

# June 2010 Annual Report

The Florida Center for Nursing is the definitive source for information, research, and strategies addressing the dynamic nurse workforce needs in Florida.

## Special Thanks

The Center Board of Directors and Staff wish to recognize and thank the Florida Department of Health & the University of Central Florida - College of Health & Public Affairs, Office of Research & Commercialization, and Institute for Simulation & Training for their ongoing support of our work on behalf of all Floridians.



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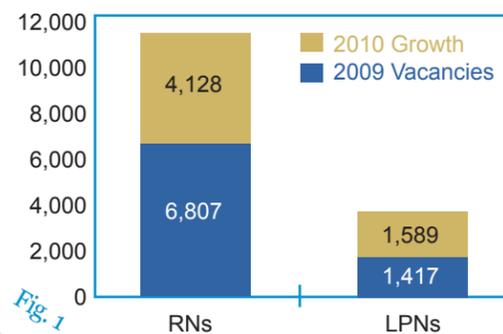
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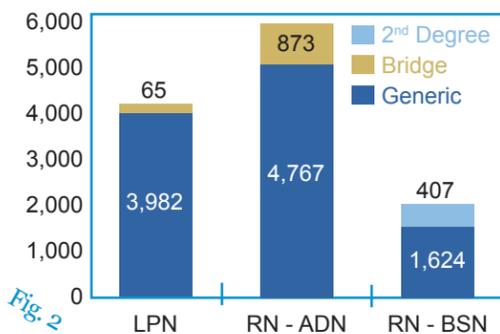
# Publications & Reports

- Workforce Demand in Nursing-Intensive Healthcare Settings: 2009 Vacancies and 2011 Growth Projections (January 2010) – [See Figure 1](#)
- Florida Nursing Education Capacity and Nurse Faculty Supply/Demand: 2007-2009 Trends (January 2010) – [See Figure 2](#)
- 2010 Report of Findings: Florida Board of Nursing (February 2010)
- Nurse Employer Industry Reports (March 2010)
- Florida's RN and ARNP Supply: Growth, Demographics, and Employment Characteristics (April 2010) – [See Figure 3](#)
- Florida's LPN Supply: Growth, Demographics, and Employment Characteristics (April 2010)
- Technical Documentation for Licensure and Workforce Survey Data Analysis (April 2010)
- Statewide and Regional Status Reports on Nurse Supply, Demand, and Education (May 2010)
- The Florida Nursing Shortage (June 2010)
- **Articles** were contributed to the Florida Nurse, which is distributed by the Florida Nurses Association to all licensed registered nurses in the state, by Mary Lou Brunell, Dr. Jen Nooney, Angie Ross, and Michelle Yore.

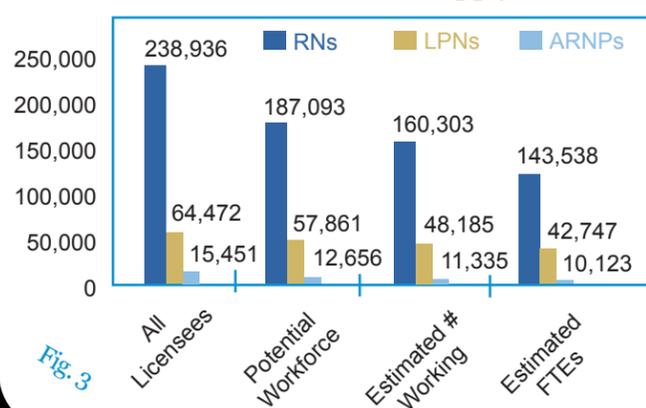
2009 Vacancies & 2010 Expected Growth in Positions



AY 2008-2009 Graduates from Nursing Programs



Florida's Nurse Supply



# Presentations

- Florida Nurses Association Centennial Convention. (September 2009)  
Angie Ross presented "Understanding the 'So-Called Nursing Shortage.'"
  - Florida Nursing Student Association 2009 Convention (October 2009)  
Angie Ross presented *Assuring our Legacy: Addressing Florida's Nursing Shortage*
  - "The State of the Nursing Shortage in Florida – Focus on Central Region"  
Mary Lou Brunell presented to Nurse Executive group of Orlando Health. Orlando, FL (October 2009)
  - FL Association of Homes & Services for the Aging Conference "Financing Long Term Care in Florida". (October 2009) Mary Lou Brunell break-out session facilitator.
  - Florida Organization of Nurse Executives (November 2009)  
Mary Lou Brunell presented *A Look at Florida's Nursing Shortage*
- Heart of Florida Healthcare Summit (February 2010)  
Mary Lou Brunell presented an update on the Florida Nursing Shortage and the work of the Florida Center for Nursing
- Nursing Consortium of South Florida, Nursing Leadership Conference (March 2010)  
Dr. Jen Nooney presented *Nurse Supply, Demand, and Education in Florida*
- Florida Association of Homes & Services for the Aging (February 2010)  
Angie Ross presented *A Look at Florida's Nursing Shortage (with focus on Skilled Nursing Facilities)*
- Florida Hospice and Palliative Care (May 2010)  
Dr. Jen Nooney presented *A Look at Florida's Nursing Shortage*
- South Florida Hospital and Healthcare Association (June 2010)  
Dr. Jen Nooney presented *Nurse Supply, Demand, and Education in Florida: Effects of Recession and Healthcare Reform*

## Simulation Project: Promoting the Use of Simulation Technology in Florida Nurse Education

**Funded by:** The Blue Foundation for a Healthy Florida and The Robert Wood Johnson Foundation / Northwest Health Foundation Partners Investing in Nursing's Future

The project goal is to maximize the use of simulation technology in the preparation of new and continuing education of current Registered Nurses in Florida thus addressing the nursing shortage by increasing the nurse supply through increased production and retention. The Project Team includes Florida Center for Nursing staff, UCF College of Nursing faculty, and Dr. Pamela Jeffries – a national expert in nursing education and its use of simulation. An advisory panel was established to provide expertise and promote collaboration. The proposed project will be conducted over a two-year period. Year One involved a survey of existing resources in Florida nurse education and hospital settings and conducting focus groups in the FCN's eight geographic regions of the State. A white paper: *Addressing the Nursing Shortage through Simulation* was published and is accessible on the Center's web site. Year Two there will be a statewide summit to refine recommendations and proposed actions to assist in resolving the nursing shortage in Florida.



# 2010 Retention & Recruitment Funded Project Awardees

5 Projects Awarded for a Total of \$34,517

Now in its third year, the Retention & Recruitment small grants program aims to serve 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 seeks to offer evidence-based strategies for retaining and recruiting nurses in Florida.

Of the 24 applications received for 2010 funding, 5 projects were selected for a total of \$34,517 in funding. This brings the total number of projects funded over 3 years to 20 projects.



## Nurse Consortium of South Florida

**Project Title:** South Florida Nurse Leadership Academy

**Project Summary:** The South Florida Nurse Leadership Academy will be a nurse leadership development program, coordinated by the Nursing Consortium of South Florida. Its purpose is to build a community of highly competent nurse leaders for the richly diverse South Florida region. The program will leverage best practices of current employer provided or employer sponsored leadership development programs, prepare participants for national certification, and increase the community ties of participants through structured educational, social, and service opportunities.



## Tampa General Hospital

**Project Title:** Improving Work-Life Balance for Nurse Managers

**Project Summary:** The goal of the project is to reduce stress levels of front-line managers in an acute care hospital by increasing efficiency skills and job satisfaction. A well-balanced nurse manager needs to be both physically and mentally present on the unit to impact staff retention. The project includes three components: 1) implementation of a "Balance Buddy" system 2) efficiency training sessions and 3) a formal training session on managing work-life balance.

The project will be evaluated by using the McCloskey Mueller Satisfaction Scale, Work Hours survey, RN Retention Interviews and RN turnover rates.



## St. Joseph's Hospital

**Project Title:** Unit-Based Lift Resource Team : Improving the Nursing Environment

**Project Summary:** The risk for back-related injuries necessitates the need to develop a safer environment for nursing care. As the age of our nursing workforce and rate of patient obesity continue to rise, so does the risk of injury while turning and transferring patients safely. Nursing injuries can impact rates of workers' compensation claims, restricted workloads, and lost work time. This project will pilot a unit-based lift resource team who will receive training on lifting methods and equipment. Team members will provide nurses with assistance to turn and transfer patients, thus reducing the risk of injury and increasing nursing safety and satisfaction.



## Palm Beach Community College



**Project Title:** Home Health Specialization for Professional Nurses

**Project Summary:** Home Health Specialization for Professional Nurses (HHSPN) is a nurse retention initiative of formal home health training and placement for the mature, licensed, registered nurse who has left, or is leaving, the nursing profession. Curricula includes didactic and psychomotor training in point of care testing, management of central intravenous catheters and ports, medication administration, and specific home health nuances to include insurance reimbursement, patient assessment and documentation, and safety in the home. Strategic recruitment efforts will attract the mature nurse to enter the home health sector due to working conditions which will allow for autonomy, reduced hours, and reduced workloads.



## Orlando Health

**Project Title:** Assessment of needs of older nurses and factors that would delay retirement: A mixed methods study

**Project Summary:** The FCN reports that the average age of Florida RN's in 2009 was 47.7 years and inadequate new nurse replacements exist as they retire. Delaying retirement by two years could lessen the impact of future nurse shortages in Florida. Studies have found barriers to retain older nurses in the workforce and proposed interventions that postpone retirement. Project: Mixed methods study of near retirement nurses (≥ 45) in acute care in a large multi-center hospital in Central Florida. Purpose: Validate evidence on factors influencing retention, keeping nurses in the workforce longer, and develop retention strategies for near-retirement nurses.



# Influencing the Nation

## Media Citations

(as known by staff)

Center data and information was cited by 25 professional articles and 43 press or web publications.



## Publications & Presentations

- Nooney, J., Unruh, L., and Yore, M. (2010). Should I Stay or Should I Go? Career Change and Labor Force Separation Among Registered Nurses. *Social Science and Medicine*, 70: 1874-1881.
- Brunell, M.L. & Ross, A. "The Nursing Workforce" in preparation for the 6th edition of *Policy & Politics in Nursing and Health Care*.
- Ross, A. & Brunell, M.L. (2009) Addressing the "So-Called Nursing Shortage." *Nurse First*. 2, (2), 9-11.
- Dr. Jen Nooney presented to the Ohio Health Policy Institute in Columbus, OH. (December 2009) - "Towards Standardization: Assessment of Current Nurse Workforce Data Collection Practices and Development of Minimum Datasets"
- Dr. Jen Nooney participated on an expert panel for HRSA at a meeting titled "Predicting the Nation's Future Health Workforce Requirements."
- The National Forum of State Nursing Workforce Centers (June 2010) – Jen Nooney presented *Towards Standardization: Assessment of State Nurse Workforce Data Collection Practices and Development of National Nursing Workforce Minimum Datasets*

## Incorporation of Minimum Supply Dataset

Medical Quality Assurance (MQA), the DOH division responsible for license renewal, has agreed to modify the Workforce Survey that was integrated with the license renewal process beginning in 2008. The modified survey will be consistent with the Minimum Supply Dataset ratified by the National Forum of State Nursing Workforce Centers in September 2009. In January 2010, we began collecting much more information on the education and work behaviors of nurses, including their entry and highest degrees, their position titles, and their clinical specialties. It will take two years to assemble a complete dataset including all renewing nurses.

## Promoting Simulation

The Center was a featured state project in the May 2010 issue of *Charting Nursing's Future* - a publication of the Robert Wood Johnson Foundation. Dedicated to the topic of "Expanding America's Capacity to Educate Nurses: Diverse, State-Level Partnerships are Creating Promising Models and Results, six states were highlighted. The Florida Center for Nursing was recognized for its work related to *New Curricula and Technology: Promoting Simulation*.



# FCN Board of Directors as of June 2010



**Louise Pitts, Ed.D, MSN, BSN, ARNP**  
Chair, FCN Board of Directors

**Dora Krauss, RN, BS**  
Vice Chair, FCN Board of Directors  
Chair, Advocacy & Retention Committee

**Joey Bulfin, BSN, MBA**  
Treasurer, FCN Board of Directors  
Chair, Finance Committee

**Ruth Stiehl, PhD, MN, MA, BSN, RN**  
Secretary, FCN Board of Directors  
Chair, Research & Workforce Analysis Committee

**Ava Abney, RN, BSN, MS**

**Marsha Martin, RN**

**Martha DeCastro, RN, MS, BSN, CIC**

**Andrea Lewis, BSN**

**Jean Wortock, PhD, MSN, BSN**

**Jackie Gonzalez, ARNP, MSN**

**Leslie Kent, MSN, RN, BC**

**Linda Miles, Ed.D, RN**

**Janice Hoff, MSN, ARNP**

**Tina Menna, RN, BSN, MS**

**Lisa Plowfield, PhD, RN**

**Ann Hubbard, BSN, ARNP, Ed.D**

## FCN Staff

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

- Elected as Secretary of the Florida Nurses Association. She was named one of the "Great 100" nurses at the Florida Nurses Association Centennial Celebration Awards Gala, which honored 100 of Florida's most admired nurse.
- Appointed to serve as Vice Chair for Workforce Florida's Board of Directors and as Chair of the WFI Legislative Policy Council.

**Michelle Yore**  
Assistant Director,  
Workforce Research Programs

**Cathy Lewis**  
Executive  
Secretary

**Jennifer Nooney, PhD**  
Associate Director: Research

- Served as chair of the National Forum of State Nursing Workforce Centers' Research Committee, 2008-2010.
- Served on two expert panels related to health workforce data and forecasting for the federal government, 2009

**Angie Ross**  
Assistant Director,  
Workforce Programs

