

June 2009 Annual Report

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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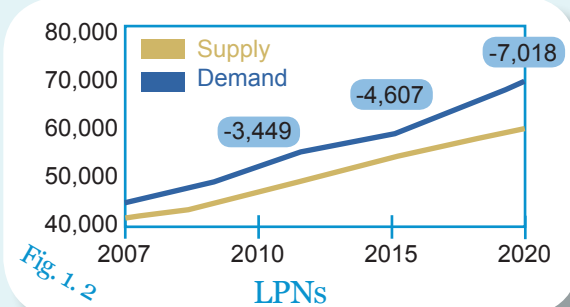
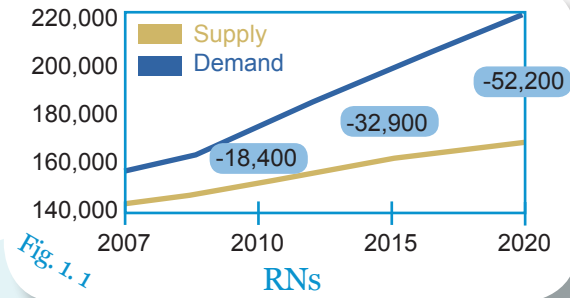
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Publications & Reports

- *Forecasting Supply, Demand, and Shortage of RNs and LPNs in Florida 2007-2020* (July 2008) - Figures 1.1 and 1.2
- *Technical Report: Use of HRSA's Nurse Supply and Demand Models in Florida* (July 2008)
- *The Economic Benefits of Resolving Florida's Nursing Shortage* (September 2008)

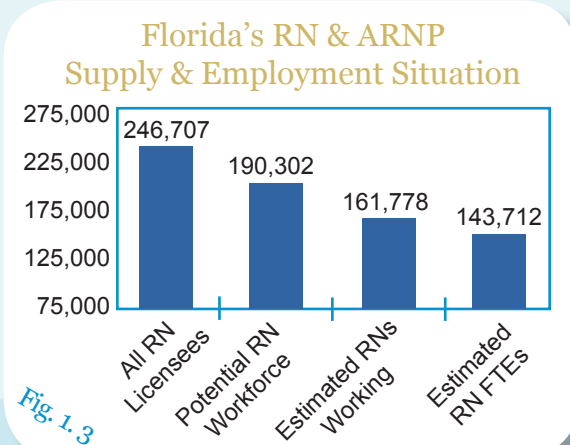


- "Quick Facts" - *The Nursing Shortage in Florida*



• Wheel Charts - Figure 1.3

- *2008 Nursing Education Program Annual Report and Workforce Survey* (January 2009)
- *Analysis of Workforce Survey Data from the RN Cohorts Renewing in 2008* (January 2009)



- *Making the Case: Improving Retention to Address Florida's Nursing Shortage* (January 2009)

- *Statewide and Regional Status Reports on Nurse Supply, Demand, and Education* (March 2009)

- *Licensure Data Trends and Longitudinal Analysis 2007-2008* (March 2009)

- *The Florida Nursing Shortage: A Summary of Recent FCN Research* (April 2009) - Figure 1.3

- *Estimation of the RN Workforce in Florida as of January 2009* (April 2009)

- FCN Newsletters: January, February, March, April, May, & June (2009)

FCN 2008/9 Board of Directors



The Center would like to give sincere thanks for the hard work and dedication of our outgoing Board members: **Susie White, Andrea Gregg, Kathryn Whitson, Barbara Alford** (all members of the inaugural Board of Directors for the Center), **Martha DeCastro, Pegge Bell, and Debbie Afasano**. Thank you for your demonstrated commitment to addressing nursing issues in Florida.

New Board Members

Tina Menna, RN, BSN, MS
Chair, FCN Board of Directors

Jane Cebelak, RN, BSN, MS
Vice Chair, FCN Board of Directors
Chair, Bylaws Committee

Ava Abney, RN, BSN, MS

Joey Bulfin, BSN, MBA

Dora Krauss, RN, BS
Treasurer, FCN Board of Directors
Chair, Finance Committee

Jackie Gonzalez, ARNP, MSN
Secretary, FCN Board of Directors
Chair, Research & Workforce Data Analysis Committee

Janice Hoff, MSN, ARNP

Jean Wortock, PhD
Congratulations on her reappointment to the Board

Ann Hubbard, BSN, ARNP, Ed.D

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

Leslie Kent, MSN, RN, BC

Andrea Lewis, BSN

Lisa Plowfield, PhD, RN

Marsha Martin, RN

Jane Mass, RN, MSN

Ruth Stiehl, PhD, MN, MA, BSN, RN

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.

FCN Staff

New Staff Members

Angie Ross
Assistant Director, Workforce Programs
Joined the staff in October 2008. Her background includes comprehensive experience in recruiting and human resources, including experience hiring for and consulting with a diverse range of Global 150 and Fortune 500 companies. She earned a Master of Education from Harvard University and a Bachelor of Arts in Organizational Behavior from Rollins College.

Mary Lou Brunell, RN, MSN
Executive Director

Jennifer Nooney, PhD
Associate Director: Research

Cathy Lewis
Executive Secretary

Michelle Yore
Assistant Director, Workforce Research Programs
Joined the staff in October 2008. She has a Master's Degree in Public Health, with an emphasis in Epidemiology. She has been working in public health since 1996, and has worked in the areas of military health, physical activity, obesity, and diversity. Michelle has an extensive background in data management, statistical analysis, and writing for peer-reviewed publications.

Media Citations
(as known by staff)

Center data and information was cited in 18 professional articles and 43 press or web media publications.

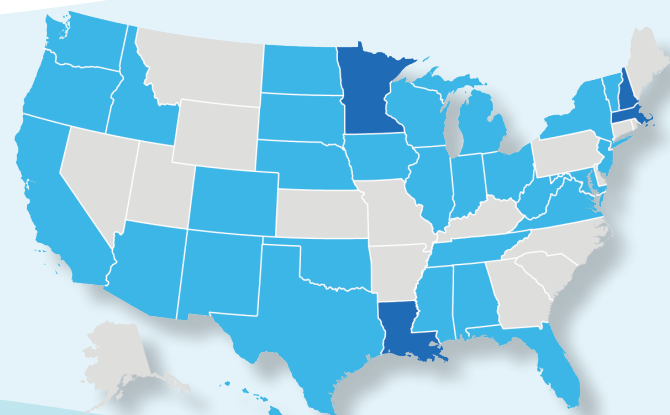


The Forum of State Nursing Workforce Centers

The Center is one of 29 subscribing participants in this national group of nurse workforce entities who focus on addressing the nursing shortage within their state and contribute to the global effort to assure an adequate supply of qualified nurses to meet the health needs of US residents. Several FCN Staff have leadership roles with the Forum:

- Mary Lou Brunell has served on the Forum Steering Committee since its inception. Though she just stepped down from serving as Committee Chair, she will continue in an ex-officio position.
- Dr. Jen Nooney serves as lead of the Forum's Research Workgroup and is coordinating the effort to establish national minimum datasets for nurse workforce supply, demand, and education data collection.
- Angie Ross has been appointed to serve on the 2010 Forum Annual Conference Planning Committee.

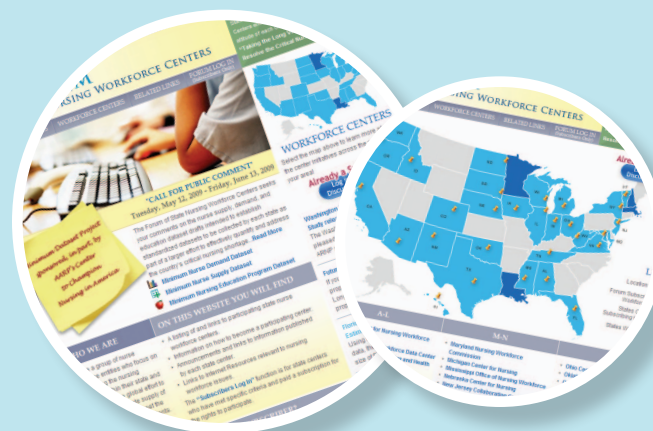
“The project will culminate in three Forum-adopted minimum datasets that we hope will be collected by each state for submission to a national database of nurse workforce information”



This Forum-initiated project involves 30 states in an effort to standardize the nurse supply, demand, and education data elements collected by states across the country. Dr. Jen Nooney (Chair of the Forum's Research Interest Group) and Mary Lou Brunell (Chair of the Forum's Steering Committee) serve as Co-PIs on a grant facilitating the effort from the Center to Champion Nursing in America. The project will culminate in three Forum-adopted minimum datasets that we hope will be collected by each state for submission to a national database of nurse workforce information. Small workgroups drafted the datasets using the results of a survey fielded to participating states which identified the items of critical importance for nurse workforce planning and forecasting. Representatives from more than 20 states met in March 2009 to discuss and revise the datasets at a summit held in concert with the Forum's annual business meeting in Biloxi, MS. In May 2009, the revised datasets were presented for public comment. We anticipate ratification by Forum subscribers in August 2009.

Forum Website

The Forum of State Nursing Workforce Centers completed a total overhaul of their website in an effort to improve the ease of collaboration among state-level nurse workforce centers. The Florida Center for Nursing administers the updated website.



Presentations

- Heart of Florida Healthcare Summit II (September 2008) - Mary Lou Brunell presented an update on the Florida Nursing Shortage and the work of the Florida Center for Nursing
- Florida Nursing Student Association 2008 Convention (October 2008) - Mary Lou Brunell presented *The Nursing Shortage in Florida: What We Know and What We Need to Do*
- Palm Beach Community College Nursing Faculty (October 2008) - Leslie Kent presented *The Florida Center for Nursing*
- Panhandle Organization of Nurse Executives (October 2008) - Tina Menna presented *The Florida Center for Nursing*
- American Cancer Society Medical Capacity Workgroup (November 2008) - Mary Lou Brunell presented an update on the Florida Nursing Shortage
- FONE (November 2008) - Dr. Jen Nooney presented *The Nursing Shortage in Florida: Current Status and Long-Range Forecast*
- Hospice and Palliative Care Nursing, Mid-Florida Chapter 9 (February 2009) - Mary Lou Brunell presented *The Nursing Shortage Experience of Florida's Hospice Facilities*
- Florida Summit on Health Sciences Education (April 2009) - Dr. Jen Nooney presented *Florida's Nursing Education System: Industry Demand vs. Education Capacity*
- Florida Summit on Health Sciences Education (April 2009) - Mary Lou Brunell facilitated meeting
- South Florida Commission on the Nursing Shortage (April 2009) - Dr. Jen Nooney presented FCN data on nurse supply, demand, and education
- FONE (May 2009) - Dr. Jen Nooney presented a workshop entitled *Steps in the Research Process: Turning Questions into Answers*

Influencing the Nation Publications & Presentations

- Nooney, Dr. J. (2008). "Missing Data Effects on Nurse Workforce Analysis and Projections". *The Research-to-Policy Connection: Nurses and Their Work* (G. Dickson and L. Flynn, eds.). New York: Springer.
- Ross, A. & Brunell, M. L. (2009). Addressing the "So-called Nursing Shortage". *Nurses First*. 2, (2), 9-11.
- The 7th Annual Nursing Workforce Conference, *Taking the Long View: The Changing Context of Care in an Aging Society*, was held on March 25 - 26, 2009 in Biloxi, MS. Mary Lou Brunell presented the Chair's Address and served as national host for the conference. FCN staff presented on the following topics:
 - *The Changing Context of Data Collection and Forecasting in an Aging Society* - Dr. Jen Nooney
 - Angie Ross and Michelle Yore presented a poster on the FCN
 - Angie Ross delivered a presentation on the new Forum of State Nursing Workforce Centers website



2008 Completed Retention & Recruitment Funded Projects



Florida Public Health Institute - Lantana, FL
Strengthening the Public Health Nursing Workforce



Orlando Regional Healthcare - Orlando, FL
Nurse Leader Role in Nurse Satisfaction and Retention: A Pilot Study



Pinellas County Health Department - St. Petersburg, FL
Retaining Valued Public Health Nurses at the Pinellas County Health Department



Shands at University of Florida - Gainesville, FL
Development of a Toolkit to Promote Nurse Self Care and Self Advocacy



Shands Jacksonville Medical Center - Jacksonville, FL
Charge Nurse Leadership Development Program



University of Central Florida - Orlando, FL
Work Experiences of Newly Licensed RNs in Florida and Retention Strategies



Workforce Central Florida - Lake Mary, FL
Are You Man Enough to be a Nurse



Tampa General Hospital - Tampa, FL
Promoting a Healthy Work Environment for Medical-Surgical Nurses by Implementing a Campaign to Encourage Work Breaks

First Coast Nurse Leaders Consortium - Jacksonville, FL
First Coast RN Residency Partnership



2008 marked the inaugural year of the Florida Center for Nursing's Retention & Recruitment Funded Project Initiative. With additional funding from Blue Cross/Blue Shield of Florida, Inc., the Florida Center for Nursing was able to provide a total of \$114,714 in funding with a total return-on-investment (ROI) of \$3.70:\$1.00.

2009 Retention & Recruitment Funded Projects Initiative

A Selection Committee comprised of FCN Board Members and Staff selected a total of six projects for funding. These projects span a variety of settings, including a community cultural institution, hospitals, and a hospice. Using matching funds from Blue Cross/Blue Shield of Florida Inc., the Center was able to provide a total of \$74,030.25 in funding. A full list of this year's projects can be viewed at: http://www.flcenterfornursing.org/retention/funded_2009.cfm



BioFlorida 12th Annual Conference

Angie Ross serves on the Planning Committee for BioFlorida's 12th Annual Conference.

FCN Executive Director Reappointed to Workforce Florida Inc. Board of Directors

Governor Charlie Crist has reappointed Mary Lou Brunell, MSN, RN to the Board of Directors for Workforce Florida Inc. for a term beginning April 13, 2009 and ending March 21, 2012. Following her reappointment, Ms. Brunell was asked by Board Chair Belinda Keiser to serve on the WFI Executive Committee.

Team Florida Education Capacity Summit

The Florida Center for Nursing co-leads Team Florida, one of only 18 teams in the entire country selected to participate in the National Education Capacity Summit sponsored by AARP's Center to Champion Nursing in America, the Robert Wood Johnson Foundation, the U.S. Department of Labor, and the U.S. Department of Health and Human Services. In recognition of Florida's highly diverse geographical areas, Team Florida replicated the national model and hosted an education capacity summit in Orlando, Florida on June 1 - 2, 2009. Nursing leaders from each of Florida's regions were invited to apply as part of a collaborative project team in an effort to improve state-level sharing and collaboration in support of regional efforts. Judith Woodruff, from the Northwest Health Foundation, served as the keynote speaker.

