



**Florida Center for Nursing
Research Committee Meeting Notes**

Date: Monday, November 17, 2025

Time: 2:00 p.m. - 3:00 p.m. ET

Location: 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.

The Florida Center for Nursing is proudly headquartered at the University of South Florida College of Nursing

12901 Bruce B. Downs Blvd., MDC 22 | Tampa, FL 33612 | www.flcenterfornursing.org

Meeting Notes

Call to order at 2:02 p.m. ET.

Attendance:

FCN Board of Directors in Attendance: Dr. Jacqueline Munro, Ms. Monica Puga, and Dr. Leslie Rogers.

FCN Staff in Attendance: Dr. Rayna Letourneau, Ms. Lucette Cardona and Ms. Vincenza Shaw.

Recorders: L. Cardona and V. Shaw.

1. Sharing Organizational Nursing Workforce Related Research, Evidence-Based Practice (EBP) & Quality Improvement Projects

Committee members shared updates on ongoing projects aimed at supporting nurses and nursing students.

2. Florida Organization of Nurse Leaders Research Committee Update

Dr. Rogers reported on FONL's Research & Evidence Based Practice Committee nursing research studies. See attached document.

3. Florida Center for Nursing Update

Dr. Letourneau provided the Florida Center for Nursing update related to ongoing and upcoming projects.

4. Next Meeting

- Spring 2026, date and time to be determined.

Meeting adjourned at 2:45 p.m. ET

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**Report from FL Organization for Nursing Leadership
Leslie Rogers PhD, MBA, RN**

The FONL Research & Evidence-based Practice Committee supports the conduct of nursing research and dissemination of findings to FONL members and the nursing community. The following includes most recent activities, studies conducted and/or supported by the FONL Research Committee:

- Completed FONL Research & EBP Committee nursing research study: *Nurse Perception of Ideal Leadership Behaviors Compared to Existing Nurse Leadership Behaviors*.
 - Manuscript is in development for publication.
 - Key findings: Five ideal leadership behaviors and two self-reported leadership behaviors were significantly different for staff nurses and leaders, respectively, based on career stage.
 - While the top ten most ideal versus self-reported leadership behaviors were similar in both groups, the ranking was different.
 - Results from the study can be used to identify what behaviors staff nurses seek from their leaders, and leaders can use them to identify ways to implement these behaviors to meet staff nurses' needs.
 - Future research should also focus on understanding how these behaviors impact nurses' job performance and satisfaction.
- FONL Research & EBP Committee nursing research study *Self-care practices of nurse leaders in Florida*, completed data analysis in October 2025. Study PI Dr. Susan Fowler PhD RN CRRN NE-BC FCNS along with select FONL Research Committee members as study contributors. This is a replication study with an 18-item self-care survey. Plans for manuscript development for publication.
- Recently approved nursing research study for FONL member participation in study recruitment: *Nurse Leaders Perception of Factors that Influence Nurses to Obtain Certification and Workforce Implications*
 - PI: Louise Jakubik, PhD, RN, NPD-BC, CSP, FAAN
 - Co-PI: Lynn Gallagher-Ford, PhD, RN, EBP-C, DPFNAP, FAAN

- Summary of the Research Objectives: Seeks to build on prior work examining nursing certification by exploring both leadership perceptions of factors that influence other nurses to become certified.
- FONL Research & EBP Committee 2025 sponsored one-hour webinars for FONL members:
 - March 11th, 2025 AI and Nursing: *Leading the Change or Being Redefined: The Choice for Nursing in a Rapidly Evolving Landscape* presented by Rebecca Love RN, MSN, FIEL.
 - May 14th, 2025 *Mastering research and evidence-based practice abstracts: From concepts to impact* presented by Dr. Lois Marchall PhD, MN, RN.
 - September 17, 2025 *The role of the nurse leader in promoting a just culture: Emotional mastery skills for nurses* presented by Dr. Laura Mularz DNP, MSN, RN, APN, ACNS-BC, NE-BC, CRRN.
 - November 4, 2025 *Beyond the Evidence: Shaping the Future of Care with AI and Nursing Insight* by Dr. Lisiane Pruinelli, PhD, MSc, RN, FAMIA
- 2024 FONL Research Grant winner Dr. Joy Parchment PhD, RN, NEA-BC is presenting at the November 2025 conference on her completed study titled *Nurse manager experiences with inclusive leadership behaviors, burnout, and retention*.
- 2025 FONL Research Grant winner: Dr. Tamela Fonseca PhD, PhD, RN, CCRC, NE-BC for study titled *Uncovering the Drivers of Evidence-Based Practice Implementation: A Mixed Methods Approach*. Dr. Fonseca will present study findings at the 2026 FONL annual conference.