



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

**Thursday, May 8, 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:**

- |                |   |
|----------------|---|
| 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 9:01 AM.

### **Attendance:**

Florida Center for Nursing Well-Being Advisory Board (FCN-WAB) Members:

Dr. Lisa Baumgardner, Dr. Amanda Brown, Ms. Jennifer Crews, Ms. Amy Felix, Dr. Patricia Gagliano, Dr. Rodney Hauch, Ms. Crystal Jackson, Dr. Patricia Kenney, Mr. Andrew Lombardi, Dr. Valerie Morrison, Ms. Kasey Pacheco-Moran, Dr. Elizabeth Robison, Dr. Kristina Valiente Garcia, and Ms. Heidi Wright.

Absent: Dr. Kathleen Cappo, Ms. Michelle Crawford, Ms. Lauren Hartmann, Dr. Alyssa King Ewald, Ms. Pamela Lambert, Dr. Christine Moffa, and Dr. Kathleen Wilson.

*Quorum established: Yes.*

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. Approval of February 2025 quarterly meeting minutes**

Motion to approve the February 13, 2025, FCN Well-Being Advisory Board quarterly meeting minutes by Dr. Patricia Kenney. Seconded by Ms. Heidi Wright.

Minutes approved.

### **3. Well-Being Excellence™ Credential**

Morrison, V., Pabico, C., Robertson, S., & Bates, M. (2025). Well-Being Excellence™ A holistic approach to elevating employee health in all settings. *Nursing Management*, 56(4):p 12-16. [DOI: 10.1097/nmg.0000000000000248](https://doi.org/10.1097/nmg.0000000000000248)

Dr. Valerie Morrison presented highlights of the Well-Being Excellence™ credential and emphasized the importance of embedding well-being into organizational culture.

### **4. Nurse Well-Being: Building Peer and Leadership Support Utilizing Stress First Aid Framework**

Dr. Rodney Hauch presented an overview of a pilot well-being program and plans for implementation systemwide.

## **5. Well-Being Discussion**

Advisory board members identified that “well-being” is distinguished from “wellness” as a more holistic approach that encompasses the mind, body, and soul—not just physical health—and supports healing and care simultaneously. Well-being is also considered crucial for the recruitment and retention of newer nurses. Strategic integration of well-being is essential.

A policy recommendation suggested to the Florida Center for Nursing Board of Directors is to incorporate well-being into the statewide strategic plan.

## **6. Next Quarterly Well-Being Advisory Board Meeting**

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

Meeting adjourned at 10:00 AM.

**Minutes of the May 8, 2025 Florida Center for Nursing Well-Being Advisory Board meeting reviewed and approved at the August 14, 2025 meeting.**