



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

Thursday, August 14, 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 health care needs of the residents and visitors of Florida are met by a competent and sufficient nursing workforce.

Values:

- | | |
|----------------|---|
| Accountability | We commit to deliver on the Florida Center for Nursing's statutory goals to the nursing profession, the residents, and visitors of Florida. |
| 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 risks to create innovative best practices to advance the nursing profession. |

Quarterly Meeting Minutes

Quarterly meeting called to order and attendance recorded at 9:01 AM.

Attendance:

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

Dr. Lisa Baumgardner, Dr. Kathleen Cappel, Ms. Jennifer Crews, Ms. Amy Felix, Dr. Patricia Gagliano, Ms. Lauren Hartmann, Dr. Rodney Hauch, Dr. Patricia Kenney, Dr. Alyssa King Ewald, Ms. Pamela Lambert, Dr. Christine Moffa, Dr. Valerie Morrison, Ms. Kasey Pacheco-Moran, Dr. Elizabeth Robison, Dr. Kathleen Wilson, and Ms. Heidi Wright.

Absent: Dr. Amanda Brown, Ms. Crystal Jackson, Mr. Andrew Lombardi, and Dr. Kristina Valiente Garcia.

Quorum established: Yes.

FCN Staff: Dr. Rayna Letourneau, Ms. Larissa Garofola, and Ms. Erin Mulvihill.

Recorders: Ms. Larissa Garofola and Ms. Erin Mulvihill.

1. Welcome & Review of Agenda Items

Dr. Rayna Letourneau reviewed agenda items.

2. Approval of May 2025 quarterly meeting minutes

Motion to approve the May 8, 2025, FCN Well-Being Advisory Board quarterly meeting minutes by Dr. Elizabeth Robison.

Minutes unanimously approved.

3. Recent Publications

Reviewed key findings and recommendations from recent literature addressing the well-being of the nursing workforce. The discussion focused on identifying actionable insights and potential strategies for improving support systems within the profession. Participants shared initiatives supporting nurse well-being, with a focus on mental health and burnout prevention. Evidence-based interventions in academic and clinical settings were described, and the importance of collecting and sharing outcome data to inform best practices was emphasized.

Davidson, J. E., Proudfoot, J., Lee, K., Terterian, G., Zisook, S. (2020). A longitudinal analysis of nurse suicide in the United States (2005-2016) with recommendations for action. *Worldviews in Evidence Based Nursing*, 17(1), 6-15. <https://doi.org/10.1111/wvn.12419>

Melnyk, B. M., Davidson, J. E., Tucker, S., Tan, A., Hsieh, A. P., Cooper, A., Mayfield, C., & Hoying, J. (2025). Burnout, mental health, and workplace characteristics: Contributors and protective factors associated with suicidal ideation in high-risk nurses. *Worldviews Evidence-Based Nursing*, 22(3), Article e70042. <https://doi.org/10.1111/wvn.70042>

4. Florida Center for Nursing Strategic Statewide Plan for Nursing 2026-2028

The Florida Center for Nursing Board of Directors accepted the Well-Being Advisory Board's recommendation to intentionally incorporate workforce well-being into the 2026-2028 statewide strategic plan.

Participants discussed the importance of embedding well-being into nursing education and organizational culture. Resource limitations and curriculum constraints were noted as barriers. Proactive, embedded approaches were encouraged to foster resilience, trust, and belonging among nursing students and staff.

5. Next Quarterly Well-Being Advisory Board Meeting

FY26 Q2: Thursday, November 13, 2025, 9:00 AM – 9:50 AM ET via Microsoft Teams

Meeting adjourned at 10:02 AM.