



**Florida Center for Nursing  
Well-Being Advisory Board Quarterly Meeting**

**Thursday, February 13, 2025**

Virtual via Microsoft Teams

**Mission:**

The Florida Center for Nursing is established to research and address issues of supply and demand for nursing, including issues of recruitment, retention, and utilization of nurse workforce resources.

**Vision:**

The vision of the Florida Center for Nursing is to ensure that the health care needs of the residents and visitors of Florida are met by a competent and sufficient nursing workforce.

**Values:**

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|----------------|---|
| Accountability | We commit to delivering the FCN's statutory goals.  |
| Integrity      | We practice high ethical standards through interpersonal and interprofessional relationships. |
| Respect        | We cultivate collaborative partnerships that promote access for everyone.                     |
| Courage        | We take bold steps to create innovative best practices to advance the nursing profession.     |

## Quarterly Meeting Minutes

Quarterly meeting called to order at 9:00 AM.

### Attendance:

Florida Center for Nursing Well-Being Advisory Board (FCN-WAB) Members: Dr. Lisa Baumgardner, Dr. Amanda Brown, Dr. Kathleen Cappo, Ms. Michelle Crawford, Ms. Jennifer Crews, Ms. Amy Felix, Dr. Patricia Gagliano, Dr. Rodney “Rocky” Hauch, Ms. Crystal Jackson, Dr. Patricia Kenney, Dr. Alyssa King Ewald, Ms. Pamela Lambert, Mr. Andrew “Drew” Lombardi, Dr. Christine Moffa, Dr. Valerie Morrison, Ms. Kasey Pacheco-Moran, Dr. Elizabeth Robison, Dr. Kristina Valiente Garcia, Dr. Kathleen Wilson, and Ms. Heidi Wright

Excused: Ms. Lauren Hartmann

FCN Staff: Dr. Rayna Letourneau, Dr. Tammy Franqueiro, and Ms. Larissa Garofola

Recorders: Dr. Tammy Franqueiro and Ms. Larissa Garofola

### 1. Welcome & Review of Agenda Items

Dr. Rayna Letourneau reviewed agenda items.

### 2. Review of Previous Meeting Key Points

Dr. Rayna Letourneau reviewed the purpose of convening this group to provide input to the FCN Board of Directors for advice on policy matters.

### 3. Discussion and Q&A

Dr. Rayna Letourneau asked members to share their observations of new or emerging well-being needs and share any research or best practices. The following themes were presented and discussed by the group:

#### **Constructive Feedback and Confidence**

- Challenges in new nurses receiving constructive feedback.
- New nurses feeling pressured to practice at full capacity early on, leading to mental breakdowns.

#### **Generational Gaps and Communication**

- Generational gaps in communication styles, conflict resolution, boundary-setting, and coping mechanisms for constructive criticism.

- Younger generations viewing nursing as a lucrative career, leading to a loss of the caring aspect.

#### **NCLEX Exam and Preparation**

- NCLEX failures by peers affecting morale of the cohort.
- Need strategies to help graduate nurses prepare for the exam.
- Higher pass rates noted when exams are taken soon after graduation.

#### **Well-Being Resources and Participation**

- Utilization of EAP services increased when clinicians actively engage with staff.
- Participation in well-being programs is often lacking and needs to be facilitated, encouraged, enticed, or mandated.

#### **Resilience and Coping**

- Issues with student coping and resilience.
- Indian River State College works with the student life team and provides four full time social workers on staff to support students. They are working on implementing a required resiliency training in the first semester.

#### **Curriculum and Professional Standards**

- Emphasis on incorporating well-being and positive psychology tenets into the nursing curriculum.
- New-to-practice nurses are working with teams of nurses with less experience, so there is less access to seasoned nurses.
- Mention of ANCC's new Well-Being Excellence Credential to elevate well-being across healthcare.

#### **Policy Suggestions and Community Collaboration:**

- Opportunities include pilot projects, threading well-being content through school curricula, standardized transition to practice programs, and creating resource guides.
- Collaborating with external wellness providers and emphasizing cultural change in nursing and healthcare.
- Consider creating digital badges for resiliency training to be included on resumes.

#### **AI and Busy Work:**

- Suggestion to utilize AI to unburden nursing and reduce busy work, allowing nurses more time for patient care.

#### **Shared Best Practices:**

Dr. Rocky Hauch: BayCare piloted a well-being peer leadership support program: *Nurse Well-Being: Building Peer and Leadership Support Utilizing Stress First Aid Framework*. Willing to presentation on the program at the next quarterly meeting.

## **4. Review Well-Being Initiatives**

## **FCN Strategic Initiative: Emotional Vaccines®**

Dr. Rayna Letourneau shared findings from the FCN pilot using this program and other organizations' experiences with the program.

### **The Lift Project**

Ms. Michelle Crawford shared that she has participated in The Lift Project and high praise of the experience. Other members also shared information about the American College of Lifestyle Medicine's introductory course to lifestyle medicine which has CEs for nurses.

### **5. Upcoming FCN Events**

Florida Center for Nursing Education Symposium: Leading Excellence and Innovation in Florida. March 7, 2025. Hilton UF Conference Center, Gainesville, FL and via Zoom. Members were invited to attend if their schedule allowed.

### **6. Upcoming Quarterly Well-Being Advisory Board Meetings**

Future quarterly meetings are scheduled as follows:

FY25 Q4: Thursday, May 8, 2025, 9:00 AM – 10:00 AM via Teams

FY26 Q1: Thursday, August 14, 2025, 9:00 AM – 10:00 AM via Teams

Meeting adjourned at 10:00 AM.