



**State University System
2025-2026 Linking Industry to Nursing Education (LINE) Fund
Round 1 Proposals**

University	Healthcare Partner	Amount
FAU	Memorial Healthcare System	\$100,000
FIU	Memorial Healthcare System	\$100,000
FIU	ALC Home Health	\$10,000
FIU	Baptist Health South Florida	\$480,000
FIU	Memorial Healthcare System	\$20,000
UCF	AdventHealth	\$350,000
UCF	Nemours Children's Health	\$37,500
UCF	Orlando Health	\$350,000
FGCU	David Lawrence Center	\$25,000
FGCU	Lee Health System	\$500,000
FGCU	NCH System	\$50,000
UNF	Mayo Clinic in Florida	\$385,800
USF	Empath Health	\$25,000
USF	Johns Hopkins All Children's Hospital	\$122,857
USF	Moffitt Cancer Center	\$50,000
USF	Orlando Health Bayfront Hospital	\$25,000
USF	Sunshine Health	\$25,000
USF	Tampa General Hospital	\$500,000
FSU	Humana, Mayo, SMH, TMH, and Winter Haven Hospital	\$570,000
FAMU	HCA Healthcare	\$375,000
UF	UF Health	\$1,686,043
UWF	Ascension Sacred Heart Hospital	\$155,000
UWF	Santa Rosa Medical Center	\$37,800
UWF	Baptist Health Care Pensacola	\$20,000
Total for Round 1:		\$6,000,000



**State University System
2025-2026 Linking Industry to Nursing Education (LINE) Fund
Proposal Form**

University:	Florida Atlantic University
Healthcare Partner:	Memorial Healthcare System
Date Proposal Approved by University Board of Trustees:	9/9/2025
Amount Requested:	\$100,000
University Contact (name, title, phone, & email):	Cameron Duncan, Holli Rockwell Trubinski Eminent Dean of Nursing, (561) 297-3207, duncanc@health.fau.edu
Please check the boxes below as appropriate:	<i>All boxes must be checked in order to be eligible to participate.</i>
Healthcare partner making contribution is located in and licensed to operate in Florida?	<input checked="" type="checkbox"/> Yes
Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/> Yes
Nursing programs met or exceeded a first-time NCLEX passage rate of 75% for the prior year based on the 2025 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Memorial Healthcare System Nursing Faculty Education Support Initiative: Expanding Capacity to Meet Florida's Nursing Workforce Demands

Use of Funds - Memorial Healthcare System (MHS) is committing \$100,000 to Florida Atlantic University's School of Nursing in support of a strategic initiative focused on advancing nursing education. The full amount will be dedicated to expanding faculty capacity through efforts that promote the recruitment, retention, and professional growth of nursing educators—key drivers in preparing future nurses for clinical excellence. This initiative will be formally recognized as the *MHS Nursing Faculty Education Support Initiative*. With the goal of increasing student enrollment in BSN program, the funds will be prioritized to secure two full-time nursing faculty members with 80% of their workload assigned specifically to supporting undergraduate programs. Additionally, we will also seek adjunct nursing faculty to teach six nursing practicum courses (clinical) over the course of the year. The allocation of funds are outlined below (Table 1).

Table 1: Budget

Role	Salary	Fringe	Subtotal	FTEo n LINE	Total
Instructor/Asst. Prof	\$ 75,000	\$ 26,250	\$ 101,250	0.8	\$ 81,000
Instructor/Asst. Prof	\$ 75,000	\$ 26,250	\$ 101,250	0.8	\$ 81,000
Adjunct Faculty	\$ 37,457	\$ 543	\$ 38,000	6 courses	\$ 38,000
Total					\$ 200,000

Onboarding & Retention of Graduates - MHS has implemented a Financial Assistance Program, a Nurse Residency Program, and an RN Fellowship program to facilitate recruitment and retention issues.

- a. **Nurse Residency Program:** Research has shown that new nursing graduates are more successful when they are onboarded through a nurse residency program. The MHS Nurse Residency Program is designed to help recent nursing graduates gain the knowledge and hands-on experience they need to provide informed, high-quality care to patients. The program's curriculum allows residents to connect and learn from one another through monthly meetings and by providing tools and resources to support their professional growth and development upon completion of the program.
- b. **RN Fellowship Program:** The MHS RN Fellowship Program provides a formal professional development pathway for experienced RNs with career goals to learn and transition to new specialty practice areas. This program is attractive to MHS nurse residents as it offers many career trajectories for them after graduation from the nurse residency program. These opportunities promote nurse satisfaction and nurse retention and the ability to grow within MHS. The RN Fellowship Program also offers pathways to specialty certification and post-baccalaureate nursing education.

Program Expansion - The MHS Nursing Faculty Education Support Initiative will have a significant and measurable impact on the Christine E. Lynn College of Nursing's (CON) ability to expand its undergraduate nursing programs and meet the growing

demand for qualified nurses across Florida. This initiative directly supports the state's urgent need to address the nursing workforce shortage. According to the Florida Center for Nursing's 2025 report, the state is facing a projected shortfall of over 59,000 registered nurses by 2035 if current trends continue (Florida Center of Nursing, 2024). This shortage is driven by a combination of factors, including an aging population, increased healthcare needs, and a wave of retirements among experienced nurses. Compounding the issue is a bottleneck in nursing education: many qualified applicants are turned away from nursing programs due to a lack of faculty, clinical placements, and other resources.

Currently, the CON offers an Accelerated Second Degree Bachelor of Science in Nursing (ASBSN) pathway to become a Registered Nurse (RN), located on both the Boca Raton and Davie campuses. This intensive, four-semester (16-month) program is designed for students who already hold a non-nursing bachelor's degree and are seeking an accelerated route into the nursing profession. Each campus admits 40 students annually in the fall semester, totaling 80 students per year.

With the support of the MHS Nursing Faculty Education Support Initiative, and matching funds from the LINE program, the CON will increase enrollment from 40 to 48 students per campus beginning this academic year. This 20% increase in annual enrollment will result in 96 students entering the ASBSN program each year, directly contributing to the pipeline of practice-ready nurses in Florida.

To accommodate this growth, the College will allocate additional full-time and adjunct nursing faculty to the ASBSN program. These faculty members will be essential to maintaining the program's rigorous academic and clinical standards. The CON is proud to report a second-quarter 2025 NCLEX-RN pass rate of 97.5%, a testament to the quality of instruction and student support provided by our faculty. Maintaining this level of excellence while expanding enrollment requires strategic investment in faculty recruitment, development, and retention.

The Florida Center for Nursing has identified faculty shortages as one of the most significant barriers to expanding nursing education statewide. In 2023, over 14,000 qualified applicants were turned away from Florida nursing programs due to insufficient faculty and clinical placement capacity (FCN, 2023). By investing in faculty through this initiative, the CON will increase enrollment and contribute to long-term faculty workforce development, helping to alleviate one of the root causes of the nursing shortage.

In addition to expanding undergraduate enrollment, the initiative will support a stronger pipeline of students into the College's advanced education nursing programs, including the Master of Science in Nursing (MSN), Doctor of Nursing Practice (DNP), and PhD in Nursing. Graduates of our BSN programs, and nurses in the community already practicing as Registered Nurses, are well equipped to pursue further education at the Christine E. Lynn College of Nursing. These programs are critical for preparing the next generation of nurse educators, clinical leaders, and researchers. Increasing the number of graduate nursing students—particularly those pursuing educator and preceptor roles—will have a multiplier effect on the state's nursing workforce capacity.

The CON also plans to expand its partnerships with healthcare providers to increase the number of clinical preceptors available to supervise students in real-world settings. Preceptors play a vital role in bridging the gap between classroom learning and clinical practice, and their availability is often a limiting factor in program expansion. Through targeted outreach, incentives, and professional development opportunities, the College aims to grow its network of preceptors and ensure that all students receive the hands-on training necessary to succeed in today's complex healthcare environment. To pursue these additional preceptors, the leadership team at the College has already begun discussions with our clinical partners, including MHS, to enhance communication, provide support to practicing nurses, and to streamline processes for nurses who wish to continue their education with an advanced degree.

The urgency of this work cannot be overstated. A 2025 national survey conducted by Cross Country Healthcare and Florida Atlantic University's Christine E. Lynn College of Nursing found that 65% of nurses report high levels of stress and burnout, and only 60% would choose nursing again if given the choice (Cross Country Healthcare (CCH), 2025). These findings underscore the importance of not only increasing the number of nurses entering the workforce, but also ensuring they are well-prepared, supported, and resilient.

Despite these challenges, there is reason for optimism. By expanding access to high-quality nursing education and investing in faculty and clinical infrastructure, the MHS Nursing Faculty Education Support Initiative will help turn that optimism into action—graduating more nurses who are ready to meet the needs of Florida's communities. The CON is uniquely positioned to respond to Florida's nursing workforce crisis. With the support of the MHS Nursing Faculty Education Support Initiative and the LINE program, the College will:

- Increase ASBSN enrollment by 20% annually across two campuses.
- Recruit and retain additional nursing faculty to maintain academic excellence.
- Grow the network of clinical preceptors to support hands-on learning.
- Contribute to long-term solutions for Florida's nursing workforce shortage.

These efforts align with the strategic goals of the Florida Center for Nursing and represent a sustainable, scalable model for workforce development. By investing in nursing education today, we are building a healthier, more resilient Florida for tomorrow.

1. Florida Center for Nursing (FCN). (2023). *Forecasting Florida's Registered Nurse Workforce: Supply, Demand, and Shortages*. Retrieved from <https://www.flcenterfornursing.org>
2. Cross Country Healthcare & Florida Atlantic University Christine E. Lynn College of Nursing (CCH). (2025). *The State of Nursing Survey Report*. Retrieved from <https://www.crosscountry.com/beyondthebedside>



**State University System
2025-2026 Linking Industry to Nursing Education (LINE) Fund
Proposal Form***

University:	Florida International University
Healthcare Partner:	Memorial Healthcare System
Date Proposal Approved by University Board of Trustees:	July 30, 2025
Amount Requested:	\$100,000
University Contact (name, title, phone, & email):	Dr. Jorge Valdes, Dean, Nicole Wertheim College of Nursing and Health Sciences; 305-348-7729; jvalde@fiu.edu
Please check the boxes below as appropriate:	<i>All boxes must be checked in order to be eligible to participate.</i>
Healthcare partner making contribution is located in and licensed to operate in Florida?	<input checked="" type="checkbox"/> Yes
Healthcare partner making contribution is a health care provider as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/> Yes
Nursing programs met or exceeded a first time NCLEX passage rate of 70% for the prior year based on the 2022 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per Section 1009.896, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Proposal Details

I. Use of Funds.

Matching funds are requested for a \$100,000 gift received from Memorial Healthcare System, which will support the Nicole Wertheim College of Nursing and Health Sciences (NWCNHS) partial salary and benefits of nursing faculty and/or adjunct faculty for one (1) year. The purpose of the funds is to foster and

*This form is subject to change pending the adoption of Regulation 8.008 – Nursing Education.

support the education and graduation of registered nurses to help alleviate the nursing shortage. The faculty/adjuncts supported by these funds will teach in the undergraduate nursing program and will supervise students in clinical rotations, provide excellence in supervision and teaching in all clinical settings. The support for faculty/adjunct position(s) will help the college increase admission and retention of BSN students, with an adequate number of faculty positions to meet accreditation and FL State Board of Nursing guidelines, for the supervision of students in clinical rotations.

II. Onboarding & Retention of Graduates.

NWCNHS will provide the Memorial Healthcare System recruitment team with a Clinical Partner Orientation Day, which will foster the opportunity to showcase the hospitals facilities, mission statement, goals, and expectation of the potential Generic BSN/ Accelerated Option nursing student candidates, for the designated hospital assignment. The selected nursing students will remain at Memorial Healthcare System for the duration of the nursing program. Memorial Healthcare System will benefit from the opportunity to observe, mentor, and interact with the student(s) and the dedicated clinical faculty during clinical rotations. This opportunity will expose students to the Memorial Healthcare System culture and mission, as well as create a pipeline for recruitment and hiring of students prior to their graduation and licensure.

III. Program Expansion.

The gift of \$100,000 from Memorial Healthcare System, will be used to support highly needed nursing and/or adjunct faculty position(s) in NWCNHS. Florida is projected to have a nursing shortage of nearly 60,000 nurses by 2035. According to a Special Survey on Vacant Faculty Positions released by American Association of Colleges of Nursing in October 2023, a total of 1,977 full-time faculty vacancies were identified in a survey of 922 nursing schools with baccalaureate and/or graduate programs across the country (84.6% response rate). Besides the vacancies, schools cited the need to create an additional 103 faculty positions to accommodate student demand. The data show a national nurse faculty vacancy rate of 7.8%. Additionally, other factors that negatively impact the preparation of RNs include limited educational program resources, clinical sites for student training and budget constraints, which inadvertently limit faculty employment.

Anticipated Impact. The financial support for nursing clinical faculty and/or adjuncts that will oversee students in clinical rotations at Memorial Healthcare System hospitals will support the expansion of the number of nursing students admitted to the NWCNHS BSN Programs and support the student supervision guidelines of 1:8 faculty to student ratio in the clinical setting. The gift will ensure the commitment of adequate clinical spaces for NWCNHS BSN students in all clinical specialties 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 gift will be fostering 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.



State University System 2025-2026 Linking Industry to Nursing Education (LINE) Fund Proposal Form

University:	Florida International University
Healthcare Partner:	America-Loving Care Home Health "ALC Home Health"
Date Proposal Approved by University Board of Trustees:	07/30/2025
Amount Requested:	\$ 10,000.00
University Contact (name, title, phone, & email):	Dr. Jorge Valdes, Dean Nicole Wertheim College of Nursing & Health sciences. 305-348-7729
Please check the boxes below as appropriate:	<i>All boxes must be checked in order to be eligible to participate.</i>
Healthcare partner making contribution is located in and licensed to operate in Florida?	<input checked="" type="checkbox"/> Yes
Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/> Yes
Nursing programs met or exceeded a first-time NCLEX passage rate of 75% for the prior year based on the 2025 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Background

Proposal Details

Provide a detailed narrative for each section below.

I. Use of Funds –

ALC Home Health will commit to \$10,000 to financially support 1 (one) nursing student who will precept at ALC Home Health for clinical nursing experiences in

Adult & Pediatric Home and School nursing care. Line matching would double ALC Home Health's financial investment to \$20,000. This financial support will facilitate identifying a qualified nursing student who is interested in working with ALC Home Health and would facilitate retention of the nursing scholar upon graduation from FIU. ALC Home Health would commit to investing time and resources into onboarding and orienting new graduates and providing development to the new RN.

II. Onboarding & Retention of Graduates –

ALC offers competitive nursing rates, employee benefits along with flexibility and variety of nursing positions to choose from.

The nursing scholar chosen for this first of its kind "pilot" will have ongoing training and preceptorship available prior to graduation and after. The training will include adult and Pediatric Home Healthcare as well as In-school nursing of children in Miami Dade Public Schools. Additionally, the scholar will be offered a position with competitive nursing rates in exchange for a two-year commitment to ALC Home Health for at home and/or in-school nursing.

III. Program Expansion –

Beginning in fall 2023, the Nicole Wertheim College of Nursing & Health Sciences (NWCNHS) at FIU increased admissions to the Traditional BSN program with admissions in both fall and spring semesters of up to 100 students for each semester. For fiscal year 2025-2026, projected enrollments in the BSN program will increase from 200 annually to 220 annually representing a 10% increase. This is based on a target enrollment of 110 for fall 2025 and additional admission of 110 BSN's for spring 2026.

The State of Florida will benefit from the increased enrollment in these nursing programs, since this will lead to an increase in new licensed registered nurses entering the workforce. The State of Florida LINE matching funds will reduce financial barriers for nursing students coupled with the America-Loving Care Home support.

This ALC Nursing pilot program scholarship will expand the experience and knowledge of the scholar in areas of healthcare which are rapidly expanding. As the population in Florida and specifically Miami-Dade County continues to increase and age, there is a need for a larger pool of nurses for home healthcare for both the elderly and children in need. Additionally, medically fragile children who can attend public school are also in need of nursing while away from home. ALC seeks to expand its nursing programs for adults and children by providing scholarships to expand the nursing pool interested and committed to in-home and in-school nursing for the benefit of all residents of the state of Florida.



**State University System
2025-2026 Linking Industry to Nursing Education (LINE) Fund
Proposal Form***

University:	Florida International University
Healthcare Partner:	Baptist Health South Florida
Date Proposal Approved by University Board of Trustees:	July 30, 2025
Amount Requested:	\$480,000
University Contact (name, title, phone, & email):	Dr. Jorge Valdes, Dean and Fellow, Nicole Wertheim College of Nursing and Health Sciences (NWCNHS)
Please check the boxes below as appropriate:	<i>All boxes must be checked in order to be eligible to participate.</i>
Healthcare partner making contribution is located in and licensed to operate in Florida?	<input checked="" type="checkbox"/> Yes
Healthcare partner making contribution is a health care provider as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/> Yes
Nursing programs met or exceeded a first time NCLEX passage rate of 70% for the prior year based on the 2022 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per Section 1009.896, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Proposal Details

I. Use of Funds

Baptist Health South Florida will invest \$480,000 to be used for student financial support to help cover the student's cost of tuition and fees for up to 24 eligible

*This form is subject to change pending the adoption of Regulation 8.008 – Nursing Education.

NWCNHS undergraduate nursing students each year (“Nurse Scholars”) enrolled in the Traditional BSN and Accelerated Option BSN programs, in exchange for a work commitment post-graduation. LINE matching funds would double the financial support investment to \$960,000, which would increase the value of the student awards and/or the number of Nurse Scholars to 48. The funds will facilitate identifying qualified nursing students who are interested in working at Baptist Health South Florida facilities and would enhance retention of these nursing scholars upon graduation, as part of the Baptist Health South Florida nursing workforce in the State of Florida. Baptist Health South Florida 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 letter of commitment is attached.

II. Onboarding & Retention of Graduates

The Clinical Learning Department within the Center for the Advancement of Learning at Baptist Health South Florida facilitates competency training for nurses and other clinical partners and drives positive clinical outcomes by delivering evidence-based education, clinical orientation, professional development courses, and continuing education provided by the American Nurses Credential Center (ANCC). The department includes the ANCC-accredited RN Residency Program and the Competency and Clinical Advancement Program.

1. **RN Residency Program** has specialty programs in the areas of critical care, operating room, perioperative residency, and emergency medicine to help new graduate and transitional nurses gain experience, judgment, skills and confidence to have a successful practice. This program is led by masters- and doctorate-level educators that provide standardized nursing and clinical partner orientation and training, cardiopulmonary resuscitation classes, phlebotomy, and arrhythmia training. Nurses are actively involved with the educational and competency validation process and incorporate teaching in all aspects of their practice. Classes on leadership, precepting, and mentoring are highly valued by direct care nurses, and the orientation and development of unit-based clinical educators is enhanced through special forums, conferences, and the sharing of electronic resources. The goal of this education centers heavily on patient safety, but also includes developing expertise in the spiritual, cultural, and patient education aspects of care as well.
2. **The Competency and Clinical Advancement Program** is designed for nurses eager to develop professionally, and it offers the unique opportunity to participate in shared governance; explore avenues for new knowledge, innovations and improvements, demonstrate exemplary professional practice, and enjoy salary benefits.

As a Magnet-designated health system for nursing excellence, Baptist Health upholds the highest standards and supports the mission to provide clinically excellent, compassionate care. Baptist Health South Florida also offers tuition reimbursement and financial support for nurses pursuing higher degrees and a very competitive benefits package. Through Baptist Health's membership with CE Direct, all licensed clinicians have free access to continuing education and nursing certification test preparation content. Other educational opportunities include conferences, webcasts, symposiums, and online learning provided by Baptist Health's Continuing Medical Education (CME) department, which provides nearly 2,000 hours of classes annually through its nationally accredited program. Every year, Baptist Health clinicians earn nearly 90,000 credits in 400+ courses.

III. Program Expansion

Beginning in fall 2023, the Nicole Wertheim College of Nursing & Health Sciences (NWCNHS) at FIU increased admissions to the Traditional BSN program with admissions in both fall and spring semesters of up to 100 students for each semester. For fiscal year 2025-2026, projected enrollments in the BSN program will increase from 200 annually to 220 annually representing a 10% increase. This is based on a target enrollment of 110 for fall 2025 and additional admission of 110 BSN's for spring 2025. Increasing the nursing pipeline will benefit from student financial assistance which will be provided by Baptist Health Student financial support from Baptist Health, coupled with the opportunity for both committed clinical rotation spots and future employment will enhance recruitment and retention of diverse undergraduate nursing students in both the NWCNHS Traditional BSN and Accelerated Option BSN programs. The Baptist Health Nurse Residency and Competency and Clinical Advancement Programs will provide additional clinical experience and expertise that will enhance quality health care and support their nursing expertise, which will benefit them if they decide to seek graduate education in nursing.

The State of Florida will benefit from the increased enrollment in these nursing programs, since this will lead to an increase in new licensed registered nurses entering the workforce. The State of Florida LINE matching funds will reduce financial barriers for nursing students coupled with the Baptist Health System support.



State University System 2025-2026 Linking Industry to Nursing Education (LINE) Fund Proposal Form

University:	Florida International University
Healthcare Partner:	Memorial Healthcare System
Date Proposal Approved by University Board of Trustees:	07/30/2025
Amount Requested:	\$20,000
University Contact (name, title, phone, & email):	Dr. Jorge Valdes, Acting Dean, Nicole Wertheim College of Nursing and Health Sciences; (305) 348-7729; jvalde@fiu.edu
Please check the boxes below as appropriate:	<i>All boxes must be checked in order to be eligible to participate.</i>
Healthcare partner making contribution is located in and licensed to operate in Florida?	<input checked="" type="checkbox"/> Yes
Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/> Yes
Nursing programs met or exceeded a first-time NCLEX passage rate of 70% for the prior year based on the 2023 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Proposal Details

Provide a detailed narrative for each section below.

- I. **Use of Funds.** Memorial Healthcare System (MHS) will commit \$20,000 to financially support 2 nursing students who will be placed at MHS for their clinical learning experiences. The \$20,000 in funds provided will be valued at \$10,000 per student award. LINE matching

funds would double Memorial Health System's financial investment to \$40,000, which would increase the value of the awards to \$20,000 per student. These student awards are intended to increase students' commitment to work for MHS facilities for two years. This financial support will facilitate identifying qualified nursing students who are interested in working within the MHS system and would facilitate retention of these nursing scholars upon graduation from FIU as part of the MHS nursing workforce in the State of Florida. MHS would commit to investing time and resources into onboarding and orienting new graduates and providing professional development to these new RNs.

II. Onboarding & Retention of Graduates. MHS has implemented a Financial Assistance Program, a Nurse Residency Program, and an RN Fellowship program to address recruitment and retention issues. MHS facilitates retention through the Partners in Success, Nurse Residency Program, and the RN Fellowship Program.

- 1. Partners in Success:** MHS will give each FIU nursing student selected \$10,000 towards their tuition and college expenses in exchange for a 2-year work commitment to MHS. It is our hope that the LINE Fund will match the \$10,000 so that the 2 students would each receive a total of \$20,000 in financial support. These funds will ensure that Memorial Healthcare System increases the nursing workforce and improves patient care in the community. In addition to the financial support, Students chosen for the MHS Scholars program will be placed in a preferred clinical area during the last semester of their nursing program. Scholarship recipients are offered the ability to interview for Nurse Extern positions while attending school and a Kaplan NCLEX review will be available to them post-graduation. These new initiatives will help with the retention of newly graduated program participants until RN licensure.
- 2. Nurse Residency Program:** Research has shown that new nursing graduates are more successful when they are onboarded through a nurse residency program. The MHS Nurse Residency Program is designed to help recent nursing graduates gain the knowledge and hands-on experience they need to provide informed, high-quality care to patients. Additionally, the program's curriculum allows residents to connect and learn from one another through monthly meetings as well as provide tools and resources to support their professional growth and development upon completion of the program.

3. RN Fellowship Program: The MHS RN Fellowship Program provides a formal professional development pathway for experienced RNs with career goals to learn and transition to new specialty practice areas. This program is attractive to MHS nurse residents as it offers many career trajectories for them after they graduate from the nurse residency program. These opportunities promote nurse satisfaction and nurse retention and the ability to grow within MHS. The RN Fellowship Program also offers pathways to specialty certification and post-baccalaureate nursing education.

III. Program Expansion. Beginning in fall 2023, the Nicole Wertheim College of Nursing & Health Sciences (NWCNHS) at FIU increased admissions to the Traditional BSN program with admissions in both fall and spring semesters of up to 100 students for each semester. For fiscal year 2025-2026, projected enrollments in the BSN program will increase from 200 annually to 220 annually representing a 10% increase. This is based on a target enrollment of 110 for fall 2025 and additional admission of 110 BSN's for spring 2025. Increasing the nursing pipeline will be accomplished with student financial assistance provided by MHS. Student financial support from MHS, coupled with the opportunity for both committed clinical rotation spots and future employment will enhance recruitment and retention of diverse undergraduate nursing students in both the NWCNHS Generic BSN and Accelerated Option BSN programs. The MHS Nurse Residency and RN Fellowship Programs will provide additional clinical experience and expertise that will enhance quality health care and support their nursing expertise, which will benefit them if they decide to seek graduate education in nursing. The State of Florida will benefit from the increased enrollment in the nursing programs, since this will lead to an increase in new licensed registered nurses entering the workforce. The State of Florida LINE matching funds will reduce financial barriers for nursing students coupled with the MHS support.



State University System 2025-2026 Linking Industry to Nursing Education (LINE) Fund Proposal Form

University:	University of Central Florida
Healthcare Partner:	AdventHealth
Date Proposal Approved by University Board of Trustees:	7/31/2025
Amount Requested:	\$350,000
University Contact (name, title, phone, & email):	Mary Lou Sole, PhD, RN Dean, College of Nursing Mary.Sole@ucf.edu , 407-823-5496
Please check the boxes below as appropriate:	<i>All boxes must be checked in order to be eligible to participate.</i>
Healthcare partner making contribution is located in and licensed to operate in Florida?	<input checked="" type="checkbox"/> Yes
Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/> Yes
Nursing programs met or exceeded a first-time NCLEX passage rate of 75% for the prior year based on the 2025 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Background

The LINE Fund is intended to incentivize collaboration between nursing education programs and healthcare partners and to meet local, regional, and state workforce demand by recruiting faculty and clinical preceptors, increasing the capacity of high-quality nursing education programs, and increasing the number of nursing education program graduates who are prepared to enter the workforce. Subject to available funds, for every dollar contributed to an institution by a healthcare partner, the fund shall provide a dollar-for-dollar match to the participating institution for approved proposals.

Funds may be used for student scholarships, recruitment of additional faculty, equipment, and simulation centers to advance high-quality nursing education programs throughout the state. Funds may not be used for the construction of new buildings. To participate, an institution must submit a timely and complete proposal to the Board of Governors for consideration. For more details, see Board of Governors [Regulation 8.008 - Nursing Education](#).

Proposals must be submitted with a total of no more than three pages of narrative for the following sections.

Proposal Details

Provide a detailed narrative for each section below.

- I. Use of Funds** - *Describe in detail and with specificity how the institution plans to use the funds, including how the funds will be utilized to increase student enrollment and program completion.*

Matching funds are requested for a **\$350,000 gift** provided by AdventHealth, which will be utilized for nursing student scholarships during the 2025-26 academic year and the procurement of additional simulation equipment.

\$100,000 is dedicated towards student scholarships which are a priority funding area for the UCF College of Nursing. The funds help alleviate costs related to their education and enable our students to solely focus on their academic success to more efficiently complete their degrees and enter the workforce. One reason these funds are essential to our nursing students is that they are highly encouraged not to work, due to the rigorous curriculum.

The scholarship funding will support the AdventHealth Scholars program, which will provide tuition assistance for 10 nursing students in the amount of \$10,000 per student during the 2025-26 academic year. This Scholars program will provide students with an opportunity to work closely with AdventHealth nursing leadership to learn more about their hospital system.

The matching funds will be increasing the number of Scholars in spring 2026 and summer 2026. Our plan is to implement the Scholars program across the three cohorts of pre-licensure students. We are now admitting 400 new students annually, so the additional scholarships are of high need.

\$250,000 is dedicated towards purchasing new simulation equipment for UCF's College of Nursing Simulation, Technology, Innovation and Modeling (STIM) Center. The STIM Center is the first and only program in the state of Florida accredited by the Association of SP Educators –

and now is among an elite group worldwide with three accolades from leading organizations in the field. This year, UCF also received re-endorsement from the International Nursing Association for Clinical Simulation and Learning (INACSL). This endorsement dates back to 2022 when it was one of nine programs worldwide to receive the inaugural Healthcare Simulation Standards Endorsement. This recognition is also for the college's commitment to innovation in the field, as it regularly incorporates new technologies, such as augmented, virtual, and mixed reality, into simulation learning experiences.

This simulation equipment will be needed in UCF's new education and teaching facility that will triple the existing research and clinical lab space and will enable the College of Nursing to leverage its internationally recognized expertise in healthcare simulation and achieve its vision of serving the global community as a leader in innovative nursing education.

\$250,000 in matching funds will be paired with \$250,000 of AdventHealth's gift to purchase new and upgrade existing simulation equipment, additional and/or newer versions of augmented reality/virtual reality headsets, task trainers for skills, and auscultation trainers for the STIM Center. Monies may be used to support warranties and service agreement expense costs that are not always considered when acquiring new technologies. New software may be added to include programs for augmented, virtual, and mixed realities. This equipment, software, supplies, and other needed items will provide the necessary capacity to serve UCF's growing enrollment in the nursing program, as well as to allow us to continue to provide high-quality simulation experiences.

Additionally, budget may be used to support the Standardized Patient Program, i.e., patient actors, engaged within simulations. Onsite training courses and development of STIM Center operations staff to learn and remain efficient in the operation new technology will also be considered. With the increased focus on competency-based education, it is expected that simulation-based education will be increased across multiple programs to support new graduate practice readiness.

II. Onboarding & Retention of Graduates - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*

The Scholars will be placed in one of AdventHealth's hospitals in the Central Florida region to conduct their clinical placements. These clinical placements will provide the students with the education and training they need to graduate and successfully pass the NCLEX examination. They will also have the rich opportunity to work closely with their nurse

preceptor and AdventHealth's leadership team, as they are dedicated to recruiting highly qualified Knight Nurses.

III. Program Expansion - *Describe in detail and with specificity how the funds will expand the institution's nursing education programs to meet local, regional, or state workforce demands. If applicable, include advanced education nursing programs and how the funds will increase the number of faculty and clinical preceptors and planned efforts to utilize the clinical placement process established in Section 14.36, Florida Statutes.*

With support from the State of Florida, and our community partners, UCF is working to **increase our pre-licensure BSN student enrollment by 50%**, which will result in approximately 150 new students annually. This increase will result in graduating a total of 4,150 graduates eligible for licensure over the next 10 years. With existing new investments, UCF has already admitted 100 additional students per year for the past two years. As we move into our new space on the Lake Nona Campus this fall, we will admit an additional 50+ students per year to achieve our goal of 150 additional new graduates eligible for RN licensure.

Simulation learning has increased across programs. Simulation contact hours have increased by approximately 51% over the past two years. This increase is partially due to the College of Nursing's increase in on campus clinical experiences and admission of new students over the past two years. Simulation days have increased, as well as the number of simulation staff and simulation educators/faculty to provide simulation-based education. UCF is also working to increase graduate student enrollment by 20% with concentrations in nurse educator, doctoral, and educator/simulation certificate programs to support the shortage in nurse educators across the state.

As we have admitted more students, it is essential to retain them. Scholarships, along with additional student success resources, help UCF sustain and increase our retention and graduation rates, because of the rigorous program requirements.

Additionally, as UCF expands our STIM Center, we will need the necessary equipment to train the larger cohorts of nursing students in our programs.



**State University System
2025-2026 Linking Industry to Nursing Education (LINE) Fund
Proposal Form**

University:	University of Central Florida
Healthcare Partner:	Nemours Children's Health
Date Proposal Approved by University Board of Trustees:	7/31/2025
Amount Requested:	\$37,500
University Contact (name, title, phone, & email):	Mary Lou Sole, PhD, RN Dean, College of Nursing Mary.Sole@ucf.edu , 407-823-5496
Please check the boxes below as appropriate:	<i>All boxes must be checked in order to be eligible to participate.</i>
Healthcare partner making contribution is located in and licensed to operate in Florida?	<input checked="" type="checkbox"/> Yes
Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/> Yes
Nursing programs met or exceeded a first-time NCLEX passage rate of 75% for the prior year based on the 2025 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Background

The LINE Fund is intended to incentivize collaboration between nursing education programs and healthcare partners and to meet local, regional, and state workforce demand by recruiting faculty and clinical preceptors, increasing the capacity of high-quality nursing education programs, and increasing the number of nursing education program graduates who are prepared to enter the workforce. Subject to available funds, for every dollar contributed to an institution by a healthcare partner, the fund shall provide a dollar-for-dollar match to the participating institution for approved proposals.

Funds may be used for student scholarships, recruitment of additional faculty, equipment, and simulation centers to advance high-quality nursing education programs throughout the state. Funds may not be used for the construction of new buildings. To participate, an institution must submit a timely and complete proposal to the Board of Governors for consideration. For more details, see Board of Governors [Regulation 8.008 - Nursing Education](#).

Proposals must be submitted with a total of no more than three pages of narrative for the following sections.

Proposal Details

Provide a detailed narrative for each section below.

I. Use of Funds - *Describe in detail and with specificity how the institution plans to use the funds, including how the funds will be utilized to increase student enrollment and program completion.*

Matching funds are requested for a \$37,500 gift provided by Nemours Children's Health to fund a faculty role dedicated to advancing pediatric nursing excellence through a clinical-academic partnership. This innovative role will bridge the academic environment at UCF and the clinical setting at Nemours Children's Health to support evidence-based practice (EBP), enhance nursing scholarship, and foster workforce engagement and retention.

With the match from the LINE Fund, together with the gift from Nemours, the funds will support the equivalent of 0.5 FTE faculty to lead and support EBP initiatives, with a dedicated focus on personal and professional well-being – not only for patients and families, but also for frontline nursing staff. Through collaboration with Nemours staff nurses, this individual will mentor clinical teams in scholarly writing and publication, directly contributing to a culture of inquiry, professional growth and increased job satisfaction. These activities are strategically aligned to support nurse engagement and long-term retention in the workforce.

II. Onboarding & Retention of Graduates - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*

Nursing students are placed at Nemours Children's Health to conduct their clinical placements. These clinical placements will provide the students with the education and training they need to graduate and successfully pass the NCLEX examination. They also have the rich opportunity to work closely with their nurse preceptor and the Nemours Children's Health team, as they are dedicated to recruiting highly-qualified Knight Nurses.

II. Program Expansion - *Describe in detail and with specificity how the funds will expand the institution's nursing education programs to meet local, regional, or state workforce demands. If applicable, include advanced education nursing programs and how the funds will increase the number of faculty and clinical preceptors and planned efforts to utilize the clinical placement process established in Section 14.36, Florida Statutes.*

With support from the State of Florida, and our community partners, UCF is working to increase our pre-licensure BSN student enrollment by 50%, which will result in approximately 150 new students annually. This increase will result in graduating a total of 4,150 graduates eligible for licensure over the next 10 years. With existing new investments, UCF has already admitted 150 new students over the past two years.

UCF is also working to increase graduate student enrollment by 20% with concentrations in nurse educator, doctoral, and educator/simulation certificate programs to support the shortage in nurse educators across the state.

In addition to research and scholarly support, this position will play a key role in cultivating future programmatic partnerships. This faculty leader will contribute to curriculum development, student mentorship and the integration of academic practice learning experiences, laying the groundwork for a pipeline of highly trained pediatric nurse practitioners.

This joint appointment exemplifies a shared commitment between UCF and Nemours to advancing pediatric healthcare through interdisciplinary collaboration. By embedding a faculty leader within the clinical setting, this advances a partnership model for integrating nursing scholarship and practice to improve outcomes for pediatric populations and support the well-being of the nursing workforce.



**State University System
2025-2026 Linking Industry to Nursing Education (LINE) Fund
Proposal Form**

University:	University of Central Florida
Healthcare Partner:	Orlando Health
Date Proposal Approved by University Board of Trustees:	7/31/2025
Amount Requested:	\$350,000
University Contact (name, title, phone, & email):	Mary Lou Sole, PhD, RN Dean, College of Nursing Mary.Sole@ucf.edu , 407-823-5496
Please check the boxes below as appropriate:	<i>All boxes must be checked in order to be eligible to participate.</i>
Healthcare partner making contribution is located in and licensed to operate in Florida?	<input checked="" type="checkbox"/> Yes
Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/> Yes
Nursing programs met or exceeded a first-time NCLEX passage rate of 75% for the prior year based on the 2025 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Background

The LINE Fund is intended to incentivize collaboration between nursing education programs and healthcare partners and to meet local, regional, and state workforce demand by recruiting faculty and clinical preceptors, increasing the capacity of high-quality nursing education programs, and increasing the number of nursing education program graduates who are prepared to enter the workforce. Subject to available funds, for every dollar contributed to an institution by a healthcare partner, the fund shall provide a dollar-for-dollar match to the participating institution for approved proposals.

Funds may be used for student scholarships, recruitment of additional faculty, equipment, and simulation centers to advance high-quality nursing education programs throughout the state. Funds may not be used for the construction of new buildings. To participate, an institution must submit a timely and complete proposal to the Board of Governors for consideration. For more details, see Board of Governors [Regulation 8.008 - Nursing Education](#).

Proposals must be submitted with a total of no more than three pages of narrative for the following sections.

Proposal Details

Provide a detailed narrative for each section below.

- I. Use of Funds** - *Describe in detail and with specificity how the institution plans to use the funds, including how the funds will be utilized to increase student enrollment and program completion.*

Matching funds are requested for a **\$350,000 gift** provided by Orlando Health, which will be utilized for nursing student scholarships during the 2025-26 academic year and the procurement of additional simulation equipment.

\$100,000 is dedicated towards student scholarships which are a priority funding area for the UCF College of Nursing. The funds help alleviate costs related to their education and enable our students to solely focus on their academic success to more efficiently complete their degrees and enter the workforce. One reason these funds are essential to our nursing students is that they are highly encouraged not to work, due to the rigorous curriculum.

The scholarship funding will support the Orlando Health Scholars program, which will provide tuition assistance for 10 nursing students in the amount of \$10,000 per student during the 2025-26 academic year. This Scholars program will provide students with an opportunity to work closely with Orlando Health nursing leadership to learn more about their hospital system.

The matching funds will be increase the number of Scholars in spring 2026 and summer 2026. Our plan is to implement the Scholars program across the three cohorts of pre-licensure students. We are now admitting 400 new students annually, so the additional scholarships are of high need.

\$250,000 is dedicated towards purchasing new simulation equipment for UCF's College of Nursing Simulation, Technology, Innovation and Modeling (STIM) Center. The STIM Center is the first and only program in the state of Florida accredited by the Association of SP Educators –

and now is among an elite group worldwide with three accolades from leading organizations in the field. This year, UCF also received re-endorsement from the International Nursing Association for Clinical Simulation and Learning (INACSL). This endorsement dates back to 2022 when it was one of nine programs worldwide to receive the inaugural Healthcare Simulation Standards Endorsement. This recognition is also for the college's commitment to innovation in the field, as it regularly incorporates new technologies, such as augmented, virtual, and mixed reality, into simulation learning experiences.

This simulation equipment will be needed in UCF's new education and teaching facility that will triple the existing research and clinical lab space and will enable the College of Nursing to leverage its internationally recognized expertise in healthcare simulation and achieve its vision of serving the global community as a leader in innovative nursing education.

\$250,000 in matching funds will be paired with \$250,000 of Orlando Health's gift to purchase new and upgrade existing simulation equipment, additional and/or newer versions of augmented reality/virtual reality headsets, task trainers for skills, and auscultation trainers for the STIM Center. Monies may be used to support warranties and service agreement expense costs that are not always considered when acquiring new technologies. New software may be added to include programs for augmented, virtual, and mixed realities. This equipment, software, supplies, and other needed items will provide the necessary capacity to serve UCF's growing enrollment in the nursing program, as well as to allow us to continue to provide high-quality simulation experiences.

Additionally, budget may be used to support the Standardized Patient Program, i.e., patient actors, engaged within simulations. Onsite training courses and development of STIM Center operations staff to learn and remain efficient in the operation new technology will also be considered. With the increased focus on competency-based education, it is expected that simulation-based education will be increased across multiple programs to support new graduate practice readiness.

II. Onboarding & Retention of Graduates - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*

The Scholars will be placed in one of Orlando Health 13 hospitals in the Central Florida region to conduct their clinical placements. These clinical placements will provide the students with the education and training they need to graduate and successfully pass the NCLEX examination. They will also have the rich opportunity to work closely with their nurse

preceptor and Orlando Health's leadership team, as they are dedicated to recruiting highly-qualified Knight Nurses.

III. Program Expansion - *Describe in detail and with specificity how the funds will expand the institution's nursing education programs to meet local, regional, or state workforce demands. If applicable, include advanced education nursing programs and how the funds will increase the number of faculty and clinical preceptors and planned efforts to utilize the clinical placement process established in Section 14.36, Florida Statutes.*

With support from the State of Florida, and our community partners, UCF is working to **increase our pre-licensure BSN student enrollment by 50%**, which will result in approximately 150 new students annually. This increase will result in graduating a total of 4,150 graduates eligible for licensure over the next 10 years. With existing new investments, UCF has already admitted 100 additional students per year for the past two years. As we move into our new space on the Lake Nona Campus this fall, we will admit an additional 50+ students per year to achieve our goal of 150 additional new graduates eligible for RN licensure.

Simulation learning has increased across programs. Simulation contact hours have increased by approximately 51% over the past two years. This increase is partially due to the College of Nursing's increase in on campus clinical experiences and admission of new students over the past two years. Simulation days have increased, as well as the number of simulation staff and simulation educators/faculty to provide simulation-based education. UCF is also working to increase graduate student enrollment by 20% with concentrations in nurse educator, doctoral, and educator/simulation certificate programs to support the shortage in nurse educators across the state.

As we have admitted more students, it is essential to retain them. Scholarships, along with additional student success resources, help UCF sustain and increase our retention and graduation rates, because of the rigorous program requirements.

Additionally, as UCF expands our STIM Center, we will need the necessary equipment to train the larger cohorts of nursing students in our programs.



**State University System
2025-2026 Linking Industry to Nursing Education (LINE) Fund
Proposal Form**

University:	Florida Gulf Coast University
Healthcare Partner:	David Lawrence Center
Date Proposal Approved by University Board of Trustees:	July 31, 2025
Amount Requested:	\$25,000
University Contact (name, title, phone, & email):	Brenda Hage, PhD. DNP, APRN Director FGCU School of Nursing, Southwest Florida Endowed Chair, (239)-590-7513, bhage@fgcu.edu
Please check the boxes below as appropriate:	<i>All boxes must be checked in order to be eligible to participate.</i>
Healthcare partner making contribution is located in and licensed to operate in Florida?	<input checked="" type="checkbox"/> Yes
Is healthcare partner making contribution as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/> Yes
Nursing programs met or exceeded a first-time NCLEX passage rate of 75% for the prior year based on the 2025 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Background

The LINE Fund is intended to incentivize collaboration between nursing education programs and healthcare partners and to meet local, regional, and state workforce demand by recruiting faculty and clinical preceptors, increasing the capacity of high-quality nursing education programs, and increasing the number of nursing education program graduates who are prepared to enter the workforce. Subject to available funds, for every dollar contributed to an institution by a healthcare partner, the fund shall provide a dollar-for-dollar match to the participating institution for approved proposals.

Funds may be used for student scholarships, recruitment of additional faculty, equipment, and simulation centers to advance high-quality nursing education programs throughout the state. Funds may not be used for the construction of new buildings. To participate, an institution must submit a timely and complete proposal to the Board of Governors for consideration. For more details, see Board of Governors [Regulation 8.008 - Nursing Education](#).

Proposals must be submitted with a total of no more than three pages of narrative for the following sections.

Proposal Details

Provide a detailed narrative for each section below.

- I. Use of Funds** - *Describe in detail and with specificity how the institution plans to use the funds, including how the funds will be utilized to increase student enrollment and program completion.*
- II. Onboarding & Retention of Graduates** - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*
- III. Program Expansion** - *Describe in detail and with specificity how the funds will expand the institution's nursing education programs to meet local, regional, or state workforce demands. If applicable, include advanced education nursing programs and how the funds will increase the number of faculty and clinical preceptors and planned efforts to utilize the clinical placement process established in Section 14.36, Florida Statutes.*

The FGCU SON has a tradition of academic excellence. Our BSN graduates achieve consistently high first time NCLEX pass rates. **We are proud to note that FGCU's BSN program is the only school in the Florida State University System to achieve a 100% NCLEX pass rate in the for the last two consecutive years (2023, 2024).** We are on track with 100% NCLEX pass rates for the past two quarters for this year as well. According to FETPIP, BSN graduates from FGCU tie with UCF to hold the highest full-time Florida employment rate among all SUS institutions. Approximately 85% of BSN graduates in 2023 were employed full-time. The 4-year graduation rate for the Bachelor of Science in Nursing program is double the overall FGCU rate every year.

David Lawrence Centers for Behavioral Health (DLC) is a not-for-profit, leading provider of compassionate, advanced, and exceptional mental health, substance use, and integrated healthcare solutions, available for children, adolescents, and adults. DLC's innovative treatment includes inpatient, outpatient, residential, and community-based services located in Southwest Florida. DLC serves over 9,000 patients annually through 342,000 treatment sessions. David Lawrence Centers is in the process of planning a major campus renovation and expansion. DLC currently has 30 crisis beds for adults and children, plus 15 temporary crisis beds. A new central-receiving facility was recently approved by the Collier County Commissioners which will allow construction of a new

facility with 120 beds dedicated to licensed crisis care, tripling its ability to serve Collier county's population, including Medicaid and Medicare clients.

Use of Funds –

Initiative 1- Scholarships

One of the biggest remaining barriers to our continued growth remains obtaining appropriate clinical placement experiences for our undergraduate and graduate students. A national survey conducted by the American Association of College of Nursing found that 150 schools (40%) reported that insufficient availability of clinical sites was the *single* most important reason for not accepting all qualified applicants (AACN, 2022). David Lawrence Centers has been a long-time clinical partner of the FGCU School of Nursing. DLC supports BSN student placements for mental health clinicals which offer students exposure to a wide range of mental health disorders and treatment modalities such as outpatient, inpatient crisis and drug and alcohol treatment programs. Our inaugural LINE grant partnership with DLC will support an undergraduate BSN scholarship in the amount of \$10,000. The scholarship recipient will have a post-graduation commitment of 24 months and will complete required mental health, undergraduate clinical experiences at DLC to further engage them with the DLC health system and to facilitate onboarding post-graduation.

To better address the national shortage of mental health advanced practitioners, FGCU's School of Nursing developed a new Psychiatric Mental Health Nurse Practitioner specialization BSN to DNP program. Through LINE grant funding, David Lawrence Centers has committed to offer a scholarship for a master's prepared nurse who wishes to return to school for APRN preparation as a Psychiatric Mental Health Nurse Practitioner, in the amount of \$15,000. The graduate PMHNP scholarship student will complete at least one clinical rotation in DLC to further embed them in the system and to facilitate onboarding post-graduation. The scholarship recipient will have a post-graduation commitment of 24 months.

Initiative 2. Improve simulation and laboratory equipment holdings

Additional high-fidelity laboratory and simulation equipment, supplies, and training will be purchased in order to support the increased student enrollment in laboratory and simulation courses.

	AY 2025/2026 Budget for Outlined Initiatives		
Initiative #1	BSN Student Scholarship	1 scholarships x \$10,000	\$10,000 (DLC funds)

	BSN to DNP Student Scholarship	1 scholarship \$15,000	\$15,000 (DLC funds)
Initiative #2	High fidelity laboratory /simulation equipment, supplies, and training		\$25,000 (BOG matching funds)
Total \$50,000			

II. Onboarding & Retention of Graduates –

David Lawrence Centers has a solid orientation and onboarding process. They offer continuing education and advancement opportunities for all employees. Having both scholarship recipients based in DLC for selected clinical training experiences during their respective educational programs will allow them to be further embedded in the DLC system. Students can also be invited to attend additional enrichment opportunities as they become available at DLC to increase their engagement.

III. Program Expansion –

According to data from the Florida Department of Health, 1 in 20 U.S. adults experience serious mental illness each year. In Florida, 648,000 adults have a serious mental illness. 3 million Floridians report having a mental health condition. In Florida, 3,567 lives were lost to suicide and 610,000 adults had thoughts of suicide during the last year. Nearly 800,000 adults in Florida reported not being able to receive needed mental health care (National Alliance of Mental Health Florida, [Mental Health Fact Sheet](#), 2021).

As we advance our continued partnership with Davis Lawrence, we look forward to growing this initiative moving forward, which will help increase the number of qualified mental health professionals and ensure continued workforce staffing at DLC. Additionally, the expansion of the partnership will allow for ongoing training opportunities for our FGCU PMHNP graduate and undergraduate students. This LINE grant funding initiative would also increase the availability of graduate preceptorships within the DLC system that could be utilized by FGCU graduate PMHNP students, further expanding the pipeline of qualified graduates available for employment.

LINE Grant Success Metrics

Measure(s)	Time/Data Collected	Responsible individual(s)
Number of additional BSN applicants, of qualified applicants, of students accepted	(years 1 and 2)	FGCU BSN Program Director
BSN student retention rates	(years 1 and 2)	FGCU BSN Program Director
Percentage of additional student clinical simulation experiences	(years 1 and 2)	FGCU BSN Program Director
BSN student graduation and NCLEX pass rates	(year 2)	FGCU School of Nursing Director
Employee Retention Rates	(ongoing)	David Lawrence Centers

The proposed LINE project has the potential to serve as a continuing, replicable model to better address the shortage of qualified mental health nurses for the Southwest Florida community. The project also has the added benefit of decreasing onboarding costs for new hires due to BSN and DNP student immersion in David Lawrence Centers during their education and training.



State University System 2025-2026 Linking Industry to Nursing Education (LINE) Fund Proposal Form

University:	Florida Gulf Coast University
Healthcare Partner:	Lee Health System
Date Proposal Approved by University Board of Trustees:	July 31, 2025
Amount Requested:	\$500,000
University Contact (name, title, phone, & email):	Brenda Hage, PhD. DNP, APRN Director FGCU School of Nursing, Southwest Florida Endowed Chair, (239)-590-7513, bhage@fgcu.edu
Please check the boxes below as appropriate:	<i>All boxes must be checked in order to be eligible to participate.</i>
Healthcare partner making contribution is located in and licensed to operate in Florida?	<input checked="" type="checkbox"/> Yes
Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/> Yes
Nursing programs met or exceeded a first-time NCLEX passage rate of 75% for the prior year based on the 2025 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Background

The LINE Fund is intended to incentivize collaboration between nursing education programs and healthcare partners and to meet local, regional, and state workforce demand by recruiting faculty and clinical preceptors, increasing the capacity of high-quality nursing education programs, and increasing the number of nursing education program graduates who are prepared to enter the workforce. Subject to available funds, for every dollar contributed to an institution

by a healthcare partner, the fund shall provide a dollar-for-dollar match to the participating institution for approved proposals.

Funds may be used for student scholarships, recruitment of additional faculty, equipment, and simulation centers to advance high-quality nursing education programs throughout the state. Funds may not be used for the construction of new buildings. To participate, an institution must submit a timely and complete proposal to the Board of Governors for consideration. For more details, see Board of Governors [Regulation 8.008 - Nursing Education](#).

Proposals must be submitted with a total of no more than three pages of narrative for the following sections.

Proposal Details

Provide a detailed narrative for each section below.

- I. Use of Funds** - *Describe in detail and with specificity how the institution plans to use the funds, including how the funds will be utilized to increase student enrollment and program completion.*
- II. Onboarding & Retention of Graduates** - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*
- III. Program Expansion** - *Describe in detail and with specificity how the funds will expand the institution's nursing education programs to meet local, regional, or state workforce demands. If applicable, include advanced education nursing programs and how the funds will increase the number of faculty and clinical preceptors and planned efforts to utilize the clinical placement process established in Section 14.36, Florida Statutes.*

The FGCU SON has a tradition of academic excellence. Our BSN graduates achieve consistently high first time NCLEX pass rates. **We are proud to note that FGCU's BSN program has had the only 100% NCLEX pass rate in the Florida State University System for the last two consecutive years (2023, 2024). We are on track with 100% NCLEX pass rates for the past two quarters for this year as well.** According to FETPIP, BSN graduates from FGCU tie with UCF to hold the highest full-time Florida employment rate among all SUS institutions. Approximately 85% of BSN graduates in 2023 were employed full-time. The 4-year graduation rate for BSN nursing students is double the overall FGCU rate every year.

Lee Health is one of the largest non-profit, Safety Net health systems in Florida. Lee Health System is comprised of five acute care hospitals including a children's hospital, along with several post-acute and outpatient facilities. To better meet the health care needs of our rapidly growing population in SWFL, Lee Health is building a new hospital in Fort Myers. For the 4th consecutive year, Lee Health's leadership team is once again participating in the LINE grant program with FGCU's School of Nursing with a **\$500,000** commitment. We are appreciative of their continued academic practice partnership with us which has been so important to our shared aims of increasing the nursing workforce of Southwest Florida. Lee Health's continued engagement in this academic practice partnership has allowed us to continue to offer substantial

scholarships to our students and to grow our laboratory and simulation infrastructure to accommodate increased enrollment.

I. Use of Funds

Initiative 1 (Scholarships). Offer 32 BSN student scholarship grants of up to \$10,000 each for the Lee Health Scholars Program which will help to defray the cost of tuition for qualified applicants who are accepted into FGCU's BSN program, preparing them to meet the health care needs of SWFL. "Faculty shortages at nursing schools across the country are limiting student capacity at a time when the need for professional registered nurses continues to grow. Budget constraints, an aging faculty, and increasing job competition from clinical sites have contributed to this crisis." (American Association of Colleges of Nursing, 2025). FGCU SON offers the MSN in Nursing Education degree which is focused on preparing nurse educators to teach in the classroom, clinical, laboratory, and simulation areas. These graduates are particularly critical as they serve as entry level nurse educators, essential to increasing the capacity and degree production of nursing programs. Through a collaborative agreement with Lee Health, we propose to offer 12 scholarships for BSN prepared master's prepared nurses who wish to return to school for preparation as MSN Nurse Educators in the amount of \$15,000 each. Graduate scholarship recipients will agree to be employed by either FGCU or Lee Health upon program completion, with a commitment of 24 months.

Initiative 2 (Continue Designated Educational Unit initiative) One of the biggest remaining barriers to our continued growth remains obtaining appropriate clinical placement experiences for our undergraduate and graduate students. A national survey conducted by the American Association of College of Nursing found that 150 schools (40%) reported that insufficient availability of clinical sites was the single most important reason for not accepting all qualified applicants (AACN, 2022). To address this challenge, we have formalized an academic-practice partnership with Lee Health System to initiate a designated educational unit (DEU). The DEU model utilizes staff nurses to provide supervision and hands-on teaching to students. Lee Health System has committed a medical surgical unit at Gulf Coast Medical Center which is being used for BSN clinical experiences to Lee Health Scholars and other FGCU nursing students. We plan to continue this initiative and to further enrich student learning experiences while at Lee Health, we propose a 0.5 FTE clinical simulation support position, on-site at Lee Health to cover the costs of providing simulated hospital-based skills and experiences that benefit DEU clinical students and clinical preceptor staff. This will further support the clinical education of between 48-60 students. We will also allocate funds for staff nurse education on DEU and related clinical competencies as part of this partnership.

Initiative 3. (Laboratory and Simulation Resources) Additional high-fidelity laboratory and simulation equipment, supplies, and training will be purchased to support the increased student enrollment in laboratory and simulation courses. Funds will also support one year of salary and fringe for a new Assistant Professor, Nursing Laboratory/Simulation Director for the FGCU School of Nursing. FGCU SON PIPELINE funds will be used to continue support for this position after the initial year of hire. This position will be used to further expand leadership and innovation in required laboratory and simulation courses and enrichment activities within the SON.

	AY 2024/2025 Budget for Outlined Initiatives		
Initiative #1	BSN Student Scholarships	32 scholarships x \$10,000 each	\$320,000 (Lee Health funds)
	MSN Nursing Education student scholarships	12 scholarships x \$15,000 each	\$180,000 (Lee Health funds)
Initiative #2	Designated Educational Unit (DEU) Faculty lines.	0.5 FTE salary support for a Lee Health staff member to support on-site simulation activities to provide enrichment learning activities for students and staff.	\$50,000 (BOG matching funds)
	Staff Education	Leadership micro badge and staff continuing education.	\$75,000 (BOG matching funds)
Initiative #3	High fidelity laboratory /simulation equipment, supplies, staffing and training	\$211,875	\$375,000 (BOG matching funds)
	Off-set costs for initial year of Asst. Professor of Nursing, Laboratory Simulation Director position	\$125,000 salary + fringe \$38,125 (30.5%) = \$163,125	
Total \$1,000,000			

II. Onboarding and Retention of Graduates

Through Lee Health's Nurse Residency Program, BSN graduates of the grant program will participate in an 18 month-long, orientation and enrichment activities designed to support entry into practice. Lee Health's Nurse Residency Program is founded on the National Council of State Boards of Nursing's Transition to Practice (TTP). Using the TTP- three course training modules, new graduates will receive training and education on communication & teamwork, patient & family-centered care, evidence-based practice, quality improvement, and informatics while their preceptors receive formal preparation in best practices for supporting new graduates. Lee Health's first year retention rate of new nurses is 92% compared to the national average of 25-27% (Mohamed & Al-Hamaimat,2024). FGCU seeks to hire MSN Nursing Education graduates to teach in the School of Nursing. FGCU offers many supports for new faculty through the Lucas

Center for Faculty Development. The Center offers a year long, New Faculty Academy for educators with less than two years teaching experience. Addition resources include the Student Faculty Partnership program, peer evaluation of teaching, and a substantial number of continuing education opportunities to enhance teaching and support the development of new and experienced educators in latest pedagogy and best practices in higher education.

III. Program Expansion Through a strategic partnership with Lee Health System, LINE grant funding will enable FGCU's SON to expand the number of nursing graduates to better meet the community's significant need for qualified registered nurses.

<i>LINE Grant Success Metrics</i>		
Measure(s)	Time/Data Collected	Responsible individual(s)
Number of additional BSN applicants, of qualified applicants, of students accepted	(years 1 and 2)	FGCU BSN Program Director
Number of students who received scholarships and average amount of award	(years 1 and 2)	Lee Health and FGCU Financial Aid Dept.
BSN student retention rates	(years 1 and 2)	FGCU BSN Program Director
Percentage of additional student clinical simulation experiences	(years 1 and 2)	FGCU BSN Program Director
BSN student graduation and NCLEX pass rates	(year 2)	FGCU BSN Program Director
Post-graduation Nurse Residency Program Retention Rates	(year 3)	Lee Health
Nurse Residency Program Exit Data	(year 3)	Lee Health
Increase in % of FGCU BSN graduates employed at Lee Health	(year 3)	Lee Health
Employee Retention Rates	(ongoing)	Lee Health

The proposed LINE project has the potential to serve as a continuing, replicable model to better address the shortage of qualified nurses for the Southwest Florida community. The project also has the added benefit of decreasing onboarding costs for new hires due to BSN graduates' immersion in the Lee Health System during their education and training and supports development of new faculty critical to widening the pipeline needed to prepare qualified nurses in the region.



State University System 2025-2026 Linking Industry to Nursing Education (LINE) Fund Proposal Form

University:	Florida Gulf Coast University
Healthcare Partner:	Naples Comprehensive Health (NCH) Healthcare System
Date Proposal Approved by University Board of Trustees:	July 31, 2025
Amount Requested:	\$50,000
University Contact (name, title, phone, & email):	Brenda Hage, PhD. DNP, APRN Director FGCU School of Nursing, Southwest Florida Endowed Chair, (239)-590-7513, bhage@fgcu.edu
Please check the boxes below as appropriate:	<i>All boxes must be checked in order to be eligible to participate.</i>
Healthcare partner making contribution is located in and licensed to operate in Florida?	<input checked="" type="checkbox"/> Yes
Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/> Yes
Nursing programs met or exceeded a first-time NCLEX passage rate of 75% for the prior year based on the 2025 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Background

The LINE Fund is intended to incentivize collaboration between nursing education programs and healthcare partners and to meet local, regional, and state workforce demand by recruiting faculty and clinical preceptors, increasing the capacity of high-quality nursing education programs, and increasing the number of nursing education program graduates who are prepared to enter the workforce. Subject to available funds, for every dollar contributed to an institution

by a healthcare partner, the fund shall provide a dollar-for-dollar match to the participating institution for approved proposals.

Funds may be used for student scholarships, recruitment of additional faculty, equipment, and simulation centers to advance high-quality nursing education programs throughout the state. Funds may not be used for the construction of new buildings. To participate, an institution must submit a timely and complete proposal to the Board of Governors for consideration. For more details, see Board of Governors [Regulation 8.008 - Nursing Education](#).

Proposals must be submitted with a total of no more than three pages of narrative for the following sections.

Proposal Details

Provide a detailed narrative for each section below.

- I. Use of Funds** - *Describe in detail and with specificity how the institution plans to use the funds, including how the funds will be utilized to increase student enrollment and program completion.*
- II. Onboarding & Retention of Graduates** - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*
- III. Program Expansion** - *Describe in detail and with specificity how the funds will expand the institution's nursing education programs to meet local, regional, or state workforce demands. If applicable, include advanced education nursing programs and how the funds will increase the number of faculty and clinical preceptors and planned efforts to utilize the clinical placement process established in Section 14.36, Florida Statutes.*

The FGCU SON has a tradition of academic excellence. Our BSN graduates achieve consistently high first time NCLEX pass rates. We are proud to note that FGCU's BSN program has had only 100% NCLEX pass rate in the Florida State University System for the last two consecutive years (2023, 2024). We are on track with 100% NCLEX pass rates for the past two quarters for this year as well. According to FETPIP, BSN graduates from FGCU tie with UCF to hold the highest full-time Florida employment rate among all SUS institutions. Approximately 85% of BSN graduates in 2023 were employed full-time. The 4-year graduation rate for BSN nursing students is double the overall FGCU rate every year.

Naples Comprehensive Health (NCH), is a 716 bed advanced community health system comprised of two hospitals, NCH Baker Hospital and NCH North Naples Hospital, that provide personalized care for over 40,500 patients a year. The Vizient/AACN NRP™ nurse residency curriculum contains a series of real-world applications, simulations, case studies, debriefing conversations, mentoring, and discussions led by content experts. The program builds on the knowledge learned in pre-licensure education to assist graduates to become leaders during the first year of practice. Key components of the program include programming on ethics, communication, prioritization, and

organization. Utilizing assigned mentors, cohorts meet over a 12-month period. Participants implement an evidence-based practice project and receive guidance on creating an individualized professional development plan (NCH, 2023). The NCH leadership team has agreed to make a financial contribution to the institution's nursing program in the amount of **\$50,000** in support of a LINE grant.

I. Proposed Use of Funds

The Florida Gulf Coast University School of Nursing is seeking \$50,000 in LINE funding with equivalent matching funds from Naples Comprehensive Health (NCH) Healthcare System. These funds will be used to:

1.) Offer student scholarship grants of up to \$10,000 each which will help to defray the cost of tuition for qualified additional applicants who are accepted into FGCU's BSN program with an emphasis on populations that represent the communities of interest served.

Student Scholarships		
AY 2025/2026	5 additional students	5 x \$10,000
	Total	\$50,000

2.) Purchase simulation equipment /training resources for the FGCU School of Nursing to help enhance laboratory and simulation experiences.

Simulation Equipment & Training		
AY2025/2026	Simulation equipment & training resources	\$50,000 (matching BOG LINE funds)

Total \$100,000 (\$50,000 NCH + \$50,000 LINE BOG funds)

II. Onboarding and Retention of Graduates

Through Naples Comprehensive Health (NCH) Healthcare System. Nurse Residency Program, BSN graduates of the grant program will participate in a 12 month-long, orientation and enrichment program designed to support entry into practice. Scholarship recipients will have an 18-month post-graduation commitment to the NCH Health System.

III. Program Expansion

Through a strategic partnership with Naples Comprehensive Health (NCH) Healthcare System, LINE grant funding will enable FGCU's SON to expand the number of nursing graduates to better meet the community's significant need for qualified registered nurses.

LINE Grant Success Metrics		
Measure(s)	Time/Data Collected	Responsible individual(s)
Number of additional BSN applicants, of qualified applicants, of students accepted	(years 1 and 2)	FGCU BSN Program Director
Number of students who received scholarships and average amount of award	(years 1 and 2)	Naples Comprehensive Health (NCH) Healthcare System
BSN student retention rates	(years 1 and 2)	FGCU BSN Program Director
BSN student graduation and NCLEX pass rates	(year 2)	FGCU BSN Program Director
Post-graduation Nurse Residency Program Retention Rates	(year 3)	Naples Comprehensive Health (NCH) Healthcare System
Nurse Residency Program Exit Data	(year 3)	Naples Comprehensive Health (NCH) Healthcare System
Increase in % of FGCU BSN graduates employed at NCH	(year 3)	Naples Comprehensive Health (NCH) Healthcare System
Employee Retention Rates	(ongoing)	Naples Comprehensive Health (NCH) Healthcare System

The proposed LINE project has the potential to serve as a continuing, replicable model to better address the shortage of qualified nurses for the Southwest Florida community. The project also has the added benefit of decreasing onboarding costs for new hires due to BSN graduates' immersion in Naples Comprehensive Health (NCH) Healthcare System during their education and training.



State University System 2025-2026 Linking Industry to Nursing Education (LINE) Fund Proposal Form

University:	University of North Florida
Healthcare Partner:	Mayo Clinic Florida (MCF)
Date Proposal Approved by University Board of Trustees:	UNF BOT approved 8/18/2025
Amount Requested:	\$385,800.00
University Contact (name, title, phone, & email):	Mei Zhao, Ph.D., Dean, Brooks College of Health, mzhao@unf.edu , 904-620-1444
Please check the boxes below as appropriate:	<i>All boxes must be checked in order to be eligible to participate.</i>
Healthcare partner making contribution is located in and licensed to operate in Florida?	<input checked="" type="checkbox"/> Yes
Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/> Yes
Nursing programs met or exceeded a first-time NCLEX passage rate of 75% for the prior year based on the 2025 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Background

The LINE Fund is intended to incentivize collaboration between nursing education programs and healthcare partners and to meet local, regional, and state workforce demand by recruiting faculty and clinical preceptors, increasing the capacity of high-quality nursing education programs, and increasing the number of nursing education program graduates who are prepared to enter the workforce. Subject to available funds, for every dollar contributed to an institution by a healthcare partner, the fund shall provide a dollar-for-dollar match to the participating institution for approved proposals.

Funds may be used for student scholarships, recruitment of additional faculty, equipment, and simulation centers to advance high-quality nursing education programs throughout the state. Funds may not be used for the construction of new buildings. To participate, an institution must submit a timely and complete proposal to the Board of Governors for consideration. For more details, see Board of Governors [Regulation 8.008 - Nursing Education](#).

Proposals must be submitted with a total of no more than three pages of narrative for the following sections.

Proposal Details

Provide a detailed narrative for each section below.

- I. Use of Funds** - *Describe in detail and with specificity how the institution plans to use the funds, including how the funds will be utilized to increase student enrollment and program completion.*

This proposal requests funding for a shared Clinical Education Coordinator and updated simulation equipment to support the academic success and clinical preparedness of Certified Registered Nurse Anesthetist (CRNA) students at the University of North Florida (UNF).

Clinical Education Coordinator:

With support from LINE Funding, the UNF Nurse Anesthesiology Program (NAP) has increased enrollment by over 30% while maintaining a 100% first-time pass rate on the National Certification Examination. Mayo Clinic Florida (MCF) hosts an average of 8 Student Registered Nurse Anesthetists (SRNAs) each month from UNF. Multiple MCF CRNAs work outside of clinical hours to manage these students' learning experience. This has led to fragmented and suboptimal coordination. To sustain UNF's NAP growth and ensure high-quality clinical experiences, we propose a shared half-time equivalent (FTE) Clinical Education Coordinator between Mayo Clinic in Florida (MCF) and the UNF NAP.

This unique position will be a 0.5 FTE CRNA dedicated to managing UNF's SRNA activities at MCF. This role will enhance collaboration, streamline operations, and improve student outcomes—ultimately strengthening clinical partnerships, ensuring accreditation readiness, elevating student satisfaction, and enhancing academic success. The total expense of the 0.5 FTE CRNA serving as the Education Coordinator would be \$580,600.50 over three calendar years (2026-2028). This includes salary and benefits and accounts for cost-of-living increases in 2027 and 2028.

Key Responsibilities of the Clinical Education Coordinator:

- Serve as a liaison between UNF's Nurse Anesthesia Program and Mayo Clinic Florida
- Create and manage student rotation schedules and daily case assignments

- Enhance and manage SRNA orientation
- Enhance and manage SRNA learning curriculum
- Oversee SRNA quality projects
- Oversee the UNF SRNA Fellow scholarship program
- Develop a MCF CRNA preceptor training and competency program
- Serve as the primary student recruiter at state and national conferences
- Develop an MCF ICU RN mentorship program
- Serve as the primary supervisor and formal mentor for SRNAs at MCF

Simulation Center:

An increase in enrollment can place a strain on the current simulation resources at UNF. To ensure all students meet clinical competencies before entering patient care environments, regardless of clinical site variability, enhanced simulation technology is needed. Updated simulation labs demonstrate a commitment to quality education and innovation, which supports accreditation standards and reflects positively during site visits and program evaluations.

Description			Total Request
Clinical Education Coordinator (0.5 FTE CRNA) 3 Year Salary and Benefit Coverage 3% Annual Cost of Living Increase			\$580,600
<u>Year 1: 2026</u>	<u>Year 2: 2027</u>	<u>Year 3: 2028</u>	
Salary	Salary	Salary	
\$145,840	\$150,215	\$154,721	
Benefits	Benefits	Benefits	
\$42,002	\$43,262	\$44,560	
UNF Simulation Center Enhancements Anesthesia machine, integrated medical gas supply, integrated audio/visual capture system, digital charting stations and electronic health record simulation, task trainers and procedure stations, operating table			\$191,000
Total Investment			\$771,600
Mayo Clinic Request			\$385,800
LINE Funding Match Request			\$385,800

II. Onboarding & Retention of Graduates - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*

A dedicated 0.5 FTE Clinical Education Coordinator will greatly enhance the students' clinical rotation experience with a single point of contact, formal mentoring, and a structured preceptor training curriculum. In addition to supporting existing SRNAs, this individual will build internal pipelines into the field

of Nurse Anesthesia by developing a formal pathway for mentorship and education for nurses interested in exploring the profession at MCF.

During their clinical rotations at MCF, students become familiar with Mayo Clinic's staff, procedures, facilities, and culture. Students are encouraged to participate in independent and departmental quality improvement projects, simulation center training, and employee engagement activities during their time at MCF. These activities help strengthen MCF's commitment to each student, enhance students' clinical education and expertise, and help increase the successful transition from student to employee at any healthcare institution.

There are a number of retention efforts underway at MCF, including predicting and addressing burnout and increasing the engagement and professional satisfaction of its CRNA workforce. MCF continues to invest in the personal and professional development of its CRNAs by providing opportunities to participate in research, quality improvement projects, innovation, continuing education, committee involvement, community and global volunteering, educating/mentoring future Certified Registered Nurse Anesthetists.

III. Program Expansion - *Describe in detail and with specificity how the funds will expand the institution's nursing education programs to meet local, regional, or state workforce demands. If applicable, include advanced education nursing programs and how the funds will increase the number of faculty and clinical preceptors and planned efforts to utilize the clinical placement process established in Section 14.36, Florida Statutes.*

Studies have shown that as the number of students entering clinical programs increases, so does the complexity of scheduling, site availability, and the challenge of ensuring equitable and comprehensive clinical exposure. As the Nurse Anesthesiology Program (NAP) at the University of North Florida continues to grow, we remain committed to maintaining the highest standards and will not compromise on quality.

Strategic investments in a shared Clinical Education Coordinator and upgraded simulation equipment reflect a strong commitment to high-quality education, personalized student support, and clinical readiness. The coordinator will streamline clinical logistics and strengthen collaboration between UNF and Mayo Clinic in Florida, while modern simulation technology will ensure all students meet clinical competencies amid site unpredictability.

Together, these investments create a scalable, high-quality infrastructure that accommodates increased enrollment while ensuring students are well-prepared, well-supported, and successful in their training and certification. Additionally, they will elevate the program's reputation among alumni, employers, and clinical partners—further enhancing its appeal to top-tier applicants.



State University System 2025-2026 Linking Industry to Nursing Education (LINE) Fund Proposal Form

University:	University of South Florida
Healthcare Partner:	Empath Health
Date Proposal Approved by University Board of Trustees:	08/13/2025
Amount Requested:	\$25,000
University Contact (name, title, phone, & email):	Usha Menon, PhD, RN, FAAN, FSBM Dean and Senior Associate Vice President, 813-974-9091, Umenon@usf.edu
Please check the boxes below as appropriate:	<i>All boxes must be checked in order to be eligible to participate.</i>
Healthcare partner making contribution is located in and licensed to operate in Florida?	<input checked="" type="checkbox"/> Yes
Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/> Yes
Nursing programs met or exceeded a first-time NCLEX passage rate of 75% for the prior year based on the 2025 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Background

The LINE Fund is intended to incentivize collaboration between nursing education programs and healthcare partners and to meet local, regional, and state workforce demand by recruiting faculty and clinical preceptors, increasing the capacity of high-quality nursing education programs, and increasing the number of nursing education program graduates who are prepared to enter the workforce. Subject to available funds, for every dollar contributed to an institution by a healthcare partner, the fund shall provide a dollar-for-dollar match to the participating institution for approved proposals.

Funds may be used for student scholarships, recruitment of additional faculty, equipment, and simulation centers to advance high-quality nursing education programs throughout the state. Funds may not be used for the construction of new buildings. To participate, an institution must submit a timely and complete proposal to the Board of Governors for consideration. For more details, see Board of Governors [Regulation 8.008 - Nursing Education](#).

Proposals must be submitted with a total of no more than three pages of narrative for the following sections. Proposals with more than three pages of narrative will be rejected.

Proposal Details

Provide a detailed narrative for each section below.

I. Use of Funds *Describe in detail and with specificity how the institution plans to use the funds, including how the funds will be utilized to increase student enrollment and program completion.*

LINE: \$25,000

Empath Health: \$25,000

Total project: \$50,000

The University of South Florida College of Nursing will collaborate with Empath Health to provide scholarship support to students during the 25-26 Academic Year. Empath Health has committed \$25,000 in funding.

Securing scholarship support is crucial to the success of our students, as the prelicensure program is incredibly rigorous making additional employment while going through clinical rotations a serious challenge for students.

These funds will be used to provide tuition assistance to undergraduate prelicensure students enrolled in either the upper division program or accelerated program at one of our three campus locations. **Five students will be awarded this scholarship during their final two semesters.**

These 5 students will be known as Empath Health Scholars, and will be provided the opportunity to work closely with Empath Health nursing leadership to learn more about their hospital system. These Scholars will also be paired with a USF faculty member who will monitor their progress towards graduation and NCLEX examination completion.

How the healthcare partner benefits.

Over a six-month time frame (two semesters) the cohort of 5 students will be given the opportunity to explore new nurse graduate pathways at Empath facilities and begin to build relationships with Empath nurse leaders. Empath facilities will be given priority for clinical placement for these 5 students allowing them to understand the culture and service model of Empath healthcare sites.

USF College of Nursing will assign a dedicated faculty member to serve as the liaison for Empath Scholars. This role benefits both the students and the clinical partner site and ensures the best possible clinical experience. Our clinical partners understand that a positive preceptorship semester allows for a seamless transition into full time employment and increases retention rates post-graduation.

II. Onboarding & Retention of Graduates - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*

Empath Health Scholars will complete all required clinical hours at an Empath facility during their final two semesters. The prolonged exposure to the Empath organization will provide the opportunity for members of the healthcare team to interact and evaluate these scholars as potential new hires. Empath has a well-established Nurse Residency Program and hiring from the scholarship cohort would significantly reduce the onboarding time, as they will already have dedicated clinical experience within the Empath system.

III. Program Expansion -

Describe in detail and with specificity how the funds will expand the institution's nursing education programs to meet local, regional, or state workforce demands. If applicable, include advanced education nursing programs and how the funds will increase the number of faculty and clinical preceptors and planned efforts to utilize the clinical placement process established in Section 14.36, Florida Statutes.

Scholarship support has been an important factor leading to our increase in prelicensure enrollment. By 2028, the USF Health College of Nursing will graduate over 450 undergraduate nurses each year. Through extensive partnerships with local and regional hospitals and health care systems, the college can provide practice-based training and confidently route new graduates to employment, fulfilling the critical need for nurses in Florida. We consistently demonstrate success in our NCLEX passage rates and for the year to date 2025 pass rate is 96.5%.



**State University System
2025-2026 Linking Industry to Nursing Education (LINE) Fund Proposal Form**

University:	University of South Florida
Healthcare Partner:	Johns Hopkins All Children's Hospital
Date Proposal Approved by University Board of Trustees:	08/13/2025
Amount Requested:	\$122,857
University Contact (name, title, phone, & email):	Usha Menon, PhD, RN, FAAN, FSBM Dean and Senior Associate Vice President, 813-974-9091, Umenon@usf.edu
Please check the boxes below as appropriate:	<i>All boxes must be checked in order to be eligible to participate.</i>
Healthcare partner making contribution is located in and licensed to operate in Florida?	<input checked="" type="checkbox"/> Yes
Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/> Yes
Nursing programs met or exceeded a first-time NCLEX passage rate of 75% for the prior year based on the 2025 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Background

The LINE Fund is intended to incentivize collaboration between nursing education programs and healthcare partners and to meet local, regional, and state workforce demand by recruiting faculty and clinical preceptors, increasing the capacity of high-quality nursing education programs, and increasing the number of nursing education program graduates who are prepared to enter the workforce. Subject to available funds, for every dollar contributed to an institution by a healthcare partner, the fund shall provide a dollar-for-dollar match to the participating institution for approved proposals.

Funds may be used for student scholarships, recruitment of additional faculty, equipment, and simulation centers to advance high-quality nursing education

programs throughout the state. Funds may not be used for the construction of new buildings. To participate, an institution must submit a timely and complete proposal to the Board of Governors for consideration. For more details, see Board of Governors [Regulation 8.008 - Nursing Education](#).

Proposals must be submitted with a total of no more than three pages of narrative for the following sections. Proposals with more than three pages of narrative will be rejected.

Proposal Details

Provide a detailed narrative for each section below.

I. Use of Funds *Describe in detail and with specificity how the institution plans to use the funds, including how the funds will be utilized to increase student enrollment and program completion.*

LINE: \$122,857

Johns Hopkins All Children's Hospital: \$122,857

Total project: \$245,714

The University of South Florida College of Nursing will collaborate with John Hopkins All Children's Hospital (JHACH) to provide the below for the 2025-2026 academic year:

- 4 days of simulation support with staff, supplies & equipment: \$7,857
- 2.1 FTE for Clinical Mentor Support Nurse: \$90,000
- 10 JHACH scholarships throughout the 2025-2026 academic year: \$25,000

Johns Hopkins All Children's Hospital has committed \$122,857 in funding.

Securing simulation resources and scholarship support is crucial to the success of our undergraduate students. Simulation resources provide undergraduate students with a high-quality simulation experience close to their didactic learning environment. Securing scholarships is important as the prelicensure program is incredibly rigorous making additional employment while going through clinical rotations a serious challenge for students.

These funds will be used to provide tuition assistance to undergraduate prelicensure students enrolled in either the upper division program or accelerated program at one of our three campus locations. **Five students will be awarded this scholarship during their final two semesters.**

These five students will be known as Johns Hopkins All Children's Hospital Scholars and will be provided the opportunity to work closely with JHACH nursing leadership to learn more about their hospital system. These Scholars will also be paired with a USF faculty member who will monitor their progress towards graduation and NCLEX examination completion.

How the healthcare partner benefits.

Throughout the 2025-2026 academic year, students will be utilizing the state-of-the-art simulation center located at JHACH. This allows students to become familiar with the JHACH community and increase retention post-graduation.

Over a six-month time frame (two semesters) the cohort of five students will be given the opportunity to explore new nurse graduate pathways at JHACH and begin to build relationships with JHACH nurse leaders. JHACH will be given priority for clinical placement for these five students allowing them to understand the culture and service model of JHACH healthcare sites.

USF College of Nursing will assign a dedicated faculty member to serve as the liaison for JHACH Scholars. This role benefits both the students and the clinical partner site and ensures the best possible clinical experience. Our clinical partners understand that a positive preceptorship semester allows for a seamless transition into full time employment and increases retention rates post-graduation.

II. Onboarding & Retention of Graduates - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*

JHACH Scholars will complete all required clinical hours at a JHACH facility during their final two semesters. The prolonged exposure to the JHACH organization will provide the opportunity for members of the healthcare team to interact and evaluate these scholars as potential new hires. JHACH has a well-established Nurse Residency Program and hiring from the scholarship cohort would significantly reduce the onboarding time, as they will already have dedicated clinical experience within the JHACH system.

III. Program Expansion –

Describe in detail and with specificity how the funds will expand the institution's nursing education programs to meet local, regional, or state workforce demands. If applicable, include advanced education nursing programs and how the funds will increase the number of faculty and clinical preceptors and planned efforts to utilize the clinical placement process established in Section 14.36, Florida Statutes.

The JHACH partnership provides students with the opportunity for more meaningful exposure to a large pediatric population with complex healthcare needs. Through this experience, students become aware of their potential role in improving health outcomes for infants, children, and adolescents in Pinellas County.

Scholarship support has been an important factor leading to our increase in prelicensure enrollment. By 2028, the USF Health College of Nursing will graduate over 450 undergraduate nurses each year. Through extensive partnerships with local and regional hospitals and health care systems, the college can provide practice-based training and confidently route new graduates to employment, fulfilling the critical need for nurses in Florida. We consistently demonstrate success in our NCLEX passage rates and for the year-to-date 2025 pass rate is 96.5%.

Through extensive partnership with local and regional hospitals and health care systems, the College can provide practice-based training and confidently route new graduates to employment, fulfilling the critical need for nurses in Florida.



**State University System
2025-2026 Linking Industry to Nursing Education (LINE) Fund Proposal Form**

University:	University of South Florida
Healthcare Partner:	Moffitt Cancer Center
Date Proposal Approved by University Board of Trustees:	09/03/2025
Amount Requested:	\$50,000
University Contact (name, title, phone, & email):	Usha Menon, PhD, RN, FAAN, FSBM Dean and Senior Associate Vice President, 813-974-9091, Umenon@usf.edu
Please check the boxes below as appropriate:	<i>All boxes must be checked in order to be eligible to participate.</i>
Healthcare partner making contribution is located in and licensed to operate in Florida?	<input checked="" type="checkbox"/> Yes
Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/> Yes
Nursing programs met or exceeded a first-time NCLEX passage rate of 75% for the prior year based on the 2025 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Background

The LINE Fund is intended to incentivize collaboration between nursing education programs and healthcare partners and to meet local, regional, and state workforce demand by recruiting faculty and clinical preceptors, increasing the capacity of high-quality nursing education programs, and increasing the number of nursing education program graduates who are prepared to enter the workforce. Subject to available funds, for every dollar contributed to an institution by a healthcare partner, the fund shall provide a dollar-for-dollar match to the participating institution for approved proposals.

Funds may be used for student scholarships, recruitment of additional faculty, equipment, and simulation centers to advance high-quality nursing education

programs throughout the state. Funds may not be used for the construction of new buildings. To participate, an institution must submit a timely and complete proposal to the Board of Governors for consideration. For more details, see Board of Governors [Regulation 8.008 - Nursing Education](#).

Proposals must be submitted with a total of no more than three pages of narrative for the following sections. Proposals with more than three pages of narrative will be rejected.

Proposal Details

Provide a detailed narrative for each section below.

I. Use of Funds *Describe in detail and with specificity how the institution plans to use the funds, including how the funds will be utilized to increase student enrollment and program completion.*

LINE: \$50,000

Moffitt Cancer Center: \$50,000

Total project: \$100,000

The University of South Florida College of Nursing will collaborate with Moffitt Cancer Center to provide funds to support students in paying for either their NCLEX-RN test preparation or NCLEX-RN licensure examination during the 25-26 Academic Year. Moffitt Cancer Center has committed to \$50,000 in funding.

Passing the NCLEX-RN exam is necessary for the transition to practice as a Registered Nurse. Support for students' test preparation and RN licensure examination fees is therefore crucial to their success.

These funds will be used to provide financial assistance to **330 undergraduate prelicensure students supporting either their NCLEX-RN test preparation or the NCLEX-RN licensure examination.**

How the healthcare partner benefits.

Over the 2025-2026 academic year, every undergraduate nursing student will be impacted by Moffitt Cancer Center's generous financial contribution towards their test preparation and/or licensure exam, elevating their impact and influence on the future nursing workforce with the potential of increasing Moffitt's future hiring pool from the same cohort of undergraduate nursing students.

II. Onboarding & Retention of Graduates - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*

Over a six-month period (two semesters) the cohort of 330 students will be given the opportunity to apply the financial assistance supplied to them from Moffitt Cancer Center towards NCLEX-RN test preparation or fees associated with the NCLEX-RN licensure examination.

USF College of Nursing’s mission is to employ the core values of excellence, innovation, and respect to educate future nurses, advance nursing science, and implement evidence-based clinical practice to improve health and wellness. Moffitt Cancer Center’s generous financial contribution allows for a seamless transition into full-time employment and increases the possibility of higher NCLEX-RN pass rates.

III. Program Expansion –

Describe in detail and with specificity how the funds will expand the institution’s nursing education programs to meet local, regional, or state workforce demands. If applicable, include advanced education nursing programs and how the funds will increase the number of faculty and clinical preceptors and planned efforts to utilize the clinical placement process established in Section 14.36, Florida Statutes.

Passing the NCLEX-RN is necessary for the transition to practice as a Registered Nurse. Support for the students’ test preparation and RN licensure examination fees is therefore crucial to their success. USF College of Nursing is proud of our pass rates that exceed the average for Florida and the U.S.:

NCLEX Pass Rates (2024):

Florida State Average.....76.75%

National Average88.56%

USF College of Nursing.....97%

Through extensive partnership with local and regional hospitals and health care systems, the College can provide practice-based training and confidently route new graduates to employment, fulfilling the critical need for nurses in Florida.



State University System 2025-2026 Linking Industry to Nursing Education (LINE) Fund Proposal Form

University:	University of South Florida
Healthcare Partner:	Orlando Health Bayfront
Date Proposal Approved by University Board of Trustees:	08/13/2025
Amount Requested:	\$25,000
University Contact (name, title, phone, & email):	Usha Menon, PhD, RN, FAAN, FSBM Dean and Senior Associate Vice President, 813-974-9091, Umenon@usf.edu
Please check the boxes below as appropriate:	<i>All boxes must be checked in order to be eligible to participate.</i>
Healthcare partner making contribution is located in and licensed to operate in Florida?	<input checked="" type="checkbox"/> Yes
Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/> Yes
Nursing programs met or exceeded a first-time NCLEX passage rate of 75% for the prior year based on the 2025 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Background

The LINE Fund is intended to incentivize collaboration between nursing education programs and healthcare partners and to meet local, regional, and state workforce demand by recruiting faculty and clinical preceptors, increasing the capacity of high-quality nursing education programs, and increasing the number of nursing education program graduates who are prepared to enter the workforce. Subject to available funds, for every dollar contributed to an institution by a healthcare partner, the fund shall provide a dollar-for-dollar match to the participating institution for approved proposals.

Funds may be used for student scholarships, recruitment of additional faculty, equipment, and simulation centers to advance high-quality nursing education programs throughout the state. Funds may not be used for the construction of new buildings. To participate, an institution must submit a timely and complete proposal to the Board of Governors for consideration. For more details, see Board of Governors [Regulation 8.008 - Nursing Education](#).

Proposals must be submitted with a total of no more than three pages of narrative for the following sections. Proposals with more than three pages of narrative will be rejected.

Proposal Details

Provide a detailed narrative for each section below.

I. Use of Funds *Describe in detail and with specificity how the institution plans to use the funds, including how the funds will be utilized to increase student enrollment and program completion.*

LINE: \$25,000

Orlando Health Bayfront: \$25,000

Total project: \$50,000

The University of South Florida College of Nursing will collaborate with Orlando Health Bayfront to provide scholarship support to students during the 2025-2026 Academic Year. Orlando Health Bayfront has committed \$25,000 in funding.

Securing scholarship support is crucial to the success of our students, as the prelicensure program is incredibly rigorous making additional employment while going through clinical rotations a serious challenge for students.

These funds will be used to provide tuition assistance to undergraduate prelicensure students enrolled in either the upper division program or accelerated program at one of our three campus locations. **Five students will be awarded this scholarship during their final two semesters.**

These 5 students will be known as Orlando Health Bayfront Scholars, and will be provided the opportunity to work closely with Orlando Health Bayfront nursing leadership to learn more about their hospital system. These Scholars will also be paired with a USF faculty member who will monitor their progress towards graduation and NCLEX examination completion.

How the healthcare partner benefits.

Over a six-month period (two semesters) the cohort of five students will be given the opportunity to explore new nurse graduate pathways at Orlando Health facilities and begin to build relationships with Orlando Health nurse leaders. Orlando Health facilities will be given priority for clinical placement for these five students allowing them to understand the culture and service model of Orlando healthcare sites.

USF College of Nursing will assign a dedicated faculty member to serve as the liaison for Orlando Health Scholars. This role benefits both the students and the clinical partner site and ensures the best possible clinical experience. Our clinical partners understand that a positive preceptorship semester allows for a seamless transition into full time employment and increases retention rates post-graduation.

II. Onboarding & Retention of Graduates - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*

Orlando Health Bayfront Scholars will complete all required clinical hours at an Orlando Health facility during their final two semesters. The prolonged exposure to the Orlando Health organization will provide the opportunity for members of the healthcare team to interact and evaluate these scholars as potential new hires. Orlando Health has a well-established Nurse Residency Program and hiring from the scholarship cohort would significantly reduce the onboarding time, as they will already have dedicated clinical experience within the Orlando Health system.

III. Program Expansion -

Describe in detail and with specificity how the funds will expand the institution's nursing education programs to meet local, regional, or state workforce demands. If applicable, include advanced education nursing programs and how the funds will increase the number of faculty and clinical preceptors and planned efforts to utilize the clinical placement process established in Section 14.36, Florida Statutes.

Scholarship support has been a crucial factor leading to our increase in prelicensure enrollment. By 2028, the USF Health College of Nursing will graduate over 450 undergraduate nurses each year. Through extensive partnerships with local and regional hospitals and health care systems, the college can provide practice-based training and confidently route new graduates to employment, fulfilling the critical need for nurses in Florida. We consistently demonstrate success in our NCLEX passage rates and for the year-to-date 2025 pass rate is 96.5%.



State University System 2025-2026 Linking Industry to Nursing Education (LINE) Fund Proposal Form

University:	University of South Florida
Healthcare Partner:	Sunshine Health
Date Proposal Approved by University Board of Trustees:	08/13/2025
Amount Requested:	\$25,000
University Contact (name, title, phone, & email):	Usha Menon, PhD, RN, FAAN, FSBM Dean and Senior Associate Vice President, 813-974-9091, Umenon@usf.edu
Please check the boxes below as appropriate:	<i>All boxes must be checked in order to be eligible to participate.</i>
Healthcare partner making contribution is located in and licensed to operate in Florida?	<input checked="" type="checkbox"/> Yes
Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/> Yes
Nursing programs met or exceeded a first-time NCLEX passage rate of 75% for the prior year based on the 2025 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Background

The LINE Fund is intended to incentivize collaboration between nursing education programs and healthcare partners and to meet local, regional, and state workforce demand by recruiting faculty and clinical preceptors, increasing the capacity of high-quality nursing education programs, and increasing the number of nursing education program graduates who are prepared to enter the workforce. Subject to available funds, for every dollar contributed to an institution by a healthcare partner, the fund shall provide a dollar-for-dollar match to the participating institution for approved proposals.

Funds may be used for student scholarships, recruitment of additional faculty, equipment, and simulation centers to advance high-quality nursing education programs throughout the state. Funds may not be used for the construction of new buildings. To participate, an institution must submit a timely and complete proposal to the Board of Governors for consideration. For more details, see Board of Governors [Regulation 8.008 - Nursing Education](#).

Proposals must be submitted with a total of no more than three pages of narrative for the following sections. Proposals with more than three pages of narrative will be rejected.

Proposal Details

Provide a detailed narrative for each section below.

I. Use of Funds *Describe in detail and with specificity how the institution plans to use the funds, including how the funds will be utilized to increase student enrollment and program completion.*

LINE: \$25,000

Sunshine Health: \$25,000

Total project: \$50,000

The University of South Florida will collaborate with Sunshine Health to provide funds to support students in paying for either their NCLEX-RN test preparation or NCLEX-RN licensure examination during the 25-26 Academic Year. Sunshine Health has committed \$25,000 in funding.

Passing the NCLEX-RN exam is necessary for the transition to practice as a Registered Nurse. Support for students' test preparation and RN licensure examination fees is therefore crucial to their success.

These funds will be used to provide financial assistance to **330 undergraduate prelicensure students supporting either their NCLEX-RN test preparation or the NCLEX-RN licensure examination.**

II. Onboarding & Retention of Graduates - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*

Over a six-month period (two semesters) the cohort of 330 students will be given the opportunity to apply the financial assistance supplied to them from Sunshine Health towards NCLEX-RN test preparation or fees associated with the NCLEX-RN licensure examination.

USF College of Nursing's mission is to employ the core values of excellence, innovation, and respect to educate future nurses, advance nursing science, and implement evidence-based clinical practice to improve health and wellness. Sunshine Health's generous financial contribution allows for a seamless transition into full-time employment and increases the possibility of higher NCLEX-RN pass rates.

III. Program Expansion –

Describe in detail and with specificity how the funds will expand the institution's nursing education programs to meet local, regional, or state workforce demands. If applicable, include advanced education nursing programs and how the funds will increase the number of faculty and clinical preceptors and planned efforts to utilize the clinical placement process established in Section 14.36, Florida Statutes.

Passing the NCLEX-RN is necessary for the transition to practice as a Registered Nurse. Support for the students' test preparation and RN licensure examination fees is therefore crucial to their success. USF College of Nursing is proud of our pass rates that exceed the average for Florida and the U.S.:

NCLEX Pass Rates (2024):

Florida State Average.....76.75%

National Average.....88.56%

USF College of Nursing.....97%

Through extensive partnerships with local and regional hospitals and health care systems, the college can provide practice-based training and confidently route new graduates to employment, fulfilling the critical need for nurses in Florida.



State University System 2025-2026 Linking Industry to Nursing Education (LINE) Fund Proposal Form

University:	University of South Florida
Healthcare Partner:	Tampa General Hospital
Date Proposal Approved by University Board of Trustees:	08/13/2025
Amount Requested:	\$500,000
University Contact (name, title, phone, & email):	Usha Menon, PhD, RN, FAAN, FSBM Dean and Senior Associate Vice President, 813-974-9091, Umenon@usf.edu
Please check the boxes below as appropriate:	<i>All boxes must be checked in order to be eligible to participate.</i>
Healthcare partner making contribution is located in and licensed to operate in Florida?	<input checked="" type="checkbox"/> Yes
Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/> Yes
Nursing programs met or exceeded a first-time NCLEX passage rate of 75% for the prior year based on the 2025 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Background

The LINE Fund is intended to incentivize collaboration between nursing education programs and healthcare partners and to meet local, regional, and state workforce demand by recruiting faculty and clinical preceptors, increasing the capacity of high-quality nursing education programs, and increasing the number of nursing education program graduates who are prepared to enter the workforce. Subject to available funds, for every

dollar contributed to an institution by a healthcare partner, the fund shall provide a dollar-for-dollar match to the participating institution for approved proposals.

Funds may be used for student scholarships, recruitment of additional faculty, equipment, and simulation centers to advance high-quality nursing education programs throughout the state. Funds may not be used for the construction of new buildings. To participate, an institution must submit a timely and complete proposal to the Board of Governors for consideration. For more details, see Board of Governors [Regulation 8.008 - Nursing Education](#).

Proposals must be submitted with a total of no more than three pages of narrative for the following sections. Proposals with more than three pages of narrative will be rejected.

Proposal Details

Provide a detailed narrative for each section below.

I. Use of Funds *Describe in detail and with specificity how the institution plans to use the funds, including how the funds will be utilized to increase student enrollment and program completion.*

LINE: \$500,000

TGH: \$500,000

Total project: \$1,000,000

The University of South Florida College of Nursing will collaborate with Tampa General Hospital (TGH) to provide undergraduate and graduate nursing students with best-in-class support to prepare them to meet their penultimate goal of successful licensure and/or certification. TGH has committed \$500,000 in funding.

Student support will be enhanced by offering scholarships to:

- meet unmet financial needs (undergraduate and graduate),
- remove barriers to early licensure and certification testing due to costs associated with testing applications (undergraduate), and
- provide additional clinical opportunities in line with best practices (graduate and undergraduate)
- student success coaching tailored to individual student (undergraduate and graduate).
- Equipment and infrastructure for the new Simulation Center needed to update our simulation education in line with contemporary best practices such as virtual reality, high-fidelity manikins, etc. Tampa General Hospital has pledged funds over multiple years to help build the new state of the art Simulation Center.

II. Onboarding & Retention of Graduates - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*

TGH will support the transition to professional practice for USF College of Nursing undergraduate and advanced practice graduate students. The academic success and

transition to professional practice support from TGH will touch over 1000 students across programs, many of whom also engage in the world-class clinical opportunities provided by TGH. The multiple points of contact between nursing students and the TGH organization provide the chance to begin acclimating them to TGH while still in the role of student to reduce the length of role socialization upon graduation, leading to more strategic hiring decisions and improved retention.

III. Program Expansion

Describe in detail and with specificity how the funds will expand the institution's nursing education programs to meet local, regional, or state workforce demands. If applicable, include advanced education nursing programs and how the funds will increase the number of faculty and clinical preceptors and planned efforts to utilize the clinical placement process established in Section 14.36, Florida Statutes.

By 2028, the USF Health College of Nursing will graduate over 450 undergraduate nurses and 260 APRNs each year. Through extensive partnerships with local and regional hospitals and health care systems, the college can provide practice-based training and confidently route new graduates to employment, fulfilling the critical need for nurses in Florida. We consistently demonstrate success in our NCLEX passage rates and for the year to date 2025 NCLEX pass rate is 96.5%.



State University System 2025-2026 Linking Industry to Nursing Education (LINE) Fund Proposal Form

University:	Florida State University
Healthcare Partner:	Tallahassee Memorial HealthCare Mayo Clinic in Florida Winter Haven Hospital Foundation Sarasota Memorial Health Care Humana
Date Proposal Approved by University Board of Trustees:	8/29/2025
Amount Requested:	\$570,000
University Contact (name, title, phone, & email):	Jing Wang, PhD, MPH, RN, FAAN Dean, FSU College of Nursing jingwang@nursing.fsu.edu (850) 644-6844
Please check the boxes below as appropriate:	<i>All boxes must be checked in order to be eligible to participate.</i>
Healthcare partner making contribution is located in and licensed to operate in Florida?	<input checked="" type="checkbox"/> Yes
Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/> Yes
Nursing programs met or exceeded a first-time NCLEX passage rate of 75% for the prior year based on the 2025 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Background

The LINE Fund is intended to incentivize collaboration between nursing education programs and healthcare partners and to meet local, regional, and state workforce demand by recruiting faculty and clinical preceptors, increasing

the capacity of high-quality nursing education programs, and increasing the number of nursing education program graduates who are prepared to enter the workforce. Subject to available funds, for every dollar contributed to an institution by a healthcare partner, the fund shall provide a dollar-for-dollar match to the participating institution for approved proposals.

Funds may be used for student scholarships, recruitment of additional faculty, equipment, and simulation centers to advance high-quality nursing education programs throughout the state. Funds may not be used for the construction of new buildings. To participate, an institution must submit a timely and complete proposal to the Board of Governors for consideration. For more details, see Board of Governors [Regulation 8.008 - Nursing Education](#).

Proposals must be submitted with a total of no more than three pages of narrative for the following sections.

Proposal Details

Provide a detailed narrative for each section below.

- I. Use of Funds** - *Describe in detail and with specificity how the institution plans to use the funds, including how the funds will be utilized to increase student enrollment and program completion.*

Florida State University College of Nursing (CON) will collaborate with Humana, Mayo Clinic in Florida, Sarasota Memorial Health Care (SMH), Tallahassee Memorial HealthCare (TMH) and Winter Haven Hospital to support faculty salaries, purchase equipment for simulation and provide tuition waivers, graduate assistantships, and scholarships to students to increase enrollment and program completion. Additionally, in collaboration with the Office of Research, a faculty member will enhance the CON's evidence-based practice infrastructure for students, allowing them to explore this important area and receive a well-rounded educational experience before entering or advancing in the workforce.

- II. Onboarding & Retention of Graduates** - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*

FSU CON will collaborate with Humana, Mayo, SMH, TMH and Winter Haven Hospital to support faculty salaries and simulation equipment that can facilitate a robust evidence-based practice infrastructure within the college to ensure constant student learning and high satisfaction levels of the learning experience. Additionally, these healthcare partners and the FSU CON will provide tuition waivers, student assistantships and scholarships designed to prepare students to practice at the highest level of their licenses. By partnering with these Florida organizations throughout the student learning experience, there is a higher chance that healthcare partners will retain these students post-graduation.

III. Program Expansion - *Describe in detail and with specificity how the funds will expand the institution's nursing education programs to meet local, regional, or state workforce demands. If applicable, include advanced education nursing programs and how the funds will increase the number of faculty and clinical preceptors and planned efforts to utilize the clinical placement process established in Section 14.36, Florida Statutes.*

Specifically, we will use the funds to support faculty salaries to ensure we educate more highly skilled nursing students who have the knowledge and training needed to contribute positively to better healthcare in the state of Florida. Broadening exposure to research and evidence-based practice furthers the students' ability to understand the full breadth of the research evidence in improving the health and well-being of individuals and communities in our state.

The funds will also be used to purchase simulation equipment related to program expansion, and support students through student assistantships, tuition waivers and scholarships to ensure they are prepared with the education and skills to translate evidence into practice, lead patient care teams, evaluate patient outcomes and promote system change at various health entities throughout the state, thereby improving the health of Floridians.



**State University System
2025-2026 Linking Industry to Nursing Education (LINE) Fund Proposal Form**

University:	Florida Agricultural and Mechanical University
Healthcare Partner:	HCA Healthcare
Date Proposal Approved by University Board of Trustees:	08/28/2025
Amount Requested:	\$375,000
University Contact (name, title, phone, & email):	Shannon B. Smith, Dean 850-599-3017 shannon.smith@famu.edu
Please check the boxes below as appropriate:	<i>All boxes must be checked in order to be eligible to participate.</i>
Healthcare partner making contribution is located in and licensed to operate in Florida?	<input checked="" type="checkbox"/> Yes
Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/> Yes
Nursing programs met or exceeded a first-time NCLEX passage rate of 75% for the prior year based on the 2025 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Background

The LINE Fund is intended to incentivize collaboration between nursing education programs and healthcare partners and to meet local, regional, and state workforce demand by recruiting faculty and clinical preceptors, increasing the capacity of high-quality nursing education programs, and increasing the number of nursing education program graduates who are prepared to enter the workforce. Subject to available funds, for every dollar contributed to an institution by a healthcare partner, the fund shall provide a dollar-for-dollar match to the participating institution for approved proposals.

Funds may be used for student scholarships, recruitment of additional faculty, equipment, and simulation centers to advance high-quality nursing education programs throughout the state. Funds may not be used for the construction of new buildings. To participate, an institution must submit a timely and complete proposal to the Board of Governors for consideration. For more details, see Board of Governors [Regulation 8.008 - Nursing Education](#).

Proposals must be submitted with a total of no more than three pages of narrative for the following sections.

Proposal Details

Provide a detailed narrative for each section below.

- I. Use of Funds** - *Describe in detail and with specificity how the institution plans to use the funds, including how the funds will be utilized to increase student enrollment and program completion.*

Florida A&M University (FAMU) School of Nursing is pleased to submit this proposal for the 2025–2026 Linking Industry to Nursing Education (LINE) Fund, in continued partnership with HCA Florida Healthcare (HCA). Building on the success of our previous initiatives, we are requesting a matching amount of **\$375,000**, aligned with HCA’s ongoing philanthropic commitment to nursing education at FAMU. This proposal reflects the next phase of our strategic collaboration, designed to strengthen the nursing workforce pipeline through targeted investments in student scholarships, faculty development, leadership training, and clinical placement expansion.

The proposed use of funds remains consistent with the priorities outlined in our 2024–2025 submission, with enhancements based on program outcomes and evolving workforce needs. Specifically, the funds will support the continued growth of the **NURSE Scholars Program**, which has proven effective in increasing student retention, academic success, and leadership development. Additionally, we will expand faculty recruitment and development efforts to ensure high-quality instruction and mentorship, while deepening our clinical training partnership with HCA to provide robust onboarding and retention pathways for graduates.

The proposed use of funds is as follows:

- **\$300,000 – Student Scholarships**
Scholarships will be awarded to students with demonstrated financial need, with a focus on those from underrepresented and underserved communities. These awards will reduce financial barriers, increase enrollment, and improve retention and graduation rates. By alleviating economic stress, students can focus on academic success and timely program completion.
- **\$55,000 – Faculty Support & Development**
Of this amount, \$25,000 will fund faculty mentorship within the NURSE Scholars Program, ensuring students receive personalized academic and professional guidance. The remaining \$30,000 will support faculty development through workshops and certifications in NCLEX-style test writing, simulation-based instruction, and evidence-based teaching strategies. These efforts will enhance instructional quality and student outcomes.
- **\$20,000 – Student Leadership Development**

Funds will support student participation in the National Student Nurses' Association (NSNA) Annual Conference. This experience fosters leadership, professional networking, and exposure to national nursing trends, preparing students for future roles in healthcare leadership.

II. Onboarding & Retention of Graduates - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*

HCA FLorida Healthcare (HCA) has committed to a comprehensive onboarding and retention program for nursing graduates who complete their studies at FAMU and are hired by HCA. By linking the scholarship recipients to the HCA network, we aim to improve graduate retention within the nursing workforce, with a specific focus on retaining FAMU graduates within the HCA network.

Onboarding. Scholarship recipients will undergo comprehensive onboarding at HCA's structured orientation program, designed to provide a smooth transition from academia to the workforce. This onboarding process includes one-on-one mentorship with experienced nurses, hands-on skill-building workshops, and simulated clinical training. These efforts aim to boost graduates' confidence and ensure they are well-prepared for the demands of bedside nursing and leadership roles in patient care.

Retention. FAMU School of Nursing is deeply committed to improving student retention through a multifaceted approach that combines financial support, mentoring, and leadership experiences. These efforts are designed to address the key barriers that nursing students face, especially those from underrepresented or disadvantaged backgrounds.

- Financial Support. One of the most significant barriers to retention in nursing programs is financial strain. The \$300,000 in scholarships provided through this proposal will help reduce the financial burden on students, allowing them to focus on their studies without the distraction of economic hardship. By prioritizing scholarships for students with financial need, FAMU aims to increase retention by enabling these students to continue their education uninterrupted. This financial support will not only help students remain in the program but also empower them to pursue their academic goals with greater confidence and stability.
- Mentoring Program. The mentoring component of the NURSE Scholars Program will play a critical role in student retention. Dedicated faculty members will provide personalized support to each student, helping them navigate academic challenges, balance personal and professional responsibilities, and develop a clear path to graduation. Mentorship fosters a sense of belonging and engagement, which is essential for retaining students who may feel isolated or overwhelmed. By establishing close relationships with experienced faculty, students will have a reliable source of guidance and encouragement throughout their academic journey. Faculty mentors will help students set goals, develop time management skills, and address any issues that may arise during their studies, ensuring that they remain on track for success.
- Leadership Development. Leadership experiences are another crucial element in retaining students. By offering opportunities for students to attend conferences like the National Student Nurses' Association (NSNA) Annual Conference, FAMU will cultivate leadership skills and provide exposure to the broader nursing community. Students who engage in leadership activities often

demonstrate higher levels of academic success and personal satisfaction. These experiences help students build professional networks, gain confidence in their abilities, and develop a clear vision for their future careers. Leadership opportunities create a sense of purpose and ambition that motivates students to complete their nursing education and pursue long-term success in the field.

Clinical Rotations for Scholarship Students

As part of this collaboration, students receiving scholarships through the NURSE Scholars Program will have the opportunity to complete clinical rotations at HCA. These rotations will expose students to a variety of clinical environments, providing them with critical hands-on experience and ensuring they are well-prepared for employment upon graduation. The partnership will also enhance students' clinical skills and knowledge, giving them direct exposure to exemplary nursing experiences.

III. Program Expansion - *Describe in detail and with specificity how the funds will expand the institution's nursing education programs to meet local, regional, or state workforce demands. If applicable, include advanced education nursing programs and how the funds will increase the number of faculty and clinical preceptors and planned efforts to utilize the clinical placement process established in Section 14.36, Florida Statutes.*

The LINE Fund match will enable FAMU School of Nursing to expand its capacity to meet regional and statewide nursing workforce demands through the following strategies:

Increased Enrollment and Retention

Scholarships will reduce financial barriers, enabling more students to enroll and persist through graduation. This directly supports the state's goal of increasing the number of practice-ready nursing graduates.

Faculty Recruitment and Development

Additional faculty hires will allow FAMU to offer more course sections and clinical placements. Faculty development initiatives will ensure high-quality instruction and mentorship, contributing to improved NCLEX pass rates and student success.

Leadership and Professional Development

By supporting student participation in national conferences, the program cultivates leadership skills and professional engagement, preparing graduates to assume leadership roles in healthcare settings.

Clinical Placement Expansion

FAMU will continue to leverage its partnership with HCA and other healthcare providers to secure clinical placements. These efforts align with Section 14.36, Florida Statutes, and ensure that all students receive the hands-on training necessary for licensure and practice.



State University System 2025-2026 Linking Industry to Nursing Education (LINE) Fund Proposal Form

University:	University of Florida
Healthcare Partner:	UF Health -12 hospitals, 120 primary care & specialty practices, 26 emergency & urgent care locations
Date Proposal Approved by University Board of Trustees:	9/9/2025
Amount Requested:	\$2,000,000
University Contact (name, title, phone, & email):	Dr. Shakira Henderson Dean, College of Nursing – Chief Administrative Officer, UF College of Nursing Associate Vice President for Nursing Education, Practice, and Research – System Chief Nurse Executive, UF Health University of Florida Phone: (352) 273-6324 Email: Shakirahenderson@ufl.edu
Please check the boxes below as appropriate:	<i>All boxes must be checked in order to be eligible to participate.</i>
Healthcare partner making contribution is located in and licensed to operate in Florida?	<input checked="" type="checkbox"/> Yes
Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/> Yes
Nursing programs met or exceeded a first-time NCLEX passage rate of 75% for the prior year based on the 2025 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Background

The LINE Fund is intended to incentivize collaboration between nursing education programs and healthcare partners and to meet local, regional, and state workforce demand by recruiting faculty and clinical preceptors, increasing the capacity of high-quality nursing education programs, and increasing the number of nursing education program graduates who are prepared to enter the workforce. Subject to available funds, for every dollar contributed to an institution by a healthcare partner, the fund shall provide a dollar-for-dollar match to the participating institution for approved proposals.

Funds may be used for student scholarships, recruitment of additional faculty, equipment, and simulation centers to advance high-quality nursing education programs throughout the state. Funds may not be used for the construction of new buildings. To participate, an institution must submit a timely and complete proposal to the Board of Governors for consideration. For more details, see Board of Governors [Regulation 8.008 - Nursing Education](#).

Proposals must be submitted with a total of no more than three pages of narrative for the following sections.

Proposal Details

Provide a detailed narrative for each section below.

- I. Use of Funds** - *Describe in detail and with specificity how the institution plans to use the funds, including how the funds will be utilized to increase student enrollment and program completion.*

The UF College of Nursing has strategically planned to utilize allocated funds across key areas—student scholarships, faculty recruitment and retention, and enhancements to equipment and simulation centers. These investments are designed to significantly increase student enrollment, improve program completion rates, and elevate the overall quality of nursing education provided at the College. Specifically, \$1 million will be used to provide full-tuition scholarships for 50 students enrolled in the Accelerated Bachelor of Science in Nursing (BSN) program at both the Gainesville, Jacksonville, and upcoming new campuses sites. These scholarships will remove financial barriers, making the program more accessible to a wide range of applicants. The scholarships include a 24-month commitment with a 12-month residency program as applicable, offering hands-on experience in healthcare settings, which is expected to increase enrollment and reduce attrition rates, resulting in a larger, well-prepared nursing workforce.

In addition, \$1 million will be invested in faculty recruitment and retention, focusing on teaching innovation, academic leadership expansion, and professional development. This includes funding for Competency-Based Education (CBE) implementation, clinical start-up packages, instructional design enhancements, new course development expertise, and automation of faculty operations to enhance teaching and student engagement. The College also plans to expand its faculty and student services, including support for student success programs and the Academic-Practice Immersion Program. Furthermore,

\$500,000 will be allocated to upgrade Skills Lab equipment across all programs at all campuses sites, establishing open labs and virtual reality (VR) labs. Another \$1,500,000 will be dedicated to updating Simulation Center equipment, modernizing existing tools and expanding simulation staff, ensuring students train with the latest advancements in nursing education. These strategic investments are designed to position the UF College of Nursing as a leader in nursing education, producing a skilled workforce ready to meet the growing demands of the healthcare industry.

II. Onboarding & Retention of Graduates - Describe in detail and with specificity how the health care partner will onboard and retain graduates.

UF Health, with its extensive network of hospitals, primary care, and specialty practices, has crafted a robust onboarding and retention strategy to seamlessly integrate UF College of Nursing graduates into its healthcare system. This strategy begins with a 12-month joint RN residency program, combining clinical rotations with mentorship from seasoned UF Health nurses, ensuring graduates gain practical experience and confidence. To further support new nurses, UF Health offers specialized preceptor training for experienced RNs, creating a nurturing environment where new nurses can thrive. In addition to this, UF Health is committed to retaining these graduates through ongoing professional development opportunities, competitive compensation, and clear career advancement pathways, including continuing education and leadership development. The comprehensive benefits package, which includes health insurance, retirement plans, and work-life balance initiatives, is designed to attract and retain top nursing talent, fostering a dedicated, highly skilled workforce that supports UF Health's mission of delivering exceptional patient care.

III. Program Expansion - Describe in detail and with specificity how the funds will expand the institution's nursing education programs to meet local, regional, or state workforce demands. If applicable, include advanced education nursing programs and how the funds will increase the number of faculty and clinical preceptors and planned efforts to utilize the clinical placement process established in Section 14.36, Florida Statutes.

The allocated funds will be instrumental in expanding the UF College of Nursing's programs to meet the growing workforce demands at local, regional, and state levels. By providing full-tuition scholarships for 50 students in the Accelerated BSN program, the College will increase enrollment and produce a larger, highly skilled nursing workforce. Additionally, the investment in faculty recruitment and retention will expand the number of educators and clinical preceptors, enhancing the College's capacity to deliver advanced nursing education and support more students. The funds will also support the utilization of the clinical placement process established in Section 14.36, Florida Statutes, ensuring that students receive

comprehensive clinical training in partnership with local healthcare providers, thereby aligning educational outcomes with workforce needs.



State University System 2025-2026 Linking Industry to Nursing Education (LINE) Fund Proposal Form

University:	University of West Florida
Healthcare Partner:	Ascension Sacred Heart
Date Proposal Approved by University Board of Trustees:	9/8/2025
Amount Requested:	\$155,000
University Contact (name, title, phone, & email):	Shelley Diviney, Interim Dean Usha Kundu, MD College of Health sdiviney@uwf.edu 850-462-5762
Please check the boxes below as appropriate:	<i>All boxes must be checked in order to be eligible to participate.</i>
Healthcare partner making contribution is located in and licensed to operate in Florida?	<input checked="" type="checkbox"/> Yes
Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/> Yes
Nursing programs met or exceeded a first-time NCLEX passage rate of 75% for the prior year based on the 2025 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Background

The LINE Fund is intended to incentivize collaboration between nursing education programs and healthcare partners and to meet local, regional, and state workforce demand by recruiting faculty and clinical preceptors, increasing the capacity of high-quality nursing education programs, and increasing the number of nursing education program graduates who are prepared to enter the workforce. Subject to available funds, for every dollar contributed to an institution

by a healthcare partner, the fund shall provide a dollar-for-dollar match to the participating institution for approved proposals.

Funds may be used for student scholarships, recruitment of additional faculty, equipment, and simulation centers to advance high-quality nursing education programs throughout the state. Funds may not be used for the construction of new buildings. To participate, an institution must submit a timely and complete proposal to the Board of Governors for consideration. For more details, see Board of Governors [Regulation 8.008 - Nursing Education](#).

Proposals must be submitted with a total of no more than three pages of narrative for the following sections.

Proposal Details

Provide a detailed narrative for each section below.

I. Use of Funds - Describe in detail and with specificity how the institution plans to use the funds, including how the funds will be utilized to increase student enrollment and program completion.

Currently, a significant shortage of nurses exists in the State of Florida, and projections suggest that the deficit will continue to increase in size in the coming decade. In particular, the Florida panhandle is one of the areas with the most significant shortage. Geographically, the School of Nursing at the University of West Florida (UWF) is well positioned to address the need in the Florida Panhandle. The BSN program at UWF is well respected in the local and regional community and consistently produces graduates who pass the NCLEX on the first attempt. With this track record, an investment in growth and retention of the BSN program student population at UWF is highly likely to impact workforce needs in regional areas.

Currently, the on-campus Bachelor of Science in Nursing program at UWF graduates approximately 120 students per year who enter the workforce. However, these students are recruited from a large area surrounding the campus, potentially limiting the pipeline of students who are entering the workforce with our local healthcare organizations. Thus, having pipeline initiatives that are designed to enhance the likelihood of students being retained in the local area is critical.

The funds from this proposal will be used to help start an initiative to increase nursing student enrollment and create an immersive, educational pipeline for Ascension Sacred Heart Hospital. The proposed program will facilitate UWF bachelors of science in nursing students to complete the final 3 semesters of their education on the Ascension Sacred Heart Campus. This will include didactic education, taught onsite by UWF and also clinical and precepted experiences. These students will be immersed in the donors culture and day to day practices, will have enhanced ability to engage with experienced nurses and hospital administrators, and will have the potential to gain part time

employment at Ascension Sacred Heart while enrolled in the nursing program. Further, the movement of these students to another location, will free up capacity in the UWF main campus to accept additional nursing students who are qualified for the program. This will result in not only a very strong pipeline partnership between UWF and Ascension Sacred Heart, but also an increase in the enrollment in the nursing program.

Costs:

1. \$300,000 will be provided for scholarships to nursing students who meet the criteria of the Ascension Sacred Heart gift agreement.
2. \$10,000 will be provided for UWorld NCLEX Test Preparation Subscription and NCLEX test waiver.

Project Total: \$310,000

Ascension Sacred Heart has agreed to fund \$155,000 of this project. We are requesting a \$155,000 in matching funds from the Board of Governors in order to fully fund this project.

II. Onboarding & Retention of Graduates - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*

According to the Robert Wood Johnson Foundation, 17.5% of RN's leave their first job in the first year of employment. Healthcare organizations incur high costs due to nursing turnover. A 2020 NSI National Health Care Retention and RN Staffing Report concluded that the average cost for turning over a bedside RN is just over \$44,000. Exit survey data from a recent study¹ suggested that only 40% of Nurses leaving employment felt they had a realistic understanding of their job before onboarding. Based upon this finding and other reports in the literature, it is evident that there is a critical period in the transition between nursing students and first-year nurses. The importance of onboarding is well understood in the Human Resource literature. According to the Society for Human Resource Management, 69% of employees are more likely to stay with an organization for three years if they have had a positive onboarding experience. Additionally, hospitals that have implemented preceptor and mentor programs in the first year of employment for new nurses have seen reductions in the turnover rate of nearly 20%.

Much research has focused on the transition period after employment has already begun. While this period does warrant attention, there is an opportunity to address preparation for the transition to employment earlier when students are near completion. We are proposing to work with our healthcare Partner to provide the start of onboarding during their clinical experiences at Ascension Sacred Heart, targeting the transition to employment before the students graduate. The experience will be facilitated by the immersion with Ascension Sacred Heart on a daily basis, and greater exposure to personnel from all levels

of this organization. The goal will be to provide students with a realistic understanding of the job they will have upon graduation, an understanding of the organizational culture and values, and immersive exposure to the day-to-day experiences of nurses at Ascension Sacred Heart. We believe that through this enhanced educational experience, students will be better equipped to handle the transition to nursing practice in the Ascension Sacred Heart system and will be more likely to be retained through the critical window of early career employment.

1Kurnat-Thoma E, Ganger M, Peterson K, Channell L. Reducing Annual Hospital and Registered Nurse Staff Turnover—A 10-Element Onboarding Program Intervention. SAGE Open Nursing. 2017;3. doi:10.1177/2377960817697712

III. Program Expansion - *Describe in detail and with specificity how the funds will expand the institution's nursing education programs to meet local, regional, or state workforce demands. If applicable, include advanced education nursing programs and how the funds will increase the number of faculty and clinical preceptors and planned efforts to utilize the clinical placement process established in Section 14.36, Florida Statutes.*

The funds for the program will be used to expand the UWF BSN program by allowing students to transition on scholarship to our donors campus, freeing up campus resources to support additional student enrollment at UWF. Further, the enhanced exposure to experienced nurses, enhanced NCLEX preparation and financial support is anticipated to increase the program graduation rate and NCLEX success.

In summary, we will produce a greater number of BSN graduates through an increased graduation rate and also enhance enrollment with additional qualified applicants through this program. Further, these students will be well prepared for a career in nursing to address workforce need overall and with our healthcare partner.



UWF Foundation, Inc.
UNIVERSITY of WEST FLORIDA

Linking Industry to Nursing Education Fund

Ascension Sacred Heart Pensacola agrees to partner with the University of West Florida and donate \$155,000 subject to an approved proposal by the Florida Board of Governors to match the contribution dollar for dollar from the Linking Industry to Nursing Education (LINE) Fund. A formal gift agreement will be executed between both parties upon notification that UWF's proposal has been approved.

Will Condon
President and CEO, Ascension Sacred Heart

Date

Howard J. Reddy
Vice President University Advancement
President, UWF Foundation, Inc.

Date

For information contact:
UWF Foundation, Inc.,
11000 University Parkway
Pensacola, Florida, 32514
850-474-3118



State University System 2025-2026 Linking Industry to Nursing Education (LINE) Fund Proposal Form

University:	University of West Florida
Healthcare Partner:	Santa Rosa Medical Center
Date Proposal Approved by University Board of Trustees:	9/8/2025
Amount Requested:	\$37,800
University Contact (name, title, phone, & email):	Shelley Diviney, Interim Dean Usha Kundu, MD College of Health 850-462-5762 sdiviney@uwf.edu
Please check the boxes below as appropriate:	<i>All boxes must be checked in order to be eligible to participate.</i>
Healthcare partner making contribution is located in and licensed to operate in Florida?	<input checked="" type="checkbox"/> Yes
Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/> Yes
Nursing programs met or exceeded a first-time NCLEX passage rate of 75% for the prior year based on the 2025 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Background

The LINE Fund is intended to incentivize collaboration between nursing education programs and healthcare partners and to meet local, regional, and state workforce demand by recruiting faculty and clinical preceptors, increasing the capacity of high-quality nursing education programs, and increasing the number of nursing education program graduates who are prepared to enter the workforce. Subject to available funds, for every dollar contributed to an institution

by a healthcare partner, the fund shall provide a dollar-for-dollar match to the participating institution for approved proposals.

Funds may be used for student scholarships, recruitment of additional faculty, equipment, and simulation centers to advance high-quality nursing education programs throughout the state. Funds may not be used for the construction of new buildings. To participate, an institution must submit a timely and complete proposal to the Board of Governors for consideration. For more details, see Board of Governors [Regulation 8.008 - Nursing Education](#).

Proposals must be submitted with a total of no more than three pages of narrative for the following sections.

Proposal Details

Provide a detailed narrative for each section below.

I. Use of Funds - Describe in detail and with specificity how the institution plans to use the funds, including how the funds will be utilized to increase student enrollment and program completion.

Currently, a significant shortage of nurses exists in the State of Florida, and projections suggest that the deficit will continue to increase in size in the coming decade. In particular, the Florida panhandle is one of the areas with the most significant shortage. Geographically, the School of Nursing at the University of West Florida (UWF) is well positioned to address the need in the Florida Panhandle. The Entry Into Practice (Direct Entry) Master of Science in Nursing (DEMSN) program at UWF is well respected in the local and regional community and consistently produces graduates who pass the NCLEX on the first attempt. With this track record, an investment in growth and retention of the DEMSN program student population at UWF is highly likely to impact workforce needs in regional areas.

Currently, the on-campus Bachelor of Science in Nursing program at UWF graduates approximately 120 students per year who enter the workforce. However, the vast majority of these students will be employed within Escambia County. This limits the number of new nurses that are working in Santa Rosa County, an area of increasing population density and need.

The funds from this proposal will build a pipeline program for the DEMSN program into Santa Rosa Medical Center. This 129 bed hospital benefitted from the LINE program since its inception in 2022, and has an increased engagement with the UWF School of Nursing. We will utilize the funds from this program to further enhance immersive clinical experiences for Nursing students in their final two semesters at Santa Rosa Medical Center. These students will also benefit from an enhanced precepted experience in the final semester through funds provided by this program.

To increase the engagement of Santa Rosa Medical Center (SRMC) with the DEMSN program, one clinical cohort of 8 students will be assigned to complete their final two semesters, clinical rotations and precepted experience with our sponsor. The education of these new students will be supported using funds from this program. Specifically, we will utilize \$37,000.00 to provide stipends to these students and additionally provide an NCLEX fee waiver to ensure that they have enough financial support to spend more time with our healthcare partner. Currently students in

the program often have to work to meet their financial needs. With additional support, these students will have opportunities to engage with Santa Rosa Medical Center to enhance their understanding of our partners' organizational culture and practices. They will also be able to engage in additional training and experience developed in consultation with our partner to enhance their ability to be onboarded after graduation.

To ensure that these clinical students have the support to complete the DEMSN program and successfully onboard as nurses with our healthcare partner, we propose a continuation of the Funds to Finish (F2F) scholarship program along with the enhanced clinical experience. Targeting financial aid to students as a reward for their success is known to increase graduation rates, and students entering into clinicals have demonstrated their success by completing most of the DEMSN program. By funding scholarships for students who have completed all but the final clinical component of the DEMSN program, along with providing a stipend and NCLEX waiver, it is anticipated that all financial barriers will be removed for the students as they approach graduation. It is planned that 8 senior clinical students will be recipients of these F2F scholarships. Each student will receive a scholarship to cover tuition and fees during the period of their clinical experience. Total funds allocated for F2F scholarships are \$37,000. Additionally, we will use funds from this program to provide students with a fee waiver for the NCLEX examination. This will eliminate the final financial barrier to becoming a registered nurse.

In addition to investing in the students' ability to complete the program, these students will receive an enriched clinical experience with nearly all the clinical education at Santa Rosa Medical Center locations. SRMC will meet with the students on location, and will be invited to come to the UWF main campus to provide additional encouragement and enrichment for students in the program, and to all UWF nursing students when on the main campus.

Nurse preceptors are a critical component of the teaching of DEMSN students. However, there is currently an issue with Nurses leaving the profession due to burnout. At present, preceptors are not compensated for the additional time and effort to help train a DEMSN student. It is crucial at this time to avoid engaging in practices that might exacerbate the stress and burnout among existing nurses. Therefore, we propose to provide compensation for nurses who agree to serve as clinical students' preceptors at Santa Rosa Medical Center locations. By incentivizing these nurses, we can guarantee the DEMSN students have a clinical experience that enhances their preparation for practice. Also, this enhanced experience is planned to include more elements that will assist the students in having a realistic understanding of employment with our healthcare partner upon graduation and onboarding.

Costs:

- 1) \$37,000 to fund stipends for clinical cohort of 8 students
- 2) \$37,000 Funds to Finish Scholarships for senior students in clinicals
- 3) \$1,600 NCLEX examination waivers

Project Total: \$75,600

Santa Rosa Medical Center has agreed to fund \$37,800 of this project. We are requesting \$37,800 in matching funds from the Board of Governors in order to fully fund this project.

II. Onboarding & Retention of Graduates - Describe in detail and with specificity how the health care partner will onboard and retain graduates.

According to the Robert Wood Johnson Foundation, 17.5% of RN's leave their first job in the first year of employment. Healthcare organizations incur high costs due to nursing turnover. A 2020 NSI National Health Care Retention and RN Staffing Report concluded that the average cost for turning over a bedside RN is just over \$44,000. Exit survey data from a recent study¹ suggested that only 40% of Nurses leaving employment felt they had a realistic understanding of their job before onboarding. Based upon this finding and other reports in the literature, it is evident that there is a critical period in the transition between nursing students and first-year nurses. The importance of onboarding is well understood in the Human Resource literature. According to the Society for Human Resource Management, 69% of employees are more likely to stay with an organization for three years if they have had a positive onboarding experience. Additionally, hospitals that have implemented preceptor and mentor programs in the first year of employment for new nurses have seen reductions in the turnover rate of nearly 20%.

Much research has focused on the transition period after employment has already begun. While this period does warrant attention, there is an opportunity to address preparation for the transition to employment earlier when students are near completion. We are proposing to work with our healthcare Partner to provide the start of onboarding during their clinical experiences in the Santa Rosa Medical Center, targeting the transition to employment before the students graduate. The experience will be facilitated by the incentivized preceptors and additional engagements with Santa Rosa Medical Center. The goal will be to provide students with a realistic understanding of the job they will have upon graduation, an understanding of the organizational culture and values, and immersive exposure to the day-to-day experiences of nurses at Santa Rosa Medical Center locations. We believe that through this enhanced clinical experience, students will be better equipped to handle the transition to nursing practice in the Santa Rosa Medical Center system and will be more likely to be retained through the critical window of early career employment.

¹Kurnat-Thoma E, Ganger M, Peterson K, Channell L. Reducing Annual Hospital and Registered Nurse Staff Turnover—A 10-Element Onboarding Program Intervention. *SAGE Open Nursing*. 2017;3. doi:[10.1177/2377960817697712](https://doi.org/10.1177/2377960817697712)

III.

Program Expansion - Describe in detail and with specificity how the funds will expand the institution's nursing education programs to meet local, regional, or state workforce demands. If applicable, include advanced education nursing programs and how the funds will increase the number of faculty and clinical preceptors and planned efforts to utilize the clinical placement process established in Section 14.36, Florida Statutes.

The funds for the program will be used to expand the UWF DEMSN program by addressing the end of the student lifecycle. Enhancing graduation rate will produce

more RN's to fulfill the local workforce needs. Additionally, expanding the presence with clinical locations outside of Escambia county will attract new students from adjoining areas into the nursing programs. Over time this will help to enhance the number of students applying for the UWF DEMSN program, which is incredibly important in a time where nursing school applications are on the decline.

In summary, we will produce a greater number of DEMSN graduates through an increased graduation rate. The UWF DEMSN program has consistently produced very high NCLEX pass rates. Therefore, as the pipeline of new DEMSN students is strengthened, the educational preparation of the students will ensure that these retained students will pass the NCLEX and become an RN. Further, these students will be well prepared for a career in nursing to address workforce needs overall and with our healthcare partner, Santa Rosa Medical Center.



UWF Foundation, Inc.
UNIVERSITY *of* WEST FLORIDA

SANTA ROSA MEDICAL CENTER LINKING INDUSTRY TO NURSING GIFT AGREEMENT

July 16, 2025

Santa Rosa Medical Center agrees to donate \$37,800 to the University of West Florida Foundation, Inc., to match dollar for dollar a match funded by the approved State University System 2025-2026 Linking Industry to Nursing Education (LINE) fund proposal and the university. The gift will be held by the University of West Florida Foundation, Inc., and administered in accordance with Foundation policy (see www.uwf.edu/foundation) and the following guidelines:

1. The manager of the fund is the University of West Florida Foundation, Inc.
2. The gift will provide scholarship support to fund students in the Direct Entry Master of Science in Nursing students.
3. The donors or others may from time to time make additional gifts. Such additional gifts shall be subject to the terms of this agreement.
4. In the highly unlikely event, the needs outlined in the above paragraph should cease to exist, the President of the University, with the concurrence of the Executive Committee of the University of West Florida, Foundation, Inc., will re-designate any remaining funds to meet other similar needs of the University that are in keeping with the original intent of the gift.

Signed by:

Michael Nordness

Mike Nordness
Interim CEO
Santa Rosa Medical Center

07/16/2025

Date

DocuSigned by:

Howard Reddy

Howard J. Reddy
Vice President University Advancement
President, UWF Foundation, Inc.

07/17/2025

Date



State University System 2025-2026 Linking Industry to Nursing Education (LINE) Fund Proposal Form

University:	University of West Florida
Healthcare Partner:	Baptist Health Care
Date Proposal Approved by University Board of Trustees:	9/8/2025
Amount Requested:	\$20,000
University Contact (name, title, phone, & email):	Shelley Diviney, Interim Dean Usha Kundu, MD College of Health sdiviney@uwf.edu 850-462-5762
Please check the boxes below as appropriate:	<i>All boxes must be checked in order to be eligible to participate.</i>
Healthcare partner making contribution is located in and licensed to operate in Florida?	<input checked="" type="checkbox"/> Yes
Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/> Yes
Nursing programs met or exceeded a first-time NCLEX passage rate of 75% for the prior year based on the 2025 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Background

The LINE Fund is intended to incentivize collaboration between nursing education programs and healthcare partners and to meet local, regional, and state workforce demand by recruiting faculty and clinical preceptors, increasing the capacity of high-quality nursing education programs, and increasing the number of nursing education program graduates who are prepared to enter the workforce. Subject to available funds, for every dollar contributed to an institution

by a healthcare partner, the fund shall provide a dollar-for-dollar match to the participating institution for approved proposals.

Funds may be used for student scholarships, recruitment of additional faculty, equipment, and simulation centers to advance high-quality nursing education programs throughout the state. Funds may not be used for the construction of new buildings. To participate, an institution must submit a timely and complete proposal to the Board of Governors for consideration. For more details, see Board of Governors [Regulation 8.008 - Nursing Education](#).

Proposals must be submitted with a total of no more than three pages of narrative for the following sections.

Proposal Details

Provide a detailed narrative for each section below.

I. Use of Funds - Describe in detail and with specificity how the institution plans to use the funds, including how the funds will be utilized to increase student enrollment and program completion.

Currently, a significant shortage of nurses exists in the State of Florida, and projections suggest that the deficit will continue to increase in size in the coming decade. In particular, the Florida panhandle is one of the areas with the most significant shortage. Geographically, the School of Nursing at the University of West Florida (UWF) is well positioned to address the need in the Florida Panhandle. The BSN program at UWF is well respected in the local and regional community and consistently produces graduates who pass the NCLEX on the first attempt. With this track record, an investment in growth and retention of the BSN program student population at UWF is highly likely to impact workforce needs in regional areas.

Currently, the on-campus Bachelor of Science in Nursing program at UWF graduates approximately 120 students per year who enter the workforce. However, these students are recruited from a large area surrounding the campus, potentially limiting the pipeline of students who are entering the workforce with our local healthcare organizations. Thus, having pipeline initiatives that are designed to enhance the likelihood of students being retained in the local area is critical.

The funds from this proposal will build a pipeline program for the traditional BSN program into Baptist Health Care. This local hospital system has benefited from the LINE program's inception every year since 2022 and has an increased engagement with the UWF School of Nursing. We will utilize the funds from this program to further enhance immersive clinical experiences for Nursing students in their final two semesters at Baptist Health Care. These students will also benefit from additional experience to prepare them for the Baptist workforce both on the Baptist hospital campus and at the UWF main campus.

To increase the engagement of Baptist Health Care with the traditional BSN program, one clinical cohort of 10 students will be assigned to complete their final two semesters, clinical rotations, and precepted experience with our sponsor. The education of these new students will be supported using funds from this program. Specifically, we will utilize \$12,000.00 to provide UWorld NCLEX preparation subscriptions and an NCLEX fee waiver to ensure that they have the financial resources to complete the NCLEX successfully. Currently, students in the program often struggle to deal with the additional costs that nursing students frequently incur for NCLEX preparation. With additional support, these students will have opportunities to engage with Baptist Health Care to enhance their understanding of our partners' organizational culture and practices. They will also be able to engage in additional training and experience developed in consultation with our partner to enhance their ability to be onboarded after graduation.

To ensure that these clinical students have the support to complete the BSN program and successfully onboard as nurses with our healthcare partner, we propose initiating a Funds to Finish (F2F) scholarship program along with the enhanced clinical experience. Targeting financial aid to students as a reward for their success is known to increase graduation rates, and students entering into clinicals have demonstrated their success by completing most of the BSN program. By funding scholarships for students who have completed all but the final clinical component of the BSN program, along with providing a stipend and NCLEX waiver, it is anticipated that all financial barriers will be removed for the students as they approach graduation. It is planned that 10 senior clinical students will be recipients of these F2F scholarships. The students will each receive a scholarship of \$2,800 to cover tuition and fees during the period of their clinical experience. Total funds allocated for F2F scholarships are \$28,000. Additionally, we will use funds from this program to provide student with a fee waiver for the NCLEX examination. This will eliminate the final financial barrier to becoming a registered nurse.

In addition to investing in the students' ability to complete the program, these students will receive an enriched clinical experience with nearly all the clinical education at Baptist Health Care locations. Baptist Health Care will meet with the students on location for special professional development and networking events with speakers on their main campus through funds provided by this program. Additionally, Baptist Health Care will be invited to come to the UWF main campus to provide additional encouragement and enrichment for students in the program, and to all UWF nursing students when on the main campus.

Costs:

1. 10 x \$2,800 scholarship for each student = \$28,000
2. 10 x NCLEX Waiver and UWorld (test prep) subscription = \$12,000

Project Total: \$40,000

Baptist Health Care has agreed to fund \$20,000 of this project. We are requesting \$20,000 in matching funds from the Board of Governors in order to fully fund this project.

II. Onboarding & Retention of Graduates - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*

According to the Robert Wood Johnson Foundation, 17.5% of RN's leave their first job in the first year of employment. Healthcare organizations incur high costs due to nursing turnover. A 2020 NSI National Health Care Retention and RN Staffing Report concluded that the average cost for turning over a bedside RN is just over \$44,000. Exit survey data from a recent study¹ suggested that only 40% of Nurses leaving employment felt they had a realistic understanding of their job before onboarding. Based upon this finding and other reports in the literature, it is evident that there is a critical period in the transition between nursing students and first-year nurses. The importance of onboarding is well understood in the Human Resource literature. According to the Society for Human Resource Management, 69% of employees are more likely to stay with an organization for three years if they have had a positive onboarding experience. Additionally, hospitals that have implemented preceptor and mentor programs in the first year of employment for new nurses have seen reductions in the turnover rate of nearly 20%.

Much research has focused on the transition period after employment has already begun. While this period does warrant attention, there is an opportunity to address preparation for the transition to employment earlier when students are near completion. We are proposing to work with our healthcare Partner to provide the start of onboarding during their clinical experiences at Baptist Healthcare, targeting the transition to employment before the students graduate. The experience will be facilitated by the professional development and networking opportunities with Baptist Health Care. The goal will be to provide students with a realistic understanding of the job they will have upon graduation, an understanding of the organizational culture and values, and immersive exposure to the day-to-day experiences of nurses at Baptist Health Care locations. We believe that through this enhanced clinical experience, students will be better equipped to handle the transition to nursing practice in the Baptist Health Care system and will be more likely to be retained through the critical window of early career employment.

¹Kurnat-Thoma E, Ganger M, Peterson K, Channell L. Reducing Annual Hospital and Registered Nurse Staff Turnover—A 10-Element Onboarding Program Intervention. SAGE Open Nursing. 2017;3.
doi:10.1177/2377960817697712

III. Program Expansion - *Describe in detail and with specificity how the funds will expand the institution's nursing education programs to meet local, regional, or state workforce demands. If applicable, include advanced education nursing programs and how the funds will increase the number of faculty and clinical preceptors and planned efforts to utilize the clinical placement process established in Section 14.36, Florida Statutes.*

The funds for the program will be used to expand the UWF BSN program by addressing the end of the student lifecycle. Enhancing graduation rate will produce more RN's to fulfill the local workforce needs. Additionally, having students supported on scholarships will help attract more students to consider the UWF Nursing program. Over time this will help to enhance the number of students applying for the UWF BSN program, which is incredibly important in a time where nursing school applications are on the decline.

In summary, we will produce a greater number of BSN graduates through an increased graduation rate. The UWF BSN program has consistently produced very high NCLEX pass rates. Therefore, as the pipeline of new BSN students is strengthened, the educational preparation of the students will ensure that these retained students will pass the NCLEX and become an RN. Further, these students will be well prepared for a career in nursing to address workforce need overall and with our healthcare partner.



UWF Foundation, Inc.
UNIVERSITY *of* WEST FLORIDA

BAPTIST HEALTH CARE LINKING INDUSTRY TO NURSING EDUCATION GIFT AGREEMENT

[08/08/2025]

This Gift Agreement (“Agreement”) documents Baptist Health Care, Inc.’s intent to make a significant gift to the UWF Foundation. In accordance with the terms set forth herein, *Baptist Health Care, Inc.* (“BHC”) agrees to donate \$20,000 (the “Gift”) to the University of West Florida Foundation, Inc., to match dollar for dollar the approved State University System 2025-2026 Linking Industry to Nursing Education (LINE) fund proposal. The Gift will be held by the University of West Florida Foundation, Inc., and administered in accordance with Foundation policy (see www.uwf.edu/foundation) and the following terms :

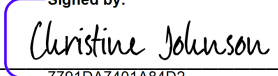
1. BHC understands the importance of educating and retaining high-quality nursing graduates in our local community and has determined that a lack of high-quality nursing graduates in the community is hindering its ability to serve the community and fulfill its charitable mission. BHC therefore desires to make a Gift to UWFF to support the educational and training costs of nursing students (“Students”) in order to match dollar for dollar the approved State University System 2025-2026 Linking Industry to Nursing Education (LINE) fund proposal submitted by UWFF. The LINE Fund is intended to incentivize collaboration between nursing education programs and health care partners and to meet local, regional, and state workforce demand by recruiting faculty and clinical preceptors, increasing the capacity of high-quality nursing education programs, and increasing the number of nursing education program graduates who are prepared to enter the workforce.
2. The Gift will be designated to the Baptist Health Care LINE fund for funding the following:
 - Ten (10) 3rd and 4th semester Students’ scholarships (“BHC Scholars”) with interviews for such BHC Scholars taking place at Baptist Hospital.
 - And NCLEX licenses and UWorld subscriptions.
3. The manager of the fund is the University of West Florida Foundation, Inc.
4. The Gift will be payable in one lump sum payment to be paid on or before January 15, 2026.

5. In consideration for the Gift, UWFF will recognize BHC in the following ways:
 - Scholarship receptions with all BHC Scholars.
 - Alumni and networking opportunities between UWF Nursing Alumni and current BHC Scholars.
 - All BHC staff will be invited guests of honor at appropriate dedications, donor recognitions, and VIP University events.
 - BHC branding in classrooms, on documentation, and program flyers as approved by BHC and UWF Office of Institutional Communications.

In addition, upon execution of this Agreement and from time to time as requested by BHC, UWFF will provide BHC with relevant and applicable information in compliance in state and federal regulations for all students who participate in clinicals and/or preceptorships with BHC or receive scholarships from BHC.

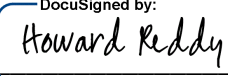
6. BHC may from time to time make additional gifts. Such additional gifts for the above referenced program shall be subject to the terms of this Agreement.
7. A representative from the UWFF Office of Development and the UWF College of Health (to include the Dean of the UWF College of Health) will be available to meet, quarterly or as needed, with BHC to review details of the Gift.
8. In the highly unlikely event, the needs outlined in the above paragraph should cease to exist, the President of the University of West Florida, with the concurrence of the Executive Committee of the University of West Florida, Foundation, Inc., will re-designate any remaining funds to meet other similar needs of the University that are in keeping with the original intent of the Gift. UWFF shall promptly notify BHC of any modification of use or designation of the Gift.
9. This Agreement represents the entire agreement of UWFF and BHC with respect to the subject matter hereof and supersedes all prior and/or contemporaneous agreements and understandings, written or oral, between the parties with respect to the subject matter hereof.
10. This Agreement is governed by and will be construed in accordance with the laws of the state of Florida, exclusive of its rules governing choice of law and conflict of laws, and each party agrees that the exclusive venue for all actions relating in any manner to this agreement will be in a federal or state court of competent jurisdiction located in Escambia County, Florida.
11. The University of West Florida, UWFF, and BHC shall each comply with all applicable federal, state, and local laws, rules, and regulations; all standards and guidelines of credentialing or certification bodies under which the parties are operating; and all applicable directives, orders, or similar determinations or rulings from governmental, regulatory, or accrediting/certification entities.

IN WITNESS WHEREOF, the parties through their duly authorized representatives have executed this agreement effective upon the date of the signature below.

Signed by:

7791DA7401A84D2
Baptist Health Care, Inc.
By: Christine Johnson
VP and Chief Human Resources Officer

8/18/2025 | 2:01 PM CDT

Date

DocuSigned by:

AC63F3D0A08A440
Howard J. Reddy
Vice President University Advancement
President, UWF Foundation, Inc.

8/18/2025 | 12:56 PM CDT

Date

Certificate Of Completion

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Subject: Complete with Docusign: UWFF--BHCI--Gift Agreement--8.11.25--DB17422
Source Envelope:
Document Pages: 4
Certificate Pages: 5
AutoNav: Enabled
Envelopeld Stamping: Enabled
Time Zone: (UTC-06:00) Central Time (US & Canada)

Status: Completed

Envelope Originator:
Shannan De Jesus
shannan.dejesus@bhcpns.org
IP Address: 199.190.155.2

Record Tracking

Status: Original
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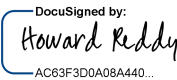
Holder: Shannan De Jesus
shannan.dejesus@bhcpns.org

Location: DocuSign

Signer Events

Howard Reddy
hreddy@uwf.edu
Vice President
Security Level: Email, Account Authentication (None)

Signature

DocuSigned by:

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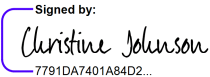
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Signed: 8/18/2025 12:56:31 PM

Electronic Record and Signature Disclosure:
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Christine Johnson
christine.johnson@bhcpns.org
VP HR
Baptist Health Care
Security Level: Email, Account Authentication (None)

Signed by:

7791DA7401A84D2...

Signature Adoption: Pre-selected Style
Using IP Address:
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Signed using mobile

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In Person Signer Events

Signature

Timestamp

Editor Delivery Events

Status

Timestamp

Agent Delivery Events

Status

Timestamp

Intermediary Delivery Events

Status

Timestamp

Certified Delivery Events

Status

Timestamp

Carbon Copy Events

Status

Timestamp

KC Gartman
kc.gartman@bhcpns.org
VP, External Relations
Security Level: Email, Account Authentication (None)

COPIED

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Carbon Copy Events	Status	Timestamp
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Witness Events	Signature	Timestamp
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Certified Delivered	Security Checked	8/18/2025 1:54:41 PM
Signing Complete	Security Checked	8/18/2025 2:01:46 PM
Completed	Security Checked	8/18/2025 2:01:49 PM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure
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ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, Baptist Health Care, Inc. (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

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If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

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If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

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Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact Baptist Health Care, Inc.:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: jessica.andrade@bhcpns.org

To advise Baptist Health Care, Inc. of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at jessica.andrade@bhcpns.org and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

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To request paper copies from Baptist Health Care, Inc.

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to jessica.andrade@bhcpns.org and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with Baptist Health Care, Inc.

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to jessica.andrade@bhcpns.org and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

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The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

Acknowledging your access and consent to receive and sign documents electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

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- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify Baptist Health Care, Inc. as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by Baptist Health Care, Inc. during the course of your relationship with Baptist Health Care, Inc..