



**State University System  
2023-2024 Linking Industry to Nursing Education (LINE) Fund  
Proposal Form**

<b>University:</b>	Florida International University
<b>Healthcare Partner:</b>	Baptist Health South Florida
<b>Date Proposal Approved by University Board of Trustees:</b>	7/25/2023
<b>Amount Requested:</b>	\$250,000
<b>University Contact (name, title, phone, &amp; email):</b>	Dr. Jorge Valdes, Acting Dean, Nicole Wertheim College of Nursing and Health Sciences; (305) 348-7729; jvalde@fiu.edu
<b>Please check the boxes below as appropriate:</b>	<i>All boxes must be checked in order to be eligible to participate.</i>
<b>Healthcare partner making contribution is located in and licensed to operate in Florida?</b>	<input checked="" type="checkbox"/> Yes
<b>Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?</b>	<input checked="" type="checkbox"/> Yes
<b>Nursing programs met or exceeded a first-time NCLEX passage rate of 70% for the prior year based on the 2023 Accountability Plan?</b>	<input checked="" type="checkbox"/> Yes
<b>The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?</b>	<input checked="" type="checkbox"/> Yes

**Proposal Details**

*Provide a detailed narrative for each section below.*

- I. **Use of Funds.** Baptist Health South Florida (BHSF) will invest \$250,000 to be used for up to 25 students' financial support awards to help cover the student's cost of tuition and fees for eligible NWCNHS undergraduate nursing students each year ("Nurse Scholars") enrolled

in the Generic BSN and Accelerated Option BSN programs, in exchange for a work commitment post-graduation. Funds may also be used for Nursing Clinical Faculty Support to cover salary and benefits in the form of a dedicated clinical Nursing Professorship focused at BHSF facilities. LINE matching funds would double the investment to \$500,000, which increases the potential value and/or the number of student Nurse Scholar awardees in addition to potential nursing faculty support options. The funds will facilitate identifying qualified nursing students who are interested in working at BHSF facilities and would enhance retention of these nursing scholars upon graduation, as part of the BHSF nursing workforce in the State of Florida.

Additionally, BHSF is committed to providing clinical training sites for these Nurse Scholars to complete the experiential portion of their curriculum. At the completion of their degree program, Nurse Scholars meeting BHSF eligibility requirements will be offered employment with a work commitment requirement at Baptist Health- affiliated hospitals and facilities. BHSF would commit to investing time and resources into onboarding, orienting, and enhancing the professional development of these new graduates as RNs. A copy of the proposed letter of commitment and pledge terms from BHSF is attached.

- II. Onboarding & Retention of Graduates.** NWCNHS will provide the BHSF recruitment team with a Clinical Partner Orientation Day, which will foster the opportunity to showcase BHSF facilities, mission statement, goals, and expectations of the potential Generic BSN/ Accelerated Option nursing student candidates, for the designated hospital assignment. The selected nursing students will remain at BHSF for the duration of the nursing program except for the specialties not offered at BHSF (Pediatrics and Mental Health services). BHSF will benefit from the opportunity to observe, mentor, and interact with the student(s) and the dedicated clinical faculty members during clinical rotations. This opportunity will expose students to BHSF culture and mission, as well as create a pipeline for the recruitment and hiring of students prior to their graduation and licensure. Additionally, the funds at the discretion of BHSF can be used to support an undergraduate nursing faculty position to strengthen evidence-based practice and mentorship among students and current nursing staff to improve retention.

- III. Program Expansion.** Financial support from BHSF will be used to provide student financial support for undergraduate nursing students and/or a dedicated nursing faculty position in NWCNHS which is focused at BHSF. Beginning in fall 2022, the Nicole Wertheim College of Nursing & Health Sciences (NWCNHS) at FIU increased admissions to the Generic BSN program by 35 additional students with an increase

of 29% from 120 to 155 students in the Generic BSN Program. For fiscal year 2023-2024, the Generic BSN program is projecting to onboard 180 new nursing students resulting in an overall increase of 60 students or 50% over fall of 2021's 120-target enrollment. For fall of 2023, the Accelerated Option BSN program will increase by 10% from 60 students to 66 nursing students. In addition, Florida is projected to have a nursing shortage of nearly 60,000 nurses by 2035. According to *Nursing Outlook "Retirements and Succession of Nursing Faculty in 2016-2025"*, one third of the current nursing faculty workforce in baccalaureate and graduate programs are expected to retire by 2025. This finding underscores the urgency for the nursing education community to address the impending exodus of senior faculty and to develop younger faculty for succession. In 2023, schools of nursing are experiencing high rates of nursing faculty retirements due to the COVID-19 pandemic, further increasing the faculty and nursing shortage. Historically, NWCNHS has turned away qualified applicants for the BSN program due to insufficient numbers of nursing faculty positions available to address the student demand.

- IV. Anticipated Impact.** The BHSF financial support for undergraduate nursing student tuition and fees and/or a dedicated clinical Nursing Professorship that will oversee students in clinical rotations at BHSF hospitals will support the expansion of the number of nursing students admitted to the NWCNHS BSN Programs and support the student supervision guidelines of 1:10 faculty to student ratio in the clinical setting. This support will ensure the commitment of adequate clinical spaces for NWCNHS BSN students in clinical rotations and increase the number of diverse baccalaureate-prepared registered nurses in the region and the State of Florida. The Nursing Accelerated Option (AO) program is a cohorted 4 semester program and the Nursing Generic BSN program is a cohorted 5 semester program. Therefore, this support will foster the development and graduation of newly licensed nurses entering the workforce from 15 to 20 months respectively, or in less than two years for both programs.