



**State University System
2024-2025 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:	9/27/2024
Amount Requested:	\$500,000
University Contact (name, title, phone, & email):	Dr. Jorge Valdes, Dean and Fellow, 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

Provide a detailed narrative for each section below.

- I. **Use of Funds.** Baptist Health South Florida will invest \$500,000 to be used for student financial support to help cover the student’s cost of tuition and fees for up to 25 eligible NWCNHS undergraduate nursing students each year (“Nurse Scholars”) enrolled in the Traditional BSN

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

and Accelerated Option BSN programs, in exchange for a work commitment post-graduation. LINE matching funds would double the financial support investment to \$1M, which would increase the value of the student awards and/or the number of Nurse Scholars to fifty (50). 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 2024-2025, 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 2024 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.