



2019

ANNUAL REPORT

JULY 2018 - JUNE 2019

- ⋮ Addressing Nurse Workforce
- ⋮ Issues for the Health of Florida

The Florida Center for Nursing is
proud to co-lead and support



A Message from the Board of Director Chair and Executive Director

The Board of Directors and Staff are pleased to share with you the 17th annual report of the Florida Center for Nursing (FCN or Center). Established in 2001, the statutory mandates for the work of the Center are to address issues of supply and demand for nursing, including issues of recruitment, retention, and utilization of nurse workforce resources. The Legislature finds that the Center will repay the state's investment by providing an ongoing strategy for the allocation of the state's resources directed towards nursing" (§ 464.0195). Even in the absence of state funding, the board members and staff have continued to comply with this mandate as fully as possible within limited resources as the funding levels varied on an annual basis.

It was the Board's decision to continuously work to attain the Center's first goal **"develop(ing) a strategic plan for nursing manpower in this state."** The Florida nurse workforce database is recognized nationally for its quality and the quantity of information it contains. In December 2017, the *Florida Nursing Statewide Strategic Plan: Strategies to Successfully Provide Floridians an Adequate, Qualified Nurse Workforce* was published. For the primary areas in need of action – Education, Work Environment, Research, and Policy – the relevant issues, solutions, and action steps are clearly outlined. The Plan was written as a result of the FCN's commitment to its research agenda and understanding of relevant current and future issues to be faced.

Though not on an annual basis, the Center also complies with the second mandatory goal to **"convene various groups representative of nurses, other health care providers, business and industry, consumers, legislators, and educators."** The Florida Healthcare Workforce (FHW) project, funded by CareerSource Florida, met this goal from 2015 to 2017. FHW contributed to the strategic plan and identified a clear need for comprehensive data to support stakeholders' informed decision-making and facilitate efforts toward a healthier Florida. More recently, as discussed in this report, the FCN partnered with the Florida Chamber Foundation to present and facilitate discussion of healthcare workforce issues at the 2018 Future of Florida Forum.

The Florida Action Coalition (FL-AC), a program of the FCN co-led with and funded by the Florida Blue Foundation, convenes diverse nurse leaders from across the state to address issues relevant to the third, and final, mandatory goal to **"enhance and promote recognition, reward, and renewal activities for nurses in the state."** Regional teams are carrying out projects, such as, addressing registered nurse turnover, promoting nurse internships and residencies, enhancing social media activities, and assessing issues relevant to Florida's licensed practical nurse population. The third presentation of the FL-AC's Board Service Initiative raised the number of nurse leaders capable of participating in policy setting debate to 68, filling the void of nurses who can be called upon to serve on legislative committees/taskforces and boards of directors to contribute the essential nursing perspective of direct care providers.

None-the-less, it is accepted throughout the health industry that Florida is experiencing a critical shortage of registered nurses (RN), licensed practical nurses (LPN), and many other health occupations. It is further believed that this shortage will significantly worsen and steps to avert the crisis have, to date, been largely ineffective. An intervention initiated by acute care settings to address the shortage of RNs is to hire LPNs. Though this may have a favorable effect for hospitals, it increases the struggle to hire LPNs by the long-term care industry. Health care is a team effort. Actions by one segment of the industry have an effect on other segments. Similarly, actions affecting one health occupation may, in turn, negatively affect other occupations. The accepted practice of assigning tasks not completed by vacant positions to those still working only adds to their stress and frustration often resulting in additional turnover. Finally, as reported by the FCN, our state finds itself ranked at the bottom in the U.S. for passage rates of RNs and LPNs on the national examination, a requirement to achieve licensure and work as a licensed nurse in Florida.

Yet again, the Center is facing a lack of funds for the 2018-19 fiscal year and beyond. As such, the board and staff must turn their time and effort from activities to address issues of supply and demand for nursing, to identify interim and/or sustainable funding sources. Without consistent, adequate funding, the Center cannot fully achieve its goals as set forth in 464.0195. Many in academia and industry find FCN's data, information, and policy recommendations extremely valuable for their

work, grant applications, and planning. However, without the Center board members and staff actively working to implement and promote statewide efforts, the impact is limited and lacks the necessary coordinated effort.

In closing, please know that we will continue to optimize our effort on behalf of those living and touring in our state to *address nurse workforce issues for the health of Florida*. What we ask is that those in a position to do so establish a consistent, adequate funding mechanism for the Center. We also ask that consideration be given to the needs of all health occupations in support of the significance of the health team for access to quality health care at reasonable costs.

To those who have contributed to the FCN, and recognized later in this report, THANK YOU! Not only are the funds donated essential, the demonstration of support for the team's effort is truly meaningful.

Samira Beckwith, LCSW

CEO/President

Hope Hospice and Community Services, Inc.

Chair Board of Directors

Florida Center for Nursing

Mary Lou Brunell, RN, MSN

Executive Director

Florida Center for Nursing

PARTNERSHIP/COLLABORATION

CALL TO ACTION: ADDRESSING HEALTHCARE WORKFORCE SHORTAGES

Working for the benefit of the Healthcare Workforce Research Initiative, the Florida Center for Nursing partnered with the **Florida Chamber Foundation** to facilitate a conversation at the Florida Chamber Foundation 2018 **Future of Florida Forum**. Meeting September 26-27, 2018 in Orlando, two sessions were held totaling four (4) hours of discussion with the purpose to:

- **Engage stakeholders in a conversation to identify actions needed to ensure an adequate and qualified workforce to meet the current and future health needs of Floridians.**

It was anticipated, and proved to be true, that the discussion taking place during this two-day session was a starting point to achieve two desired outcomes:

- 1. Express and discuss issues, challenges, & concerns; needs & barriers; ideas for solutions.**
 - An open workshop where attendees actively participate by sharing ideas, experiences, challenges, and solutions.
 - Engage attendees to continue the dialogue via designated work groups.
- 2. Identify and prioritize solutions to address the challenges and issues Florida is facing in the effort to meet the health needs of Floridians.**
 - Set short- & long-term goals.
 - Produce a document/position paper for presentation to the legislature (elected & appointed leadership); industry & academic leaders; healthcare stakeholders.

Attendees represented a range of health occupations, employer and academic settings who agreed with the need to **speak with one voice**. Volunteering to continue the conversation, three work groups were formed – **Data / Information, People / Personnel, and Innovation / Technology**. The agreed upon goal was to produce a position paper describing what leaders within the state of Florida must do to:

- **Ensure an adequate, qualified, engaged, and resilient workforce to meet Florida's healthcare needs today and in the future with the goal for optimal health and wellness.**

The ***Call to Action*** was published by a partnership between the Florida Chamber Foundation and the Florida Center for Nursing/ Healthcare Workforce Research Initiative with input from representatives of the following organizations:

- AdventHealth Orlando Human Resources
- Baptist Health
- Brevard Healthcare Workforce Consortium
- Florida Board of Nursing
- Florida Center for Nursing
- Florida Chamber Foundation
- Florida Dental Association
- Florida Hospital Association
- Floridians for Dental Access
- Healthcare Workforce Research Initiative
- Orlando Health
- REUNIONcare
- South Florida State College

The full document can be downloaded at
www.hwri.org

CALL TO ACTION ADDRESSING HEALTHCARE WORKFORCE SHORTAGES

Healthcare industry leaders anticipate significant increases in the need for healthcare services due to Florida's aging population. The aging of Florida's population, a substantial increase in chronic diseases, and the demand for long-term care services are all contributing to the need for healthcare services. The supply of healthcare workers is not keeping pace as they face an aging-based retirement, reduced hours of work, or voluntary departure. The state's healthcare workforce is also facing a significant shortage of trained professionals. Compensating nationally, Florida's nurse shortage is expected to reach 10,000 by 2025. The state's healthcare workforce data is not collected, making it difficult to measure, predict, or address shortages and industry needs for healthcare. This is a concern about the state's ability to meet the needs of its citizens and the healthcare workforce and critical partners in meeting the health needs of Floridians.

A critical shortage of healthcare workers is a public health risk. As such, the state of Florida has an obligation to address workforce needs.

Public health implications of shortages include:

- **Reduced access to care:** Qualified staff shortages and increased turnover result from reduced patient options, increased wait times, and decreased patient satisfaction. Rural communities are also uniquely affected as workers tend to be drawn to urban settings for higher wages and greater professional opportunities.
- **Diminished quality of care:** Reduced numbers of caregivers with wisdom and experience and increased turnover in the workforce contribute to the error rate in care delivery. Reduced membership opportunities and higher workload pressures due to shortages also affect caregivers by providing inconsistent levels of care without proper education or training.
- **Increased cost of care:** Over-dependence on urgent/urgent care settings for primary care and preventable services, higher complication and readmission rates, and costly long practices due to market competition increase preventable expenditures. Delayed access also increases the length of stays and associated costs of hospitalized care patients.

Healthcare industry professionals are urged to work with the Florida Center for Nursing, 1015 East Broadway Avenue, Suite 1000, Orlando, FL 32801, to help address the healthcare workforce shortage. For more information, visit www.hwri.org or call 407-841-1111.

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Published by the Florida Chamber Foundation, 1015 East Broadway Avenue, Suite 1000, Orlando, FL 32801.

RESEARCH

EVALUATION OF NURSE EDUCATION PROGRAMS IN FLORIDA

Consistent with Florida Statute 464.019, the Florida Center for Nursing (FCN) evaluated program-specific data for approved and accredited nursing programs for Academic Year (AY) 2017-18. **Statewide analyses of program approval, capacity, enrollment, and graduation for AY 2017-18, program characteristics as of Fall 2018, and changes over time** were submitted to the Governor, the President of the Senate, the Speaker of the House of Representatives, and relevant House and Senate committees in January 2019.

FCN also prepared four additional reports assessing nursing programs in Florida. Three of the four reports describe **program and student characteristics by program type**: a) LPN programs, b) Pre-Licensure RN programs, and c) Post-Licensure RN programs. The fourth report provides a comparative overview of Florida's nursing education program respondents, including accreditation status and characteristics of **nursing faculty supply and demand**.

Key Findings: Florida Nursing Education Program Growth

- Florida had 356 pre-licensure nursing education programs, a 108% net increase since 2009.
- Since 2009, a total of 357 of 384 (93%) new education program applications were approved by the Board of Nursing.
- Since AY 2016-17, there was a net increase of six (6) new BSN programs and a net decrease of six (6) LPN programs. The number of ADN programs stayed the same.

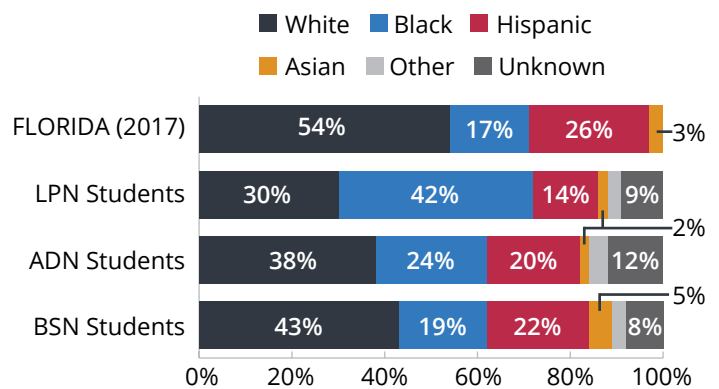
Key Findings: Florida Nursing Education Program Characteristics

- The 2018 survey of nursing education programs had an overall **response rate** of 82% (LPN: 80%; ADN: 83%; BSN: 83%).
 - The overall response rate increased about 5% since the 2017 survey.
 - Additional contact efforts were made to encourage full participation.
 - 14% of all responding participants had no students enrolled in AY 2017-18.
- 95 of 157 (61%) responding ADN and BSN programs were accredited.

Among responding pre-licensure programs...

- Overall, nursing students were more **diverse**, compared to the 2017 Florida population.
 - LPN students were disproportionately Black/African American compared to other nursing students.
 - Students were more likely to be white and/or Hispanic as education level increased.

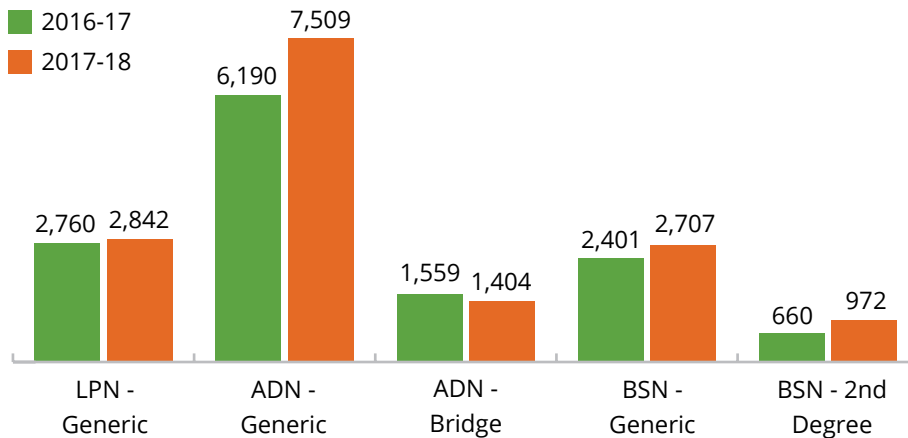
Reported Nursing Student Race/Ethnicity, AY 2017-18



Counts represent responding programs only and may not be fully representative of Florida's nursing program graduates.

RESEARCH

Reported Graduations, AY 2016-17 to AY 2017-18 Comparison



Counts represent responding programs only and may not be fully representative of Florida's nursing program graduates.

■ Among responding pre-licensure programs...

- **Seats** available for new students decreased 11%.
- New student **enrollment** increased 9%.
- Total student **enrollment** decreased 4%.
- 83% were **retained** or graduated in AY 2017-18.
- **Graduation** rates increased (except for ADN Bridge).
 - Generic/traditional ADN programs graduated over 1,300 more students and generic/traditional BSN programs produced 305 more graduates than in AY 2016-17.

Reported Program Capacity, Enrollment, and Graduation AY 2017-18

| | LPN | BSN | ADN | TOTAL | |
|----------------------------|-------|--------|--------|--------|--------|
| | # | # | # | # | % chg. |
| # Seats for New Students | 6,198 | 5,750 | 16,126 | 28,074 | -11% |
| # Applications Received | 9,241 | 17,448 | 32,657 | 59,346 | 0% |
| # Qualified Applicants | 6,620 | 9,603 | 23,170 | 39,393 | 4% |
| # Students Admitted | 5,181 | 6,469 | 16,003 | 27,653 | 8% |
| # New Students Enrolled | 4,352 | 4,913 | 14,482 | 23,747 | 9% |
| # Total Student Enrollment | 4,986 | 9,224 | 22,402 | 36,612 | -4% |
| # Graduates | 2,842 | 3,679 | 8,913 | 15,434 | 14% |

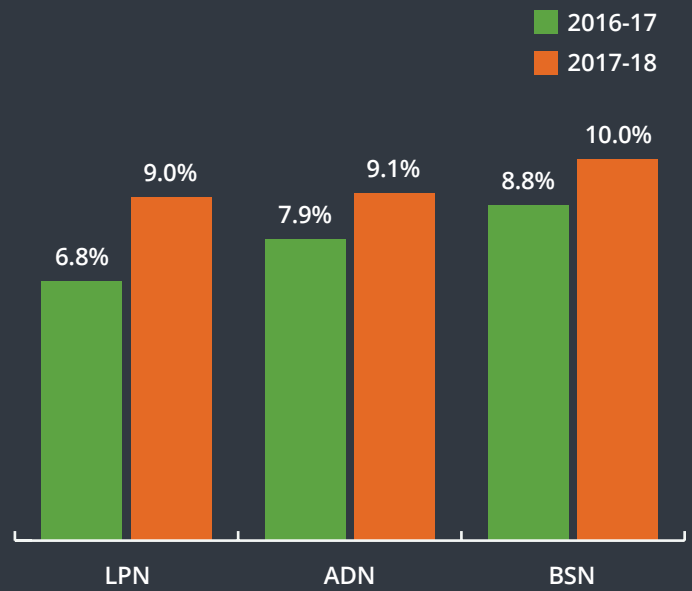
Counts include responding programs only and may not fully represent nursing program characteristics in Florida. Percent (%) change value represents change from AY 2016-17 per responding programs during that survey cycle.

RESEARCH

Key Findings: Florida Nursing Education Program Characteristics, *cont.*

- **Among responding post-licensure programs...**
 - Doctoral enrollment & graduation increased
 - MSN enrollment & graduation decreased
 - Common capacity barriers include lack of clinical sites (47% - MSN) and lack of qualified faculty (38% - doc.)
- **Among pre-licensure nursing program faculty...**
 - Vacancy rates increased since AY 2016-17
 - Program participants reported a perceived need for 275 more faculty than budgeted
 - Student to faculty ratio range from 10-17 per full-time faculty member
 - Programs reported more part-time faculty than full-time (including new hires)
 - 17% of faculty were over the age of 60

Reported Full-Time Faculty Vacancy Rate, AY 2016-17 to AY 2017-18 Comparison



Counts represent responding programs only and may not be fully representative of Florida's nursing program vacancies.

NURSING EDUCATION PROGRAM SUMMARY

RN program growth has slowed, and the number of LPN programs is declining, meanwhile cultural changes (i.e. chronic illnesses, aging population and workforce) suggest a growing need for a strong future workforce. A greater understanding of workforce demand is needed to further identify whether Florida's nursing programs are producing an adequate and qualified supply of future nurses prepared to work in the state.

ADN programs continue to produce the majority of RN graduates (71%) and reported BSN graduates remain well below the Institute of Medicine's (IOM) 2020 goal.

Recommendations provided:

- ✓ **Consistently fund and maintain** the data collection, analysis, and reporting system
- ✓ **Critically assess** new and existing programs for their cost vs. benefit and contribution to meeting the industry's talent needs
- ✓ **Implement** new education methods with consideration of diverse learning styles, intergenerational students, non-traditional settings, and technological advancements
- ✓ **Provide incentives and support** for education advancement and faculty pipeline
- ✓ **Identify and implement** strategies to retain faculty and reduce vacancy rates

RESEARCH

REVIEW OF FLORIDA EDUCATION PROGRAM NCLEX GRADUATE PASSAGE RATES

Background

Since 2009, the Florida Legislature has made several statutory changes with the intent to increase the number of approved nursing education programs and address Florida's shortage of nurses. One established performance standard requires that each program's graduate passage rate for first-time National Council of State Boards of Nursing Licensure Examination (NCLEX) takers is not more than 10 percentage points lower than the national average passage rate for graduates of comparable degree programs during the same calendar year. If a program's passage rate does not meet the requirement for two consecutive calendar years, it is placed on probation and must submit a remediation plan and increase its passage rate to meet or exceed the required passage rate within timeframes specified in statute.

In 2017, the Florida Legislature directed the Florida Center for Nursing (FCN) to evaluate program-specific data for all approved and accredited nursing education programs in the state, including graduate passage rates on the NCLEX.

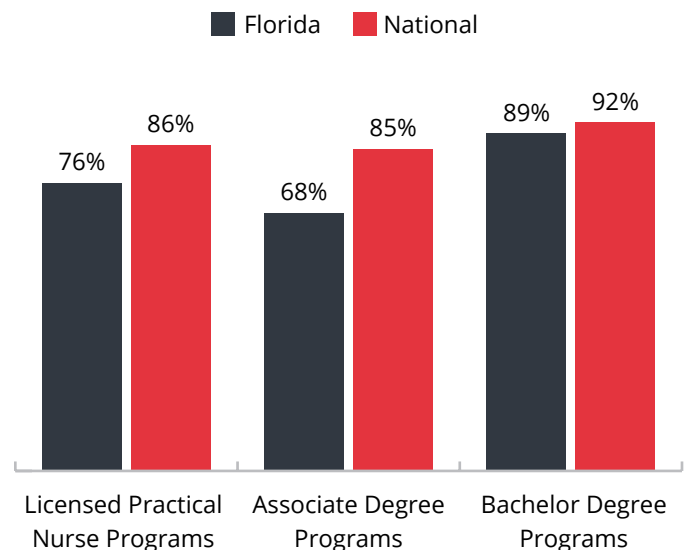
Findings

The Center's complete report, published in June 2019, provides program-specific nursing licensure exam data for all licensed practical and registered nurse (associate degree and bachelor's degree) education programs in Florida for the 2018 calendar year. Data include each program's passage rate for graduates who took the NCLEX for the first time in 2018. Combined with the Center's previously discussed Review of Florida's Nursing Education Programs, Academic Year 2017-18, published in January 2019, the NCLEX assessment completes the mandated nursing program review for Academic Year 2017-2018 and Calendar Year 2018.

Findings Highlights

- In 2018, graduates from 354 nursing programs in Florida (including 103 public programs and 251 private programs) took the NCLEX for the first time in 2018.
- Nationally, Florida's Registered Nurse (RN) programs rank at the bottom of all 50 states and the District of Columbia, and Florida's Licensed Practical Nurse (LPN) programs rank second to last.
- Within Florida, BD-RN programs exhibited the highest performance as the only program type that, on average, exceeded the national average.
 - The average passage rate for LPN programs was 76%, compared to 86% nationally
 - AD-RN programs had an average passage rate of 68%, compared to 85% nationally
 - BD-RN programs had an average passage rate of 92% compared to 89% nationally

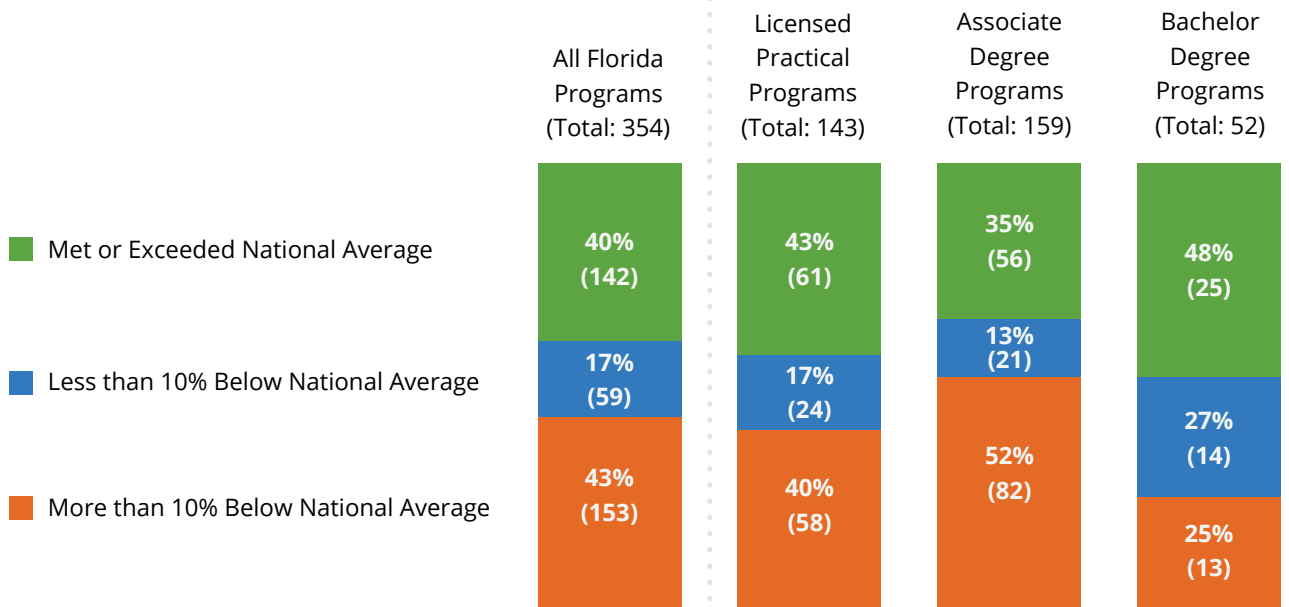
Florida's 2018 Average First Time NCLEX Exam Passage Rates Compared to National Averages



- Within each program type, the proportion of schools with passage rates exceeding or falling below national averages varied.
 - 43% of LPN programs met or exceeded the national average, while 40% were more than 10 percentage points below the national average
 - 35% of AD-RN programs met or exceeded the national average, while more than half (52%) had passage rates more than 10 percentage points below the national average
 - Almost half (48%) of BD-RN programs met or exceeded the national average, and 25% were more than 10 percentage points below the national average.



Proportions of Florida Nursing Education Programs Compared to National Average Passage Rates, by Program Type



RESEARCH

- Additionally, average NCLEX passage rates of public programs were above the national average for all program types. In contrast, average NCLEX passage rates of private programs were below the national average, and average passage rates for private LPN and AD-RN programs were more than 10 percentage points lower than the national average. Among private programs, not-for-profit programs achieved higher NCLEX passage rates than for-profit programs in each program type.

Average NCLEX Passage Rates for Public and Private Schools by Program Type and For-Profit Status, Compared to National Average

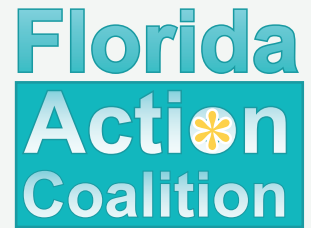
| Program | FL Public | | National | FL Private | | | | | | | |
|---------|------------|----|------------|---------------|------------|------------|------------|----------------|------------|---------|------------|
| | NCLEX Avg. | # | | Total Private | | For-Profit | | Not-for-Profit | | Unknown | |
| | | | NCLEX Avg. | # | NCLEX Avg. | # | NCLEX Avg. | # | NCLEX Avg. | # | NCLEX Avg. |
| LPN | 86.7% | 61 | 85.9% | 58.8% | 82 | 78.5% | 40 | 82.8% | 4 | 21.8% | 38 |
| AD-RN | 88.6% | 31 | 85.1% | 52.9% | 128 | 61.0% | 77 | 81.5% | 20 | 15.9% | 31 |
| BD-RN | 93.7% | 11 | 91.6% | 85.9% | 41 | 82.6% | 13 | 91.0% | 22 | 46.0% | 6 |

IMPLICATIONS

- ▶ Florida is experiencing a critical shortage of registered and licensed practical nurses which is expected to worsen as demand increases. **It is imperative that the passage rate trend of Florida RNs (74% in 2017 and 73% in 2018) and LPNs (75% in 2017 and 76% in 2018) be reversed.**
- ▶ Review of 2017 and 2018 data revealed that **37 LPN, 62 ADN, and 11 BDN programs have had passage rates at least 10 percentage points below the national average for two consecutive years.** By law, the Florida Board of Nursing shall place these programs on probationary status pursuant to Chapter 120 and the program directors shall appear before the board to present a plan for remediation.
- ▶ Low passage rates of private programs compared to the higher than average rate of public programs indicate that **the majority of licensed graduates prepared to work as nurses in Florida are coming from public programs.**
- ▶ Florida's elected and appointed leadership should **consider all available options to improve the production of a viable, quality nurse workforce.** This may require an assessment of the return on investment of Florida's dollars spent.
- ▶ To date, the evidence does not suggest that the statutory changes initiated in 2009 to address Florida's shortage of nurses have increased the production of quality nurses. However, the **mechanisms to measure quality implemented since 2009 should contribute to the achievement of that goal.**

FLORIDA ACTION COALITION

THE FLORIDA ACTION COALITION (FL-AC) is part of the Future of Nursing: Campaign for Action, a joint initiative of AARP and Robert Wood Johnson Foundation. Together with support of our co-leads, the Florida Blue Foundation and the Florida Center of Nursing, we are working to transform healthcare in Florida through Nursing.



The Florida ACTION Coalition realizes the challenges facing nursing and our environment. By bringing our coalition subject matter experts and leaders together we can begin to address many of these challenges. Our focus on leadership, diversity, education, and policy has not changed since we began our work in 2011. Our experts have the knowledge and skill to develop real solutions in these areas. The FL-AC is positioned to provide educated and skilled volunteers to meet many of our regional areas greatest needs. It is time to act.

Advisory Council

The FL-AC Advisory Council is comprised of Regional Team Leads and Subject Matter Experts in the State. The AC is responsible for the Statewide Strategic Plan, and continuous involvement by enhancing in the process of our work.



• Advisory Council Members at Florida Blue Foundation 2019 Sapphire Awards

2018 Summit

The purpose of the 2018 Summit was to engage FL-AC volunteers in a day of learning, sharing, and collaboration. The summit gave members the tools to work on projects that reflect our strategic plan for the state and regional activities.



• 2018 Summit Attendees

FLORIDA ACTION COALITION

Other Coalition meetings and conferences attended include:

- Advisory Council Annual Meeting held at Florida Blue Foundation Annual Sapphire Awards and Symposium
- Summit: All FL-AC volunteer-member meeting in October 2018
- Regional meetings hosted by regional leads and their team members
- Monthly conference calls hosted by: AARP, the Robert Wood Johnson Foundation, and the Center to Champion Nursing in America
- Quarterly meetings of the Quality and Unity in Nursing Council which promotes collaboration and advocacy among nursing organization leadership in Florida
- Participate in national conferences and meetings as appropriate and able

FL-AC Partnerships

FL-AC Partners are diverse and united around a common goal. They are incredibly valuable in ensuring we meet our statewide strategic plan's goals. They include but are not limited to: CareerSource NW region, QUIN Council, AARP, RWJF, CCNA, Florida Nurses Association, Big Bend Area Health Education Center, various schools and universities across the state, various diverse nursing organizations, Big Bend Rural Health Network, and the Florida Community Health Worker Coalition. Our Advisory Council and regional leads work in a variety of settings, adding to our coalition's reach.

Board Service Initiative

To improve health equity, efficiency and effectiveness of Florida health care systems.

⋮ **ALL BOARDS BENEFIT FROM THE UNIQUE PERSPECTIVE OF NURSES**

Our Board Service class participants are taught the stewardship responsibilities of organizational board membership, as well as, the principles of governance that power exceptional boards. Participants are paired with mentors to help them identify a compatible policy making board, committee or task force in FL and work through their early phase of service.



⋮ Board Service and Mentors 2019 Summit

Training Skills Acquired include:

- Board Roles and Responsibility
- Legal and Financial issues
- Identification, Recruitment, & Orientation of Board Members
- Board Staff Relations
- Board Meetings and Use of Committees
- Board Fundraising Roles
- Board Member Motivation, Responsibilities, and Accountability
- Competing Governance Models, and Governance Trends

Action Coalition Strategic Plan Outcomes Year in Review

▶ Address Florida's nursing workforce needs

- West Central Region project: A pilot study on "The Culture of Nursing: Experiences of Nurses in West Central Florida"
- East Central Region project: Acute-Care Nursing Preceptor Training Program
- South Region: Nurse Champion project focused on advocacy in the workplace
- South East Region: Nursing Entrepreneurship

▶ Educate and empower nurses to influence and impact healthcare strategy, initiatives and actions

- Statewide webinars, Nurse Entrepreneurship
- North East Region – DNP projects to reflect the FCN Statewide Strategic Plan
- Kidney Early Evaluation Program (KEEP) Regional events coordinated by the Diversity Council

▶ Promote nurse representation in policy-setting groups

- Board Service Training – preparing nurses to serve in policy making positions
- Mentorship network to support nurses on boards
- Capital Days educational opportunities during legislative session

▶ Establish diversity leadership projects that address our State's demographics

- North West region: Community Health Worker/Nurse lead project. AARP Innovation Funded Project
- North East Region: Health disparities education, & mentoring program for diverse nurses

▶ Promote life-long learning and professional development and continue work to increase the percentage of Florida's working nurses prepared at the BSN or higher

- Sarasota region: Moving Toward a More Highly Educated Nursing Workforce: A regional Approach to Increasing BSN-RNs

Educational Outreach the FL-AC

With the expertise and experience of our Regional Team and Advisory Council members, educational outreach is designed to impact the greatest number of individuals, communities, and employment settings. Our collaborative work is intended to be engaging and to foster participation in addressing the recommendations of both the National Academy of Medicine (formerly the Institute of Medicine) and our Strategic Plan. Examples of activities include:

- Board Service
- YouTube Video: The Florida Action Coalition (<https://youtu.be/qn809nPmP6E>)
- Leadership and Advocacy – Offering perpetual CEUs online
- Future of Nursing 2020-2030 Watch Parties hosted by regional teams
- Projects to align with the FCN Strategic Plan for graduate students
- FL-AC/FCN overview
- 2017 IOM Recommendations: How Far Have We Come
- Strength in numbers- working with coalitions
- Nurse Entrepreneurship project of the South Regional Team
- Disparities in Vaccines – project of the Diversity Council
- Health Care Issues
- Promoting the Nursing Profession
- Health Care Policy – Available online or in person
- Quarterly newsletter





THANK YOU FOR YOUR SUPPORT

DONOR RECOGNITION

Following the loss of state funding during the 2010 Legislative session, Center staff and board members initiated a variety of measures to assure the continued provision of information, research, and strategies addressing nurse workforce issues for the health of Florida. Measures initiated that continue today include overall fiscal conservation through management of expenditures; ongoing request for private contributions; submission of grant applications as opportunities present; and exploration of contractual relationships.

Committed to meeting the (unfunded) statutory mandates, the Center for Nursing has remained operational. We continue to publish essential reports and serve as a source of information and strategies related to the nursing shortage in Florida. Since 2011 we have co-lead the Florida Action Coalition with the Florida Blue Foundation. The Coalition provides the opportunity for statewide and regional efforts to achieve the recommendations of the significant report – the *Future of Nursing: Leading Change, Advancing Health* – believing that changes in the nursing profession will ensure access to quality health care for all.

Though we hope to see a renewed effort to achieve sustainable funding in the 2020 Legislative session, three sources of funds have kept the Center open and functioning at a superior level:

-  **1st** Grants and contributions from the Florida Blue Foundation
-  **2nd** Donations from nurses and nursing organizations
-  **3rd** Successful grant applications
-  **4th** In-kind support from the University of Central Florida where the Center has been housed since 2002.

The Florida Center for Nursing Board of Directors and Staff sincerely thank and recognize these generous contributors who support the work of the Center during the 2018-2019 fiscal year.

- *Special thanks to the*
- **FLORIDA BLUE FOUNDATION**

Organization Donors:

- Association of periOperative Registered Nurses – Gulf Coast of Florida
- Florida Association of Colleges of Nursing
- Florida Council of Nursing Education Administrators
- Florida Organization for Associate Degree Nursing
- Florida Organization of Nurse Executives
- Jacksonville University
- National Healthcare Corporation
- Sigma Theta Tau at Barry University

High individual donors are recognized on the Center website: www.flcenterfornursing.org/Donations/RecognitionofDonors.aspx

The Florida Center for Nursing Board of Directors and Staff are deeply honored to announce that we have received individual and organizational **donations from nurses** and nurse supporters for the **2018-2019 fiscal year in the amount of \$68,015**. This is the highest annual donation on record. **Thank you!!**

It is through supportive donations such as these that the Center is able to sustain its mission and continue to serve as your source for information, research, and strategies addressing the dynamic nurse workforce needs in Florida.

THANK YOU FOR YOUR SUPPORT

GRANTS

- 2019** Support for Florida Center for Nursing Activities
Sponsor: **Florida Blue Foundation** | Estimated Value: **\$106,000**
-
- 2018 – 2020** Healthcare Workforce Research Initiative
Sponsor: **Florida Blue Foundation** | Estimated Value: **\$150,000**
-
- 2018 – 2019** IBM SPSS Modeler Software Grant
Sponsor: **IBM Corporation** | Estimated Value: **\$70,500**
-
- 2018** Support for Varied Florida Center for Nursing Projects
Sponsor: **Florida Blue Foundation** | Estimated Value: **\$50,000**
-
- 2018** Evaluation of Lupus Project for the BBRHN
Sponsor: **Big Bend Rural Health Network** | Estimated Value: **\$5,000**
-
- 2017– 2019** Improve Quality and Safety of Patient Care Grant Agreement
Sponsor: **CareerSource Florida** | Estimated Value: **\$448,354**

PUBLICATIONS & PRESENTATIONS

Publications

Unruh, L., Rutherford, A., Schirle, L. & Brunell, M.L. (2018, November). Benefits of less restrictive regulation of advanced Practice Registered Nurses in Florida. *Nursing Outlook* 00(00), 1-12. <https://doi.org/10.1016/j.outlook.2018.09.002>.

Presentations

Brunell, M. L. (2018, September 18). State and County Nurse Workforce Trends. Presented at CareerSource Health Care Summit. West Palm Beach, FL.

Brunell, M. L. (2018, October 3). Nursing Workforce Capacity. Presented at Florida Health Care Association Quality Cabinet Strategic Planning Meeting. Tallahassee, FL.

Brunell, M. L. (2019, January 23). Nursing Workforce Capacity. Testimony before the Florida House of Representatives Health Quality Subcommittee. Tallahassee, FL.

Brunell, M. L. (2019, April 25). Establishing a State Nurse Workforce Center. Presented at Kansas Organization of Nurse Leaders Conference. Wichita, KS.

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