



Board of Trustees

UNIVERSITY *of* WEST FLORIDA

Special Board Meeting Monday, September 8, 2025 Zoom Webinar

[Zoom Webinar](#) | Passcode: 802598

Agenda

- I. Call to Order**
- II. Roll Call**
- III. Greeting**
- IV. Public Comment**
- V. New Business**
 - a. Action Item
 - i. [BOT-1](#): 2025-2026 Linking Industry to Nursing Education (LINE) Funding Proposals
- VI. Good of the Order**
- VII. Adjournment**

**Board of Trustees
Full Board Meeting
September 8, 2025**

2025-2026 Linking Industry to Nursing Education (LINE) Funding Proposals

Recommended Action:

Approve 2025-2026 LINE Fund Proposals for Ascension Sacred Heart, Baptist Health Care, and Santa Rosa Medical Center.

Background Information:

The Florida Legislature established the Linking Industry to Nursing Education (LINE) Fund in Senate Bill 2524. 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 health care partner, the LINE Fund shall provide a dollar-for-dollar match to the participating institution for approved proposals. The University of West Florida (UWF) is submitting three LINE Fund proposals to help address the current shortage of nurses in the State of Florida.

Each year, approximately 120 UWF students complete the Bachelor of Science in Nursing program. The funds from these proposals will provide scholarships and support to students in the Nursing Program to ensure that they have the financial resources to complete the program and become Nurses that support the workforce needs in our local community.

Project costs for each proposal:

\$310,000 Ascension Sacred Heart

(Ascension Sacred Heart has committed to \$155,000 towards this initiative).

\$40,000 Baptist Health Care

(Baptist Health Care has committed to \$20,000 towards this initiative).

\$75,600 Santa Rosa Medical Center

(Santa Rosa Medical Center has committed to \$37,800 towards this initiative).

Implementation Plan:

LINE Fund Proposals are due to the Board of Governors by August 18, 2025.
UWF LINE Fund Proposals submitted as 'pending BOT approval'

Fiscal Implications:

None

Relevant Authority:

Senate Bill 2524 – Education

F.S. Section 1009.8962 – Linking Industry to Nursing Education (LINE) Fund

BOG Regulation 8.008 – Nursing Education

UWF Regulation 5.070 – Linking Industry to Nursing Education Fund

Supports Strategic Direction(s):

Strategic Direction 1: Student Centered and Focused, Strategic Direction 3: Exceptional Academic Programming and Scholarship Aligned with State Needs, and Strategic Direction 4: Community and Economic Engagement

Supporting Documents:

1. LINE Fund Proposal – Ascension Sacred Heart
2. LINE Fund Proposal – Baptist Health Care
3. LINE Fund Proposal – Santa Rosa Medical Center

Prepared by:

Tori Bennett, Executive Director of Development, Division of University Advancement

Presenter:

Shelley Diviney, Interim Dean, Usha Kundu, MD College of Health



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:	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 :

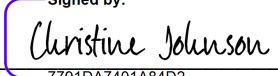
1. BHC understands the importance of educating and retaining high-quality nursing graduates in our local community and has determined that a lack of high-quality nursing graduates in the community is hindering its ability to serve the community and fulfill its charitable mission. BHC therefore desires 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.

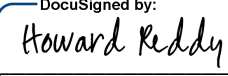
6. BHC may from time to time make additional gifts. Such additional gifts for the above referenced program shall be subject to the terms of this Agreement.
7. A representative from the UWFF Office of Development and the UWF College of Health (to include the Dean of the UWF College of Health) will be 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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 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
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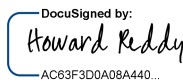
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 shannan.dejesus@bhcpns.org

Location: DocuSign

Signer Events

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

Signature

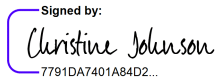
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Christine Johnson
 christine.johnson@bhcpns.org
 VP HR
 Baptist Health Care
 Security Level: Email, Account Authentication
 (None)

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In Person Signer Events

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Editor Delivery Events

Status

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Agent Delivery Events

Status

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Intermediary Delivery Events

Status

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Certified Delivery Events

Status

Timestamp

Carbon Copy Events

Status

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

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Notary Events	Signature	Timestamp
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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

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.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

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.

Consequences of changing your mind

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.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

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..

Required hardware and software

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.

By selecting the check-box next to 'I agree to use electronic records and signatures', you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- 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..



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