

Future Direction

The FCN Board of Directors has identified specific goals and objectives for the Center. These incorporate the statutory mandates and go further to facilitate the accomplishment of its mission. Among the planned activities are:

- Establishing a policy agenda providing background and justification for succinctly stated recommendations that outline specific roles for identified groups to work toward resolution of the nursing shortage in Florida.
- In partnership with the FL Board of Nursing and Deans & Directors of FL nurse education programs, design a single annual survey to capture relevant information to meet both regulatory and workforce planning needs.
- Complete analyses of workforce data collected from 2nd cohort of licensees (all LPNs in the state) and publish results.
- Conduct a statewide nurse employer survey to measure current and future need for nursing labor, analyze resulting data, and publish results.
- Conduct analysis of nurse licensure data from January 2008 and publish report of results.
- Develop, advertise and award funded retention and recruitment projects.
- In support of the Florida Nurses Association, assist in survey dissemination, data analysis, and results evaluation of the Workforce Advocacy Commission Grant – Nurses for All Seasons: The Florida Sunshine Project.

Florida Center for Nursing Board of Directors: 2006-2007

Pegge Bell, PhD, MSN, BSN
Chair, Board of Directors

Susan White, PhD, RN, CPHQ, FNAHQ
Vice Chair, Board of Directors
Chair, Research & Workforce Analysis

Jean Wortock, PhD, MSN, BSN
Treasurer, Board of Directors
Chair, Finance Committee

Kathryn Whitson, RN
Secretary, Board of Directors
Chair, Bylaws Committee

Deborah Afasano, BSN, RNC/CDON

Barbara Alford, BSN, RN

Jane Cebelak, BSN, MS

Martha DeCastro, RN BSN, MS

Jackie Gonzalez, ARNP, MSN

Andrea Gregg, DSN, RN

Leah Kinnaird, EdD, RN

Dora Krauss, RN, BS

Roxanne Harke Maldunas, BSN, RN

Nancy McGovern, BSN, RN

Tina Menna, RN, BSN, MS

Florida Center for Nursing Staff

- Mary Lou Brunell, RN, MSN, Executive Director
- Jennifer Nooney, PhD, Associate Director: Research
– joined the staff October 2006
- Cathy Lewis, Executive Secretary
- Valerie Danesh, UCF Nursing doctoral student
– joined as graduate assistant in January 2007
- John Cantiello, UCF Public Affairs doctoral student
– joined as graduate assistant in May 2007
- Barbara Lumpkin, RN, Policy Consultant



Annual Report June 2007

The Florida Center for Nursing is nationally recognized as the definitive source for information, trends, research and forecasting about nurses and the dynamic nursing needs in Florida. The Center is the focal point for creating synergistic partnerships and collaborative efforts among stakeholders in healthcare delivery.

The FCN Board of Directors and Staff will recommend systemic changes, including strategies for implementation of recommended changes, as well as evaluate and report the results of these efforts to the legislature and others.



FCN Publications and Reports

- [The Value of a Healthy Work Environment](#) (September 2006) – Briefly explores the elements found to be essential to a healthy nurse work environment.
- [Improving the Work Environment to Retain Nurses](#) (October 2006) – Summary of Proceedings of the Fall 2006 Summit
- [Florida RN, LPN, NA Data by State and Region](#) (October 2006) – Summary of Florida Agency for Workforce Innovation and Florida Board of Nursing Data compiled by the Center.
- [The Southern Regional Education Board's 2006 Annual Survey of Nursing Education Programs](#) (November 2006) – Summary and interpretation of Florida data provided by the Center.
- [The Florida Nursing Shortage](#) (January 2007) – Reviews recent data and projections on the state of the nursing shortage in Florida.
- [Analysis of Nurse Licensure Data in Florida: Methods and Statewide Results](#) (January 2007) – Details the methods used to clean and analyze the data and presents statewide results.
- [Academic Year 2005-2006: Results from a Survey of Florida RN Education Programs](#) (May 2007) – Provides nurse leaders with results from the survey of registered nurse education programs in Florida conducted March 2007.
- [Analysis of Workforce Survey Data from the 1st RN Cohort Renewing in 2007](#) (June 2007) – Describes methodology and results of analysis of data collected in concert with license renewal.

Presentations

- The 5th Annual Nursing Workforce Conference, [Taking the Long View: Nursing Education Capacity and Effectiveness](#), was held in San Francisco, California on June 7 – 8, 2007. Staff, board members, and consultants presented on the following topics:
 - Will Raising Salaries Help Alleviate the Nursing Faculty Shortage? – presentation by Lynn Unruh and Jen Nooney
 - Public and Private Entities Fund Expansion of Florida's Nursing Programs – presentation by Pegge Bell and Mary Lou Brunell
 - Use of the HRSA Nurse Supply and Demand Models – panel participation by Jen Nooney
- South FONE meeting (March 2007) and North Central FONE meeting (February 2007) – information from the Nursing Shortage paper and Analysis of Nurse Licensure report presented.
- Florida Nurses Association District 4 meeting (Tampa, January 2007) – information on current activities and recent reports presented.
- Central FL Community College Student Nurse Association (November 2006) – information on current activities and recent reports presented.
- Florida Organization of Nurse Executives October 2006 meeting in Daytona Beach, FL – poster presented on the Fall 2006 Summit.

Legislative Session

- At the request of Senator Mandy Dawson, Mary Lou Brunell provided testimony on the nursing shortage and strategies for action to the Senate Health Policy Committee.
- Mary Lou Brunell met with legislators and their staff to discuss and distribute the Licensure Data analysis report and the Updated Nursing Shortage White Paper. Copies of both were distributed in-person, electronically and by mail to legislators & staff.

Articles

- Two journal articles focusing on nursing faculty supply and demand were coauthored by Jen Nooney. The first, "Evidence and Root Causes of an Inadequate Pipeline for Nursing Faculty," was published in Nursing Administration Quarterly. The second, "Who Will Teach Tomorrow's Nurses?" was published in American Journal of Nursing.
- Articles 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 and Jen Nooney.

FCN Hosts Fall 2006 Summit

Improving the Work Environment to Retain Nurses, was held on October 4, 2006 in Orlando, FL. The Center hosted the event and was joined by 75 individuals representing 11 professional associations, 6 state agencies, 4 regional workforce boards, 2 legislative groups, and 2 philanthropic organizations. The purpose of the Summit was to discuss the status of nursing from a state and regional perspective and encourage regional collaboration to identify strategies and resources to improve the retention of nurses. Dr. Beth Ulrich, Vice President Professional & Editorial Services, Nursing Spectrum, provided the keynote address.



Summit on Nursing Education

Florida's Summit on Nursing Education was held May 16 – 17, 2007 in Orlando, FL. The event was hosted by Valencia Community College and co-hosted by the FCN. The summit was designed to inspire collaboration and support success in nursing education.

Partnerships with Other Agencies

Mary Lou Brunell has been working with Workforce Central Florida (RWB 12) as a partner in their project Partners for a Healthy Community. Mary Lou chairs the Data Collection and Forecasting Committee, a collaborative whose mission is to increase the supply of trained healthcare workers in Central Florida. The committee recently completed a survey of acute care hospitals in the area focusing on nursing and allied health workforce demand. The data were analyzed by Jen Nooney, and the report of results was written by Jen Nooney, Mary Lou Brunell, and Donna Lenahan, PHC Director. The report, [Nursing and Allied Health Demand in Central Florida Hospitals: Vacancies, Turnover, and Future Need for Personnel](#), is available on the PHC website: www.WorkforceCentralFlorida.com/PHC

FCN has worked closely with the Florida Board of Nursing to share licensure data collected by the Board and implement a Workforce Survey in concert with license renewal to collect employment data from nurses. Results from the first analysis of licensure data were published in January 2007, and future reports will be able to focus on change over time in the licensed nurse population. FCN has also published results from the first cohort of nurses renewing their licenses and completing the Workforce Survey.