

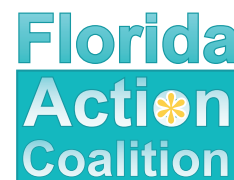
FCN



Florida
Center for Nursing

2015 Annual Report

Reprinted December 1, 2015



Addressing Nurse Workforce Issues for the Health of Florida

A MESSAGE FROM THE BOARD OF DIRECTORS AND STAFF

The Florida Center for Nursing (Center) was established in 2001 in statute (464.0195) to address issues of supply and demand for nursing, including issues of recruitment, retention, and utilization of nurse workforce resources. The primary goals for the Center are to:

1. Develop a strategic statewide plan for nursing manpower in this state by:

- a. Establishing and maintaining a database on nursing supply and demand in the state, to include current supply and demand, and future projections; and
- b. Selecting from the plan priorities to be addressed.

2. Convene various groups representative of nurses, other health care providers, business and industry, consumers, legislators, and educators to:

- a. Review and comment on data analysis prepared by the Center;
- b. Recommend systemic changes, including strategies for implementation of recommended changes; and
- c. Evaluate and report the results of these efforts to the Legislature and others.

3. Enhance and promote recognition, reward, and renewal activities for nurses in the state by:

- a. Promoting nursing excellence programs such as magnet recognition by the American Nurses Credentialing Center;
- b. Proposing and creating additional reward, recognition, and renewal activities for nurses; and
- c. Promoting media and positive image-building efforts for nursing.

In 2010 our state was experiencing challenging economic times. The Florida Legislature had to make difficult budgetary decisions and deemed it necessary to discontinue state funding of the Center. The FCN Board of Directors and staff agreed on a strategy to be fiscally conservative in use of our current and reserve funds, seek private contributions in support of the Center's work, and collaborate with Florida nurse leaders and interested stakeholders to establish a sustainable funding source so that we can continue our work of addressing nurse workforce issues for the health of Florida. Private donations from nurses, nursing organizations, and other stakeholders continued and ranged from \$30,000 to \$46,000 annually. Additionally, the Center staff received grants which cover the expenses related to the project being conducted but do not cover the work to achieve the core mission of the Center – maintaining a database on nursing supply and demand in the state, including future projections and a strategic statewide plan for nursing manpower. It was through donations from the Florida Blue Foundation that we were able to continue the core of our research effort.



Mary Lou Brunell



Linda S. Miles



We are extremely happy to announce that state funding of the Center was received for Fiscal Year 2015-2016 and it is 'recurring' funding. This means that it will be in the budget unless someone removes it. Now we will be able to reinstate programs discontinued for lack of resources as follows:

- **Retention and Recruitment Funded Project Program** – a competitive grant program to help fund projects aimed at improving the retention and recruitment of nurses in Florida. Three cycles of grants were awarded in 2008, 2009, and 2010 providing more than \$188,000 in funding and showing a return on investment of \$4.92 for each \$1.00 spent.
- **Annual Survey of Florida's Nurse Education Programs** – discontinued in 2014 we look forward to conducting the survey this October 2015.
- **Provision of Regional Data and Reports** – provides supply, demand, and education data at the county and regional level.
- **Forecast of Florida's Supply and Demand for RNs and LPNs** – utilizing new forecasting models from USDHHS Health Resources and Services Administration project Florida's nurse manpower supply and demand.
- **Develop a Strategic Statewide Plan for Nursing Manpower in Florida** – from the plan select priorities to be addressed.

So please enjoy this annual report. We know that you will be impressed by all that the Center is doing to address nurse workforce issues for the health of Florida. And look forward to next year's report when we will add information on the progress made in reinstating these programs and exploring new opportunities to address issues of supply and demand for nursing.

To those who have contributed to our work – THANK YOU! We hope that you will continue to donate to the Center. With state funding we are able to direct donor funds to the Retention and Recruitment Funded Project Program and similar efforts.

If you are not on our email list, please send a message to NurseCtr@ucf.edu with your name and email address asking to receive our newsletters and other communications.

Linda S. Miles

Linda Miles, Chair, Board of Directors

Mary Lou Brunell

Mary Lou Brunell, Executive Director

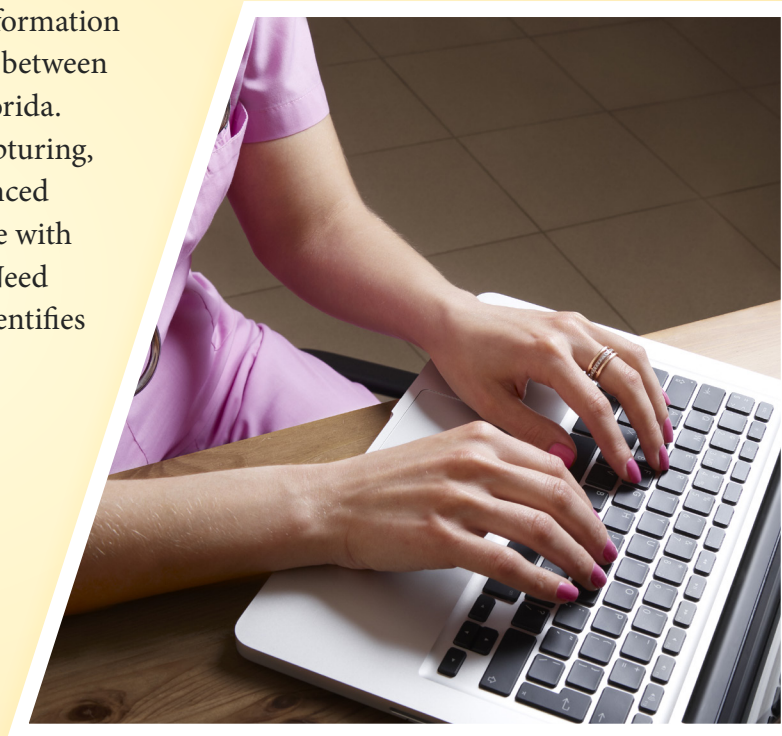
NURSE SUPPLY, DEMAND, AND EDUCATION

The Florida Center for Nursing has historically conducted research on three areas of the nursing workforce- supply, demand, and education. As a result of limited funding in the last few years, the Center has had fewer resources to dedicate to the extensive collection and analysis of data on these important issues. The reinstatement of recurring funds from the State allows the Center to resume its research activities and ensure that vital information is available to assist the State and other entities in implementing strategic solutions for nurse education and demand needs.

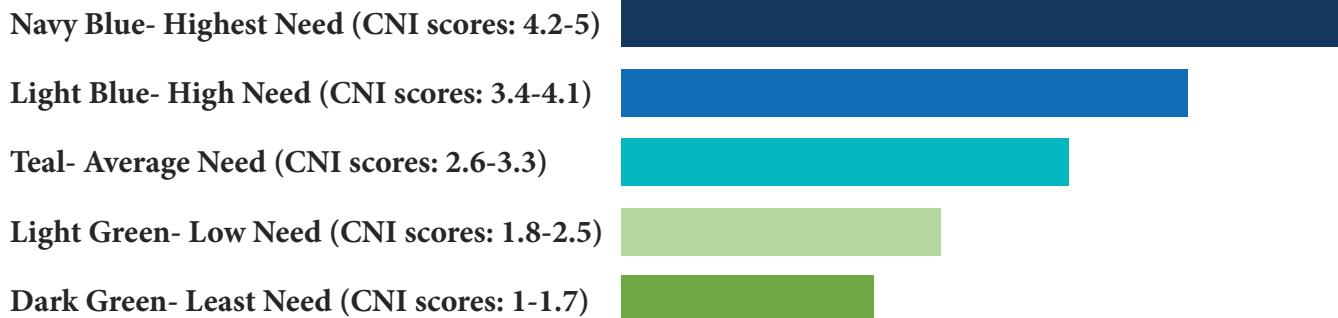
GEOGRAPHIC INFORMATION SYSTEM MAPPING

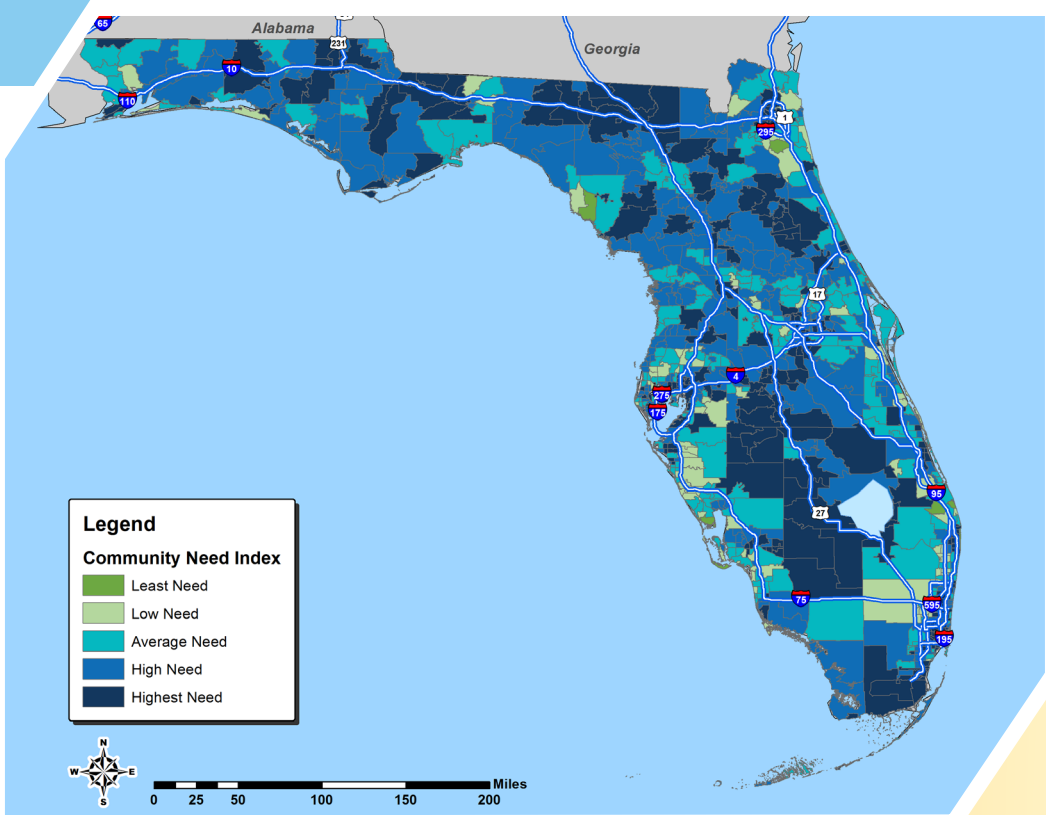
The Florida Center for Nursing is now using geographic information system (GIS) mapping as a new method to explore the link between community health need and nurse supply in the state of Florida. GIS mapping integrates hardware, software and data for capturing, analyzing and displaying all forms of geographically referenced information. This new approach correlates nursing shortage with issues of community need (as defined by the Community Need Index). The Community Need Index (CNI) is a tool that identifies the severity of health disparity based on specific barriers to healthcare access. The five barriers aggregated to create the CNI are:

- Income (elder poverty, child poverty and single parent poverty)
- Culture (non-Caucasian limited English)
- Education (no high school diploma)
- Insurance (unemployed and uninsured)
- Housing (renting percentage)



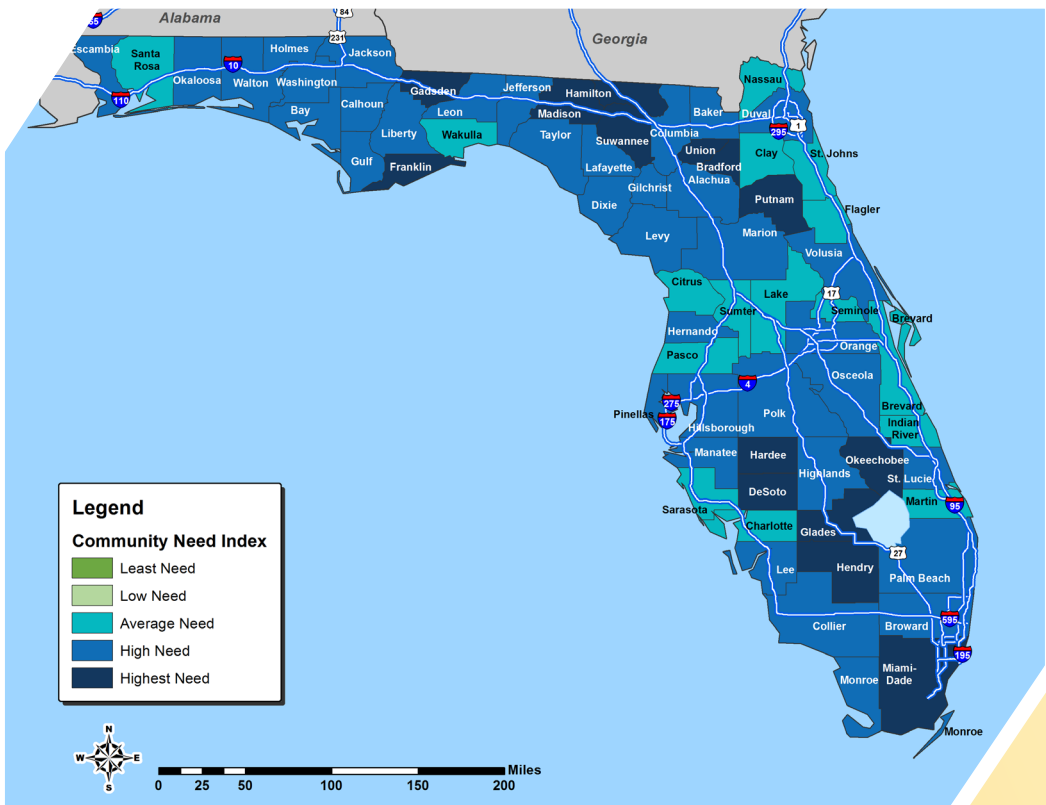
CNI demonstrates need at the zip-code and county levels and ranges from a score of 1 (low need) to 5 (high need) with color coding on the maps representing the following CNI scores:





The map in Figure 1 demonstrates that the level of need in the state of Florida varies by zip code. Although the level of need in the state predominately ranges from average to highest, there are a few pockets with lower need representing areas with fewer barriers to healthcare access.

Figure 1. Florida Need by Zip Code



A county's CNI is the average of zip code CNI scores within a county. Figure 2 indicates that need within the state only ranges from average to higher levels.

Figure 2. Florida Need by County

Figure 3 correlates Advance Registered Nurse Practitioners supply with the level of community need. This map indicates that areas with greatest need have very few ARNPs.

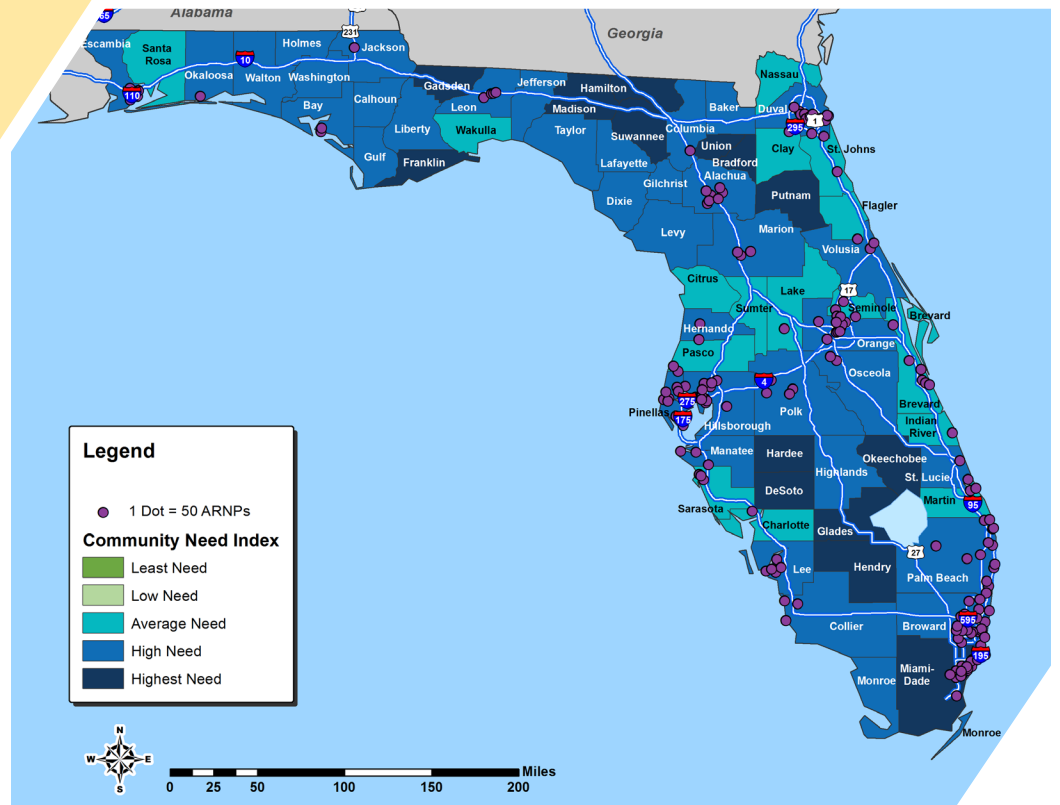


Figure 3. ARNP Supply by Community Need- County

Figure 4 correlates Registered Nurse supply with the level of community need. The map suggests that RNs are mostly concentrated in areas identified as average and high need. However, other than Miami-Dade County, areas of highest need have fewer RNs.

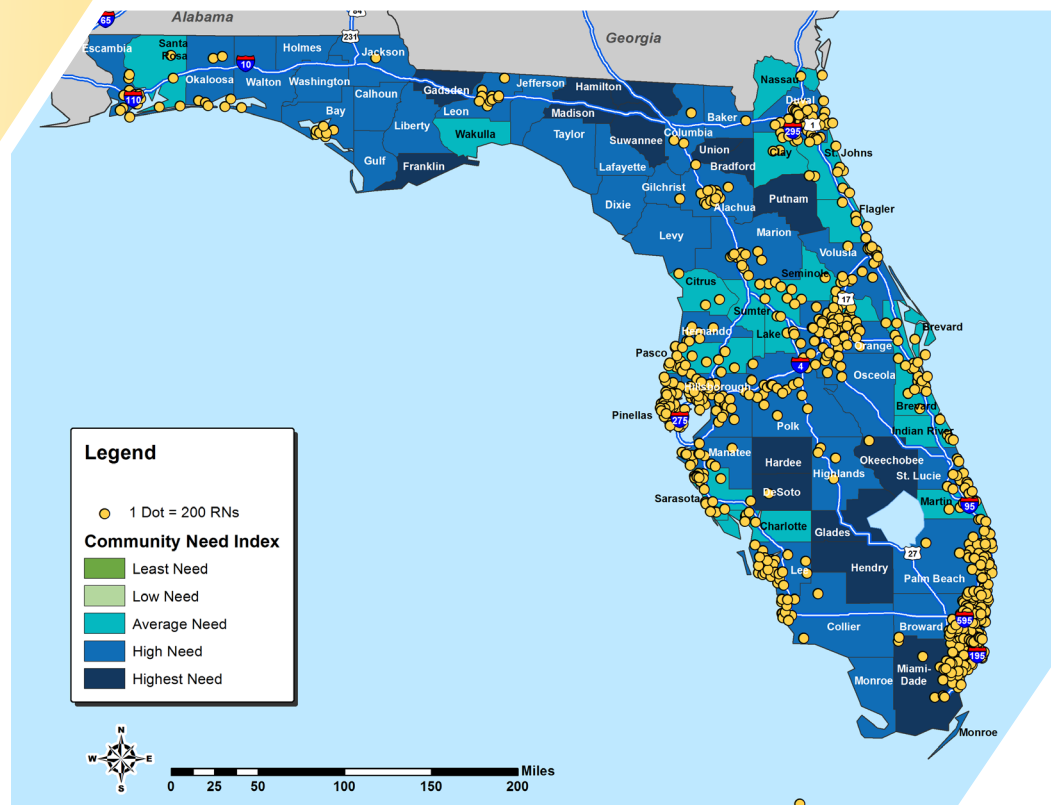


Figure 4. RN Supply by Community Need- County



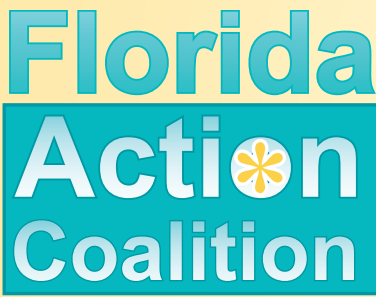
GIS is a very effective tool to assist in visualizing the relationship between variables of interest. In evaluating the level of community need and the supply of nurses (RNs and ARNPs) in the state of Florida, it is evident that communities that experience more severe health disparities due to various factors are also lacking in the presence of a strong nurse workforce. As we work to ensure that our states are prepared to minimize the nursing shortage, it is important to consider strategies on how best to improve healthcare delivery such that the needs of communities facing varying levels of healthcare challenges are met.

BENEFICIARIES OF CENTER WORK

To better understand the users of FCN data and information, a temporary site registration feature was activated for about 10 weeks. The first time there was an attempt to view a report the individual had to register and was asked to provide a basic set of information including their reason for visiting the FCN website. Of the 325 unique visitors that registered, 117 participated in the voluntary survey with the following results:

- **58** identified as consultant; developer; realtor – at least half were from British or European countries
- **24** identified as an academic – about one-third were from outside of Florida
- **14** identified as representing a health provider organization
- **8** were from a Florida government agency
- **2** were from the media – one of which was national
- **11** indicated an organization that could not be identified as fitting the above categories

As to the reason for visiting the FCN website, 52% said it was related to policy development, 29% were conducting research of some kind, 14% were engaged in program planning, and 5% were writing grants.



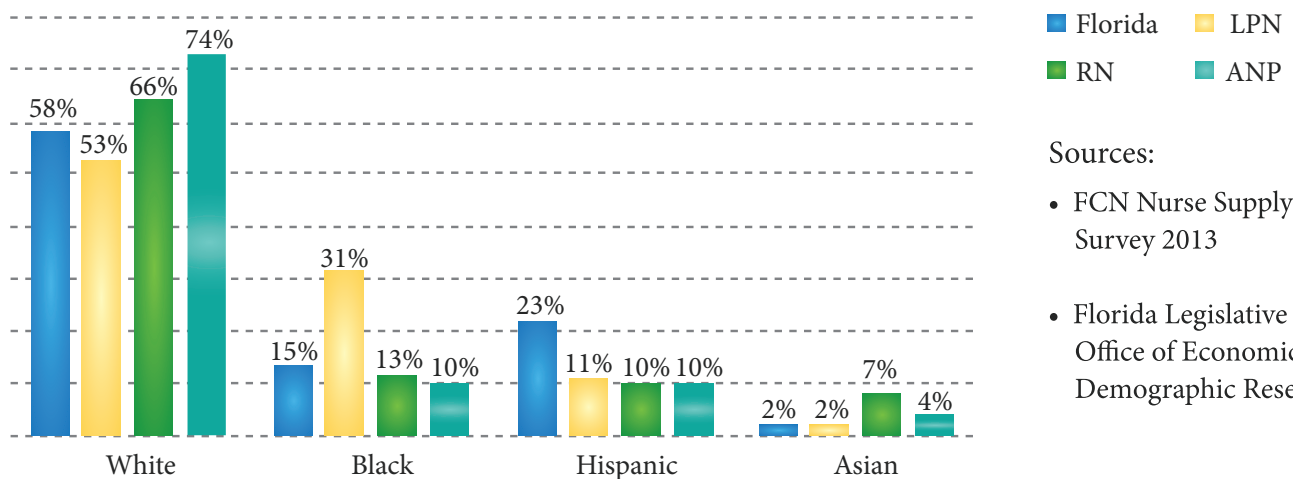
The mission of the Florida Action Coalition is to provide leadership in advancing the nursing profession so that Floridians can access safe, high quality health care. The Coalition was initiated as part of a national campaign for action in 2011, and is a grassroots network of diverse stakeholders working to transform health care through nursing. The voluntary coalition includes representation from academic institutions, health systems, community foundations, non-profit organizations, hospitals, and private practice. The FL-AC is comprised of three action teams: Leadership, Practice, and Education.

Shaping the Future of Healthcare through Nursing

DIVERSITY INITIATIVES

In October 2014, the FL-AC hosted the state’s first Nurse Leader Diversity Think Tank. The event was attended by over 50 people from a variety of backgrounds, including members from the Black Nurses Association, the Philippine Nurses Association, and the Hispanic Nurses Association. With the support of the National Campaign for Action, Barbara Nichols, DNSc(hon), MS, RN, FAAN (the first Black president of the American Nurses Association) served as a guest facilitator. As a result of the event, the Diversity Council (established by the FL-AC) prioritized recommendations for future action. This included successfully gaining membership in the Quality and Unity in Nursing (QUIN) council, with travel funding supported by the FL-AC.

COMPARISON OF NURSE POPULATION TO GENERAL POPULATION, BY ETHNICITY 2013



Sources:

- FCN Nurse Supply Survey 2013
- Florida Legislative Office of Economic and Demographic Research

FLORIDA BLUE MINI GRANT PROGRAM

In 2014, the Florida Blue Foundation awarded four competitive mini grants, for a total of \$168,536. These projects are tied to the goals of the Florida Action Coalition to improve patient access to quality, cost-effective health care through changes in nursing and health care delivery.

- Nursing Education Navigator: A Project of the Suncoast Action Coalition – Awarded to John Annis, Community Foundation of Sarasota
- Mutli-method Approach to Evaluate Effects of Geographic Distribution and Practice Regulations of Florida’s Nurse Practitioners – Awarded to Donna Neff, PhD, RN, FNAP, University of Central Florida
- Leveraging Social Media and Digital Communications to Grow Support and Awareness – Awarded to Anastasia-Albanese-O’Neill, PhD, ARNP, PNP-BC, CDE, University of Florida
- The Future of Nursing Science: Encouraging Minority Nurses to Pursue a PhD through a Health Disparities Summer Research Program – Awarded to Rosa Gonzalez-Guarda, PhD, MPH, RN, CPH, University of Miami

STATEWIDE IMPLEMENTATION PROGRAM

The Statewide Implementation Program (SIP) Grant aims to address Institute of Medicine (IOM) recommendation 7 – prepare and enable nurses to lead change to advance health. A SIP Grant was first awarded to the Florida Center for Nursing in 2013 in order to conduct an initial statewide survey of nurse leaders. The first of its kind, this survey revealed some of the major issues related to nurse leadership in the state including an aging nurse leader population, lack of sufficient succession planning in place to replace nurse leaders, and a lack of diversity among nurse leaders to match the highly diverse population in Florida. In 2015, the Florida Center for Nursing was awarded a second round of SIP Grant Funding with a major goal of creating a pool of diverse nurses prepared to serve in leadership positions. The new SIP goals are to:

- Establish a targeted leader development program and enhanced resources to perpetuate an inclusive pool of qualified nurse leaders
- Strengthen the infrastructure and collaborative partnerships of the Florida Action Coalition
- Increase the diversity of nurse leaders in Florida

PRACTICE ACTION TEAM

Works to educate health providers, elected leadership, coalition stakeholders, and the public about the practice of nursing and the many roles of nurses.

The team has:

- Developed a **fact sheet** about the benefits of removing scope of practice barriers for ARNPs
- Is crafting a **‘business case’** for Florida to demonstrate the economic impact allowing nurses to practice to the full extent of their education
- Developed a pilot **survey** for Florida institutions regarding barriers to nursing practice at the institutional and cultural level

LEADERSHIP ACTION TEAM

Works to expand opportunities for nurses to lead change to advance health.

The team has:

- Published and developed **resources** for aspiring nurse leaders
- Published an article about nurse leadership in the **Journal of Nursing Administration**
- Initiated a succession planning project to identify exemplars, provide insight into effective succession planning, and develop a **succession planning toolkit**

EDUCATION ACTION TEAM

Works to increase the levels of education of nurses in Florida, both in terms of BSN and Doctoral Degrees.

The team has:

- Developed an **exemplar program** to demonstrate how organizations in Florida are working toward increasing the number of BSN prepared nurses
- Created an action coalition branch in the Suncoast Region, including a **Nursing Education Navigator** to advise students on continuing their education
- Developed a **resource guide** for employers looking to increase education of their staff nurses



“Like” us on Facebook: www.Facebook.com/FLActionCoalition
“Follow” us on Twitter: www.Twitter.com/FlaAction

<http://www.flcenterfornursing.org/FLActionCoalition/AbouttheFLAC.aspx>



The mission of the FHSA is to advance, coordinate, and expand the use of all forms of simulation in academic settings, healthcare institutions, and agencies across the state to advance healthcare education to foster patient safety. The Florida Center for Nursing provides administrative support and guidance to the FHSA through the work of the FCN Executive Director and Office Manager. The FHSA operations are managed by Dr. Laura Gonzalez, Interim Director.

It has been a busy spring for the state of Florida and simulation. The Alliance is becoming a known entity among simulationists in the state of Florida and beyond due in no small part to our growing membership and regional activities. It has continued to grow steadily and participation at sponsored events has exceeded expectations.

FHSA MEMBERSHIP



CORPORATE Members

FIVE different levels; company logo and link on the FHSA website, present at conferences, and individual user memberships for employees.

5 Charter | 1 Platinum | 2 Gold | 2 Silver with 29 individual members



ACADEMIC Members

THREE different levels; school logo and link on the FHSA website; individual faculty memberships.

8 Gold | 6 Silver | 10 Bronze with 140 individual members



HOSPITAL Members

THREE different levels; company logo and link on the FHSA website; individual employee memberships.

1 Silver | 2 Bronze with 14 individual members



INDIVIDUAL Members

Professional and Student reduced registrations; opportunities to participate in their regional collaborative; a variety of other perks with FHSA.

147 Individual Direct members

East Central	42
North Central	12
North East	15
South	23
South East	9
South West	6
North West	7
West Central	33

FHSA is an excellent resource for new simulationist/educators and those wishing to network with like-minded individuals. We also offer very attractive group pricing for academic and hospital organizations.



EDUCATIONAL EVENTS

- Eight programs in the last two years at no cost to very low cost to our members.
- Invited guest speakers included Dr. Suzie Kardong-Edgren, and Dr. Jenny Rudolph.
- Partnered with the *Gordon Center Research in Medical Education* to offer the very popular iSIM courses at a reduced price.
- Two events slated for the fall 1) Jacksonville University 2) Sarasota State College.

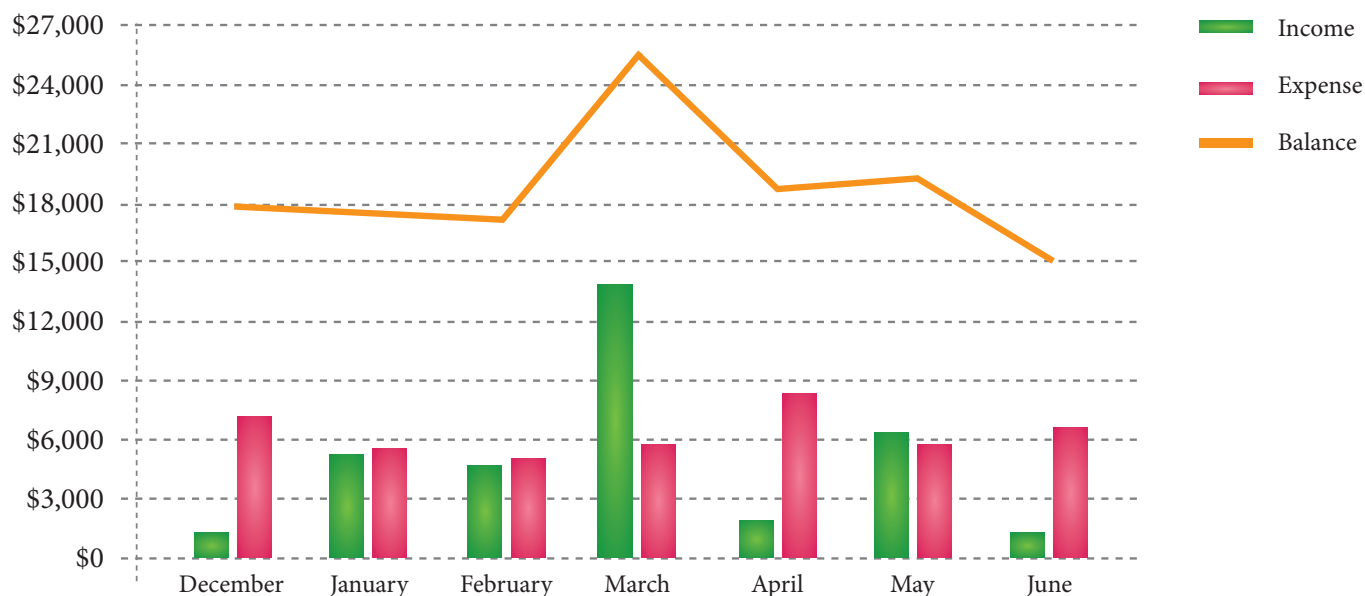
WEBSITE UPDATES

New to the website is a tab to list employment opportunities throughout the state. In addition under the resources tab there is a section for *Research Initiatives*, all of the FHSA Florida Blue Grant awardees can be found there.

FUTURE PLANS

- Our own simulation course under development by the members of the FHSA Faculty Council, which is composed of subject matter experts from the state of Florida.
- The course is intended to provide the basic of simulation in a hybrid format. Content will be delivered over several modules within a content management system.
- The expected date of arrival is January 2016.
- In collaboration with Florida Gateway College and colleagues from Mississippi, Texas, South Carolina, Georgia, and Alabama are spearheading a Southeast Regional simulation conference; *Excellence in Simulation March 10-12, 2016 at SeaWorld*.
- We will be partnering with the Society for Simulation in Healthcare (SSiH) to offer the very popular certification prep course (CHSE & CHSOS) at the Orlando Institute for Health one of our major partners.

FHSA FUNDING TRENDS



Please go to...

www.FloridaHealthSimAlliance.org for the upcoming calendar of events. I welcome members to contact me if you have questions, comments or recommendations.

Laura Gonzalez

Laura Gonzalez, PhD, ARNP, CNE
Interim Director, FHSA



Florida Healthcare Workforce

Realizing the Health Industry Workforce Needs of Today and Tomorrow

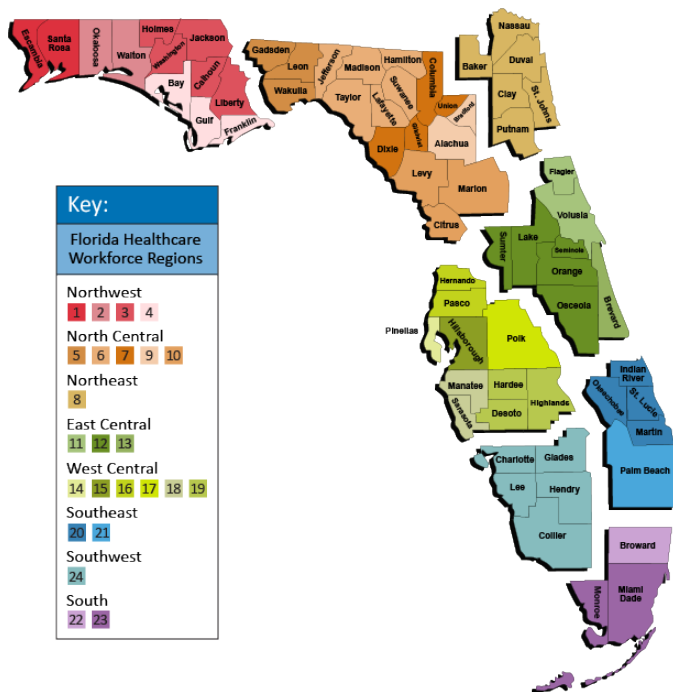
FLORIDA'S HEALTHCARE WORKFORCE INITIATIVE: A HISTORIC BEGINNING

With the vision of Florida as the global leader for talent in the healthcare industry, the Florida Center for Nursing is proud to establish the Florida Healthcare Workforce Leadership Council in partnership with GuideWell, through a CareerSource Florida funded grant. Comprised of expert healthcare industry practitioners and administrators in Florida, the overall goal of the Leadership Council is to develop recommendations for statewide policy that will facilitate a sufficient supply of highly-skilled talent to meet the demand of Florida's current and future healthcare workforce needs.

The Florida Center for Nursing is honored to apply its knowledge and experience to the broader professional, allied healthcare workforce having previously developed a successful nurse workforce information and data system.

The Leadership Council gathered on June 30, 2015 for its inaugural organizational planning meeting at the University of Florida Research and Academic Center located at the Lake Nona Medical City in Orlando. It was a highly productive and effective meeting that led to the acceptance of a written charter and guiding principles as well as the establishment of key strategic initiatives.

The Council will continue to meet by conference call every month and will hold its second in-person meeting hosted by the University of Central Florida on October 23, 2015 in Orlando. Professional and State Advisory Resource Groups have been created to serve as a source for information and data essential to enable healthcare workforce policy and strategy development. In addition, these Advisory Resource Groups will assist the Leadership Council in establishing Regional Councils to consider issues specific to Florida's unique cultures that exist within each region.



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.

Led By:



Funded By:



GUIDING PRINCIPLES

The Leadership Council actions shall be guided by the existing and future talent needs of Florida's healthcare providers.

The Leadership Council shall serve as a conduit for gathering statewide and regional workforce information and intelligence from healthcare providers that can be provided to CareerSource Florida on a routine basis and assimilated into the Marketplace Intelligence Portal, resulting in data-informed decision making about education and training investments.

The Leadership Council will strive to connect Florida's healthcare providers to the benefits of the sector strategy approach, including capabilities to meet near-term and longer-term workforce needs.

The Leadership Council will assess the effectiveness of development and delivery of workforce opportunities responsive to the needs of the entire healthcare sector.

The Leadership Council shall identify ways to measure outcomes and sustain the sector strategy work over time through continuous improvement and utilization of existing resources, organizations, activities and private sector support.

The Leadership Council shall accomplish its mission, purposes and activities in the most efficient and effective manner, respectful of everyone's time and resources.

The Leadership Council shall build awareness of the Sector Strategy initiative through state and local communication channels.

LEADERSHIP COUNCIL MEMBERS

Mary Lou Brunell – Co-chair
Executive Director
Florida Center for Nursing

Dr. Prakash Patel – Co-chair
Chief Operating Officer
GuideWell

Richard Shriver
Board Liaison
CareerSource Florida

Susan Towler
Vice President
Florida Blue Foundation

Dr. Bill D'Aiuto
President Elect
Florida Dental Association

Joshua Ashby
Chair
LeadingAge Florida

Dominic Calabro
President & Chief Executive Officer
Florida TaxWatch

Tom Feeney
President and CEO
Associated Industries of Florida

Dr. Randy Glisson
Doctor of Chiropractic Medicine
Lake Healthcare Center
Representing: Florida Chiropractic Association

Andreas Glover
Vocational Rehabilitation Supervisor
Florida Department of Education
Representing: Florida Rehabilitation Association

Suzanne Kelley
Board Chair
Florida Pharmacy Association

Bobby Lolley
Executive Director
Home Care Association of Florida

Pauline Taylor
Chief Operating Officer
Hospice of St. Francis
Representing: FL Hospice & Palliative Care Assoc.

Dr. Robert Rowe
Director Brooks Institute of Higher Learning, Brooks Rehabilitation
Representing: Florida Physical Therapy Association

Gail Sadler
President/CEO
Association of Nurse Practitioners in Business, Florida

Renee Thigpen
Associate Chief Human Resources Officer
NCH Health Care System
Representing: Florida Hospital Association

STRATEGIC INITIATIVES

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

www.FLHealthcareWorkforce.org

Jay Millson
Executive Vice President
Florida Academy of Family Physicians

Kathleen Miller
Sr. Manager, Talent Acquisition
Florida Blue

Rene Pabon
Regional Health & Wellness Director
Walmart

Marty Stubblefield
Deputy Secretary for Administration
Department of Health

Mark Wilson
President & Chief Executive Officer
Florida Chamber of Commerce

STAFF

Karin Kazimi
Assistant Director Special Projects
Florida Center for Nursing

Matt Bagwell
Graduate Research Associate
Florida Center for Nursing

THANK YOU
for your support!



DONATIONS

\$40,000 from Nurses and Nursing Organizations

GRANTS

- 2015 Improve Quality and Safety of Patient Care
Sponsor: Florida Blue Foundation
- 2015 – 2016 Healthcare Marketplace Business Intelligence Research and Sector Strategy Approach Services
Sponsor: CareerSource Florida
- 2015 – 2017 Promoting Nurses as Leaders in Florida to Advance Nursing and Health Policy
Sponsor: Robert Wood Johnson Foundation
- 2014 – 2015 In support of Florida Center for Nursing Core Mission
Sponsor: Florida Blue Foundation
- 2014 – 2015 Executing the FCN's Nurse Employer Survey in the State of Indiana
Sponsor: Indiana Center for Nursing
- 2013 – 2015 Promoting Nurses as Leaders in Florida to Advance Nursing and Health Policy
Sponsor: Robert Wood Johnson Foundation



Special Thanks to Florida Blue Foundation for all that they do in support of nurses in Florida!

PRESENTATIONS & PUBLICATIONS

PRESENTATIONS

- Brunell, M. L. (2015, Feb. 25). Health Policy Decision Making—Does Nursing have a Role. Presented at Central Florida Organization of Nurse Executives. Orlando, FL.
- Brunell, M. L. (2015, Mar. 9). The Future of Nursing: Leading Change, Advancing Health—The Florida Model. Presented at Adventist University of Health Sciences. Orlando, FL.
- Prosper, M. H. (2015, June 10). GIS—A Different Approach to Understanding Nurse Workforce Data. Presented at The National Forum of State Nursing Workforce Centers. Denver, CO.
- Brunell, M.L., Ruttinger, C., Bienemy, C. Lauer, P. (2015, June 10). Collecting Nurse Workforce Demand Data: Challenges and Best Practices. Panel Presentation at National Forum of State Nursing Workforce Centers Annual Meeting. Denver, CO.

PANEL MEMBER

- Brunell, M.L. (2015, Mar 13). Overview of Florida Action Coalition and RWJF State Implementation Project: Diversity Think Tank Report. Presented at Leadership Institute Philippine Nurses Association of America. Jacksonville, FL.

HONORS & AWARDS

2015 Recognized for Most Awarded Non-Faculty Projects
2014-2015 UCF College of Health and Public Affairs



“Like” us on Facebook:
www.facebook.com/FloridaCenterforNursing

FCN BOARD OF DIRECTOR MEMBERS 2014-2015

Linda Miles, Ed.D., RN, Chair

Kennetha Julien, JD, Vice Chair

Samira Beckwith, LCSW, FACHE, LHD

Doreen Cassarino, DNP, FNP-DC, BC-ADM, FAANP

Tina Dorsey, MSN, RN

Dora Krauss, RN, BS

Marsha Martin, RN, BA

Louise Pitts, Ed.D., MSN, BSN, ARNP

Ruth Stiehl, PhD, MSN, BSN

B. Lynn Williams, Psy.D, MSN, PMHNP-BC

FLORIDA CENTER FOR NURSING STAFF

Mary Lou Brunell, RN, MSN – Executive Director

Marie Prosper, MPH, MBA – Associate Director of Research

Anntoni Ray Leonard, BA – Office Manager

Sarah Smyder – Student Assistant

FHSA STAFF

Laura Gonzalez, PhD, ARNP, CNE
Interim Director

FHW STAFF

Karin Kazimi, BS
Assistant Director Special Projects
Matt Bagwell
Graduate Research Associate

FL-AC STAFF

Andrea Russell, DNP, RN
Associate Director of Programs & Grants
Corinne Audette, CNM, RN
Graduate Research Associate



Special thanks to Dr. Ann-Lynn Denker and Dr. Pamela Medina for their contributions to the work of the Florida Action Coalition and RWJF SIP Grant. We wish them good fortune in their new endeavors.

12424 Research Parkway, Ste. 220, Orlando, FL 32826

Phone: 407-823-0980 | Fax: 407-823-0708

Website: www.FLCenterforNursing.org Email: NurseCtr@ucf.edu

Facebook: www.facebook.com/FloridaCenterforNursing