



Florida Center for Nursing

Board of Directors Meeting

Wednesday, December 10, 2025

University of South Florida College of Nursing

12901 Bruce B. Downs Blvd.

Tampa, FL 33612

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

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Business Meeting Minutes

Business meeting called to order and roll call conducted at 9:53 a.m.

Attendance

FCN Board of Directors in Attendance:

Ms. Kristina Cloversettle, Ms. Julianne Colle (virtual), Dr. Mary Anne Enns, Dr. Michele Heston, Ms. Joanne S. Hoertz (virtual), Dr. Robert Keiser (virtual), Dr. Robin McGuiness, Dr. Jacqueline Munro and Dr. Leslie Rogers

Excused: Ms. Suzanne Depew, Dr. Louisiana Louis, and Ms. Monica Puga

Quorum established: yes

FCN Staff: Dr. Rayna Letourneau, Ms. Ana Sanchez and Ms. Vincenza Shaw

Recorders: Ms. Ana Sanchez and Ms. Vincenza Shaw

New Business

1. Approval of September 18, 2025 Minutes

Motion to approve September 18, 2025 FCN Board of Directors meeting minutes by Dr. Enns, second by Dr. Robert Keiser.

Approved unanimously. Motion carried.

2. FCN Committee Updates

• Bylaws Committee

Dr. Keiser stated that there are currently no updates. Next meeting is scheduled for February 10, 2026.

• Finance Committee

Dr. Keiser stated that there are currently no updates. Next meeting is scheduled for January 22, 2026.

• Performance Appraisal Committee

Dr. Enns mentioned that the next meeting for this committee is in July 2026. Dr. Enns will not be able to continue as chair but will remain a member of the committee. Ms. Hoertz will assume the position of chair of the committee.

- **Research Committee**

Dr. Munro gave a high-level overview on topics covered at the Research Committee meeting held November 17, 2025. The committee will meet next on April 7, 2026.

Informational.

3. Florida Board of Nursing (FBON) update

Dr. Sutton-Johnson, Director of Nursing Education at the FBON, shared updates on new staff appointments and upcoming nursing education topics for February FBON meeting.

Informational.

4. Legislative update

Dr. Letourneau provided an overview of two bills introduced in the 2026 Florida Legislature related to nursing education: HB 121 and SB 254. The Board discussed potential implications of these bills on the supply and demand of Florida's nursing workforce. No formal action was taken; the Board will continue to monitor legislative developments.

Informational.

Meeting break at 11:26 a.m.

Meeting resumed at 12:29 p.m.

On behalf of the FCN Board of Directors, Dr. Heston proudly recognized Dr. Rayna Letourneau for her distinguished achievement of being selected as a Fellow of the American Academy of Nursing, one of the profession's highest honors.

Informational.

5. NCSBN Dashboard

Dr. Letourneau reported that the NCSBN announced the launch of its new dashboard in an October 2025 press release, featuring 2023 U.S. nursing education data. Florida's data is not included in the database powering the dashboard. The Florida Center for Nursing plans to launch its own state-specific dashboard in 2026.

Informational.

6. Executive Director's Update

Dr. Letourneau delivered a recap of the 2026–2028 strategic plan, outlining its key priorities, objectives, and goals. The update included a review of ongoing projects currently in progress. In addition, Dr. Letourneau presented the timeline for the release of the 2026 Annual Impact Report, Nursing Education Report, and NCLEX Report.

Informational.

Meeting break at 1:50 p.m.

Meeting resumed at 2:02 p.m.

7. Chairperson's Update

Dr. Heston emphasized the critical role of the Florida Center for Nursing in supporting the state's nursing workforce and highlighted the various initiatives that have been implemented to advance this mission.

Informational.

8. Directors' Updates

Board members shared highlights including the success of the Florida Organization for Nursing Leadership (FONL) conference, where J. Colle received an award for a poster presentation.

Updates included Keiser University's collaboration with lawmakers on legislative initiatives, Brooks Rehabilitation's LPN-to-RN bridge program and dissemination of the FCN Healthcare Research Report, and ongoing efforts across organizations to strengthen retention and recruitment.

Discussion emphasized evolving strategies for workforce retention, noting cultural shifts away from sign-on bonuses toward professional development, simulation-based transition programs, and support during the first year of practice.

Informational.

9. Upcoming FCN meetings

Future Board of Directors meetings are scheduled for:

- a. Wednesday, March 4, 2026 in Tallahassee, FL.
- b. Thursday, June 11, 2026 in Tampa, FL.

Informational.

Motion to adjourn at 2:32 p.m. by Dr. Enns. Seconded by Dr. Rogers.

DRAFT