - Vice Chairperson
Carolann Gegenheimer, MSN, RN - Secretary
Leah Kinnaird, EdD, RN - Treasurer
Barbara Alford, BSN, RN - Chair, Public Relations Committee
Andrea Gregg, DSN, RN - Chair, Research Committee
Deborah Afasano, BSN, RNC
Carol Davis, PhD, RN *
Roxanne Harke, BSN, RN
Nancy McGovern, BSN, RN
Annie Neasman, MS, RN
Wayne Poston
Wanda Thomas, PhD
Susan White, PhD, RN, CPHQ
Kathryn Whitson, RN

Members resigning during 2002

Mary Lou Brunell, MSN, RN - Chairperson
Alan Levine

STAFF

Full-Time

Mary Lou Brunell, MSN, RN - Executive Director
Cathy Lewis - Executive Secretary

Support Staff (working 10 hours per week or less)

Jo Ann Miller, MSN, RN
William Towns, RN - Graduate Student

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