



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

Thursday, November 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 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 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 Members:

Dr. Amanda Brown, Dr. Kathleen Cappel, Ms. Jennifer Crews, Dr. Patricia Gagliano, Ms. Lauren Hartmann, Dr. Rodney Hauch, Dr. Patricia Kenney, Dr. Alyssa King Ewald, Ms. Pamela Lambert, Mr. Andrew Lombardi, Ms. Kasey Pacheco-Moran, Dr. Elizabeth Robison, Dr. Kathleen Wilson, and Dr. Kristina Valiente Garcia.

Absent: Dr. Lisa Baumgardner, Ms. Amy Felix, Ms. Crystal Jackson, Dr. Christine Moffa, Dr. Valerie Morrison, and Ms. Heidi Wright.

Quorum established: Yes.

FCN Staff: Dr. Rayna Letourneau, Ms. Erin Mulvihill, Ms. Lucette Cordona.

Recorders: Ms. Erin Mulvihill and Ms. Lucette Cordona.

1. Welcome & Review of Agenda Items

Dr. Rayna Letourneau reviewed agenda items.

2. Approval of August 2025 meeting minutes

Motion to approve the August 14, 2025, FCN Well-Being Advisory Board meeting minutes by Dr. Elizabeth Robison and seconded by Dr. Andrew Lombardi.

Minutes unanimously approved.

3. Executive Director Updates

The charter will be posted publicly with administrative copy edits for clarity. Member terms are two years with intentional staggering ending June 30, 2026, and June 30, 2027. FCN staff will contact members to confirm interest in reappointment. An in-person meeting option will be explored as a voluntary gathering.

Overview of Florida Health Care Workforce Projections Report 2022–2037. RN supply surpluses in some regions are projected to shift to shortages by 2037, with critical LPN shortages anticipated statewide. Findings will inform well-being, recruitment, and retention initiatives.

Frontline Nursing Podcast will continue, with current reach and guest recruitment noted. FCN is developing Excellence in Nursing awards, a statewide marketing campaign spotlighting nursing's impact, and a Nurse Renewal Initiative focused on mental health, resiliency, and career coaching.

4. Evidence-Based and Innovative Strategies Discussion

The board discussed evidence-based and innovative strategies to support well-being across settings and career stages and identified priorities for FCN consideration. Key themes included mentorship and succession planning, empowerment and shared governance readiness, peer-support cultures, early pipeline engagement with K-12 and CNA programs, and concise toolkits and templates to standardize implementation.

5. Next Well-Being Advisory Board Meeting

FY26 Q3: Thursday, February 12, 2025, 9:00 AM – 9:50 AM ET via Microsoft Teams

Meeting adjourned at 10:01 AM.