THE PROCEEDINGS

Florida Healthcare Workforce

Florida Healthcare Workforce Summit

September 28 - 29, 2016

"Realizing the Health Industry Workforce Needs of Today and Tomorrow"



www.FLHealthcareWorkforce.org

Florida Healthcare Workforce INITIATIVE

VISION

Florida is the global leader for providing quality healthcare talent and innovation to meet the needs of the healthcare industry.

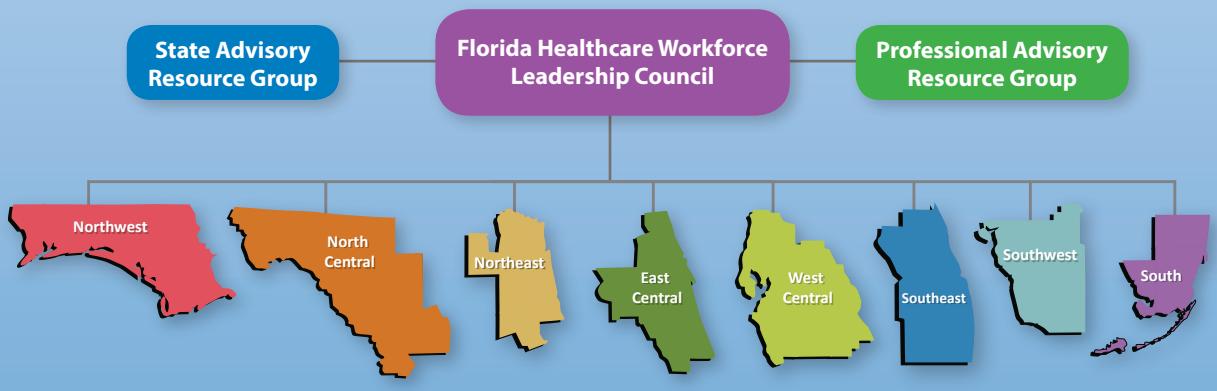
PURPOSE

Florida's healthcare providers serve as the primary point of contact for statewide healthcare workforce data and predictive trends to facilitate policy and strategy development.

MISSION

Florida's Healthcare Workforce Leadership Council identifies current and future demand, supply, and gaps for a quality workforce in the state in order to meet the needs of healthcare employers. In addition, the Council will make recommendations relating to laws, regulations, policies, and practices that influence health professional education, recruitment and retention.

STRUCTURE



STRATEGIC INITIATIVES

1. Identify gaps in healthcare workforce supply and demand data, and design a collection system to effectively analyze data at the state and regional level.
2. Develop strategies for recruitment and retention of healthcare workers, including critical need areas across all health professions.
3. Identify emerging workforce roles, such as in healthcare informatics, and develop a method to educate the current workforce regarding value based care.

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Introduction

On September 28-29 2016, the Florida Healthcare Workforce (FHW) initiative, a project of the Florida Center for Nursing (FCN), held a Summit at the Hyatt Regency Grand Cypress, Orlando, Florida. The Summit was integrated with the 2016 Future of Florida Forum hosted by the Florida Chamber Foundation which was attended by nearly 1,000 people representing business, industry, government, and the nonprofit sectors. This collaboration offered value for FHW members and the opportunity to elevate the prominence of the initiative in keeping with our vision to be at the forefront of quality healthcare talent and innovation. By holding the summit in partnership with the Florida Chamber Foundation's 2016 Future of Florida Forum, FHW members were involved with Florida's most influential thought leaders convened to discuss the important issues impacting Florida's future. Future of Florida topics included workforce, prosperity, global competitiveness, innovation, and economic development.

The Statewide Healthcare Workforce Summit brought together key stakeholders with a vision to provide quality healthcare talent and innovation to meet the needs of Florida's healthcare industry. The Summit was convened to assemble members of the Leadership Council, Regional Councils, and State and Professional Advisory Resource Groups to network and collaborate on the work that is being accomplished. There were 63 members in attendance and seven FCN staff members participated and provided support.

Summit activities included:

- Information sharing and networking
- Education regarding key issues:
  - Future of the healthcare industry
  - Current Healthcare Workforce data
  - Future Florida demographics presented by the Bureau of Economics and Business Research (BEBR)
  - State and Regional progress reports on attaining strategic initiatives
- A national panel presenting models of statewide healthcare workforce initiatives
- Discussion of potential policy recommendations impacting Florida's workforce system that may be enacted by:
  - CareerSource Florida Board of Directors
  - State Legislature
  - Industry/Employers

The Summit agenda was designed to provide even more context to inform a robust policy discussion at the end of Day 2. During this closing session, members discussed healthcare workforce concerns, and identified potential solutions as well as the need for additional information to implement change.

Proceedings

The FHW Summit Proceedings follow the agenda over the two days of meetings. During these two days, Florida Healthcare Workforce (FHW) participants joined the Chamber attendees at several functions and presentations in addition to those of the FHW. A member of the FHW State Leadership Council introduced each session at the Summit. For the Summit invited speakers, the comments included are takeaways from each session. For Leadership and Regional Council updates, the summaries are restatements of the goals and strategic initiatives that focused on the status and the future needs of the healthcare workforce in the state.

Future of Florida Forum Joint Session - Opening Luncheon

The opening lunch on September 28th featured a keynote presentation by the Honorable Adam Putnam, Commission of Agriculture, who spoke of the expected growth of the state and the challenges that will bring. Short "TED" style talks covering early learning, educational attainment, workforce development, employment of persons with disabilities, the future of the healthcare workforce, and volunteerism highlighted significant efforts that are being made to meet these challenges. A second keynote by Richard Florida, author, professor, and urbanist described the future economy, the role of cities, and keys to Florida's success in the future. The box inset on this page is the complete list of speakers.

LUNCHEON SPEAKERS

Opening Remarks - Pam Rauch, Chair of the Florida Chamber Foundation and Vice President of External Affairs and Economic Development, Florida Power and Light

State of the State – Mark Wilson, President and CEO, Florida Chamber of Commerce

The Future of Florida – The Honorable Adam Putnam, Commissioner, Florida Department of Agriculture and Consumer Services

Early Learning: Setting the Foundation for Success – Vance Aloupis, CEO, The Children's Movement of Florida

Educational Attainment- Charles Hokanson, Senior Vice President and Chief Policy Officer, Helios Education Foundation

Creating Prosperity through Workforce Development – Chris Hart, IV, President & CEO, CareerSource Florida

Employing Persons with Disabilities – Whitney Harris, Special Projects Coordinator, Florida Chamber Foundation

The Future of the Healthcare Workforce – Joe Tankersley, Unique Visions, Inc.

Volunteerism and Its Impact on Florida – Chester Spellman, CEO, Volunteer Florida

The Shift in the Economy and the Rise of Cities – Richard Florida, International Best Selling Author, Professor, and Urbanist

Welcome Remarks

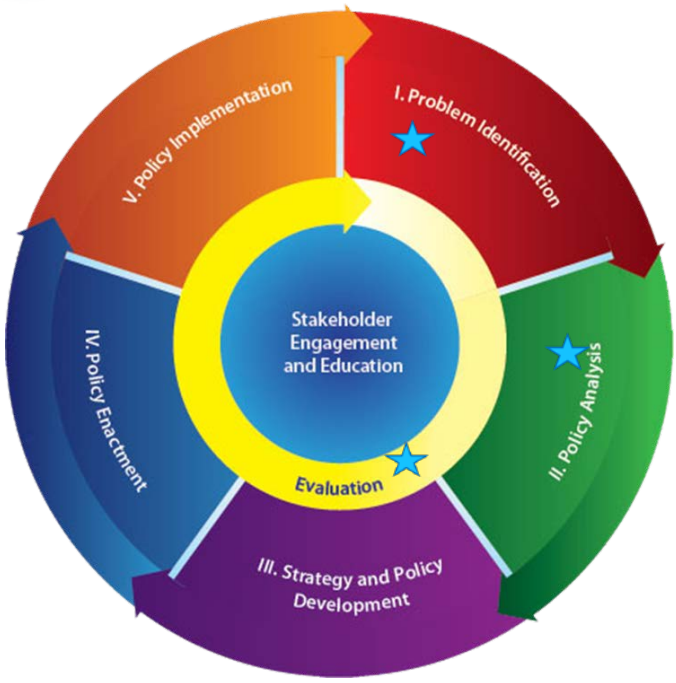
The FHW Summit convened after conclusion of the opening lunch with a welcome from Mary Lou Brunell, FHW initiative co-lead and executive director of the Florida Center for Nursing. Co-Lead Dr. Prakash Patel, Chief Operating Officer GuideWell Mutual Holding Corporation, President GuideWell Health, was represented by Susan Towler of Florida Blue Foundation.

Participants were encouraged to continue the dialogue from the Summit with their colleagues encountered in their area of expertise. Participants were also asked to network with attendees at the Future of Florida Forum, be ambassadors for our mission and strategic initiatives, and continue to raise awareness of the importance of our mission.

The Role of Data in Policy Development



Mary Lou Brunell, executive director of the Florida Center for Nursing, started the education sessions with the presentation highlighting the importance of data in the stages of policy development (represented in the figure below). Using the FCN's nurse workforce data an example of its application in policy development was provided. Her presentation also included an update on data collection for the FHW initiative and the strategy for collecting data that will begin in November 2017 in partnership with the Florida Department of Health.



"Data plays an important role in the stages of policy development, implementation and evaluation."

Leadership Council Progress Report



Renee Thigpen, Chair of the FHW, reported on the progress of the Leadership Council since its inception. Highlights include:

- development of a strategy for data collection,
- establishment of seven regional councils with goals and strategic objectives, and
- publication of a report on emerging and evolving healthcare workforce roles.

Regional Council Progress Reports

Each of the seven regional councils shared information on the goals and objectives they have established as well as progress that has been made in achieving some of their priorities.

North Central

Rob Thomas, Chair, described the region and identified the three goals they have adopted:

- To develop a sustainable organizational infrastructure
- To forecast, communicate, and validate current and emerging needs
- To optimize resources to support education, recruitment, and retention

Northeast

Todd Mollit, Chair, listed the regional goals and action items they are pursuing:

- To develop a regional marketing plan for Northeast Florida targeting the healthcare workforce
- To have appropriate educational resources to support the healthcare workforce of NE Florida
- To promote the expansion of the healthcare workforce to meet the needs of specific populations

East Central

Lisa Cannata, Chair, described the four goals of this region:

- To increase the pipeline of trained, qualified, and diverse healthcare professionals in the current and future healthcare workforce in east central Florida
- To participate in and support the collection of data to inform workforce strategies at the regional level
- To develop workforce competencies that align with identified future healthcare delivery models
- To optimize skill development for healthcare professionals as they transition into and along their career paths

West Central
Lisa Carter, Chair, shared the three goals that this region adopted:

- To establish a dynamic that promotes career entry and mobility for healthcare professionals
- To promote healthcare careers by engaging secondary school systems, with a focus on early and middle school educators and counselors
- To increase participation of individuals, health employers, and educators in workforce development funding opportunities and programs

Southwest
David Koester and Michelle Zech, Co-Chairs, identified the three goals this region is working on:

- To advocate for an affordable quality of life for all levels of the healthcare workforce in Southwest Florida
- To identify challenges and develop effective strategies for the successful recruitment and retention of the healthcare workforce in Southwest Florida
- To create a well-trained and highly performing workforce in collaboration with healthcare stakeholders in Southwest Florida

Southeast
Kathy Arnold and Angella Williams, Co-Chairs, listed the three goals their council has set:

- To identify unmet educational needs of the current and future healthcare workforce to better align educational programs and capacity to meet demand
- To assess and analyze current and future needs in the healthcare workforce and to develop and disseminate policy recommendations based on the data
- To increase cultural competence and enhance soft skills in the healthcare workforce

South
Joy Nelson, Chair, described the four goals adopted by the regional council:

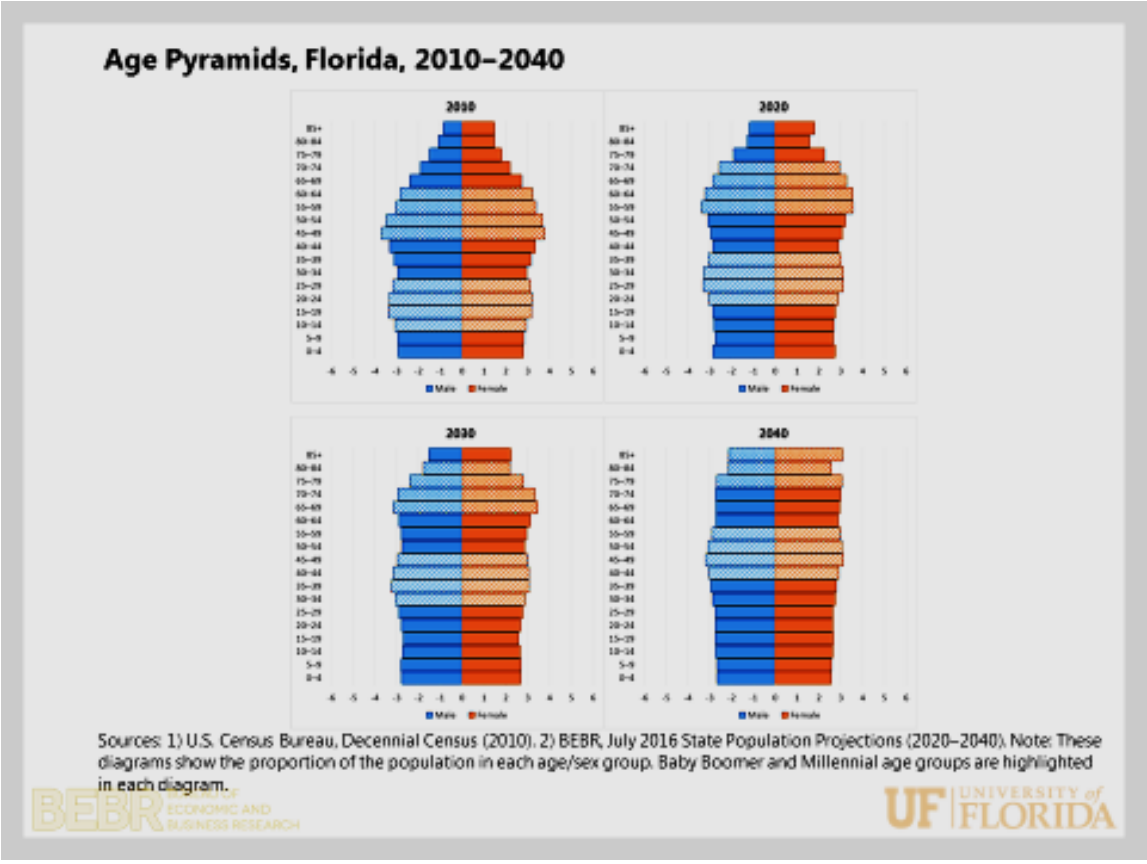
- To ensure appropriate education and training is available to produce a skilled workforce that meets the changing healthcare needs of South Florida
- To collaborate with employers on predicting workforce trends and developing strategies that impact their access to and retention of qualified healthcare talent
- To promote a holistic, inclusive, and diverse environment to meet the healthcare needs of the changing demographics of the South Florida community
- To influence the creation of public policies, legislation, and regulations that support a quality healthcare workforce and positive outcomes for all stakeholders

Florida's Demographic Future – 2040

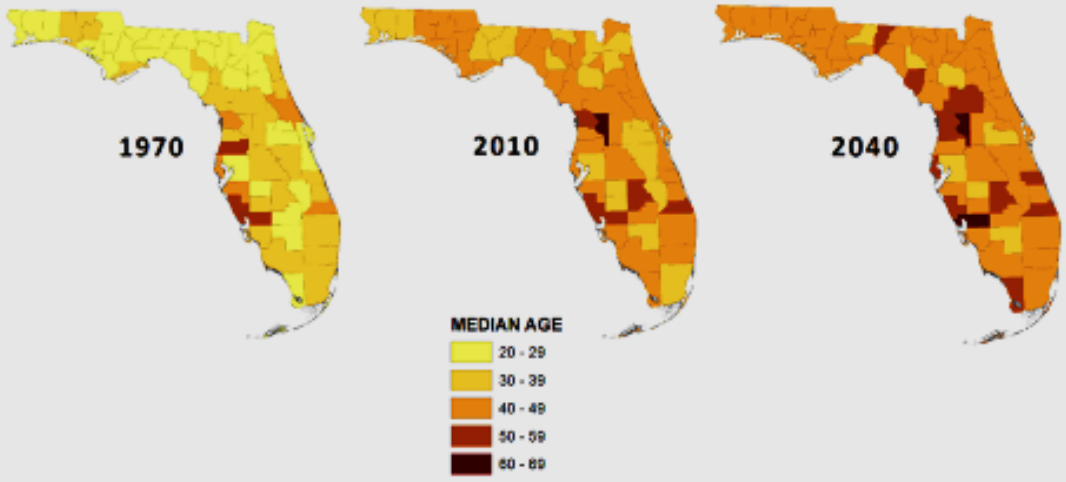


The afternoon program concluded with a presentation by Richard Doty, a demographer with the Bureau of Business and Economic Research at the University of Florida. Mr. Doty shared information on the projected growth of the state in the next 40 years, identifying the ethnic, racial, and age statistics for various areas of Florida.

The changing demographic characteristics for the state are highlighted on the following slide excerpts.



Median Age by County, 1970, 2010 and 2040

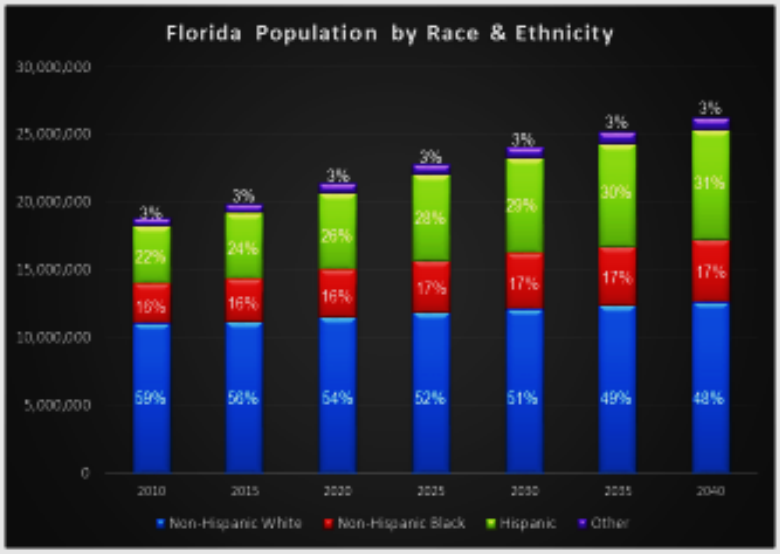


Sources: 1) BEBR Population Projections by Age, Sex, Race, and Hispanic Origin for Florida and Its Counties, 2015-2040, With Estimates for 2014. 2) U.S. Census Bureau, Decennial Census of Population, 1970 to 2010.

BEBR BUREAU OF ECONOMIC AND BUSINESS RESEARCH

UF UNIVERSITY of FLORIDA

Florida Population Growth by Race & Ethnicity, 2010 to 2040



Source: BEBR Population Projections by Age, Sex, Race, and Hispanic Origin for Florida and Its Counties, 2020-2045, With Estimates for 2015.

BEBR BUREAU OF ECONOMIC AND BUSINESS RESEARCH

UF UNIVERSITY of FLORIDA

Future of Florida Forum Joint Session – Breakfast

On September 29th, the FHW participants joined the larger Future of Florida general session breakfast to hear a keynote address by Mr. Dennis Lockhart, President of the Federal Reserve Bank of Atlanta, who spoke about current and future economic issues the state will need to address. This was followed by brief presentations on diversification of Florida's economy, small business survey results, and creating economic opportunity through philanthropy. A second keynote address by the Honorable Jeff Atwater, Chief Financial Officer of the state of Florida, focused on the economic outlook for the state. The full list of speakers follows:

BREAKFAST SPEAKERS

Florida by the Numbers – Dr. Jerry Parrish, Chief Economist, and Director of Research, Florida Chamber Foundation

Opening Remarks – Doug Davidson, Vice Chair of the Florida Chamber Foundation and Global Commercial Banking Market Executive, Bank America Merrill Lynch

Forecast from the Federal Reserve – Dennis Lockhart, President and CEO, Federal Reserve Bank of Atlanta

Diversifying Florida's Economy – Cissy Proctor, Executive Director, Florida Department of Economic Opportunity

Release of Small Business Index Survey Results - Dr. Jerry Parrish, Chief Economist, and Director of Research, Florida Chamber Foundation

Creating Economic Opportunity – Ann Reinart, Vice President of Global Philanthropy, JPMorgan Chase

Florida's Economic Outlook – The Honorable Jeff Atwater, Chief Financial Officer of the State of Florida

Regional Council Breakout Sessions

Upon conclusion of the breakfast, the Florida Healthcare Workforce participants met in the seven Regional Council meetings to discuss workforce concerns, updates on goals and objectives, and policy recommendations.

Regional Councils, prepared with handouts from FHW Staff, were asked to prioritize policy recommendations for further action, possibly as a legislative action or as a component of Year 3 of the Florida Healthcare Workforce initiative. These sessions facilitated by each Regional Council Chair, with support from Florida Center for Nursing staff. During the session, staff documented key discussion points and items to be discussed in the future.

The Chair of each Regional Council presented a summary of the issues recommendations discussed in each council meeting to all attendees before the luncheons. These recommendations are reflected in the Policy Discussions segment of these proceedings at the end of Day Two on page 15.

Luncheon Keynote Speaker



After lunch, the FHW Summit featured a keynote presentation by Edward Morton, a Governor on the State University System Board of Governors and a Principal and Managing Director of the investment firm Wasmer & Schroeder & Co.

Mr. Morton shared information on the future of healthcare and challenged the group to address the issues he sees as essential to meeting current and future healthcare needs in Florida. He also shared with the group that in August 2013 the Board of Governors Health Initiatives Committee was established to provide leadership for the development of system-level policy for the twelve State University System institutions regarding health initiatives. One of the findings revealed that nearly 80% of new registered nurse graduates are from associate degree programs. Yet, employer demand for baccalaureate degreed nurses is increasing. As such, the Board of Governor's is recommending that the SUS baccalaureate in nursing programs double their capacity.

Models of State Healthcare Workforce Initiatives

Mary Lou Brunell moderated a panel discussion of models of statewide healthcare workforce initiatives from around the country. Each panelist was asked to address the following topics in their 10-15 minute remarks.

- Organization mission and primary purposes
- Organization structure and governance
- Configuration within the workforce system for the state
- Funding and sustainability
- Challenges and the changing role of state workforce research

After presentations, the panelists responded to questions from the audience.

Washington



Dr. Suzanne Allen, who chairs the Health Workforce Council in the state of Washington, joined remotely and presented information on the Council that was established by the Washington state legislature in 2003. This Council, comprised of a diverse group of stakeholders from education and training, healthcare employers, migrant/community health centers, and labor and professional groups, examines the supply and distribution of healthcare professionals in Washington and recommends strategies to the Governor and legislature to address shortages.

The Council is staffed by the Washington State Workforce Training and Education Coordination Board. An increase in the number of registered nurses completing both associate and baccalaureate degrees has been one of their success stories. In addition, they received additional funding for the Family Medicine residency program and established a Sentinel Network to collect information on emerging workforce roles directly from employers.

Utah



Richard Campbell, Executive Director of the Utah Medical Education Council (UMEC), described the mission and configuration of this healthcare workforce initiative. The Council is appointed by the Governor, and charged with conducting ongoing healthcare workforce analysis, and assessing Utah's training capacity and graduate medical education financing policies.

The primary purposes of UMEC are to:

- Conduct healthcare workforce research
- Advise on Utah's healthcare training needs
- Influence graduate medical education financing policies
- Serve as the nursing workforce information center
- Facilitate rural residency training opportunities

Public/private funding for the Council is provided by the State of Utah and teaching hospitals.

New York



The final speaker on the panel was Dr. Jean Moore, Center for Health Workforce Studies, (CHWS) University at Albany, SUNY. As an academic research center at a public university, CHWS partners with the State of New York, provider associations, and health labor unions. They are responsible for monitoring New York's healthcare workforce, using primary and secondary data.

Dr. Moore described some of the impacts of health care reform and New York's health reform programs. She also commented on primary strategies for data collection, secondary sources of data, transforming data into information, and some of findings from the center. Her suggestions for sustainability of this initiative included building strategic partnerships among stakeholders, securing stable funding, staying relevant, and evaluating the impacts of policies and programs on health outcomes.

Summit Closing Session: Policy Recommendations Consensus – Facilitated Discussion

Problem Identification

The final activity of the Healthcare Workforce Summit was a discussion of the workforce concerns and potential solutions introduced earlier in the day by each regional council. Marilyn Crotty, director of the Florida Institute of Government at the University of Central Florida, facilitated the discussion. She reported that there had been 14 policy recommendations made with six of them being suggested by more than one Council. Attendees discussed the following topics and recommended actions:

Unqualified for-profit schools	
Proposed by 4 Councils	The issue involves the high cost and poor quality of many of these programs, primarily in nursing. While national accreditation is required, the five-year time frame for achieving this allows too many schools to operate for too long. The group agreed that the problem might be solved by: • Increasing the Board of Nursing authority to regulate these schools – including annual curriculum review, passing rates, job placement statistics, etc. • Requiring schools offering training programs be approved by FL Department of Education (DOE) - Commission for Independent Education. Work with the DOE to address concerns

Lack of soft skills	
Proposed by 2 Councils	There was strong support on moving forward to address the lack of soft skills in many healthcare workers. Suggestions for improvement include: • Definition of "soft skills" • Incorporate into curriculum in K-12 schools • Require training in soft skills for licensure both initial and renewal • Make recommendation to the Department of Education from FHW of the importance of including soft skills in all health profession curriculum on a continuing basis

Licensure convergence	
Proposed by 2 Councils	Review licensing reciprocity agreements as a tool for recruiting healthcare workers • Evaluate effectiveness of multi-state compact that will go into effect in the Fall of 2017 for nursing

Job readiness	
Proposed by 2 Councils	Employers routinely identify a lack of job readiness among recent graduates in healthcare professions, requiring on-the-job training before new employees can be effective. Suggestions for improving the transition from school to work include: • Need for data to identify how large the problem is and if it applies to other professions in addition to nursing • Residency programs • Funding for additional training – employers, CareerSource • Use last two years of education preparing for specialty areas, equipping graduates to be prepared for the workforce and to enhance the student experience. • Showcase models that are doing well, funded through CareerSource or other resources

Sustainability of the Florida Healthcare Workforce Initiative	
Proposed by 2 Councils	Consensus that the project should continue and support for the establishment of: • A statewide research institute that provides an organizational nucleus and analytic resources to inform decision making and facilitate research related to all health professions and occupations • Funding would be from a variety of sources: State of Florida, private sector, grants, etc. • The Institute should be housed at a state university

Nursing faculty	
Proposed by 2 Councils	Aging out of existing faculty and low salaries discourage others from entering the field. This shortage of faculty restricts the number of students that can be accepted in educational programs. Suggested solutions: • Enhance salaries, subsidized through private sector; provide tax breaks as an incentive for private employers • Is there legislative action that could address the problem? • Conduct a study to determine the causes and solutions; determine if this is an issue in other healthcare professions; send results to the governor and to university/college presidents including recommendations

The consensus of the summit participants was that these six areas of concern should be considered by the Leadership Council for appropriate action.

Conclusion and Next Steps

The Summit concluded with closing remarks from Mary Lou Brunell. Post meeting evaluations from the participants indicated a high level of satisfaction with the summit, including the opportunities to attend the joint sessions with the Florida Chamber Foundation.

The workforce concerns and proposed solutions identified over the two days will be deliberated by the FHW State Leadership Council at the next two quarterly meetings. These discussions will determine the best course(s) of action.

Special Thanks

CareerSource FLORIDA

The Florida Center for Nursing wishes to acknowledge CareerSource Florida's funding of the Healthcare Marketplace Business Intelligence Research and Sector Strategy Approach Services project which supports the Florida Healthcare Workforce initiative.

Appendix A: Agenda

Wednesday September 28 – Day One

11:30 a.m. Joint	**Opening Session – Florida Healthcare Workforce Summit** with Florida Chamber Foundation General Session, Keynote Speakers, Luncheon	Grand Cypress D-F
2:30-5:00 p.m.	**The Role of Data in Policy Development** Mary Lou Brunell, MSN, RN, Florida Center for Nursing **Progress Reports** Renee Thigpen, Chair, Leadership Council Chairs, Regional Councils **Florida's Demographic Future – 2040** Richard Doty, Demographer, Bureau of Business and Economic Research, University of Florida	Grand Cypress G-H
5:30 p.m. Joint	**Reception** with Florida Chamber Foundation	Portico
7:00 p.m.	**Dinner** – Florida Healthcare Workforce	Grand Cypress G-H

Thursday September 29 - Day Two

8:00 a.m. Joint	**Breakfast** with Florida Chamber Foundation Keynote Speakers	Grand Cypress D-F
9:45 a.m.	**Regional Council Meetings** North Central Northeast East Central West Central Southwest Southeast South	 Orchid Palm A Palm B Palm C Palm D Palm E Palm F
11:15 a.m.	Break	
11:30 a.m.	**Presentations of Policy Recommendations by Regional Councils**	Grand Cypress G-H
12:15 p.m.	**Luncheon** **Keynote Speaker Edward Morton** Governor, State University System Board of Governors	Grand Cypress G-H
1:30 p.m.	**Models of Statewide Healthcare Workforce Initiatives** Moderator: Mary Lou Brunell, MSN, RN Florida Center for Nursing Jean Moore, DrPH, MSN Center for Health Workforce Studies, New York Richard Campbell, Executive Director Utah Medical Education Council Suzanne Allen, M.D., MPH Chair, Health Workforce Council, Washington	Grand Cypress G-H
2:30 p.m.	Break	
2:45 p.m.	**Policy Recommendations Consensus - Facilitated Discussion** Marilyn Crotty Florida Institute of Government – UCF	Grand Cypress G-H
3:45 p.m.	**Closing Remarks** – Renee Thigpen, Chair, FHW Leadership Council	Grand Cypress G-H
FHW Summit Registrants were invited to attend FL Chamber sessions after the closing remarks		
4:00 p.m.	**Quality of Life Caucus**	Grand Cypress I
5:30 p.m.	**Reception** with Florida Chamber Foundation	Portico
7:00 p.m.	**Dinner** with Florida Chamber Foundation	Grand Cypress D-F

Appendix B: Speaker Biographies

Listed in agenda order

Mary Lou Brunell, MSN, RN

As the Executive Director for the Florida Center for Nursing, Mary Lou Brunell established a national model of a nurse workforce data center that successfully collects, analyzes, and reports results for use in strategic planning, policy development, and evaluation of effectiveness. Understanding that success is greatest when achieved through collaboration and partnership, Mrs. Brunell leads two initiatives: the Florida Action Coalition and the Florida Healthcare Workforce initiative. In partnership with the Florida Blue Foundation, the Coalition represents Florida's participation in the Future of Nursing: Campaign for Action, a national movement to assure that everyone has access to high quality, patient-centered care. Funded by CareerSource Florida, the Healthcare Workforce initiative is led in partnership with GuideWell identifying current and future demand, supply, and gaps for a quality workforce in the state in order to meet the needs of healthcare employers.

Prior to her work with the Center, Brunell coordinated the RN to BSN Program offered by the University of Central Florida on the Orlando Health downtown campus. Her teaching assignments included leadership, economics, and health policy. Brunell served as vice president of patient services in Lexington, Kentucky.

Brunell is a member of the Florida Board of Governor's Health Initiatives Committee Advisory Group. She served as a member of the National Advisory Council on Nurse Education and Practice, as chair of the National Forum of State Nursing Workforce Centers, and was interim chair of the Workforce Florida Board of Directors (now known as CareerSource Florida). Mrs. Brunell is the recipient of honors including the Louise Mellen Fellowship in Critical Care Nursing. She was inducted into the Florida Nurses Association Hall of Fame in 2014. Mrs. Brunell completed her graduate work at the University of Pennsylvania.

Richard Doty

Rich Doty is the GIS Coordinator and a Research Demographer with the Bureau of Economic and Business Research at the University of Florida. He has a Bachelor of Science degree in Food and Resource Economics and a Master of Arts degree in Urban and Regional Planning with a GIS specialization, both from the University of Florida. His primary research focus is in developing GIS-based models and analytical tools for estimating and forecasting population, water use and environmental impacts.

Mr. Doty has 25 years of professional experience with GIS and population estimation and forecasting. While attending graduate school, he was employed at the University of Florida's GeoPlan Center where he developed geospatial population forecasting models and road network models to define service areas for utilities. After leaving UF, he spent 6 years as a GIS Analyst and GIS Business Unit Manager for GeoFocus, Inc., and 15 years as the Vice-President of GIS Associates, Inc. During his 21 years in consulting, he developed and refined numerous population estimation and forecasting models, environmental impact models, and water demand and conservation estimation and forecasting models. He serves as an expert witness in the fields of population and water demand forecasting and GIS.

Mr. Doty is responsible for developing estimates of population for all cities and counties in Florida, small area population estimates and projections, geospatial database development and modeling, and expanding BEBR's product and service offerings. He has authored technical reports on small-area population estimates and projections, published articles in technical journals, and given numerous presentations at conferences and professional meetings.

Edward Morton

Edward Morton, of Naples, has served as a Principal and Managing Director of the investment firm Wasmer & Schroeder & Co. since 2007. He retired in 2006, after 34 years of service, as the CEO of the NCH Healthcare System, a diversified healthcare holding company.

He is a Governor on the Board of Governors of the State University System of Florida. He has served and currently sits on the board of a number of civic-minded boards serving the citizens of Southwest Florida including Lee Memorial Hospital Community Board, the Greater Naples Area Chamber of Commerce, Leadership Collier Foundation, and the Healthcare Network Foundation of Collier County. He is a past Vice Chairman of the Board of Trustees of Florida Gulf Coast University (FGCU) and past Chairman of the FGCU Foundation. He is a Florida native raised in Islamorada. He holds a bachelor's degree from the University of Notre Dame, a Master of Business Administration from the University of Miami and a Master of Science in Health Science from FGCU.

Jean Moore, DrPH, MSN

Jean Moore is the director of the New York Center for Health Workforce Studies based at the School of Public Health, State University of New York at Albany. She brings a wealth of experience in health workforce program administration, research and policy development. Her research at the Center focuses on supply of and demand for a wide array of health professions and occupations, from physicians and nurses to care coordinators. In addition, Dr. Moore studies health professions regulation and its potential to constrain effective functioning of primary care teams.

Dr. Moore has served as the director of the Center since 2004. Under her leadership, the Center has increased the policy relevance of its work and has established itself as one of the leading health workforce research centers in the country. She provides technical assistance to states and other interested parties on the best approaches to workforce planning, data collection, and analysis to inform successful health workforce programs and policies that increase access to high quality, cost-effective health care. She has been invited to present Center research nationwide and around the world.

Richard Campbell

Ric Campbell is the Executive Director of the Utah Medical Education Council (UMEC). The Council has the mission to conduct health care workforce research, to advise on Utah's health care training needs, and to influence graduate medical education (GME) financing policies. UMEC also serves as the Nursing Workforce Information Center for the state and facilitates rural residency training opportunities. Before joining UMEC, Ric served two terms on the Utah Public Service Commission regulating public utilities. Early in Ric's public service in state government, he led health care reform efforts for Governor Michael Leavitt and was the Executive Director of the Utah Health Policy Commission.

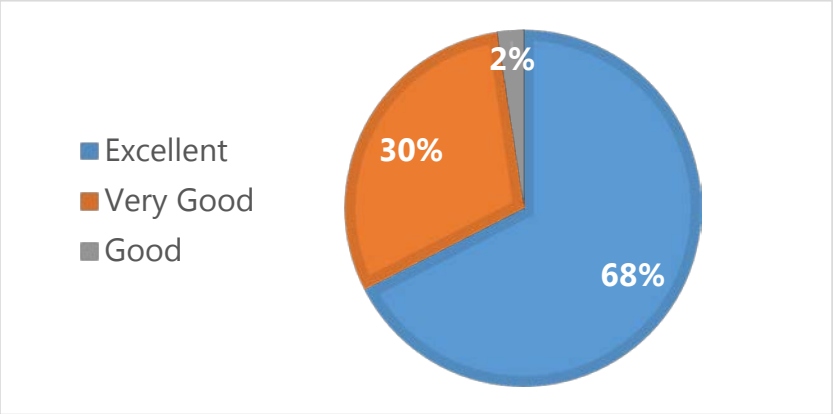
Suzanne Allen, MD, MPH

As the Vice Dean for Academic, Rural and Regional Affairs at the University of Washington School of Medicine (UWSOM), Suzanne Allen works broadly across academic affairs and regional affairs to enhance the excellence of medical education for the UWSOM and the five-state WWAMI (Washington, Wyoming, Alaska, Montana and Idaho) region. WWAMI started in 1971 and is accredited through the University of Washington School of Medicine and provides publically supported medical education for citizens of the participating states. WWAMI students complete the classroom phase of the curriculum in their home state and then their required and elective clinical rotations may be completed at locations across the five state region.

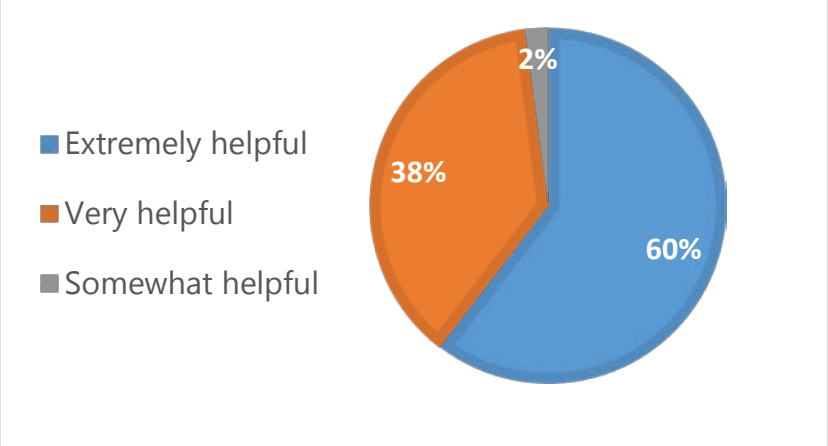
In addition to serving as the Vice Dean for Academic, Rural, and Regional Affairs, Dr. Allen holds a Clinical Professor faculty position within the Department of Family Medicine at the University of Washington School of Medicine. Dr. Allen is an attending physician at the Family Medicine Residency of Idaho and an active physician in the Department of Family Medicine at Saint Alphonsus Regional Medical Center and Saint Luke's Medical Center located in Boise, Idaho. She also serves as the Chair of the Washington Health Workforce Council. Dr. Allen is committed to medical education and rural healthcare.

Appendix C: Summit Evaluation Summary

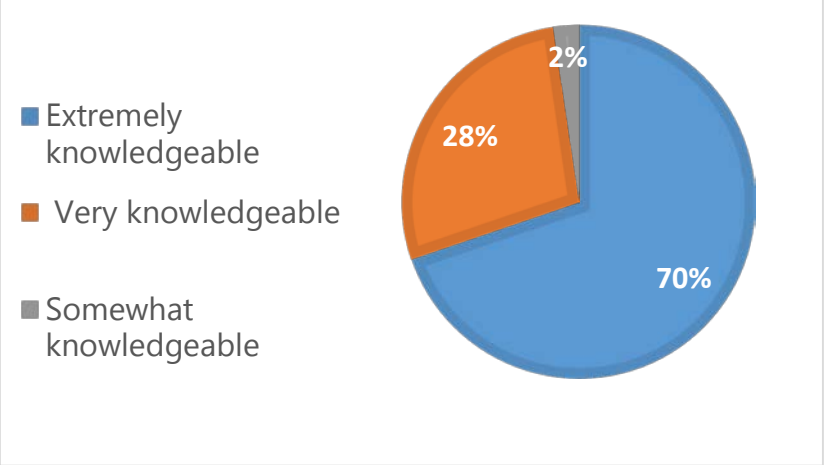
1. Overall, how would you rate the Florida Healthcare Workforce (FHW) Summit?



2. How helpful was the content presented at the FHW Summit?

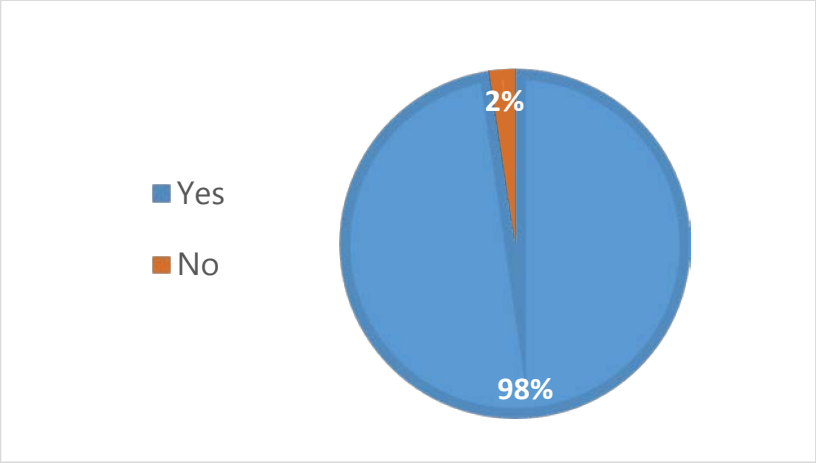


3. How knowledgeable were the speakers at the FHW Summit?

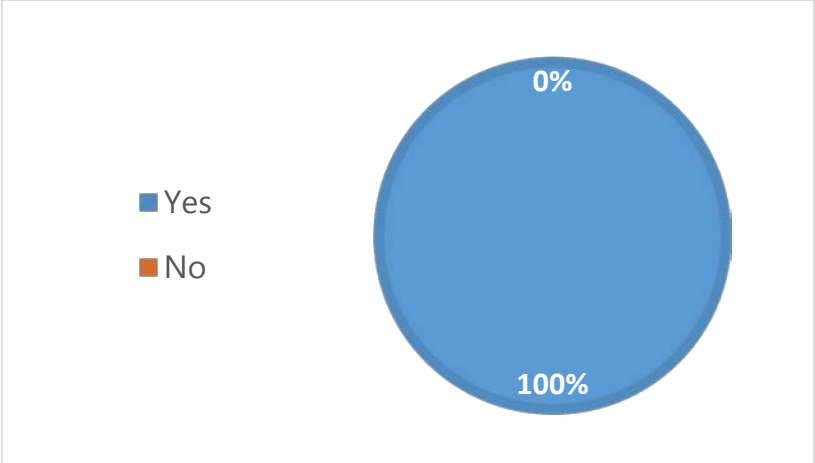


Note: None of the evaluators selected responses in two less favorable categories in Item 1: Fair or Poor, Item 2: Not so helpful or Not at all helpful, or Item 3: "Not so knowledgeable" or "Not at all knowledgeable".

4. Did you find our partnership with the Florida Chamber Foundation valuable?



5. The FHW Summit was an opportunity for discussion of potential policy recommendations impacting Florida's workforce system. Do you think that the FHW Summit achieved its stated objective?



Comments offered on the evaluation forms were very positive such as:

"The Summit surpassed my expectations."

"Please host it again."

"Helped gain a better understanding of our state and opportunities/challenges."

"What a great meeting – productive, innovative, and thought provoking. Agenda clear and laid out in a very structured and organized manner."

And, they provided suggestions for future work like:

"Would have enjoyed the opportunity to discuss policy recommendations with other councils."

"Need to bring FMA and FAFP and FQHC's – this is very important."

"More alignment with Florida Chamber is beneficial."



Florida Healthcare Workforce

Realizing the health industry workforce needs of today and tomorrow.

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