On October 5, 2010, the Institute of Medicine (IOM) released its vision for a transformed patient-centered health care system in the United States, *The Future of Nursing: Leading Change, Advancing Health.*¹ The Florida Nurses Association proposes strategic actions to realize those recommendations for Florida’s citizens.

<table>
<thead>
<tr>
<th>Future of Nursing Recommendation</th>
<th>Nation</th>
<th>Florida</th>
</tr>
</thead>
</table>
| **Remove scope-of-practice barriers.** Advanced registered nurses practitioners (ARNP) should be able to practice to the full extent of their education and training. | • ARNPs in 48 states are allowed to prescribe scheduled drugs.  
• There is no evidence in any state linking ARNP prescribing to increased prescription drug abuse.  
• No state has withdrawn or limited ARNP prescriptive ability.  
• National nursing accreditation standards require inclusion of advanced pharmaco-therapeutics in ARNP education. | • ARNPs in Florida are restricted from prescribing scheduled drugs.  
• Annual cost-savings if ARNP practice is expanded to include scheduled drugs is projected at up to $44 million for Medicaid and $2.2 million for state employee health insurance (OPPAGA report, 2010).²  
• Extending ARNP prescriptive authority to include controlled substances was recommended in FL Senate Interim Report in 2009.³  
• ARNP licensure in FL requires graduation from an accredited Master’s degree program and passing a national advanced practice nurse certification exam. |

- **FNA seeks to expand ARNP scope of practice and related statutes to allow full prescriptive privileges in Florida.** Florida’s more than 13,000 ARNPs currently provide safe, high-quality, cost-effective primary care in compliance with a practice agreement with a collaborating physician and are striving to be part of the solution to Florida’s health care crisis.

| Expand opportunities for nurses to lead and diffuse collaborative improvement efforts. | In the past decade, IOM reports document the cost-effectiveness of innovative, re-conceptualized roles for nurses to improve coordinated care efforts. | Insurers and managed care organizations in FL limit ARNP ability to provide accessible services to the state’s most vulnerable citizens, the elderly and indigent, by refusing to allow direct billing. |

- **FNA seeks to expand public understanding of the varied and significant roles of registered nurses and their contributions to healthcare and society.** Data are needed to identify current challenges and opportunities to redesign health systems, including barriers to direct billing for health care services.

| Implement nurse residency programs. | Average 30% nurse turnover rate in first year of employment.⁴  
Nurse residency programs report a retention rate of 95%.⁴ | 16,172 losses from potential nurse workforce in 2009, two-thirds due to leaving nursing (excluding 500 who retired or had disciplinary action).⁵  
46% of FL RN workforce is over 50 years old.⁵ |

- **FNA serves as a major resource for professional career development of registered nurses and seeks partnerships with other professional organizations to advocate for nurses and nursing.**


Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020.  
- to create a workforce prepared to meet the demands of diverse populations across the lifespan.  
- 47% of RNs in the US hold a bachelor’s degree.  
- For every 10% increase in the proportion of BSN nurses on a hospital staff, there is a significant decrease in patient mortality.  
- 36% of Florida’s licensed RNs hold a bachelor’s degree and 57% hold an associate’s degree or diploma.  
- Lack of funds to hire new nursing faculty is the most often cited factor limiting program expansion.  
- Baccalaureate RN programs turned away 2,755 of 6,000 qualified applications in 2009.  
- Average salary of nursing faculty is $6,000 less than clinical practice partners with comparable education.  

FNA supports funding academic salary lines at a market competitive level.  
FNA supports funding seamless pathways, such as bridge programs at Florida’s state colleges, for associate-prepared nurses to complete a baccalaureate education.

Double the number of nurses with a doctorate by 2020.  
- to add to the cadre of nurse faculty and researchers, with attention to increasing diversity.  
- 13% of RNs in US hold a master’s or doctoral degree as the highest educational preparation.  
- 4% of RNs in FL have earned a doctorate.  
- 10% full time faculty vacancy rate in baccalaureate RN programs.

FNA seeks legislative funding of academic salary lines at a market competitive level.

Ensure that nurses engage in lifelong learning.  
- to gain the competencies needed to provide care for diverse populations across the lifespan.  
- The Joint Commission requires that hospitals document initially and at least every three years that staff are competent to perform their responsibilities.  
- FL is one of 29 states that requires RNs to complete continuing education every biennial licensure renewal.

FNA supports continual learning for RNs to assure safe, patient-centered, evidence-based, quality care.

Prepare and enable nurses to lead change to advance health.  
- to assume leadership positions across all levels….  
- More than 3 million Registered Nurses in the US, more than four times the number of physicians.  
- RNs deliver most of the nation’s health care.  
- Every county in FL is deemed wholly or partially medically underserved.

FNA seeks to assure a registered nurse is included on all legislatively mandated health care boards, insurance boards, state health care planning committees, and other decision-making bodies.

Build an infrastructure for the collection and analysis of inter-professional health care workforce data.  
- to improve research and the collection and analysis of data on health care workforce requirements and … to ensure that the data are timely and publicly accessible.  
- AARP, recognizing the importance of a national repository of accurate data about the nursing shortage, funded a project to create minimum datasets collated by the Forum of State Nursing Workforce Centers.  
- The Florida Center for Nursing (FCN) is currently an unfunded state mandate.  
- FCN is a model in the nation for nursing workforce data collection and trending.

FNA seeks permanent funding for the Florida Center for Nursing through a $5.00 assessment on all nurse licensure issuance and biennial renewal.  
FNA supports creating a health workforce data set comparable to the FCN that is funded by all health care providers.

Future of Nursing Recommendation | Nation | Florida
--- | --- | ---

[http://www.aacn.nche.edu/media/factsheets/impactedhp.htm](http://www.aacn.nche.edu/media/factsheets/impactedhp.htm)  
[http://www.labormarketinfo.com/index.htm](http://www.labormarketinfo.com/index.htm)  