



**BACCALAUREATE PROPOSAL APPLICATION**  
**Form No. BAAC-02**

Section 1007.33(5)(d), Florida Statutes, and Rule 6A-14.095, F.A.C., outline the requirements for a Florida College System baccalaureate program proposal. The completed Proposal form shall be submitted by the college president to the Chancellor of the Florida College System at [ChancellorFCS@fldoe.org](mailto:ChancellorFCS@fldoe.org). In addition, a printed version shall be mailed to the Division of Florida Colleges at 325 West Gaines Street, Suite 1544, Tallahassee, Florida 32399-0400.

The proposal requires completion of the following components:

- Program summary
- Program description
- Workforce demand and unmet need
- Planning process
- Enrollment projections and funding requirements
- Student costs: tuition and fees
- Program implementation timeline
- Facilities and equipment specific to program area
- Library and media specific to program area
- Academic content
- Program termination
- Appendix tables
- Supplemental materials

Florida College System Institution Name: Lake-Sumter State College  
Florida College System Institution President: Dr. Stan Sidor

**PROGRAM SUMMARY**

1.1	Program Name:			
1.2	Degree type:	<input checked="" type="checkbox"/> Bachelor of Science	<input type="checkbox"/> Bachelor of Applied Science	
1.3	How will the program be delivered (check all that apply):	<input type="checkbox"/> Face-to-face	<input checked="" type="checkbox"/> Hybrid	<input checked="" type="checkbox"/> Online only
1.4	List the counties in the college's service district:	<u>Lake County, Sumter County</u>		
1.5	Degree CIP code (6 digit):	<u>51.3801</u>		
1.6	Anticipated program implementation date:	<u>August 2018</u>		
1.7	What is the primary associate degree pathway for admission to the program?	<u>Associate of Science in Nursing</u>		
1.8	Is the degree a STEM focus area?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	

1.9	List program concentration(s) (if applicable):	None at this time
1.10	Will the program be designated such that an eligible student will be able to complete the program for a total cost of no more than \$10,000 in tuition and fees?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

## PROGRAM DESCRIPTION

### 2.1 Describe the program.

The proposed Bachelor of Science in Nursing (BSN) degree at Lake-Sumter State College (Lake-Sumter) is designed for licensed Florida registered nurses who have completed an Associate in Science Degree in Nursing (ADN) and who reside in the Lake-Sumter service district of Lake and Sumter counties. The curriculum complements the coursework and clinical experiences of the ADN, providing a seamless and efficient pathway to BSN degree. The BSN also provides opportunities for graduates who seek career advancement including Nurse Practitioners and Health Diagnostic Treatment Practitioners, Health Specialists, and Medical Public Health Social Workers.

## WORKFORCE DEMAND AND UNMET NEED

### 3.1 Describe the career path and potential employment opportunities for graduates of the program.

The BSN degree is the most important credential required for many high-level health related careers. It will provide registered nurses the baccalaureate credential now required for many entry-level positions in the healthcare community.

Healthcare organizations in Lake and Sumter Counties have identified a growing need for bachelor's prepared nurses (BSN) or higher. Many healthcare organizations have set specific BSN hiring targets with ranges from 50-100% with a national goal of achieving 80% BSN prepared nurses by 2020. Healthcare leaders have shared that a more educated nursing workforce is essential due to the focus in health care on value-based purchasing. Healthcare leaders believe that a BSN prepared nurse's knowledge of evidenced-based practice, research, management of care across the continuum, as well as healthcare finance and quality is essential for the future success of healthcare institutions. The ability of BSN prepared nurses to lead teams and projects in clinical practice and their commitment to professional engagement and active participation in interdisciplinary teams is vital.

In addition, the emergence of new roles requiring nursing expertise has resulted in experienced practicing nurses leaving the bedside. Some examples of these new roles include care coordinators or case managers, nurse informatics coordinators, patient safety/quality specialists, and coding specialists. All these nonclinical positions

require a minimum of a BSN degree. There is an ongoing need for nurses in clinical operational management positions (assistant nurse manager, supervisor, director, administrator, and educator). These clinical management positions are essential for smooth operation of the facilities and require a minimum preparation of a bachelor's degree and, in some institutions, a master's degree.

Currently 57% of working registered nurses hold an associate's degree in nursing. Lake-Sumter's BSN program will provide these nurses with the opportunities to continue their employment as well as having the credentials for pursuing other higher-level positions including leadership and management. The BSN provides graduates with pathway opportunities into master's and doctoral nursing programs at the state universities in Lake-Sumter's service district.

According to the Florida Department of Economic Opportunity (DEO) projections, growth in the Lake-Sumter service area includes 221 new positions annually that are outside of the nursing crosswalk yet are related to employment opportunities for graduates of a BSN program. The occupations below are included based on the lay titles for the occupations used.

Occupation	Lay Titles
Community Health Workers	Chief Program Officer; Community Health Advisor; Community Health Navigator; Community Health Worker; Health Advocate; Health Navigator; Health Outreach Worker; HIV CTS Specialist; Public Health Outreach Worker; Public Health Worker
Health Diagnosing and Treating Practitioners, all other (Alternative / Holistic Medicine)	Chief Medical Officer; Clinic Supervisor; Colon Therapist; Corrective Therapist; Diagnostician; Holistic Health Practitioner; Immunologist; Naturopath; Reflexologist
Health Educators	Clinical Nurse Educator; Diabetes Educator; Early Breastfeeding Care Specialist; HIV Prevention Specialist; Lactation Consultant; Lactation Specialist; Lamaze International Breastfeeding Support Specialist; Nurse Educator; Public Health Educator/Latino Outreach Coordinator
Medical and Health Services Managers	Nurse Administrator; Nurse Manager; Nurse Supervisor; Nurses Director; Nurses Superintendent; Nursing Administrator; Nursing Director; Nursing Home Manager; Nursing Service Administrator; Nursing Service Director; Nursing Services Manager; Occupational Health Nursing Director
Healthcare Social Worker	Clinical Social Worker; Dialysis Social Worker; Director of Social Work; Hospice Social Worker; Medical Social Worker; Nephrology Social Worker; Oncology Social Worker; Renal Social Worker; Social Work Case Manager; Social Worker

Career/Technical Education Teachers, Middle School Teachers	Health and Physical Education Teacher; Health Teacher; Family Consumer Science/Life Skills Educator; Health Teacher
Secondary School Teachers, Except Special & Career and Technical Education	Childbirth and Infant Care Teacher; First Aid Teacher; Health and Physical Education Teacher; Health Teacher
Career and Technical Education Teachers, Secondary School	Allied Health Instructor; Allied Health Teacher; Health Careers Instructor; Health Occupations Teacher; Health Science Instructor; Health Science Technology Education Teacher (HSTE Teacher); Nursing Instructor
Nurse Anesthetists	Certified Registered Nurse Anesthetist (CRNA); Chief Nurse Anesthetist; Chief Nurse Executive; Doctor of Nurse Anesthesia Practice (DNAP); Nurse Anesthetist
Nurse Midwives	Nurse Midwife; Nurse Midwife/Clinical Instructor; Registered Nurse Midwife; Senior Instructor; Certified Nurse Midwife; Staff Certified Nurse Midwife
Nurse Practitioners	Acute care Nurse Practitioner; Adult Nurse Practitioner; Advanced Practice Registered Nurse (APRN); Certified Nurse Practitioner; Certified Pediatric Nurse Practitioner; Dermatology Nurse Practitioner; Family Nurse Practitioner; Family Practice Nurse Practitioner; Internal Medicine Nurse Practitioner; Licensed Nurse Practitioner (LNP); Neonatal Nurse Practitioner

Source: Occupational Information Network (O\*NET) under the sponsorship of the US Department of Labor/Employment and Training Administration (USDOL/ETA) through a grant to the North Carolina Department of Commerce.

[http://www.onetcenter.org/dictionary/21.0/excel/alternate\\_titles.html](http://www.onetcenter.org/dictionary/21.0/excel/alternate_titles.html)

### **3.2 Describe the workforce demand, supply and unmet need for graduates of the program that incorporates, at a minimum, the shaded information from appendix tables A.1.1 to A.1.3.**

The workforce demand shown in A.1.1 is strong in Lake and Sumter counties in where there are projected to be 1,629 direct CIP to SOC nursing job openings between 2016 and 2024. Over the next eight years, the number of openings is projected to grow by 25.5% within Lake and Sumter counties. The average number of nursing openings in Lake and Sumter counties is calculated to be 204 per year. This program will respond to a large local workforce gap since there are currently no institutions in Lake or Sumter counties offering the BSN degree.



In 2016, there were 3,697 RN jobs in the Lake-Sumter State College service area and currently, as stated earlier in this document, only 43% of those have earned the BSN degree. This means that there are 2,107 current Registered Nurses in this region with an Associate Degree who will need to pursue the BSN to remain competitive.

**3.3 Describe any other evidence of workforce demand and unmet need for graduates as selected by the institution, which may include qualitative or quantitative data information, such as local economic development initiatives, emerging industries in the area or evidence of rapid growth, not reflected in the data presented in appendix tables A.1.1 to A.1.3. For proposed programs without a listed SOC linkage, provide a rationale for the identified SOC code(s).**

In 2008, The Robert Wood Johnson Foundation (RWJF)<sup>1</sup> and the IOM launched a two-year initiative to respond to the need to assess and transform the nursing profession. The committee developed four key messages:

- Nurses should practice to the full extent of their education and training.
- Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.
- Nurses should be full partners, with physicians and other health care professionals, in redesigning health care in the United States.
- Effective workforce planning and policy making require better data collection and information infrastructure.

Their Final Report<sup>2</sup> included:

- **Recommendation 4: Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020.** “Academic nurse leaders across all schools of nursing should work together to increase the proportion of nurses with a baccalaureate degree from 50 to 80 percent by 2020. These leaders should partner with education accrediting bodies, private and public funders, and employers to ensure funding, monitor progress, and increase the diversity of students to create a workforce prepared to meet the demands of diverse populations across the lifespan.”

Statewide, the need for registered nurses will continue to grow. Florida Center for Nursing estimated that approximately 10,000 new RN positions would be created statewide in 2016. Florida is the 4<sup>th</sup> in the nation for highest employment of registered nurses. Among Florida industries that employ nurses, acute care hospitals are the largest with approximately 12,400 vacant RN positions in 2015. The LMI report indicates an expected increase of almost 6,000 openings for Registered Nurses

<sup>1</sup> Robert Wood Johnson Foundation Launches Initiative to Support Academic Progression in Nursing: <http://www.rwjf.org/en/library/articles-and-news/2012/03/robert-wood-johnson-foundation-launches-initiative-to-support-ac.html>

<sup>2</sup> The Future of Nursing, Leading Change, Advancing Health, Report Recommendations: Recommendation 4, p.3,

in Lake-Sumter's service area by 2023, indicating that the DEO projections are underestimating the demand. More than 3,000 jobs are posted in Florida monthly with only 21% being filled, and 25% of the nursing workforce is at or near retirement age. Shortages of experienced RNs particularly in specialty areas requiring increased need for bachelor's prepared nurses. The 2010 Institute of Medicine report entitled *The Future of Nursing: Leading Change, Advancing Health* funded by the Robert Wood Johnson Foundation drew attention to education of nurses by recommending an increase in the proportion of nurses with a baccalaureate degree to 80%, and doubling the number of nurses with a doctorate by 2020.

There are many strong workforce data points supporting this proposed program. EMSI reported in July 2016, that Florida is the 4<sup>th</sup> in the nation of highest employment of registered nurses and that 25% of the nursing workforce is at or near retirement age.<sup>3</sup> In addition as more and more nursing faculty members are nearing retirement there is a growing need for master's and doctorate prepared faculty to help colleges and universities produce an educated workforce that is qualified to take on roles in advanced practice, management, and clinical support. There is a shortage of the BSN and master's prepared nurses needed to fill critical positions including clinical nurse specialists, advanced nurse practitioners (ARNP), managers, and educator positions. Additionally, more than 3,000 jobs are posted in Florida monthly with only 21% being filled<sup>4</sup>.

Shortages of experienced RNs, particularly in specialty areas, require an increase in bachelor's prepared nurses. In addition, the previously mentioned report, *The Future of Nursing: Leading Change, Advancing Health*, also recommended doubling the number of nurses with a doctorate by 2020 to ensure that nurses engage in lifelong learning.

RN to BSN programs provide an efficient bridge for ADN-prepared nurses who wish to expand and enhance previous knowledge and advance in their careers. This proposed program will be the only such option in the Lake-Sumter service area and most RNs who advance their formal education beyond their initial preparation choose to complete a baccalaureate nursing program<sup>5</sup>. RN to BSN programs build on initial nursing preparation with coursework to enhance professional development, prepare for a broader scope of practice, and provide a better understanding of the cultural, political, economic, and social issues that affect patients and influence care delivery.

---

<sup>3</sup> States with the highest employment level in this occupation:

<http://www.bls.gov/oes/current/oes291141.htm>

<sup>4</sup> Job Postings data from January 2015-May 2016, 2016.4 Class of Worker data, EMSI, a CareerBuilder company.

<sup>5</sup> Health Resources and Services Administration. (2007). *The registered nurse population: Findings from the March 2004 National Sample Survey of Registered Nurses*. Washington, DC: U.S. Department of Health and Human Services.

<ftp://ftp.hrsa.gov/bhpr/nursing/rnpopulation/theregisterednursepopulation.pdf>.

---

#### 4.1 Summarize the internal planning process.

The internal planning process started early in 2015 and included training for personnel who would develop the proposal and program curriculum as well as examination of local workforce needs as indicated below.

Date	Personnel Involved	Description of activity
2/20/2015	<b>Cindy Griffin</b> , Interim Director, Nursing <b>Dr. Mary Jo Rager</b> , Consultant	Baccalaureate Webinar for APPRISe Training
3/4/2015	<b>Cindy Griffin</b> , Interim Director, Nursing <b>Dr. Mary Jo Rager</b> , Consultant <b>Dr. Eugene Jones</b> , Associate Dean, Workforce Programs	BSN Nursing Workgroup Agenda Planning Meeting
3/27/2015	<b>Cindy Griffin</b> , Interim Director, Nursing <b>Dr. Mary Jo Rager</b> , Consultant <b>Dr. Eugene Jones</b> , Associate Dean, Workforce Programs	BSN Discussion Meeting
4/15/2015	<b>Cindy Griffin</b> , Interim Director, Nursing <b>Dr. Mary Jo Rager</b> , Consultant <b>Dr. Eugene Jones</b> , Associate Dean, Workforce Programs	BSN Discussion Meeting
4/16/2015	<b>Cindy Griffin</b> , Interim Director, Nursing <b>Dr. Mary Jo Rager</b> , Consultant <b>Dr. Eugene Jones</b> , Associate Dean, Workforce Programs <b>Dave Weber</b> , Executive Director, Office of Planning and Effectiveness	BSN Proposal Task Force Meeting
4/21/2015	<b>Cindy Griffin</b> , Interim Director, Nursing <b>Dr. Mary Jo Rager</b> , Consultant <b>Dr. Eugene Jones</b> , Associate Dean, Workforce Programs <b>Dave Weber</b> , Executive Director, Office of Planning and Effectiveness	BSN Proposal Task Force Meeting
4/24/2015	<b>Cindy Griffin</b> , Interim Director, Nursing <b>Dr. Mary Jo Rager</b> , Consultant <b>Dr. Eugene Jones</b> , Associate Dean, Workforce Programs <b>Dave Weber</b> , Executive Director, Office of Planning and Effectiveness	BSN SWOT Analysis Meeting

These programs are growing in importance since many professional practice settings, including magnet hospitals and academic health centers, now require or prefer the baccalaureate degree for specific nursing roles.<sup>6</sup>

The three Region 12 state colleges working together with the major healthcare employers, healthcare leaders, and the University of Central Florida held a Regional Registered Nursing Summit on September 12, 2016. The summit, which included 50 participants 20 of which are healthcare leaders, addressed the regional workforce needs for registered nurses. Data presented at the summit and interviews with healthcare leaders prior to the summit acknowledged that there is a critical regional shortage of registered nurses in Lake and Sumter County.

An external consultant contacted the five largest healthcare employers of registered nurses in Lake-Sumter's service area and conducted 25 different interviews with Chief Nursing Officers (CNOs), hospital CEOs, and administrators involved in student placement, staffing, recruiting, education, and workforce planning. The results reflected that new graduates account for greater than 60% of the workforce they have hired. Many of the new graduates express an interest in working in highly specialized areas such as critical care, emergency, NICU, and labor and delivery. Anne Peach, a retired Orlando Health CNO, said, "There is an inadequate supply of baccalaureate, master's, and doctoral prepared nurses," to meet the current and future workforce needs of the state of Florida and our region.

Within workforce Region 12 there are several institutions (public and private) that offer a BSN degree. These institutions attract students from the workforce region as well as students from other areas. However, there are limited opportunities in the region and no current opportunities in the Lake-Sumter State College service area for a student with an Associate in Science Degree in Nursing to pursue the more advanced baccalaureate credential.

---

### **3.4 If the education level for the occupation identified by the Florida Department of Economic Opportunity presented in appendix table A.1.1 is below a bachelor's degree, provide justification for the inclusion of that occupation in the analysis.**

The case for including SOC 29-1141 Registered Nurse has been made in many of the previous sections of this document based on published industry reports and direct feedback received from local and regional partners.

---

<sup>6</sup><http://nursingworld.org/MainMenuCategories/ANAMarketplace/ANAPeriodicals/OJIN/TableofContents/vol132008/No3Sept08/CareerEntryPoints.aspx>



5/5/2015	<b>Cindy Griffin</b> , Interim Director, Nursing <b>Dr. Mary Jo Rager</b> , Consultant <b>Dr. Eugene Jones</b> , Associate Dean, Workforce Programs <b>Dave Weber</b> , Executive Director, Office of Planning and Effectiveness	BSN Survey Discussion
5/6/2015	<b>Cindy Griffin</b> , Interim Director, Nursing <b>Dr. Mary Jo Rager</b> , Consultant <b>Dr. Eugene Jones</b> , Associate Dean, Workforce Programs <b>Dave Weber</b> , Executive Director, Office of Planning and Effectiveness	BSN Task Force Meeting
5/11/2015	<b>Cindy Griffin</b> , Interim Director, Nursing <b>Dr. Mary Jo Rager</b> , Consultant <b>Dr. Eugene Jones</b> , Associate Dean, Workforce Programs	BSN Workgroup Agenda Planning Meeting
10/27/2015	<b>Cindy Griffin</b> , Director, Nursing <b>Dr. Mary Jo Rager</b> , Consultant <b>Dr. Eugene Jones</b> , Associate Dean, Workforce Programs	Health Programs Meeting
11/13/2015	<b>Cindy Griffin</b> , Director, Nursing <b>Dr. Mary Jo Rager</b> , Consultant <b>Dr. Eugene Jones</b> , Associate Dean, Workforce Programs	Health Programs Meeting
11/18/2015	<b>Cindy Griffin</b> , Director, Nursing <b>Dr. Mary Jo Rager</b> , Consultant <b>Dr. Eugene Jones</b> , Associate Dean, Workforce Programs	BSN and Health Programs Meeting
12/10/2015	<b>Cindy Griffin</b> , Director, Nursing <b>Dr. Mary Jo Rager</b> , Consultant <b>Dr. Eugene Jones</b> , Associate Dean, Workforce Programs	BSN and Health Programs Meeting
5/23/2016	<b>Dr. Jones</b> , Associate Vice President, Baccalaureate/Workforce Programs <b>Dave Weber</b> , Executive Director, Office of Planning and Effectiveness <b>Cindy Griffin</b> , Director, Nursing	BSN Project Meeting; prep of APPRiSe Submission
5/24/2016	<b>Dr. Jones</b> , Associate Vice President, Baccalaureate/Workforce Programs <b>Cindy Griffin</b> , Director, Nursing	BSN APPRiSe Submission Meeting
6/6/2016	<b>Dr. Jones</b> , Associate Vice President, Baccalaureate/Workforce Programs <b>Cindy Griffin</b> , Director, Nursing <b>Dave Weber</b> , Executive Director, Office of Planning and Effectiveness	BSN Application Meeting

6/22/2016	<b>Dr. Jones</b> , Associate Vice President, Baccalaureate/Workforce Programs <b>Cindy Griffin</b> , Director, Nursing <b>Dave Weber</b> , Executive Director, Office of Planning and Effectiveness	BSN Notice of Intent Work Session
8/4/2016	<b>Dr. Jones</b> , Associate Vice President, Baccalaureate/Workforce Programs <b>Dave Weber</b> , Executive Director, Office of Planning and Effectiveness <b>Nicole Tinny</b> , Interim Program Director <b>Robyn Winship</b> , Department Chair	BSN Notice of Intent Work Session
8/18/2016	<b>Dr. Jones</b> , Associate Vice President, Baccalaureate/Workforce Programs <b>Dave Weber</b> , Executive Director, Office of Planning and Effectiveness <b>Nicole Tinny</b> , Interim Director, Nursing <b>Robyn Winship</b> , Department Chair	BSN Notice of Intent Work Session
9/8/2016	<b>Dr. Jones</b> , Associate Vice President, Baccalaureate/Workforce Programs <b>Dave Weber</b> , Executive Director, Office of Planning and Effectiveness <b>Nicole Tinny</b> , Interim Director, Nursing <b>Robyn Winship</b> , Department Chair	BSN Notice of Intent Work Session
11/2016	<b>Dr. Wymer</b> , Vice President, Academic Affairs <b>Nicole Tinny</b> , Interim Director, Nursing <b>Robyn Winship</b> , Department Chair	RN Student Survey
11/21/2016	Representatives from LSSC, Valencia and Seminole	Notice of Intent meeting with LSSC, Valencia and Seminole
01/19/2017	<b>Dr. Wymer</b> , Vice President, Academic Affairs	Submission of LSSC Notice of Intent (NOI) to Florida College System (FCS) office in Tallahassee
4/29/17	<b>Dr. Wymer</b> , Vice President, Academic Affairs	Submit full proposal to FCS office in Tallahassee

## 4.2 Summarize the external planning process.

The three Region 12 state colleges working together with the major healthcare employers, healthcare leaders, and the University of Central Florida held a Regional Registered Nursing Summit on September 12, 2016. In preparation for the summit, an external consultant, with the support of two major healthcare employers, conducted interviews with the major healthcare employers from the region. Based on state, regional, and local nursing workforce supply and demand data and interviews, the conclusion was that the need for nurses would continue to increase in Region 12 over the next ten years with a predicted continued shortage in specialty areas. While the majority of the registered nurse workforce in Region 12 is employed in Orange County, the population growth will continue in Osceola, Lake, and Sumter counties. Most healthcare leaders agree that the employees of choice are those nurses with a BSN degree or above.

Following the Regional Nursing Summit, a regional planning team formed to make recommendations to the three state college presidents. The team included educational and healthcare leaders and was led by the external consultant. The team unanimously supported investigating the opportunity to offer the ASN and BSN degrees at the three State Colleges (Lake-Sumter State College, Seminole State College, Valencia College) in addition to the existing UCF concurrent programs.

Date	Institution	Description of Activity
9/4/2014	Seminole State College	BSN Planning Discussion
11/19/2014	Representatives from LSSC, hospital partners (FHW, CFHA, SLH), and UCF	Nursing Workgroup Meeting
12/12/2014	UCF and LSSC representatives	BSN Discussion
3/5/2015	Representatives from LSSC, hospital partners (FHW, CFHA, SLH), and UCF	Nursing Workgroup Meeting
3/17/2015	Representatives from LSSC, hospital partners (FHW, CFHA, SLH), and UCF	Nursing Workgroup Meeting
5/14/2015	Representatives from LSSC, hospital partners (FHW, CFHA, SLH), and UCF	Nursing Workgroup Meeting
7/06/2016	Representatives from LSSC, Seminole and Valencia State Colleges	BSN Planning Consortium Meeting
7/20/2016	Representatives from LSSC, Seminole and Valencia State Colleges	Deans and Directors BSN Curriculum Planning Meeting

8/26/16	Seminole State College and representatives from LSSC, Seminole, and Valencia	Regional Nursing Summit Meeting
8/30/2016	Representatives from LSSC, Seminole and Valencia State Colleges	BSN Planning Consortium Meeting
9/12/2016	Rosen Centre Hotel	Central Florida Nursing Summit
10/24/2016	Valencia District Office	Regional Nursing Workforce Planning Team
1/20/2017	Representatives from LSSC, Seminole and Valencia State Colleges	BSN Planning Consortium Meeting
3/23/2017	Representatives from LSSC, Seminole and Valencia State Colleges	BSN Planning Consortium Meeting

**4.3 List engagement activities; this list shall include APPRiSe, meetings, and other forms of communication among institutional leadership regarding evidence of need, demand, and economic impact.**

**Interview with Major Healthcare Employers by External Consultant**

- Interviews conducted with 34 and educational and healthcare leaders between April and June 2016.

**Regional Planning Interviews: Educational Leaders**

- Meetings with various education leaders in the partnership

**Three State College Planning Team Meetings**

- The three state colleges conducted planning meetings between April and December, 2016

**Meetings with three State Colleges Nursing Deans, UCF Nursing Dean, and External Consultant**

- The deans of the three colleges and the external consultant held an initial meeting on August 16, 2016.

**Planning for Regional Nursing Summit**

- Planning meetings between May and September for the Regional Nursing Summit
- Regional Nursing Summit – September 12, 2016
- Review of Projections and Data with External Consultant
- Regional Planning Team Meeting

Meeting records and other supporting documents are in Appendix A.



**Regional Planning Interviews: Healthcare Leaders**

Date	Time	Participants	Comments
June 24, 2016	9 – 10 am	Lynn Kirman	Florida Hospital Waterman
June 24, 2016	1 – 2pm	Sandra Galura Sally Bankston	Florida Hospital South
June 24, 2016	2 -3 pm	Lisa Bowman	Florida Children's Hospital
June 21, 2016	1:30 – 2:30pm	Sandria George Susan Williams	Leesburg Regional Hospital The Villages Hospital
June 28, 2016	1pm – 2pm	Heather Long	Florida Hospital Altamonte
June 29, 2016	1pm – 2pm	Patricia Toor	Florida Hospital Celebration
June 30, 2016	3:30 – 4:30	Maria Calloway	Central Florida Regional Hospital
June 9, 2016	10- 11 am	Jennifer LeBlanc	Osceola Regional Hospital
May 19, 2016	11am – 1pm	Sheryl Dodds	Adventist Health
May 20, 2016	1 – 2:30pm	Jayne Willis	Orlando Health
June 9, 2016	2 – 3:30pm	Helen Case	Nemours Children's Hospital Orlando
May 23, 2016	11am – 12:30pm	Louise Kaigle	Arnold Palmer Medical Center
May 16, 2016	5pm – 7 pm	Kathy Black	Dr. Phillips Hospital
June 7, 2016	3 – 4:30pm	Christina McGuirk	Health Central Hospital
June 8, 2016	1 – 2pm	Cindy Stone Karen Frenier	South Seminole Hospital
June 6, 2016	1 – 2pm	Bonnie Onofre	South Lake Hospital
May 20, 2016	11 – 12n	Christy Pavel	Orlando Health
June 29, 2016	11- 12n	Kathleen Cole	Orlando Veterans Administration

**Regional Planning Interviews: Educational Leaders**

Date	Time	Participants
May 12, 2016	12n - 2pm	Dr. ML Sole
May 11, 2016	2- 3 pm	Dr. S. Sandrowitz
May 24, 2016	1 – 2 pm	Dr. S. Sandrowitz
May 24, 2016	3 – 4:30 pm	Dr. C. Cicotti Dr. A. Kershenbrock
May 23, 2016	1:30 – 4pm	Dr. MJ Rager Cindy Griffin Dr. Eugene Jones
May 24, 2016	9 – 10:30 am	Mary Lou Brunell

**Regional Planning Team Meetings**

Date	Time	Participants	Comments
April 26, 2016	1:30 – 3:30	Anne Peach Joan Tiller Felicia Williams Dr. Nasser Hedayat Rise Sandrowitz	Initial planning meeting with VC team
June 6, 2016	9 – 11 am	Anne Peach Joan Tiller Felicia Williams Dr. Nasser Hedayat Rise Sandrowitz	Planning meeting with VC team
June 9, 2016	11:45 – 12:45	Joan Tiller Anne Peach	Data review
July 6, 2016	1 – 3:30 pm	Anne Peach Lake-Sumter, Seminole State and Valencia College Administrative team	Summit planning meeting and data review
August 1, 2016	10:30am -1pm	External consultant Joan Tiller Dr. Nasser Hedayat Susan Ludlow	Data review
August 23, 2016	9am – 12pm	Joan Tiller Anne Peach	Regional presentation review
August 23, 2016	1 – 4pm	Anne Peach Lake-Sumter, Seminole State and Valencia College Administrative team	Summit planning meeting presentation review
September 21, 2016	8am – 12n	Joan Tiller Anne Peach	Post summit review and next steps

## **ENROLLMENT PROJECTIONS AND FUNDING REQUIREMENTS**

### **5.1 Provide a brief explanation of the sources and amounts of revenue that will be used to start the program.**

The proposed program will be funded by tuition and fees collected from enrolled students and community support. Projected revenue from tuition and fees is \$43,291 for year one, \$96,403 for year two, \$155,844 for year three, and \$208,822 for year four.

The College is actively engaged with donors to secure the necessary community support needed to fund this program through the first three years (Revenue listed in line III.A.3. in Appendix Table 8.2). The College has received a commitment of \$50,000 from a local donor who is actively working in collaboration with the College to identify sources for the remaining support needed.

---

### **5.2 Provide a narrative justifying the estimated and projected program enrollments, outcomes, revenues and expenditures as they appear in Appendix Table A.2.**

Enrollment projections are based on a 2016 survey of Associate Degree Nursing Students. More than 90% of the survey participants indicated that they would pursue a BSN degree and 77% of survey participants indicated that they would enroll in a BSN program at LSSC if one were offered (Appendix B). The projected enrollment is a conservative estimate based on the average number of graduates from the Associate Degree program in Nursing coupled with the survey results. Projections of program completion are based on a high level of program persistence anticipated due to the high service area demand for BSN prepared nurses.

Program revenue expenditures are based on a conservative estimate of an average of nine credit hours per semester across all BSN program students. The upper level tuition and fees were used to calculate revenues and the largest category of expenditure is in personnel. Non-instructional expenses were based on projected BSN program FTE and an FTE-based calculation of various support costs associated with the proposed program.

---

## STUDENT COSTS: TUITION AND FEES

**6.1 Anticipated cost for a baccalaureate degree (tuition and fees for lower and upper division credit hours) at the proposing FCS institution (tuition and fees x credit hours).**

	Cost per credit hour			Number of credit hours		Total cost
Tuition & Fees for lower division:	\$105.73	X	Credit hours	87	=	\$9,198.51
Tuition & Fees for upper division:	\$120.25	X	Credit hours	33	=	\$3,968.25
Tuition & Fees (Total):				120	=	\$13,166.76

The lower division credit includes the 72 credit hours in the Associate of Science in Nursing program that is the preferred pathway into this bachelor's degree plus 15 additional lower division credit hours needed to meet general education requirements.

**6.2 Estimated cost for a baccalaureate degree (tuition and fees) at each state university in the college's service district.**

There are no SUS institutions in the LSSC service district.

**6.3 Estimated cost for a baccalaureate degree (tuition and fees) at each nonpublic institution in the college's service district (if available)\***

Institution Name: Beacon College

Tuition & Fees:	\$36,172	X	Academic Year	4	=	\$144,688
-----------------	----------	---	---------------	---	---	-----------

Note. \*If the institution does not provide the tuition cost per credit hour, please provide the cost information provided on the institution's website.

7.1	APPRiSe notice:	05/24/2016
7.2	Board of Trustees approval:	02/17/17
7.3	Notice of Intent:	01/31/2017
7.4	Completed proposal submission:	04/29/2017
7.5	Targeted State Board of Education consideration:	July 2017
7.6	Targeted SACSCOC approval (if applicable):	November 2017



7.7	Targeted initial teacher preparation program approval(if applicable):	N/A
7.8	Targeted date upper division courses are to begin:	August 2018

## **FACILITIES AND EQUIPMENT SPECIFIC TO PROGRAM AREA**

### **8.1 Describe the existing facilities and equipment that will be utilized for the program.**

The proposed program will employ hybrid and online learning environments. Existing classroom space and online infrastructure are sufficient to meet the needs of the proposed program.

---

### **8.2 Describe the new facilities and equipment that will be needed for the program (if applicable).**

This proposed program will be delivered via online and hybrid methods and will not require any additional equipment or facilities. Two of the BSN courses have a clinical component, which will be delegated to individual facilities based on the student's academic and career goals.

---

## **LIBRARY AND MEDIA SPECIFIC TO PROGRAM AREA**

### **9.1 Describe the existing library and media resources that will be utilized for the program.**

The primary mission of the Lake-Sumter State College libraries is to provide high-quality resources, instruction, and research services to increase student success and to support faculty and staff.

A full-service library is available on each of the College's three campuses, with reference librarians available during all hours the libraries are open. Virtual reference is also available via chat and e-mail.

The College libraries offer diverse collections of materials in print, audio-visual and electronic formats. Online databases provide in-library and remote access to full-text periodicals, newspapers, streaming video files, digital images, and reference materials. Physical items are routed to each campus as needed with next-day courier service.

Databases providing access to medical and nursing periodicals include:

- CINAHL Complete
- MEDLINE with Full Text
- SMART Imagebase
- Sage eJournal Collection
- Springer eJournal collection

Two streaming video collections, Films on Demand Master Academic Collection and Alexander Street Video, include videos on nursing, health, and medical topics.

Subject guides, available through the library website, provide access to nursing resources suitable for general research. Course guides are also available, providing instruction and access to resources for specific course assignments.

The libraries offer interlibrary loan services, and a statewide courier service provides efficient delivery of materials from other Florida colleges and universities. LSSC has a reciprocal borrowing agreement with the 27 other institutions in the Florida College System and the 12 Florida State University System libraries. These agreements allow LSSC students, faculty, and staff, with an LSSC library card, to borrow materials.

---

### **9.2 Describe the new library and media resources that will be needed for the program (if applicable).**

No new library or media resources will be required to support the proposed program.

---

## **ACADEMIC CONTENT**

### **10.1 List the admission requirements for the program.**

Admission requirements to this program will be as follows:

- Completion of an ASN program with a cumulative GPA of 3.0.
- Valid and unencumbered RN license in State of Florida or eligible to take the NCLEX-RN exam, which must be successfully completed before the end of the first semester in the program.

Students will not be able to register for classes beyond the first semester until they have passed the NCLEX-RN.

---

### **10.2 What is the estimated percentage of upper division courses in the program that will be taught by faculty with a terminal degree?**

In order to adhere to the Southern Association of Colleges and Schools Commission on Colleges' (SACSCOC) Principle 3.5.4, faculty with an appropriate terminal degree will teach at least 25% of the credit hours in the program.

If any of the faculty hired have not completed the appropriate doctoral degree, the College is prepared to provide financial support for coursework toward completion of the degree as outlined in the College's policies. Following completion of these doctoral degrees, the College expects that faculty holding terminal degrees will teach greater than 25% of the upper level credit hours in the program.

---

### **10.3 What is the anticipated average student/teacher ratio for each of the first three years based on enrollment projections?**

Year 1 (2018-2019) 40:1  
Year 2 (2019-2020) 60:1  
Year 3 (2020-2021) 96:1

---

### **10.4 What is the anticipated SACSCOC accreditation date, if applicable?**

The anticipated SACSCOC accreditation date is November 2017.

---

### **10.5 What is the anticipated Florida Department of Education initial teacher preparation approval date, if applicable?**

N/A



---

**10.6 What specialized program accreditation will be sought, if applicable?**

Lake-Sumter State College will pursue accreditation from the Accreditation Commission for Education in Nursing (ACEN).

---

**10.7 What is the anticipated specialized program accreditation date, if applicable?**

Based on ACEN procedures, the accreditation date is anticipated to be Fall 2020.

---

**10.8 Are there similar programs listed in the Common Prerequisites Manual for the CIP code (and track, if any) proposed for this program?** ☐ Yes ☒ No

---

**10.9 List the established common prerequisites for this CIP code (and track, if any) as listed in the Common Prerequisites Manual proposed for this program:**

The page in the Common Prerequisite Manual for this CIP code is complex so it has been included as Appendix C.

---

**10.10 Describe any proposed revisions to the established common prerequisites for this CIP (and track, if any).**

No revisions to the common prerequisites for this CIP are proposed.

---

**10.11 List all courses required once admitted to the baccalaureate program by term, in sequence. For degree programs with concentrations, list courses for each concentration area. Include credit hours per term, and total credits for the program:**

FIRST SEMESTER		
Course	Course	Credits
ENC 1102	Composition: Literature	3
MAC 1105	College Algebra	3
SPC 2608	Public Speaking	3
NUR 3825	Professional Role Transition	3
TOTAL CREDITS		12

<b>SECOND SEMESTER</b>		
<b>Course</b>	<b>Course</b>	<b>Credits</b>
STA 2023	Elementary Statistics I	3
NUR 3065	Health Assessment	2
NUR 3065L	Health Assessment Lab	1
NUR 3125	Pathophysiology for Nursing Practice	3
NUR 4837	Healthcare Policy and Economics in Nursing	3
<b>TOTAL CREDITS</b>		<b>12</b>

<b>THIRD SEMESTER</b>		
<b>Course</b>	<b>Course</b>	<b>Credits</b>
NUR 4829	Leadership and Management	3
NUR 3169	Evidence and Research in Nursing Practice	3
NUR 3634	Community Health Nursing	3
NUR 3634L	Community Health Nursing Lab	1
	Program Elective	3
<b>TOTAL CREDITS</b>		<b>13</b>

<b>FOURTH SEMESTER</b>		
<b>Course</b>	<b>Course</b>	<b>Credits</b>
	Humanities General Education Course	3
	Program Elective	6
NUR 4945L	Nursing Capstone	2
<b>TOTAL CREDITS</b>		<b>11</b>

<b>PROGRAM ELECTIVES</b>		
<b>Course</b>	<b>Course</b>	<b>Credits</b>
MAT1033	Intermediate Algebra	3
NURXXXX	Diversity and Global Trends in Nursing	3
NUR 3145	Pharmacology	3
NUR 3870	Informatics in Healthcare	3
NUR 4286	Gerontological Nursing	3
NUR 4257	Critical Care Nursing	3
NUR 3678	Nursing Care of Vulnerable Populations	3
HSC 4404	Disaster Preparedness	3

10.12 Is the program being proposed as a limited access program? (If yes, identify admission requirements and indicate enrollment capacity): ☒ Yes ☐ No

### Appendix Table A.1.

**INSTRUCTIONS FOR COMPLETING THE DEMAND SECTION OF APPENDIX TABLE A.1.1 and A.1.1.2:** To complete the following table, use the CIP to Standard Occupational Classification (SOC) crosswalk of the U.S. Department of Education to identify the SOC codes for occupations associated with the proposed program's CIP code. Fill in Table A.1.1 using the employment projections data produced by the Florida Department of Economic Opportunity (DEO), pursuant to Section 445.07, F.S., for the workforce region aligned with the college's service district for each SOC code associated with the proposed program's CIP code. The employment projections data may be accessed at <http://www.floridajobs.org/labor-market-information/data-center/statistical-programs/employment-projections>. For proposed programs without a listed SOC linkage, identify the appropriate SOC codes for which the program prepares graduates. Insert additional rows as needed. The total job openings column value shall be divided by eight to reflect total annual job openings. The annualized salary shall be calculated by multiplying the average hourly wage times 40, and then multiplying that value times 52. Complete table A.1.1.2 in the same manner as A.1.1 for any additional sources of employment projections. Duplicate Table A.1.1.2 for additional sources as needed.

DEMAND: FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY (DEO) EMPLOYMENT PROJECTIONS										
A.1.1	Occupation		Number of Jobs				Salary		Education Level	
	Name/Title	SOC Code	County/ Region	Base Year 2016	Projected Year 2024	Level Change	Total Job Openings (divided by 8)	Avg. Hourly Wage	Annualized Salary	
	Nursing Instructors and Teachers, Postsecondary	251072	Lake- Sumter	17	18	1	0	\$39.80	\$82,784	Master's or Higher
	Registered Nurses	291141	Lake- Sumter	3,697	4,640	943	204	\$30.12	\$62,650	Associate
Sub Total A.1.1							204			

---

Admission requirements to this program will be as follows:

- Completion of an ADN program with a cumulative GPA of 3.0.
- Valid and unencumbered RN license in State of Florida or eligible to take the NCLEX-RN exam, which must be successfully completed before the end of the first semester in the program.

**Enrollment  
Capacity\***

Year 1: 50  
Year 2: 100  
Year 3: 160

\*Actual enrollment is anticipated to be lower than the maximum capacity numbers reported here

## **PROGRAM TERMINATION**

### **11.1 Plan of action if program must be terminated, including teach-out alternatives for students.**

Lake-Sumter State College is committed to the success of students seeking the Bachelor of Science in Nursing and will assist students in the event that the program is identified for termination.

A Plan of Action, based upon the SACSCOC "Good Practices for Closing a Program," will be utilized if the College should have to terminate the Bachelor of Science in Nursing:

- The College will notify SACSCOC in advance of any termination actions in the program;
- Students enrolled in the BS in Nursing program, faculty, and staff will be immediately notified of termination action by the College;
- Enrolled students will be provided with a range of teach-out options;
- No new students will be admitted to the program once termination is decided; and
- The department head, faculty, and academic advisors will customize a plan of completion for each individual student. Students will be provided with a high level of academic assistance, support, and service in the teach-out transition phase to ensure minimal disruption in their course of study and pursuit of their professional careers.

**INSTRUCTIONS FOR COMPLETING THE SUPPLY SECTION OF APPENDIX TABLE A.1.2:** To complete the following table, use the Integrated Postsecondary Education Data System of the National Center for Education Statistics to identify the number of degrees awarded by other regionally accredited postsecondary institutions in the college's service district under the same or related CIP code(s) as the proposed program. The data center is located at <http://nces.ed.gov/ipeds/datacenter/>. Include degrees awarded for the most recent year available and for the four prior years for each program. If the program has not had degrees awarded for five years or more, add the degrees awarded for the years available, and divide by that number of years, for the average.

SUPPLY: NATIONAL CENTER FOR EDUCATION STATISTICS, INTEGRATED POSTSECONDARY EDUCATION DATA SYSTEM								
A.1.2	Program		Number of Degrees Awarded					5-year average or average of years available if less than 5 years
IPEDS	Institution Name	CIP Code	Prior Year 4 2010/11	Prior Year 3 2011/12	Prior Year 2 2012/13	Prior Year 1 2013/14	Most Recent Year 2014/15	
No institutions in the Lake-Sumter State College service area offer the BSN degree.			0	0	0	0	0	
Total							0	0

Beacon College is in the Lake-Sumter State College Service District, but does not offer a BSN degree.



**INSTRUCTIONS FOR COMPLETING THE ESTIMATES OF UNMET NEED SECTION OF APPENDIX TABLE A.1:** To complete the following table, the total in column A should be derived from the total job openings from Table A.1.1 and the totals in columns B and C should be derived from Table A.1.2. Input the figures in the "Total" row in Table A.1.1 for total job openings and Table A.1.2 for most recent year and 5-year average. The range of estimated unmet need should be derived from 1) subtracting the figure in column B from the figure in column A and 2) subtracting the figure in column C from the figure in column A.

ESTIMATES OF UNMET NEED					
A.1.3	DEMAND	SUPPLY		RANGE OF ESTIMATED UNMENT NEED	
	(A)	(B)	(C)	(A-B)	(A-C)
	Total Job Openings (divided by 8)	Most Recent Year	5-year average or average of years available if less than 5 years	Difference	Difference
	204	0	0	204	204

**Appendix Table A.2**

**INSTRUCTIONS FOR COMPLETING THE PROJECTED BACCALAUREATE PROGRAM ENROLLMENT SECTION OF APPENDIX TABLE A.2:** To complete the following table, enter the projected enrollment information for the first four years of program implementation. Unduplicated headcount enrollment refers to the actual number of students enrolled. Full-time equivalent (FTE) refers to the full-time equivalent of student enrollment.

<b>PROJECTED BACCALAUREATE PROGRAM ENROLLMENT</b>		<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>
A.2.1	Unduplicated headcount enrollment:				
A.2.1.1	Admitted Student Enrollment (First-time)	40	60	70	70
A.2.1.2	Total Admitted Student Enrollment	40	90	144	193
A.2.2	FTE Enrollment:				
A.2.2.1	Program Student Credit Hours (Resident)	360	810	1296	1737
A.2.2.2	Program Student Credit Hours (Non-resident)	0	0	0	0
A.2.2.3	Total Program Student Credit Hours	360	810	1296	1737
A.2.2.4	Program FTE (30 credits) - (Resident)	12	27	43.2	57.9
A.2.2.5	Program FTE (30 credits) - (Non-resident)	0	0	0	0
A.2.2.6	Total Program FTE	12	27	43.2	57.9

**INSTRUCTIONS FOR COMPLETING THE PROJECTED DEGREES AND WORKFORCE OUTCOMES SECTION OF APPENDIX TABLE A.2:** To complete the following table, enter the projected number of degrees awarded, the projected number of graduates employed and the projected average starting salary for program graduates for the first four years of program implementation.

<b>PROJECTED DEGREES AND WORKFORCE OUTCOMES</b>		<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>
A.2.3	Degrees	0	36	54	63
A.2.4	Number Employed	0	36	54	63
A.2.5	Average Starting Salary	\$	\$ 60,000	\$60,000	\$60,000

**INSTRUCTIONS FOR COMPLETING THE REVENUES AND EXPENDITURES SECTION OF APPENDIX TABLE A.2:**

To complete the following table, enter the projected program expenditures and revenue sources for the first four years of program implementation.

<b>REVENUES AND EXPENDITURES</b>				
<b>I. PROJECTED PROGRAM EXPENDITURES</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>
<b>INSTRUCTIONAL</b>				
1. Faculty Full-Time FTE	1.0	1.0	1.0	1.0
2. Faculty Part-Time FTE	0.0	0.5	0.5	1.0
1. Faculty Full-Time Salaries/Benefits	\$95,000	\$95,000	\$95,000	\$95,000
2. Faculty Part-Time Salaries/Benefits	0	\$25,000	\$25,000	\$50,000
3. Faculty Support: Lab Assistants	0	0	0	0
<b>OPERATING EXPENSES</b>				
1. Academic Administration	\$25,000	\$25,000	\$25,000	\$25,000
2. Materials/Supplies	\$400	\$400	\$400	\$400
3. Travel	\$2000	\$2000	\$2000	\$2000
4. Communication/Technology	\$100	\$100	\$100	\$100
5. Library Support	\$180	\$405	\$648	\$869
6. Student Services Support	\$240	\$540	\$864	\$1,158
7. Professional Services	0	0	0	0
8. Accreditation	0	0	\$10,000	0
9. Support Services	\$20	\$189	\$303	\$405

CAPITAL OUTLAY				
1. Library Resources	0	0	0	0
2. Information Technology Equipment	\$1500	0	0	0
3. Other Equipment	0	0	0	0
4. Facilities/Renovation	0	0	0	0
TOTAL PROJECTED PROGRAM EXPENDITURES	\$124,440	\$148,634	\$159,315	\$174,932
II. NATURE OF EXPENDITURES				
1. Recurring	\$122,940	\$148,634	\$149,315	\$174,932
2. Nonrecurring	\$1,500	0	\$10,000	0
TOTAL	\$124,440	\$148,634	\$159,315	\$174,932
III. SOURCES OF FUNDS				
A. REVENUE				
1. Special State Nonrecurring	0	0	0	0
2. Upper Level - Resident Student Tuition Only	\$33,045	\$73,350	\$118,960	\$159,387
Upper Level - Nonresident Student Fees Only	0	0	0	0
Upper Level - Other Student Fees	\$10,246	\$23,053	\$36,884	\$49,435
3. Contributions or Matching Grants	\$81,149	\$52,231	\$3,471	0
4. Other Grants or Revenues	0	0	0	0
5. Florida College System Program Funds	0	0	0	0
6. Unrestricted Fund Balance	0	0	0	0
7. Interest Earnings	0	0	0	0
8. Auxiliary Services	0	0	0	0
9. Federal Funds – Other	0	0	0	0
B. CARRY FORWARD	0	0	0	0
TOTAL FUNDS AVAILABLE	\$124,440	\$148,634	\$159,315	\$208,822
TOTAL UNEXPENDED FUNDS (CARRY FORWARD)	\$0	\$0	\$0	\$33,890

## Supplemental Materials B.1

### SUPPLEMENTAL MATERIALS

- B.1 Summarize any supporting documents included with the proposal, such as meeting minutes, survey results, letters of support, and other supporting artifacts.

Appendix A	Minutes from Nicole/Robyn
Appendix B	Results of the 2016 Associate Degree Nursing students
Appendix C	Common Prerequisite Manual page for CIP51.3801
Appendix D	Letters of Support

- 
- B.2 List any objections or alternative proposal received from other postsecondary institutions for this program.

There have been no objections or alternative proposals brought forth from any other postsecondary institutions. This proposal is part of a multi-college effort with Eastern Florida State College, Seminole State College and Valencia State College with the support of the University of Central Florida to address the widespread need for BSN prepared nurses in central Florida.

---



## Appendix A Meeting Minutes

Deans and Directors BSN Curriculum Planning Meeting (7/20/2016).....	2
Central Florida Nursing Summit (9/12/2016) .....	4
Regional Nursing Workforce Planning Team (10/24/2016).....	66
Regional BSN Nursing Consortium Planning Meeting (12/16/2016) .....	68
BSN Planning Consortium Meeting (1/20/2017) .....	70
BSN Planning Consortium Meeting (3/23/2017) .....	72
Consortium Academic Coordination Committee (Year 1 Activities).....	75
Report on R.N. Workforce Needs Region 12 .....	80

**BSN Curriculum Meeting Summary  
Nursing Deans/Faculty Group  
Wednesday, July 20, 2016**

**Present:** Dr. Cheryl Cicotti, Seminole State  
Dr. Lyne Chamberlain, Seminole State  
Jessica Shearer, Seminole State  
Cindy Griffin, Lake Sumter State  
Nicole Tinny, Lake Sumter State  
Robyn Winship, Lake Sumter State  
Rise Sandrowitz, Valencia College  
Ruby Alvarez, Valencia College

**Structure of BSN**

- Will be an ASN to BSN program
  - o NUR 1060C Health Assessment will move into ASN curriculum
- Student must have passed NCLEX
- Total credits = 120
- Majority of course will be in an online format
  - o Exceptions will be: Community & Public Health Nursing  
Capstone
- Each participating college will determine the number of AA credits that are needed for the BSN based on their programs' prerequisites
- Nursing curriculum will be composed of eight core courses and two elective courses

Core Courses	Credits
Research	3
Community and Public Health	4
Nursing Leadership	3
Pathophysiology	3
Roles and Dimensions of Nursing	3
Diversity and Global Trends	3
Healthcare Policy	3
Capstone	2
<b>TOTAL</b>	<b>24</b>

Elective Courses (Select 2)	Credits
Pharmacology	3
Informatics	3
Gerontology	3
Critical Care Nursing	3
Vulnerable Populations	3
Disaster Preparedness	3

### Assignments for Course Work

Determine state common course number, and draft course descriptions/objectives that will be reviewed at the next meeting (August 25<sup>th</sup> at 2 PM).

#### Core Courses:

Research-Lyne (SSC)  
Pathophysiology-Lyne (SSC)  
Community and Public Health-Robyn (LSS)  
Nursing Leadership-Nicole (LSS)  
Diversity and Global Trends-Jessica (SSC)  
Healthcare Policy-Cindy (LSS)  
Roles/Dimensions of Nursing –Rise (VC)  
Capstone-Cheryl (SSC)

#### Electives:

Informatics-VC  
Critical Care-SSC  
Vulnerable Populations-LSSC  
Disaster Preparedness-VC  
Gerontology-LSSC  
Pharmacology-SSC

#### Other:

Student Learning Outcomes – Ruby (VC)

# Regional Nursing Summit

September 12, 2016



# Welcome, Introductions & Acknowledgements





# Agenda

- Welcome & Introductions
- Purpose
- State of Healthcare
- Employer Demand Study
  - Findings & Challenges
- Options & Alternatives
- Next Steps
- Closing

# Purpose

- Review the current and future needs for nurses in Central Florida and address educational requirements
- Discuss the current associate and baccalaureate degrees available in Central Florida
- Elicit recommendations for next steps for partnerships between the University of Central Florida and the three state colleges to meet the future nursing needs

# State of Healthcare

- Shift from volume based care to value based care
  - Performance-based payment
  - Incentives and penalties to healthcare providers
- Focus on preventive care and population health
- Changes in where and how health care is delivered
- Highly regulated

# State of Healthcare

From	To
Care Delivered in Hospitals	Care Across the Continuum
Episodes of Care	Coordinated Holistic Care
Caring for the Sick	Keeping People Well
Utilization Management	Right Care at the Right Place at the Right Time
Volume	Value

# Value Based Purchasing Timeline

Baseline Period	Performance Period	VBP Financial Impact Period	VBP Percentage Impact
Compressed Year 2009-2010 (Jul'09-Mar'10)	Compressed Year 2011-2012 (Jul'11-Mar'12)	Fiscal Year 2013 (Oct'12-Sep'13)	1%
Compressed Year 2010 (Apr-Dec'10)	Compressed Year 2012 (Apr-Dec'12)	Fiscal Year 2014 (Oct'13-Sep'14)	1.25%
Calendar Year 2011 (Jan-Dec'11)	Calendar Year 2013 (Jan-Dec'13)	Fiscal Year 2015 (Oct'14-Sep'15)	1.5%
Calendar Year 2012 (Jan-Dec'12)	Calendar Year 2014 (Jan-Dec'14)	Fiscal Year 2016 (Oct'15-Sep'16)	1.75%
We are Here ... Calendar Year 2013 (Jan-Dec'13)	Calendar Year 2015 (Jan-Dec'15)	Fiscal Year 2017 (Oct'16-Sep'17)	2%
Calendar Year 2014 (Jan-Dec'14)	Calendar Year 2016 (Jan-Dec'16)	Fiscal Year 2018 (Oct'17-Sep'18)	2%



# State of Healthcare Challenges

- Technology is a central issue
- Cyber security over medical devices
- Mergers and acquisitions
- Quality and Patient Safety
- Drug pricing/Biosimilar drugs
- Access to Care
- Physician and Nursing shortages

The healthcare journey to value requires that there is collaboration, connectivity, innovation and partnership... sometimes that seems overwhelming!



# Employer Demand Study



# Study and Process

- EMSI Data
- Florida Center for Nursing Report
- CareerSource of Central Florida Data
- Curriculum Review of State Colleges and University
- Interviews with Healthcare Stakeholders
- Interviews with Educators at all Regional Public Institutions with AS/BSN Degrees
- Review of the Literature

# Nursing Workforce Data

	2015 Jobs	2023 Jobs	Change	% Change
<b>United States</b>	<b>2,904,465</b>	<b>3,247,685</b>	<b>343,220</b>	<b>11.8%</b>
<b>Florida</b>	<b>181,886</b>	<b>201,117</b>	<b>19,231</b>	<b>10.6%</b>
<b>Region 12</b>	<b>20,743</b>	<b>25,391</b>	<b>4,648</b>	<b>22.4%</b>
<b>Orange County, FL</b>	<b>12,862</b>	<b>15,425</b>	<b>2,563</b>	<b>19.9%</b>
<b>Lake County, FL</b>	<b>2,600</b>	<b>3,136</b>	<b>536</b>	<b>20.6%</b>
<b>Seminole County, FL</b>	<b>2,596</b>	<b>3,117</b>	<b>521</b>	<b>20.1%</b>
<b>Osceola County, FL</b>	<b>2,113</b>	<b>2,890</b>	<b>777</b>	<b>36.8%</b>
<b>Sumter County, FL</b>	<b>572</b>	<b>823</b>	<b>251</b>	<b>43.9%</b>

Nurses represent the largest segment of the US Healthcare Workforce

# Industry Demand

- Nationwide the need for registered nurses will continue to grow with an expected change need by 2023 of:
  - Nationally 343,220 (11.8%)
  - Florida Center for Nursing estimated that about 10,000 new RN positions will be created statewide in 2016 within the surveyed industries, and the majority of these will be in hospitals and home health agencies

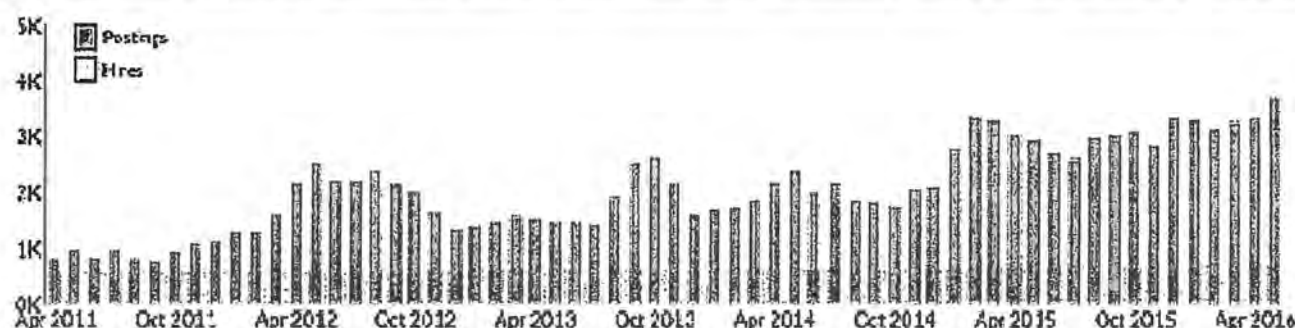


# Industry Demand

- Florida is the 4<sup>th</sup> in the nation for highest employment of registered nurses
- Among Florida industries that employ nurses, acute care hospitals are the largest with close to 12,400 vacant RN positions in 2015.
- Greater than 3,000 jobs posted in Florida monthly; only 21% are filled

# Job Postings vs. Hires - Registered Nurses

<b>3,079</b>	<b>624</b>
<b>Avg. Monthly Postings (Jan 2015 - May 2016)</b>	<b>Avg. Monthly Hires (Jan 2015 - May 2016)</b>



In an average month, there were 3,079 unique job postings for Registered Nurses, and 624 actually hired. This means there was approximately 1 hire for every 5 unique job posting for Registered Nurses. This is higher than the Posting Intensity for all other occupations and employers in the region (6-to-1), indicating that employers may be trying harder to hire this position. Also, many employers do not post all open positions.

## Job Postings Summary - Region 12

**127,253**  
**Unique Postings (Apr 2011 - May 2016)**  
 1,018,085 Total Postings

**8 : 1 Florida**  
**Posting Intensity (Apr 2011 - May 2016)**  
**Regional Average: 6 : 1**

# Nursing Workforce Demographics

## Occupation Gender Breakdown



	Gender	2016 Jobs	2016 Percent
•	Males	2,193	9.9%
•	Females	19,913	90.1%

## Regional Ethnicity of Nursing Workforce



	Race/Ethnicity	2016 Jobs	2016 Percent
•	White	14,157	64.0%
•	Black or African American	3,317	15.0%
•	Hispanic or Latino	2,514	11.4%
•	Asian	1,887	8.5%
•	Two or More Races	173	0.8%
•	American Indian or Alaska Native	38	0.2%
•	Native Hawaiian or Other Pacific Islander	20	0.1%

## Regional Age of Nursing Workforce



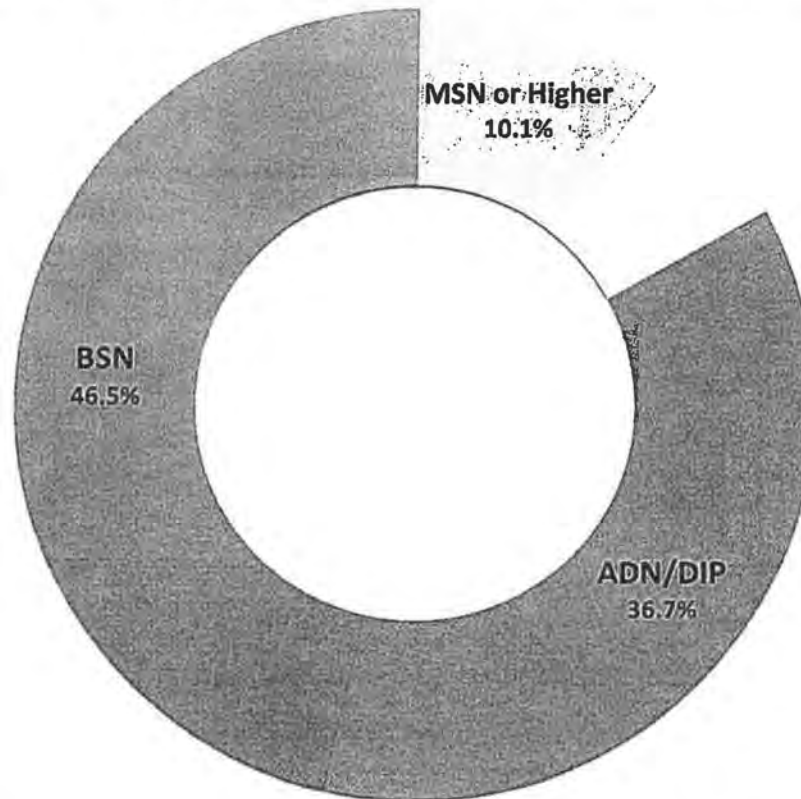
	Age	2016 Jobs	2016 Percent
●	14-18	1	0.0%
○	19-24	521	2.4%
●	25-34	4,224	19.1%
	35-44	5,583	25.3%
○	45-54	6,161	27.9%
●	55-64	4,626	20.9%
●	65+	990	4.5%

**25 % of the nursing workforce is at or near retirement age**

# Discussion



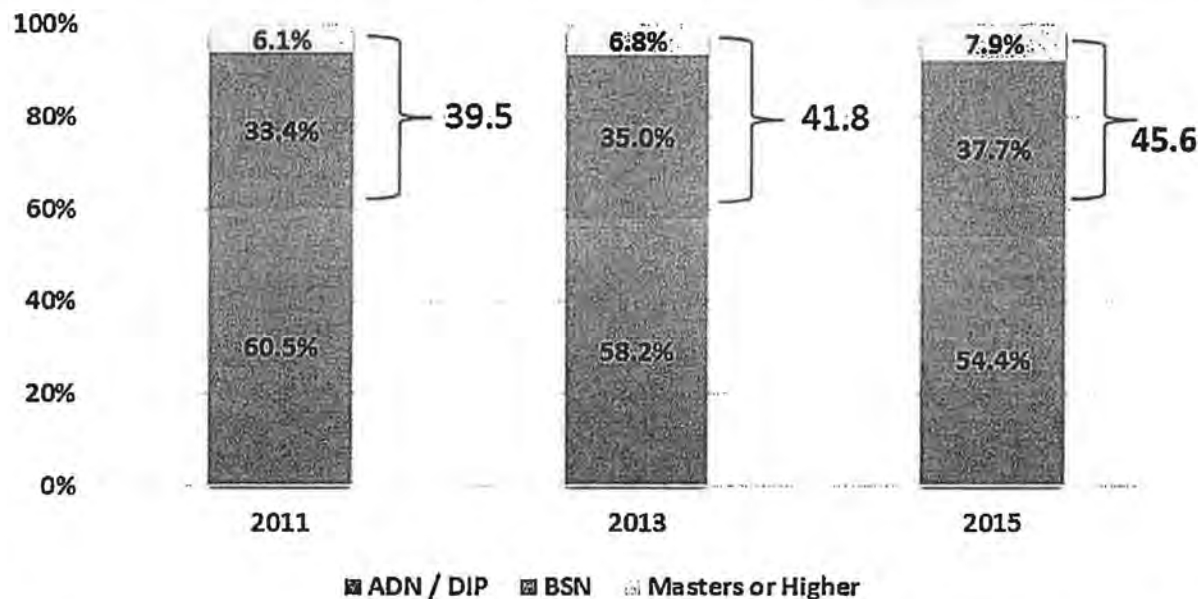
# Highest Degree Reported Nationally





# Highest Degree Reported in Florida

- The percentage of working RNs with a baccalaureate in nursing or higher degree is lower than national average however is increasing, moving from 39.5% in 2011 to 45.6% in 2015.
- Currently hiring 56% to 62% BSN and some much higher.

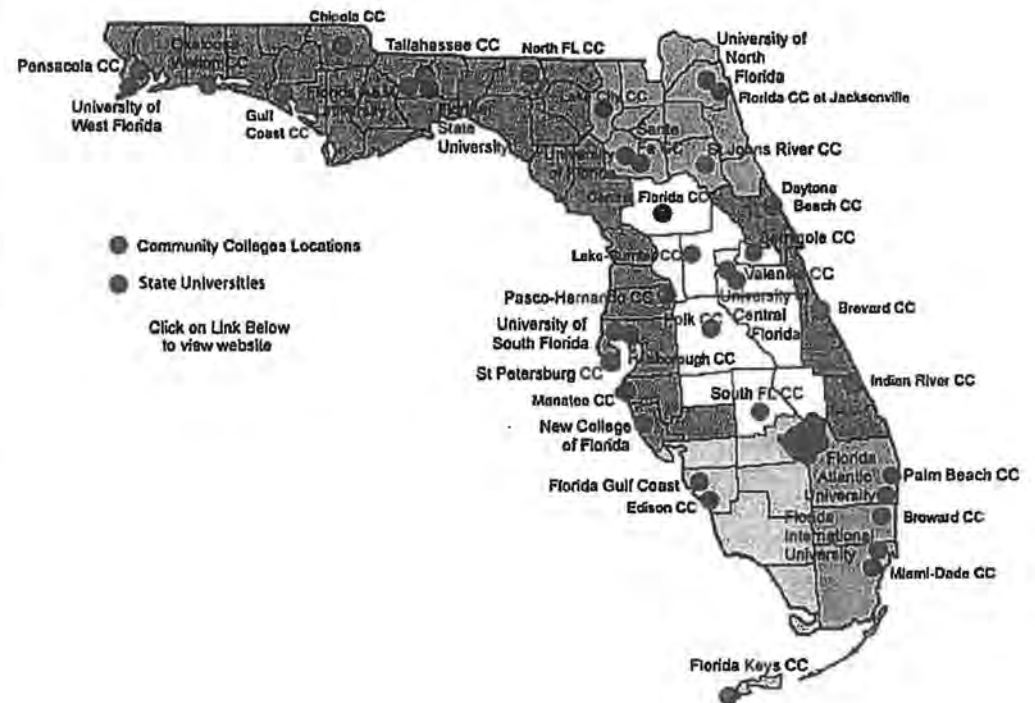


# Industry Demand - Analysis

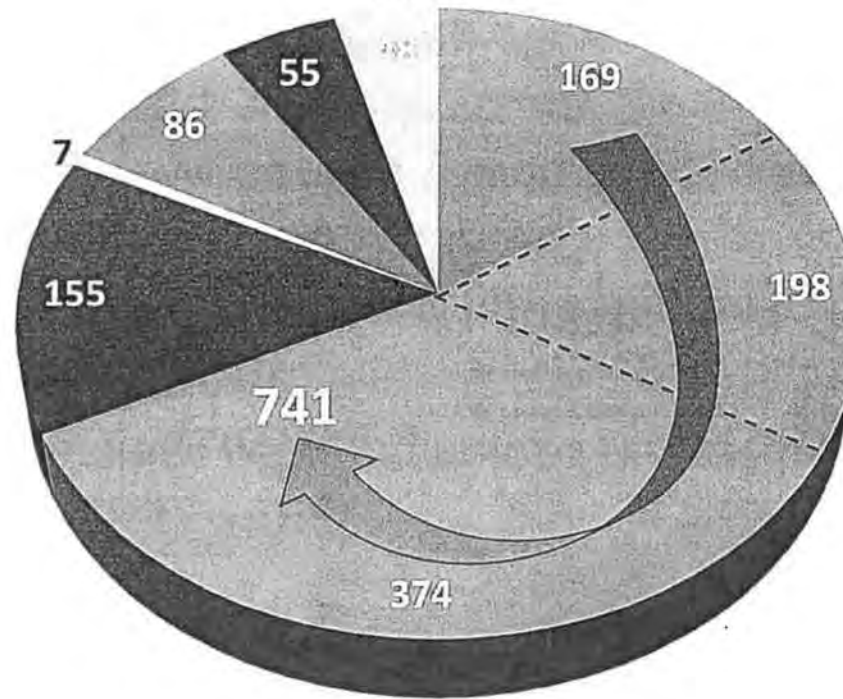
	National	State	Difference
Percentage of Nurses with ADN/Diploma	36.7%	54.4%	17.7%
Percentage of Nurses with BSN	46.5%	37.7%	8.8%
Percentage of Nurses with Masters Degree or higher	10.1%	7.9%	2.2%

# Florida Colleges and Universities

- State University System
- Florida State College System
- Regional University Nursing programs
- Private Nursing programs
- Proprietary Nursing programs



# Central Florida BSN Graduates/Completers 2014/15



Counties:  
Orange  
Osceola  
Seminole  
Lake  
Sumter

- UCF-Concurrent: 169
- UCF-ASN to BSN: 198
- UCF-All Other: 374
- Adventist
- Herzing
- Remington
- Keiser

Note: Concurrent and ASN to BSN with State Colleges

# Where is our workforce coming from?

## Graduate Nurses School Breakdown

- **State University System:**

- 10 of 12 universities offer bachelor's degree in nursing (BSN)

- **Florida College System:**

- 21 state colleges offer an associate's degree in nursing and a BSN completion program
- 2 state colleges have applied to add a BSN completion program
- 4 local state colleges are under study Central Florida
- 1 state college has no identified plans

# BSN Programs in Florida at Public Institutions

## BSN Programs at State Universities in Florida

- Florida A & M University
- Florida Atlantic University
- Florida Gulf Coast University
- Florida International University
- Florida State University
- University of Central Florida
- University of Florida
- University of North Florida
- University of South Florida
- University of West Florida

## BSN Programs at State Colleges in Florida

### ▪ Of the 28 State Colleges:

#### ▪ 21 Offer BSN Programs

#### ▪ 2 Applied for BSN

- Florida Keys
- North Florida (Madison)

#### ▪ 4 Under Study:

- Eastern Florida (Brevard)
- Lake-Sumter State College
- Seminole State College
- Valencia College

#### ▪ 1 Undetermined - Hillsborough



# Where is our workforce coming from?

## Graduate Nurses School Breakdown

- **Private Schools:**

- Adventist University located in Orlando

- **Proprietary Schools** - 9 programs in Central Florida

- Tuition - \$13,068 to \$42,000 annually
  - Quality of programs vary

# Where the workforce is coming from: Graduate Nurses School Breakdown

- **Proprietary Nursing Programs Locally:**
  - Remington College
  - Herzing University - Winter Park
  - Keiser University
  - Lincoln Technical Institute Fern Park
  - Concorde Career Institute
  - City College - Altamonte Springs
  - MedTech College - Orlando

## Annual Cost and Per Credit Hour Nursing Programs

<b>Institutions</b>	<b>Tuition and Fees</b>	
	<b>Credit Hour Undergraduate 2015/16</b>	<b>Estimated Annual Undergraduate Expenses 2015/16</b>
University of Central Florida	\$179.19	\$6,368
Lake-Sumter State College	\$105.73	\$3,172
Seminole State College of Florida	\$104.38	\$3,131
Valencia College	\$103.06	\$2,474
Adventist University of Health Sciences (Tuition only)		\$13,030
Herzing University-Winter Park		\$13,670
ECPI (Formerly Remington College of Nursing)		\$42,000
Lincoln Technical Institute Fern Park		\$40,170
City College-Altamonte Springs		\$13,068
	(Source: Institution's website)	(Source: National Center for Education Statistics (NCES))

## Quality: NCLEX Results of Florida Board of Nursing - 2015

Institutions	BSN		ADN	
	Delivered	Percentage Passed	Delivered	Percentage Passed
University of Central Florida	243	97.1%	--	--
Lake-Sumter State College			88	81.8%
Seminole State College of Florida			206	95.6%
Valencia College			196	95.9%
Adventist University of Health Sciences	51	94.1%	1	100.0%
City College-Altamonte Springs			17	70.6%
Concorde Career Institute-Orlando			43	65.1%
Herzing University-Winter Park	6	100%	49	81.6%
ITT Technical Institute-Lake Mary (aka Breckenridge School of Nursing)			44	52.3%
ITT Technical Institute-Orlando			16	62.5%
Keiser University			56	92.9%
Lincoln Technical Institute-Fern Park			26	61.5%
Med-Life Institute-Kissimmee			74	33.8%
Medtech College			35	31.4%
Miller's College of Nursing-Kissimmee			14	28.6%
Orlando Medical Institute			10	90.0%
Remington College of Nursing Orlando	83	89.2%		
Universidad Del Turabo-Puerto Rico	8	12.5%		
<b>Total NCLEX Exams Delivered Regionally</b>	<b>391</b>		<b>875</b>	

# NCLEX Pass Rates

## State University and State Colleges

Public Institutions	BSN	ASN
University of Central Florida	97.1%	
Lake-Sumter State College		81.8%
Seminole State College of Florida		95.6%
Valencia College		95.9%

# State of Florida Universities and State Colleges

- The average age nationally of nursing faculty is 62.5 with a wave of expected retirements predicted in the next 10 years\*
- There is a shortage of nursing faculty primarily due to low wages compared to those of equal educational attainment in the workforce.



## Where is the workforce coming from: Experienced Nurses?

- State University System
- Florida State College System
- Out of State University Nursing Programs
- Proprietary Nursing Programs
- Traveling Nurses
- Foreign Nurses

# Curriculum Study UCF & Local State Colleges

- **UCF offers the following nursing programs:**
  - Traditional generic BSN program in Orlando, Cocoa and Daytona
  - Second degree BSN program for non-nursing degree and higher
  - Dual enrollment concurrent program at Seminole State College and Valencia College
  - Post licensure RN-BSN program
  - Masters in Nursing and Doctoral programs (DNP & PhD)

# Curriculum Study UCF & Local State Colleges

## ☐ **Lake-Sumter State College offers:**

- ☐ Traditional generic ASN program
- ☐ Bridge Program LPN and Paramedic to ASN

## ☐ **Seminole State College offers:**

- ☐ Traditional generic ASN program
- ☐ Dual enrolled concurrent (ASN/BSN) program with UCF

## ☐ **Valencia College offers:**

- ☐ Traditional generic ASN program
- ☐ Dual enrolled concurrent (ASN/BSN) program with UCF
- ☐ Advanced Standing program: LPNs/ Paramedics/Respiratory Therapists  
Cardiovascular Specialists to ASN

# Industry Demand

- Regional data reveals there are approximately 2,000 graduates each year:
  - 51% achieve a BSN, 44% achieve an ASN, and 5.2% achieve a Master's degree
- Shortages of experienced RNs particularly in specialty areas
- Increased need for Bachelor's prepared nurses
- Growing need for Master's prepared nurses
- Shortage of Masters and PhD prepared faculty in colleges and universities

---

# Discussion

---



# Review of the Literature - Nurse Staffing

- The effect of nursing characteristics and patient outcomes has been studied by Dr. Linda Aiken and others since the 1990s.
- There is a direct relationship between measures of levels of nurse-to-patient staffing, organizational aspects of the nurse work environment, and nurse education.
- In several studies, it was reported that for every 10% increase in the proportion of BSN nurses on the hospital team, there was a 5% decrease in the risk of patient death and failure to rescue.

## Review of the Literature - Nurse Staffing

- If the proportion of BSN nurses was 60% versus 20%, 17.8 fewer deaths per 1,000 surgical patients would be expected. (Aiken, 2003)
- A higher proportion of BSN nurses is associated with lower rates of 30 day mortality. (Tourageau, 2007)
- While no studies have directly linked individually BSNs with reduced length of stay and readmissions, there is significant association when patients were cared for by > than 80% BSNs. (Aiken, 2014)



# Review of the Literature - Nurse Staffing

- A study in New York and Texas show a higher level of medication errors and procedural violations committed by nurses in pre-baccalaureate level programs. (Fagin, 2005)
- Nurses at a baccalaureate level expressed higher job satisfaction. (Rambur, 2003)
- The Veteran Affairs in 2005 changed their standard to require a BSN in order to attain promotion beyond entry-level of staff nurse one.

# Review of the Literature - IOM Report

- The 2010 Institute of Medicine report entitled ***The Future of Nursing: Leading Change, Advancing Health*** funded by the Robert Wood Johnson foundation drew attention to education of nurses.
  - Nurses should practice to the full extent of their education and training.
  - Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.
  - Nurses should be full partners with physicians and other health care professionals in redesigning health care in the United States.
  - Effective workforce planning and policy making require better data collection and information infrastructure.

# Future of Nursing Report Recommendations

- Increase the proportion of nurses with a baccalaureate degree to **80 percent by 2020**.
- Double the number of nurses with a doctorate by 2020.
- Ensure that nurses engage in lifelong learning.
- Implement nurse residency programs.

# Healthcare Providers - Interview Summary

- The six largest health care employers of registered nurses were interviewed in Region 12 which included 25 different interviews with CNOs, CEOs, and administrators involved in student placement, staffing, recruiting, education, and workforce planning.
- New graduates account for > then 60% of the workforce hired.
- Many new graduates express an interest in working in highly specialized areas such as critical care, emergency, NICU, and labor and delivery.

# Healthcare Providers - Interview Summary

- While ASN nurses have been the backbone of hospitals for many years in our region, there is a shift in the needs for nurses with a higher degree of preparation.
- In most cases, healthcare organizations are:
  - Targeting hiring BSN graduates,
  - Differentiate their salary and
  - Of those organizations that have established specific hiring guidelines, the range is from 100% BSN to 50%.

# Healthcare Providers - Interview Summary

- Chief nursing officers highlighted in most cases the differences in performance of the BSN prepared nurses. Some themes included:
  - Critical thinking skills
  - Managing care across the continuum
  - Professional involvement in the department or hospitals on committees, councils, or involved in projects
  - Understanding and use of research and evidenced based practice standards
  - Leading teams

# Healthcare Providers - Interview Summary

- There is a desire to continue to increase the percentage of BSN prepared nurses and possibly achieve, over time, a goal of **80% BSN nurses**.
- All expressed the importance of maintaining the **excellent clinical skills in the ASN programs** if they add a BSN program.
- UCF BSN graduates referenced by many employers as the “gold standard”.



# Healthcare Providers - Interview Summary

- Most employers expressed a need for BSN nurses not only at the bedside but to fill management, educator, and nontraditional roles such as: care coordination, information technology, coding specialist, quality, safety, etc.
- Most health care leaders discussed the shortages in specialty areas such as surgical (OR) nursing, critical care, emergency, labor and delivery, and in procedural areas as they require advanced skills.

# Healthcare Providers - Interview Summary

- There are many opportunities for nurses to seek employment outside the hospital creating workforce shortages especially in high skilled areas.
- Healthcare leaders expressed strong opinions regarding state college and the curriculum:
  - Strong interest in expansion of simulation training and a recommendation for additional types of simulation training.
  - Expanded clinical experiences in “hard to fill” specialty areas.
  - Streamlined process to obtain a BSN.

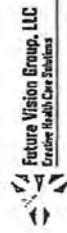
# Healthcare Providers - Interview Summary

- Many CNOs believe that hiring BSN nurses not only improves patient outcomes but gives greater flexibility of staffing and career advancement associated with higher retention rates.
- Some expressed concern about offering tuition reimbursement for the BSN versus the advanced degrees.
- While some organizations are Magnet accredited by the ANCC, and others are pursuing accreditation, none shared that it is the motivation for hiring BSN prepared nurses.

# Healthcare Providers - Interview Summary

- There is support of increased opportunities for nurses to achieve BSN
- There is concern about the length of time to achieve a BSN in a 2+2 model and a preference that ASN graduates achieve within one year or less.
- There is a concern if ASN nurses agree to obtain their BSN and do not fulfill commitment; it will impact the goals of the department.

# Discussion





# Findings and Challenges

# Findings

---

- There is an **inadequate** supply of baccalaureate, masters and doctorally prepared nurses to meet the current and future workforce needs of the state of Florida and our region.

# Workforce Challenges and Needs

---

- Increased need for RNs in all areas of health care
- Staffing challenges in acute care hospitals:
  - FMLA challenges
  - Millennial's Churn
  - Shortages in specialty areas
  - Use of expensive temporary labor to fill workforce gaps



# Workforce Challenges and Needs

---

- Aging Population of nurses and impending retirements
- Educated workforce that is qualified to take on advanced roles including advanced practice roles, management roles, and clinical support roles
- Aging nursing faculty and a growing need for master's prepared and faculty prepared at a PhD level for colleges and universities

# Workforce Challenges and Needs

---

- Shortage of physicians by 2020 predicted to be 90,000
  - ARNP and physician's assistant positions are needed for physician practices and hospitals
- Shortage of nurses with BSN and masters prepared nurses to fill critical positions including clinical nurse specialists, advanced nurse practitioners (ARNP), management and educator positions



# Options and Alternatives

---

# What are the Opportunities?





# Discussion



# Next Steps

# Next Steps

---

# Closing Remarks

---







**People who are crazy  
enough to think they  
can change the world  
are the ones that do.**

**– Steve Jobs**

## Greetings:

The Regional Nursing Planning team met on Monday, October 24, 2016 at Valencia College. The purpose of the meeting was to make recommendations to leaders of the three state colleges and UCF on expanding the number of BSN graduates for Region 12 covering Lake, Sumter, Orange, Osceola and Seminole county.

The team is a subset of the Regional Nursing Summit group that met September 12, 2016. The team represent the four educational institutions and healthcare providers. The participants included: Dr. Mary Lou Sole, Dr. Elizabeth Dooley, Dr. Rise Sandowitz, Dr. Nassar Hedayat, Dr. Cheryl Cicotti, Dr. Laura Ross, Dr. Douglas Wymer, Nicole Tinny, Sheryl Dodds, Jayne Willis, Bonnie Onofre, Wendy Brandon, Mary Lou Brunell, Joan Tiller and Anne Peach who served as the facilitator.

A guiding principle for the group was that the colleges and university will work together as collaborative, cooperative partners in order to meet the registered nursing workforce challenges in our region. There was a robust discussion of the issues and potential solutions. There was complete agreement on the recommendation and support for the educational institutions to work together on the next steps. The following is a summary of the meeting:

- Recommendation to the university and state college leaders: **Offer the ASN and BSN degrees at the three State Colleges (Lake-Sumter State College, Seminole State College, Valencia College) in addition to the UCF concurrent programs.**
- **Recommended Next Steps:**
  - Present the recommendation to the CACC meeting on October 31, 2016. The team recognizes that the CACC meeting includes other regions that may choose other methods to address their workforce issues. Members of the Regional Nursing Planning Team will be attending the meeting and present the recommendation. In addition, a summary of the meeting and recommendation will be sent to Dr. Jeff Jones and Dr. Susan Ledlow, co-chairs of the CACC.
  - After an endorsement of the recommendation by the leadership representatives at each of the three state colleges (Presidents) and UCF (Vice President/Provost), the recommendation will be presented to each state college District Board of Trustees to receive approval to move forward.
  - Develop a *Notice of Intent* (jointly by the three state colleges) and each college will submit to the Florida College System simultaneously once approval has been secured by the Board of Trustees of each college and support of the University of Central Florida.
  - Develop a detailed Regional Workforce Plan that addresses the regional workforce needs, planned enrollment by institutions, additional faculty, and plans for the number of graduates. The plan will address the following areas:
    - Continuation of the concurrent program at Seminole State College, Valencia College and potential expansion to Lake-Sumter State College.
    - Proposed student projections with timelines for ASN/Concurrent, and BSN students at the state colleges and university to meet projected needs in partnership with the healthcare partners in Central Florida - Region 12.
    - Potential faculty needs with timelines that will impact the ASN/Concurrent and BSN degrees. This will include faculty to student ratios for courses offered with the program expansions.
    - Proposed curriculum for the existing ASN and added-BSN programs at the state colleges including whether the program will offer face-to-face, online or hybrid learning.

The Regional Nursing Planning Team was engaged and excited about the possibilities in the future and

there was tremendous support and endorsement by the regional healthcare providers. I will be scheduling individual meetings with each educational institution to continue the development of the detailed regional workforce plan. Please contact me if you have any questions and please let me know if you have any questions or concerns. My contact information is listed below.

Warm regards,  
Anne Peach

Anne Peach  
Vice President  
Future Vision Group, LLC  
[anne@peach@gmail.com](mailto:anne@peach@gmail.com)  
407-782-3179

**Regional BSN Nursing Consortium Planning Meeting  
Lake-Sumter State College, Seminole State College & Valencia College  
Valencia District Office – Room 325**

**December 16, 2016 - - 1:00 to 4:30 pm**

**Summary Notes**

**Attended:** Cheryl Cicotti, Sue Fagan, Nasser Hedayat, Angela Kersenbrock, Anne Peach, Rise' Sandrowitz, Joan Tiller, and Douglas Wymer  
The meeting was conducted by Anne Peach.

**Purpose:** The purpose of the meeting on **December 16, 2016** was to review the proposed state college nursing operational budget and budget assumptions for Lake-Sumter, Seminole and Valencia.

**Discussion:** The intent was to develop one method to submit data to the state and continue the "consortium approach" demonstrating to the state that our plan is a regional workforce plan. We discussed that it would be beneficial for consistency when the state reviews the data from the three state colleges. It would also be helpful for the college presidents and employers when they travel to the state in the beginning of the year to discuss the proposed addition of three BSN programs at the state colleges from our region.

Anne reminded everyone that at the meeting last week, we reviewed the actual and proposed admittance every year to each state college both for the ASN and BSN students. We also discussed how Seminole State and Valencia College would maintain the UCF percentage in the ASN/BSN concurrent program.

Dr. Wymer's team will work directly with UCF College of Nursing since they currently do not have the concurrent program. Most of our discussion was the method used to develop a projected operational budget.

We reached agreement on an approach and the attached spreadsheets outline that methodology. We agreed that the capital budget would be a separate discussion at the state college level with their executive team as the needs vary.

**Attachment Documents:**

- Agreement of Cost (word document)
- Attachment 2: (excel spreadsheet)
  - **Page 1-** ASN Actual & Projected Admittance by year and Totals (For the Regional Report, we will probably be using summary data as in the last column)
  - **Page 2A-** BSN – Projected Admittance – for 4 years.
  - **Page 2B-** Project UCF Concurrent Students
  - **Page 3-** Projected Cost for Program and Administration (including actual versus an average for all the colleges (3 state colleges).

The next meeting is planned for the end of the **first week January 2017**.

**REGIONAL NUSING WORKFORCE PLANNING  
PROGRAM COST AND SCHEDULING**

**December 16, 2016**

**The expansion of the ASN Programs and the addition of the BSN programs is based on two cost factors:**

- Program Costs
- Administrative Costs
  
- Capital Equipment costs will be identified by each institution based on need.

**State colleges will include in program offerings:**

- Traditional Student Scheduling
- Accelerated Advanced Student Scheduling
- Potential New Evening & Weekend options for program offerings.

**BSN Curriculum Meeting Summary  
Nursing Deans/Faculty Group  
Friday, January 20, 2017**

**Present:** Dr. Cheryl Cicotti, Seminole State  
Dr. Lyne Chamberlain, Seminole State  
Dr. Jessica Shearer, Seminole State  
Dr. Graciela Way, Seminole State  
Robyn Winship, Lake Sumter State (via telephone)  
Rise Sandrowitz, Valencia College  
Ruby Alvarez, Valencia College  
Lee Ann Hudson, Valencia College

**I. Update on BSN Progress:**

Cheryl and Rise gave the committee members an update on the progress being made for the submission of the BSN to the state. Letters of Intent are being revised after input from the DOE and should be resubmitted soon. The proposals will be sent after the Letters of Intent have been approved.

**II. Review of Required and Elective Courses:**

A discussion was held as to the number of core and elective courses for each college as prerequisites are different for each program. Seminole State will be moving Diversity and Global Trends in Nursing to an elective due to the number of general education credits needed for the degree. Valencia will keep the six core classes. Lake Sumter is still working on their credits.

**III. Review of Proposed Course Descriptions and Outcomes:**

The attendees reviewed every course's description and outcomes. Several courses already have suggested texts and course outlines. The individual responsible for certain course(s) will continue course development with the inclusion of possible texts to use and a course outline. All committee members will submit their input for the courses using track changes format in Word. It was decided that a drop box will be used to house all course documents for ease of access and revisions. Ruby Alvarez will coordinate the use of the drop box. The deadline date for course revisions will 2/28. Courses will then be reviewed for final approval at the March 23 meeting.

**Assignments**

Evidence and Research in Nursing - Lyne (SSC)  
Pathophysiology for Nursing Practice - Lyne (SSC)  
Community and Public Health Nursing - Robyn (LSS)  
Nursing Leadership and Management -Nicole (LSS)  
Diversity and Global Trends in Nursing -Jessica (SSC)  
Healthcare Policy and Economics in Nursing - Robyn (LSS)  
Roles and Dimensions of Nursing – Rise (VC)  
Nursing Capstone - Grace (SSC)  
Informatics in Healthcare – Diane Reed (VC)  
Critical Care Nursing – Lyne (SSC)  
Nursing Care of Vulnerable Populations - LSSC  
Disaster Preparedness – Grace (SSC)  
Gerontology - LSSC  
Pharmacology- VC



The credit hour breakdown for the Capstone course and Community/Public Health Nursing was discussed. It was agreed that:

Capstone (2 credits) = 0.50 credit class + 1.5 credits clinical (67.5 clinical hours at a 3:1 ratio)

Community and Public Health Nursing (4 credits) = 3 credits class + 1 credit clinical (45 clinical hours at a 3:1 ratio).

Cheryl will contact Christie Dowd from Wolters Kluwer Publishing to ask for E book and electronic resources access for all committee members (+ Dr. Diane Reed) in order to evaluate their holdings.

IV. Development of Educational Plans:

A discussion was held as to the need for an educational plan based on the general education requirements for each program. Valencia plans to offer their courses in 8 week semesters so their plan will be different. Seminole State and Lake Sumter have not made a decision as to the lengths of their semesters. It was agreed that the Capstone and Community/Public Health Nursing should be semester long courses due to the clinical hours in the courses.

V. Projected Course Offerings at Each College:

The proposal that each college will offer two of the six electives was again discussed. It was agreed that the following colleges will offer these specific courses:

Valencia – Pharmacology, Nursing Informatics

Seminole – Disaster Preparedness, Critical Care Nursing

Lake Sumter – Gerontological Nursing, Nursing Care of Vulnerable Populations

Since Diversity and Global Trends in Nursing is an elective only at Seminole State, SSC will also be offering that course. Both Valencia and Seminole State will offer all of the core courses. Lake Sumter is still developing their plan for course offerings. Both Valencia and Seminole State will welcome Lake Sumter students for any core courses that Lake Sumter is unable to teach.

There has been no update on the work with each college's student services about the aspects of students taking courses at the other two colleges.

VI. Next Meeting:

The next meeting will be held at Seminole State on Thursday, March 23 at 2 PM. Cheryl will send appointment notices to the committee members.

**BSN Curriculum Meeting Summary  
Nursing Deans/Faculty Group  
Thursday, March 23, 2017**

**Present:** Dr. Cheryl Cicotti, Seminole State  
Dr. Lyne Chamberlain, Seminole State  
Dr. Lori Theodore, Seminole State  
Dr. Graciela Way, Seminole State  
Robyn Winship, Lake Sumter State (via telephone)  
Dr. Rise Sandrowitz, Valencia College  
Dr. Ruby Alvarez, Valencia College  
Dr. Lee Ann Hudson, Valencia College

**I. BSN Proposal Update:**

Cheryl and Rise gave the committee members an update on the progress being made for the submission of the BSN to the state.

- Proposals are in the final stages with the intent that submissions are completed in the next few weeks.
- There seems to be no concerns with students taking courses at any of the three colleges provided that 25% of the course work is completed by the college granting the degree.
- Funding of the BSN and ASN expansion will be done individually by each college. Anne Peach has been very active in setting the stage with healthcare organizations to prepare for the funding requests.
- Projected enrollments at each college were reviewed.

**II. Progress and Final Approval of Courses:**

Each course draft was reviewed and approved by the attendees. Below is the individual courses and actions needed:

- NUR 3169 Evidence and Research in Nursing Practice –
  - Prerequisite: STA 2023
  - Revision of headers in course outline (unit outline and unit outcomes)
- NUR 3634C Community Health Nursing
  - No prerequisites
  - Credits: Class = 3 Clinical = 1
  - Addition of course outline
  - Student learning outcomes broken down to unit outcomes
  - AHEC Tobacco modules assignment to be determined by each college based on content in the ASN curriculum
- NUR 4829 Leadership and Management in Nursing
  - No prerequisites
  - Addition of course outline
  - Required text
- NUR 3125 Pathophysiology
  - No prerequisites
- NUR 3825 Professional Role Transition
  - Suggested first course
  - No prerequisites
  - Addition of a text
- NUR XXXX Diversity and Global Trends in Nursing
  - No prerequisites



- NUR 4837 Health Care Policy and Economic in Nursing
  - No prerequisites
  - Addition of course outline
- NUR 4945C Nursing Capstone
  - Prerequisites: All core courses that includes NUR 3125, NUR 3169, NUR 3634C, NUR 3825, NUR 4829, NUR XXXX (Diversity and Global Trends in Nursing), NUR 4837
  - Pre or Corequisites: any electives taken
  - Revise Assignments and Grade Distribution sections to include current CV and eliminate professional portfolio
  - Eliminate grading scale (each college will set their scale)
  - Teach class in a ½ term rather than full term
- NUR 3145 Pharmacology
  - No prerequisites
  - Add content outline
  - Revise student learning outcomes to include higher level based on Bloom's Taxonomy
- NUR 3870 Informatics in Healthcare
  - No prerequisites
  - Addition of content outline
  - Addition of text
- NUR 4286 Gerontology
  - No prerequisites
  - Addition of content outline
- NUR 4257 Critical Care Nursing
  - Prerequisite: NUR 3125
- NUR 3678 Nursing Care of Vulnerable Populations
  - No prerequisites
  - Addition of course outline???
- HSC 4404 Medical Disaster Management
  - No prerequisites
  - Work with current faculty to revise weekly discussions, FEMA project, course project, and course outline

Each nursing dean will present the courses to their faculty for approval and then to the college's curriculum committee for approval.

### III. Development of Educational Plans:

The educational plans for Valencia and Lake Sumter were reviewed. Valencia and Seminole plan to begin classes in Spring 2018 and Lake Sumter in Summer 2018. A discussion was held as to whether course would be taught in full or half terms. It was decided, that each college would deem the timeframe of the individual courses.

### IV. Course Scheduling:

Based on the educational plans, a discussion was held as to what courses would be offered first. It is anticipated, that within a year, all core courses would be offered at Valencia and Seminole every semester. Lake Sumter will develop their course schedule plan based on faculty available.

### V. Other Business:

- a. Development of an MOU – Rise stated that she has been in discussions with Leslie Golden, the VC attorney, about an MOU between the three colleges

concerning the students being able to transfer credits between the programs. Each college is asked to send Rise their attorney's contact information for Ms. Golden.

- b. Marketing – Rise asked about any discussions on marketing the BSN as a consortium or individually. All attendees agreed that marketing was needed but there had been no discussions on how to proceed until the degree is approved.
- c. SACS – A discussion was held as to when SACS approval would be submitted. Each college will be responsible for this process.
- d.

VI. Next Meeting:

The next meeting will be called once the courses have been approved by each program's faculty members.



## DirectConnect to UCF

### 2016 Annual Report of the Consortium Academic Coordination Committee Central Florida Higher Education Consortium

#### *Purpose:*

The Consortium Academic Coordination Committee (CACC) will review regional plans and needs, with a particular focus on additional baccalaureate degree offerings. Where supported by regional workforce data, the CACC will add new degrees to a five year master plan that will be submitted to the Central Florida Higher Education Consortium presidents for their approval.

#### *CACC Membership:*

The Committee will include the chief academic officer from each state college and two members from UCF appointed by the president and/or provost. A list of current members is found in Appendix A. The CACC is supported by a Workforce Development Committee consisting of one representative of each state college and UCF. A list of current members is found in Appendix B.

#### *Process:*

1. Individual Colleges and UCF research potential baccalaureate degrees.
2. CACC members share plans.
3. The CACC commissions the Workforce Development Committee to research the need for the new degrees.
4. The CACC endorses programs where the workforce data supports the need, and none of the members have concerns about the potential degree.
5. Programs where the workforce data does not appear strong, or where members have concerns will either not receive endorsement, or more information may be requested before a determination about endorsement is made.
6. Programs with no concern are added to a regional five year master plan (See Appendix C).
7. The five year plan is submitted to the presidents as part of the CACC Annual Report.

#### *Recommendations for 2016:*

The submission of proposals to DOE for baccalaureate degrees in nursing for Eastern Florida State College, Lake-Sumter State College, Seminole State College, and Valencia College were endorsed, with the understanding that Seminole College and Valencia College with UCF will continue offering concurrent enrollment programs.

The submission of a proposal to DOE for a BAS degree Business and Organizational Leadership for Valencia College was endorsed.

The submission of a proposal to DOE for baccalaureate degrees in education for Eastern Florida has been postponed because Eastern Florida and UCF are discussing additional opportunities for collaboration.

## **Year 1 Activities and Recommendations**

### *Meeting 1: April 29, 2016 at UCF*

The Committee reviewed its charge and clarified the work flow process for consideration of new baccalaureate degrees. Jeff Jones of UCF and Susan Ledlow of Valencia were selected as Co-Chairs. The Committee decided to hold meetings after the baccalaureate liaison meetings at the Council of Instructional Affairs for the Florida College System. The group also agreed that because the APPRISE process and approval from SACS takes over a year, Consortium members can submit pre-proposals for new degrees into APPRISE before CACC approval. If the CACC decides that the new degree is not needed, members agreed not to submit the full proposal.

### *Meeting 2: June 8, 2016 in Cocoa Beach*

Committee members agreed upon the principles by which decisions would be made, with workforce need being first on the list of criteria. The Workforce Development team was commissioned, with Nasser Hedayat of Valencia and Eugene Jones of Lake-Sumter as co-chairs. The Committee outlined the types of data that might be considered in addition to the publically available labor market data. These included data such as employer surveys, industry reports, and changes in certifications or education levels required for employment. CareerSource Central Florida was invited to the meeting and it was agreed to have representatives of all regions going forward at CACC meetings. Consortium members shared plans for new degrees. The Committee agreed to formally review new proposed degrees in nursing (from Eastern Florida, Seminole, Lake-Sumter, and Valencia), business (from Valencia), and education (from Eastern Florida) at the next meeting, and asked the Workforce Development Committee to begin its research.

### *Meeting 3: September 12, 2016 in Orlando*

The Committee reviewed the workforce data related to job openings in business, and unanimously endorsed the proposal for a BAS Degree in Business and Organizational Leadership from Valencia College. The Committee also reviewed the nursing data from the Workforce Development Committee and supplementary data provided in a Region 12 Nursing Summit. The Deans of Nursing from Eastern Florida, Lake-Sumter, Seminole, Valencia, and UCF were invited as guests to the meeting to present their needs and concerns, especially concerns of the concurrent nursing programs if new BSNs were approved. The Committee decided that more internal dialogs were needed at the respective institutions and deferred the decision until the next meeting.

### *Meeting 4: October 31, 2016 by Skype*

The Committee endorsed the four BSN proposals, with the caveat that Seminole and Valencia would continue their concurrent programs with UCF. It was decided that the three colleges in Region 12 would submit their proposals to DOE together and use the same workforce data. Eastern Florida will submit individually as their workforce data is different. Eastern Florida also reported that they would like to withdraw at this time their baccalaureate in education proposals, as they are working closely with UCF to explore additional opportunities for collaboration.

## Appendix A. CACC Membership

Jeff Jones, Vice Provost, University of Central Florida (Co-Chair)

Susan Ledlow, VP of Academic Affairs and Planning, Valencia College (Co-Chair)

Elizabeth Dooley, Vice Provost and Dean, University of Central Florida

Amy Locklear, VP of Academic Affairs, Daytona State College

Linda Miedema, VP Academic Affairs/CLO, Eastern Florida State College

Mark Paugh, VP of Academic Affairs, College of Central Florida

Laura Ross, VP of Academic Affairs & Chief Academic Office, Seminole State College

Doug Wymer, VP of Academic Affairs, Lake-Sumter State College

## **Appendix B. Workforce Development Committee**

**Nasser Hedayat, AVP for Career and Workforce Education, Valencia College (Co-Chair)**

**Eugene Jones, AVP Baccalaureate and Workforce Programs, Lake-Sumter State College (Co-Chair)**

**Frank Margiotta, Executive Director, Technical and Professional Training, Eastern Florida State College**

**Angela Kersenbrock, Associate VP, Career and Professional Programs, Seminole State College**

**Sean Armstrong, Director, Academic Support Services, University of Central Florida**

**Linda Miles, Representative, Daytona State College**

**Rob Wolf, College of Central Florida**

Appendix C. Status of Proposed Baccalaureate Degrees

College	Degree	Status
College of Central Florida	BS – Criminal Justice	Pending internal approval
Daytona State College	N/A	
Eastern Florida State College	BS Data Science	Pending DOE approval
	BS Education	Withdrawn
	BS in Nursing	Endorsed by CACC
Lake-Sumter State College	BS in Nursing	Endorsed by CACC
Seminole State College	BS in Nursing	Endorsed by CACC
	Education	In discussion with UCF
Valencia College	B.S. in American Sign Language	Withdrawn
	BS in Nursing	Endorsed by CACC
	BAS in Business and Organizational Leadership	Endorsed by CACC
UCF	BS – Environmental Studies	Posted in APPriSE, April 2016
	BS – Emergency Management	Posted in APPriSE, April 2016
	BA – Non-profit management	Posted in APPriSE, April 2016

---

# **Report on R.N. Workforce Needs Region 12**

**Lake-Sumter State College:** Lake and Sumter Counties

**Seminole State College of Florida:** Seminole County

**Valencia College:** Orange and Osceola Counties

**University of Central Florida:** Region 12

**2016/2017**



Lake-Sumter  
State College



SEMINOLE  
STATE  
COLLEGE  
OF FLORIDA

VALENCIA COLLEGE



UNIVERSITY OF  
CENTRAL FLORIDA



**Region 12**  
**Lake, Orange, Osceola, Seminole and Sumter Counties**  
**Registered Nursing Workforce Needs**  
**☞ Talking Points ☞**

- A regional summit of healthcare and educational leaders was held on September 12, 2016 with 50 participating including 20 healthcare leaders to address the regional workforce needs for registered nurses in Region 12.
- Data presented at the Summit and interviews with healthcare leaders prior to the summit confirms that there is a regional shortage of registered nurses and based on planned growth and expansions in the region and impending retirements, the shortages will reach critical levels. It is estimated that without accounting for retirements, there is a need for an additional new 4,600 new registered nursing jobs.
- Healthcare leaders are focused on hiring baccalaureate prepared nurses (BSN) and many organizations have set a goal of achieving 80% BSN graduates by 2020. This is based on well documented research on the flexibility of the BSN graduates and superior knowledge and skills.
- Region 12 expects hospitals to increase between 630-700 new beds within the next year reflecting additional needs and impacts in the critical shortage of Registered Nurses.
- Currently there are hospital shortages in highly specialized areas such as emergency services, critical care (adult, children and neonates), surgery, intensive care and women's health). The need for registered nurses with BSN and master's degrees in non-clinical jobs continues to grow.
- Florida lags the nation in BSN and masters prepared nurses which impacts employers need to fill positions in specialized advanced practice, management, and clinical support roles. Also, there is a critical shortage of master's and doctoral prepared faculty.
- In Region 12, the University of Central Florida (UCF) is the only state educational institution to offer a generic BSN and a BSN-completion program. UCF also has a well-established model of partnering with Seminole State College and Valencia College allowing students to be dual enrolled in the ADN program and the UCF nursing program (concurrent program). However, the demand for BSN-prepared nurses will outpace UCF'S current capacity and plans for future growth.
- In Region 12, there are several "for profit" nursing programs, but the quality varies based on the state board results (NCLEX), and the cost is significantly higher than the Florida state colleges and universities.
- The recommendations by the healthcare providers is to:
  - Continue the UCF concurrent programs with the state colleges.
  - Support adding the BSN degree at the three State Colleges (Lake-Sumter State College, Seminole State College, Valencia College).

### **Talking Points - Continued**

- The Board of Trustees from the three state colleges (Lake-Sumter State College, Seminole State College and Valencia College) and the healthcare leaders in Region 12 endorsed the recommendation listed above and are working together to identify resources needed to accomplish the goal.
- With support from the three state colleges, the ASN program could expand as well as the 2 + 2 BSN program could begin by 2018 to address the workforce needs.
- Also, it is estimated that there will be close to 8,400 openings in Region 12 by 2023. With the projected admittance/enrollment of ASN and BSN programs by UCF and the three state colleges in Region 12, the plans for expansion could provide over 7,800 total nurses by 2023 which could address 89% of the identified workforce need for registered nurses.
- With the addition of the BSN programs at the three state colleges complimenting UCF's BSN programs, the educational institutions plan for over 6,600 nurses to be prepared at a BSN level by 2023 which could meet the estimated workforce need of 80% RNs prepared at a Bachelor level or above.
- It will be critical for the educational and healthcare institutions to continue to work in partnership to ensure adequate clinical placement for the expanded programs in order to meet the identified healthcare workforce needs.

**4-Year Projected Growth of ASN Programs  
2017/18 to 2020/21  
Region 12**

ASN Institutions	Current 2016/17 ASN Student Admits	Projected ASN Student Admission				Admission Growth	
		2017/18	2018/19	2019/20	2020/21	Admits Growth	% Growth
<b>Lake-Sumter State College</b>	96	96	108	120	120	24	25%
<b>Seminole State College</b>	270	310	390	450	570	300	111%
<b>Valencia College</b>	370	440	590	680	830	460	124%
<b>REGION 12 TOTAL</b>	<b>736</b>	<b>846</b>	<b>1,088</b>	<b>1,250</b>	<b>1,520</b>	<b>784</b>	<b>107%</b>
<b>4-Year Growth:</b> From 736 ASN Students in 2016/17 to 1,520 ASN Students in 2020/21 represents a growth of 784 additional ASN Students with a 107% increase in ASN students.							

**4-Year Projected BSN Student Admittance at State Colleges  
2017/18 to 2020/21**

<b>REGION 12 STATE COLLEGES</b>	<b>BSN Student Admittance</b>				
	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>	<b>Student Growth</b>
Lake-Sumter State College	0	40	60	70	170
Seminole State College	64	136	176	360	736
Valencia College	100	300	360	360	1,120
<b>REGIONAL TOTAL</b>	<b>164</b>	<b>476</b>	<b>596</b>	<b>790</b>	<b>2,026</b>

**4-Year Projected ASN Students to BSN at UCF  
2016/17 to 2020/21  
Concurrent Student Admittance**

<b>State Colleges</b>	<b>2016/17</b>	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>
Lake-Sumter State College	0	0	0	Pilot 12	Pilot 12
Seminole State College	230	230	230	230	230
Valencia College	80	80	80	80	80
<b>Total ASN to UCF Concurrent</b>	<b>310</b>	<b>310</b>	<b>310</b>	<b>322</b>	<b>322</b>

**BSN Projected Total Admittance from:**

Lake-Sumter, Seminole & Valencia State Colleges  
790 BSN + UCF BSN Concurrent 322 = 1,112 BSN Students in 2020/21

UCF will continue to collaborate with the state colleges to offer the concurrent program to ensure that those qualified have the opportunity to pursue this option. Enrollment projections may change as the state colleges increase enrollments.

### 4-Year Projected Growth of UCF BSN Graduates 2017/18 to 2020/21

	Current 2016/17 BSN Student Admits	Projected Pre-Licensure BSN Admission				Admission Growth	
		2017/18	2018/19	2019/20	2020/21	Admits Growth	% Growth
Traditional Pre-Licensure	197	200	215	270	270	73	137%
Accelerated 2 <sup>nd</sup> Degree Pre- Licensure	66	66	72	72	80	14	121%
<b>UCF TOTAL</b>	263	266	287	342	350	87	133%
<b>4-Year Growth:</b> From 263 pre-licensure BSN students in 2016/17 to 350 students in 2020/21 represents a growth of 193 additional pre-licensure BSN graduates (133% increase).							

### 4-Year Projected Growth of Post-Licensure UCF BSN Graduates 2017/18 to 2020/21

	Current 2016/17 BSN Student Admits	Projected Post-Licensure BSN Admission				Admission Growth	
		2017/18	2018/19	2019/20	2020/21	Admits Growth	% Growth
AS to BSN / RN to BSN	325	350	450	480	500	150	143%
<b>UCF Post- Licensure TOTAL</b>	325	350	450	480	500	150	143%
<b>4-Year Growth:</b> <b>Note:</b> UCF has seen a 35% decrease in the RN to BSN enrollment since 2014 and is increasing marketing efforts to return to 2014 level of 480 students per year. UCF will need to continue to monitor trends as more AS-BSN programs are available.							

**BSN - Projected Student Admittance/Enrollment  
2017/18 to 2021/22  
University of Central Florida  
Lake-Sumter State College, Seminole State College & Valencia College**

Institution	2017/2018		2018/2019		2019/2020		2020/2021		2021/2022		Total
	Pre-licensure	Post-licensure	Pre-licensure	Post-licensure	Pre-licensure	Post-licensure	Pre-licensure	Post-licensure	Pre-licensure	Post-licensure	
UCF	266	350	287	450	342	480	350	500	270	500	3,795
Valencia College	0	100	0	300	0	360	0	360	0	360	1,480
Seminole State	0	64	0	136	0	176	0	360	0	360	1,096
Lake-Sumter State	0	0	0	40	0	60	0	70	0	70	240
<b>TOTAL</b>	<b>266</b>	<b>514</b>	<b>287</b>	<b>926</b>	<b>342</b>	<b>1,076</b>	<b>350</b>	<b>1,290</b>	<b>270</b>	<b>1,290</b>	<b>6,611</b>

**Summary:**

The three state colleges and University of Central Florida, working cooperatively are addressing the current and future registered nursing workforce shortage by proposing to increase enrollment over the next five years. Additionally, in order to meet the identified needs of employers to achieve a workforce with 80% registered nurses at a BSN level or above, it is proposed to continue the pre-licensure and post licensure BSN programs at the University of Central Florida and add the post-licensure BSN (2 + 2 Associate in Science degree) programs at the three state colleges (Lake-Sumter, Seminole and Valencia).

Within the next five years, it is estimated that 7,800 nurses will be prepared at the ASN and/or BSN level at the pre-licensure level and with the addition of the three post-licensure BSN programs at the three state colleges and UCF post licensure programs, it is planned that 6,600 will have the opportunity to achieve the BSN level.



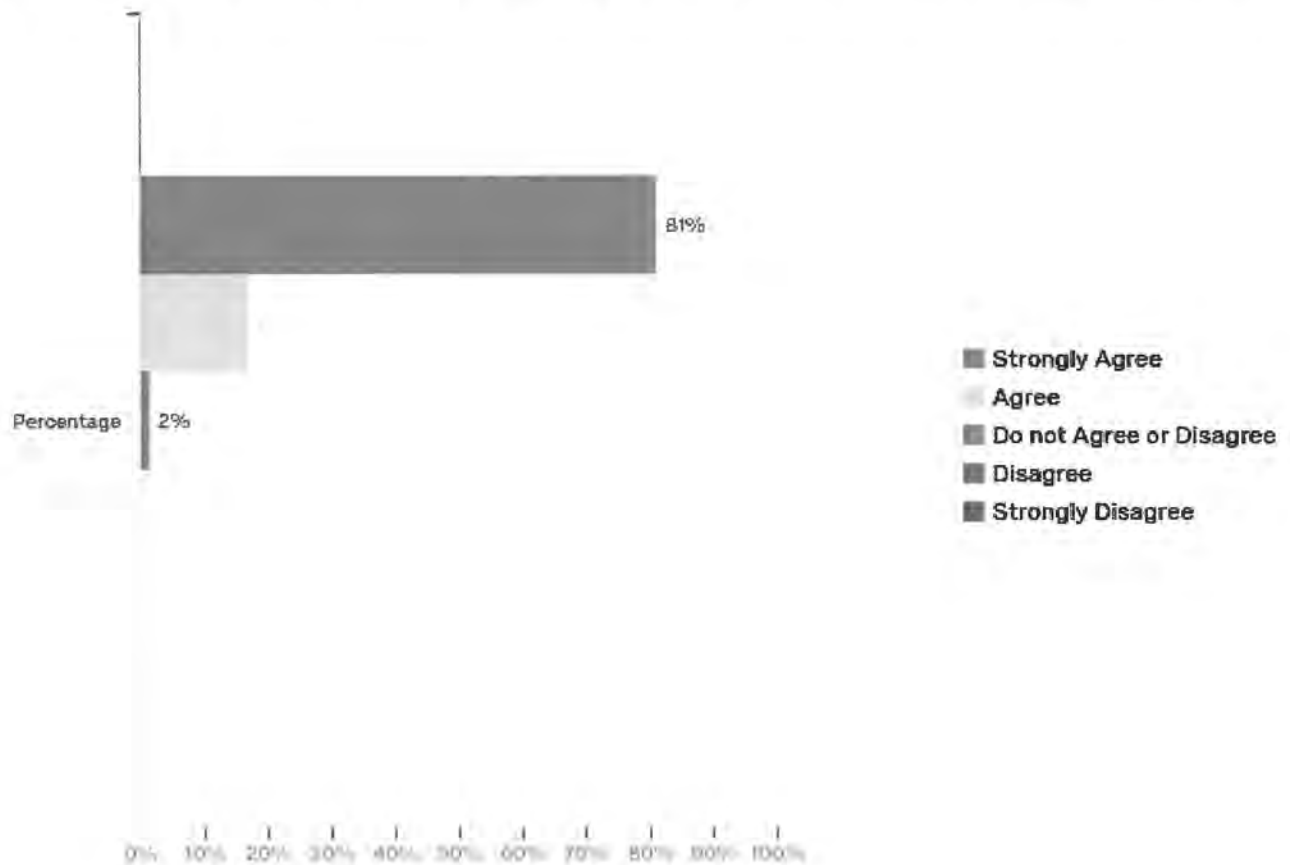
**Appendix B**  
**Results of the 2016 Associate**  
**Degree Nursing Students at LSSC**

# Fall 2016 BSN Interest Survey

2016 Fall BSN Interest Survey - Wymer

April 17th 2017, 2:38 pm EDT

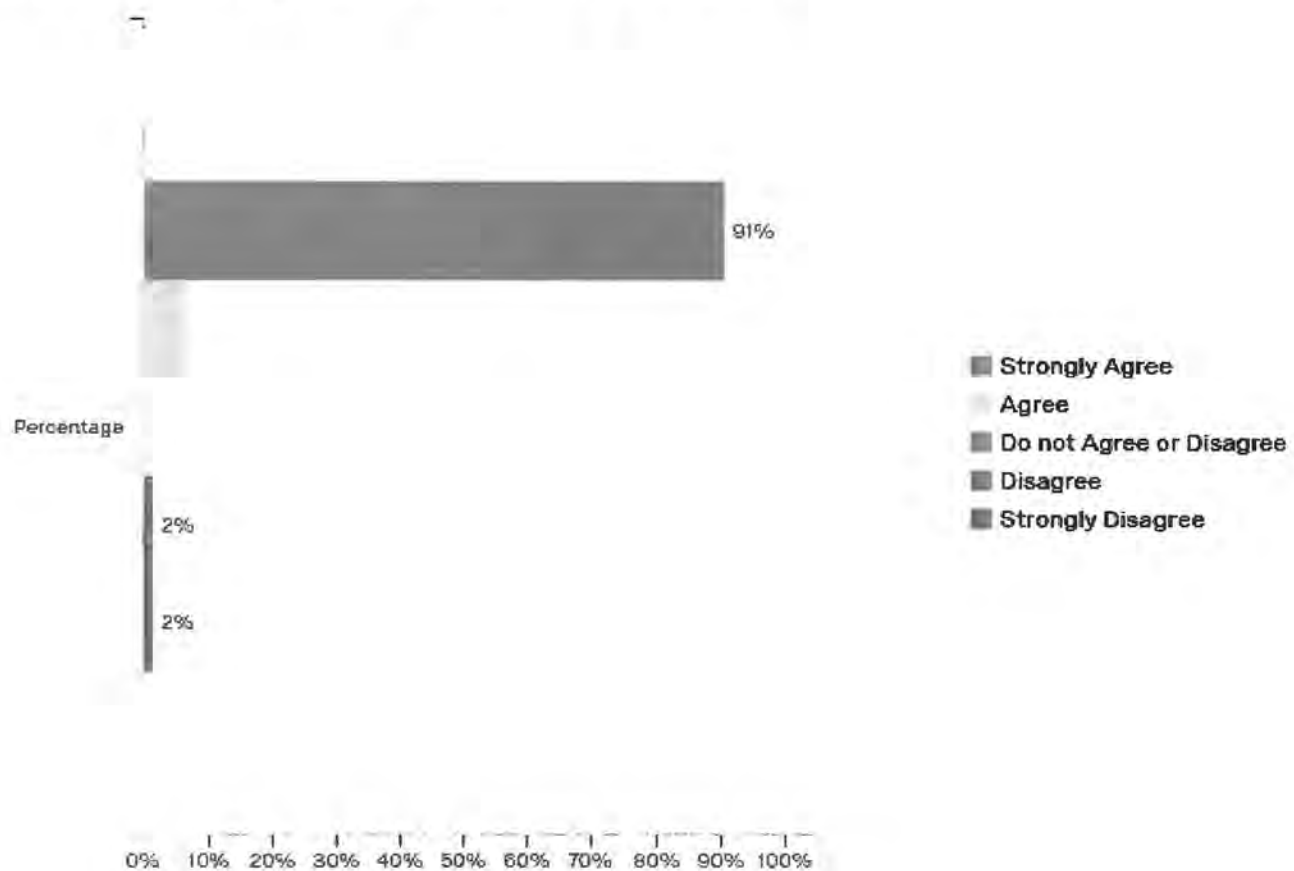
Q3 - I believe that there is a need for more Bachelor prepared nurses in our community.



#	Answer	%	Count
1	Strongly Agree	81%	52
2	Agree	17%	11
3	Do not Agree or Disagree	2%	1
4	Disagree	0%	0
5	Strongly Disagree	0%	0
	Total	100%	64

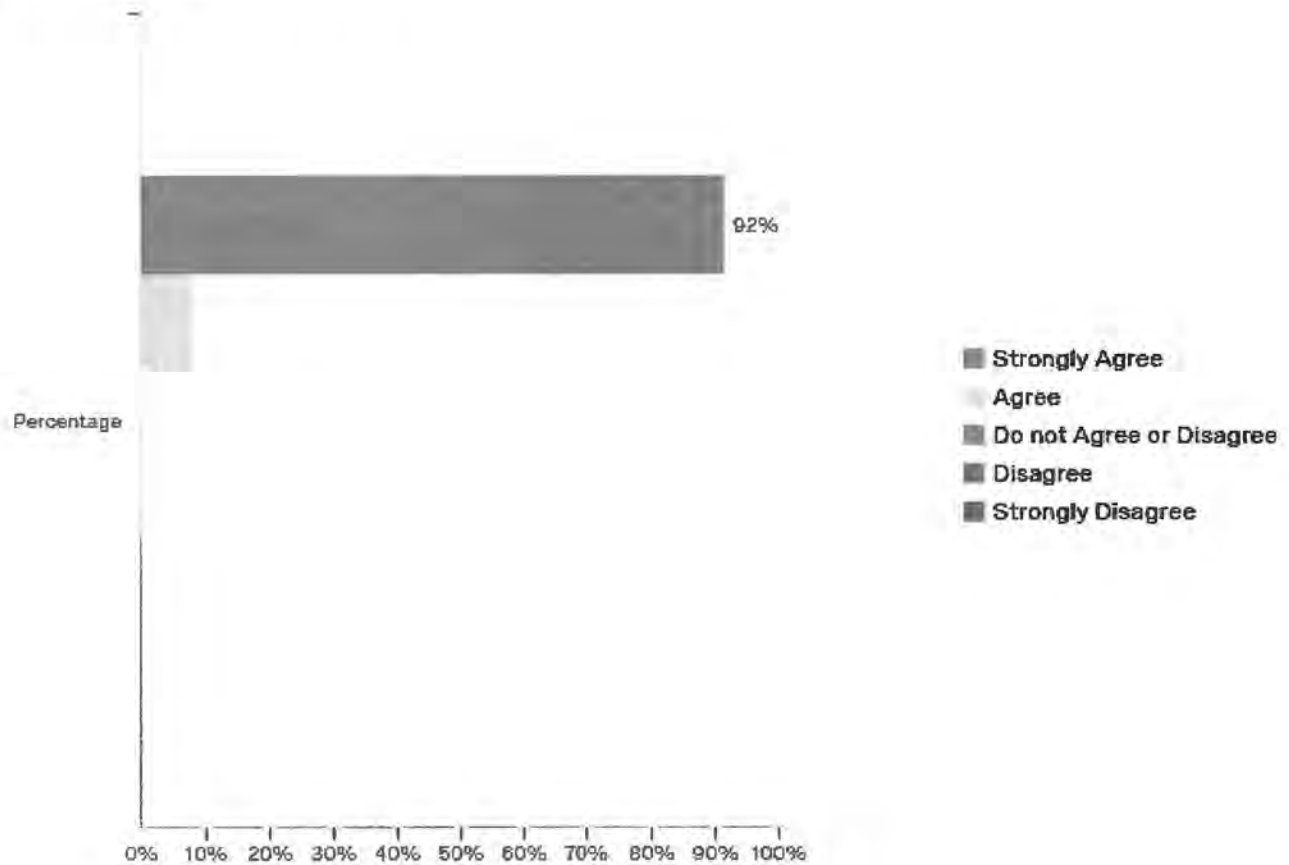


**Q4 - After graduation from LSSC Nursing Program, I am likely to eventually pursue a bachelor degree in Nursing.**



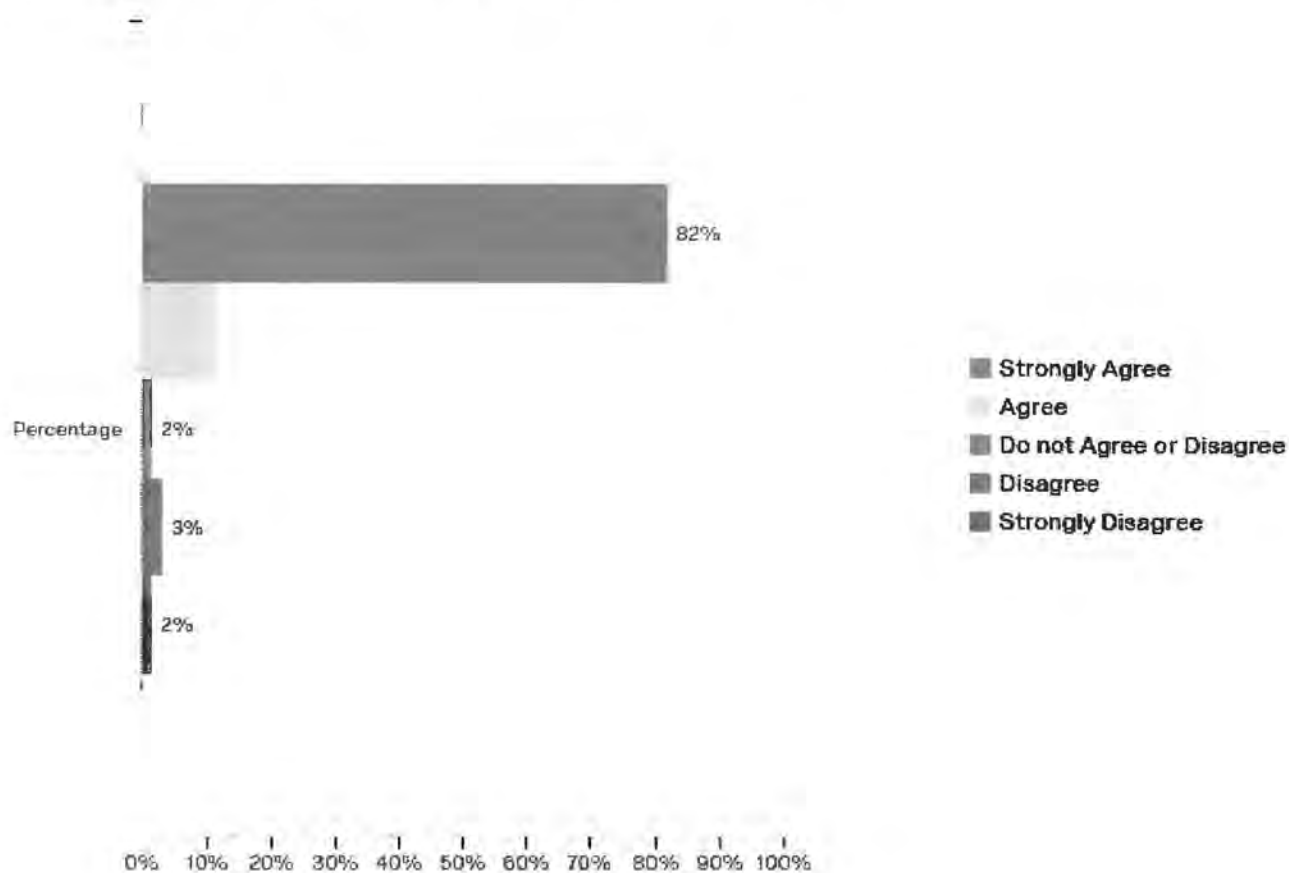
#	Answer	%	Count
1	Strongly Agree	91%	58
2	Agree	6%	4
3	Do not Agree or Disagree	0%	0
4	Disagree	2%	1
5	Strongly Disagree	2%	1
	Total	100%	64

**Q5 - I will start my BSN program within 5 years of my ASN graduation date.**



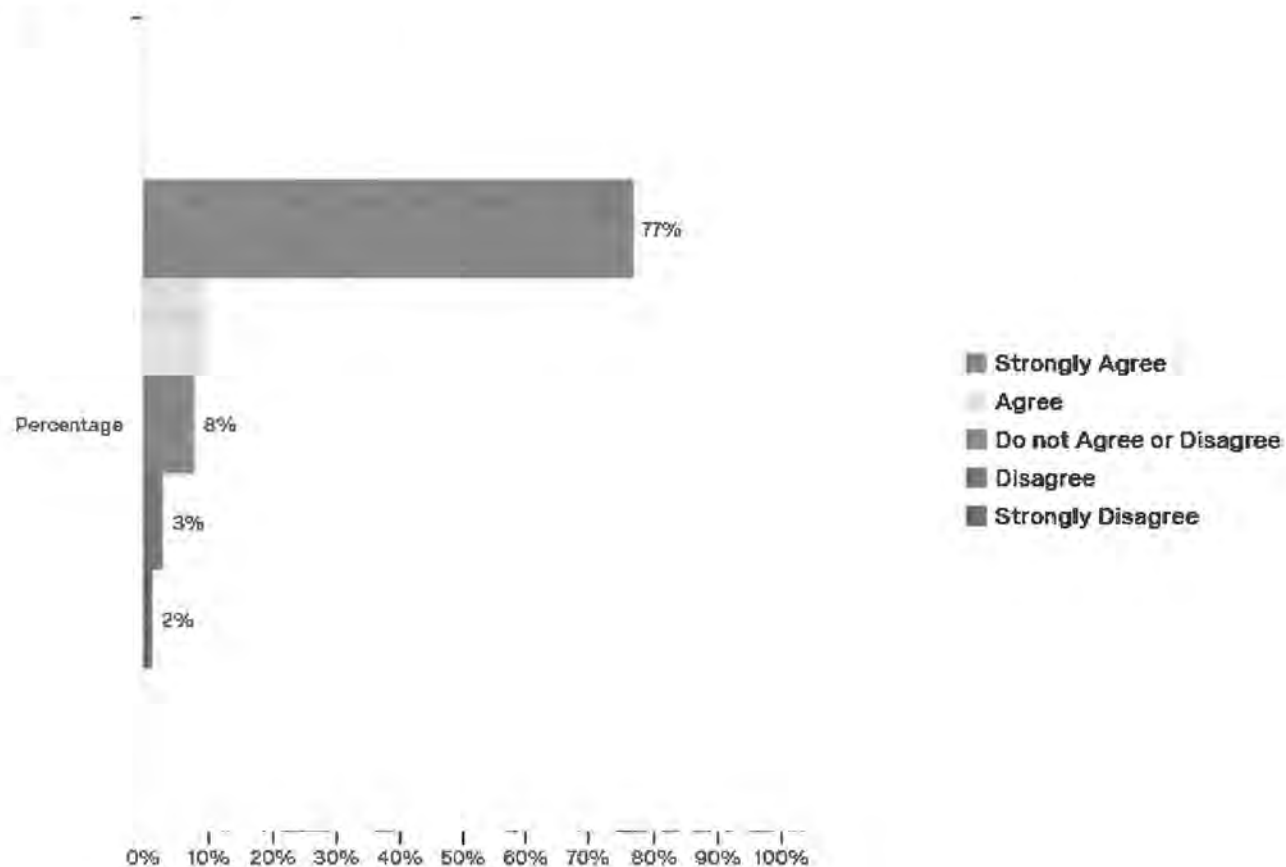
#	Answer	%	Count
1	Strongly Agree	92%	56
2	Agree	8%	5
3	Do not Agree or Disagree	0%	0
4	Disagree	0%	0
5	Strongly Disagree	0%	0
	Total	100%	61

Q6 - An RN to BSN program at LSSC will be a benefit to me.



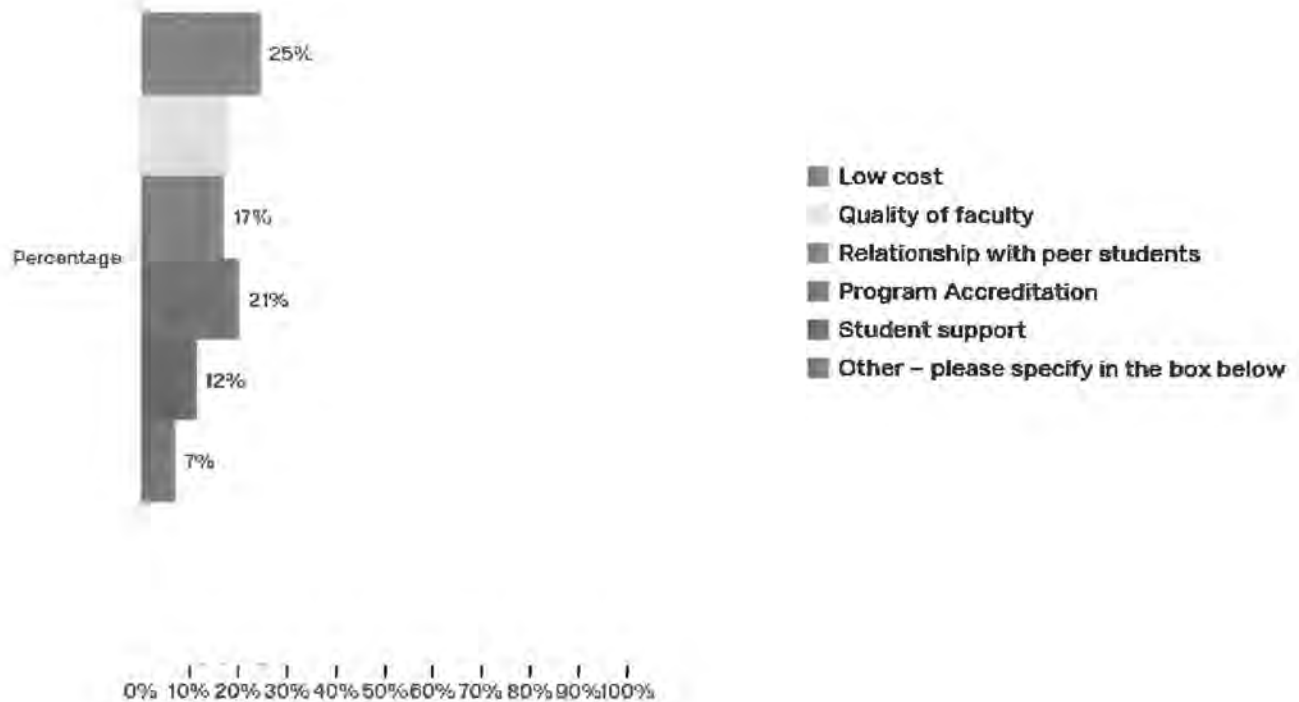
#	Answer	%	Count
1	Strongly Agree	82%	50
2	Agree	11%	7
3	Do not Agree or Disagree	2%	1
4	Disagree	3%	2
5	Strongly Disagree	2%	1
	Total	100%	61

**Q7 - If LSSC offers a BSN degree, I will complete the program here.**



#	Answer	%	Count
1	Strongly Agree	77%	47
2	Agree	10%	6
3	Do not Agree or Disagree	8%	5
4	Disagree	3%	2
5	Strongly Disagree	2%	1
	Total	100%	61

Q8 - What attracts you to an LSSC BSN program? Select all that apply.



#	Answer	%	Count
1	Low cost	89%	47
2	Quality of faculty	66%	35
3	Relationship with peer students	62%	33
4	Program Accreditation	74%	39
5	Student support	42%	22
6	Other – please specify in the box below	26%	14
	Total	100%	53

Q8\_6\_TEXT - Other – please specify in the box below

familiarity  
location  
home  
close  
convenience  
campus

Q8\_6\_TEXT - Other – please specify in the box below

Other – please specify in the box below

Close proximity from home

Close commute and housing

location and environment-I am attending this institution for my AS ,so will find it suitable to complete my BSN here.  
accessibility

Convenience

closer to home

Location.

Distance from home and familiarity with the campus

Less travel time to campus

South lake campus is close to home

Location, LSSC is very close to my home

Convenience, close to home.

Convenience and familiarity with facility

Location

Appendix C  
Common Prerequisite Manual Page  
For CIP 51.3801

<b>Program:</b>	<u>Nursing</u>	<b>CIP:</b>	<u>51.3801</u>
	<u>A.S. to B.S.</u>	<b>Track:</b>	<u>2/2</u>
<b>Offered At:</b>	<u>BC, CC, CCF, DSC*, FAMU*, FAU*, FSCJ, FSWSC, GCSC, NWFSC, PESc, PHSC, PSC, SCFMS, SFC, SFSC, TCC</u>	<b>Program Length:</b>	<u>120 Cr. Hrs.</u>
	<u>IRSC, PBSC, SPC</u>		<u>121</u>
	<u>SJRSC</u>		<u>123</u>
	<u>FGCU*, FIU*, FSU*</u>		<u>124</u>
	<u>FGC, MDC</u>		<u>125</u>

Changed CIP 5/26/2010 from 51.1601 to 51.3801

REVISED 10/24/12, 10/23/13

REVISED 4/4/14, 6/30/14

REVISED 10/28/15

## LOWER LEVEL COURSES

	Cr. Hrs.
BSCX085C	4
or BSCX085/X085L	4
or BSCX093C	4
or BSCX093/X093L	4
& BSCX086C	4
or BSCX086/X086L	4
or BSCX094C	4
or BSCX094/X094L	4
& CHMXXX (1)	3
or BSCXXX (1)	3
or BCHXXX (1)	3
or PCBXXX (1)	3
or PHYXXX (1)	3
& DEPX004 (1)	3
or DEPX054 (1)	3
or DEPX000 (1)	3
or DEPX414 (1)	3
& HUNX201 (1)	3
or NURX192 (1)	3
or NURX180	3
& MCBX010C	4
or MCBX010/X010L	4
or MCBX013C	4
or MCBX013/X013L	4
or MCBX000/X000L	4
or MCBX004/X004L	4
& PSYXXX (1)	3
or SOPXXX (1)	3
or SYGXXX (1)	3
& STAX014	3
or STAX023	3
or STAX122	3
or STAX022	3

(Please see notes in the following page)



FOR ALL MAJORS: Students are strongly encouraged to select required lower division electives that will enhance their general education coursework and that will support their intended baccalaureate degree program. Students should consult with an academic advisor in their major degree area.

- (1) Not required for SPC BSN program; Passing score on NCLEX exam demonstrates competency in the content area. NOTE: Graduation from an A.S. program and active RN licensure is required for admission.
- Notice to A.S. to B.S.N. Nursing Students: Some colleges and universities may require all general education courses, including the above common prerequisites, to be completed BEFORE application. Some may require all general education courses completed by the time a certain number of nursing courses are completed (before any 4000 level courses are attempted or before the final nursing course) or graduation. See the individual institution for details.
- Note: Student enrollment in the SJRSC program is planned to begin in fall 2013.
- \* Limited Access.

## Appendix D

### Letters of Support

## **RE: Support for selected baccalaureate degrees at state colleges within the Central Florida Higher Education Consortium**

In 2005, the Central Florida Higher Education Consortium was formed to guarantee students graduating with an Associate of Arts, as well as selected Associate of Science degrees, from Consortium member institutions admission to the University of Central Florida. The resulting transfer program, now known as DirectConnect to UCF, has been identified as a national model of a highly effective transfer program. In its nearly 12 years, the program has proven that it increases access to higher education and prepares our future workforce with in-demand skills.

The Consortium operates within the guidelines of a Regional Operational Plan. With this agreement, Consortium member institutions agree to conduct a collaborative review of new baccalaureate degrees being proposed by any of the six state college members. This review process involves a regional workforce supply-demand gap analysis, advice from local employers, and an extensive review of data shared among the chief academic officers of each member institution.

The Consortium members believe that this review process is thorough, and it is consistent with the members' shared goals of meeting local and regional workforce demands without unnecessary duplication of degree programs.

Four member institutions have asked the Consortium to review proposals to offer RN to BSN degrees. These member institutions are Eastern Florida State College, Lake-Sumter State College, Seminole State College, and Valencia College. Two additional state college members of the Consortium – College of Central Florida and Daytona State College – already offer the RN to BSN degree, as do the majority of other Florida state colleges. The data presented to the Consortium presidents are compelling. The combination of an aging population, an aging nursing workforce, and overall population growth in Central Florida will continue to increase the demand for BSN graduates. These and other data will be included in the Consortium members' individual degree proposals.

Therefore, we the presidents of the seven members of the Central Florida Higher Education Consortium support the proposed addition of Bachelor of Science degrees in Nursing (BSN) at four Consortium member institutions:

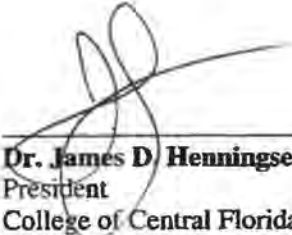
- Eastern Florida State College, BSN
- Lake-Sumter State College, BSN
- Seminole State College, BSN
- Valencia College, BSN


Central Florida Higher Education Consortium  
P.O. Box 160060  
Orlando, FL 32816-0060  
p. 407-823-4547  
f. 407-823-1399


In addition, we unanimously support an additional baccalaureate degree and believe that the data provided in the proposal will show the workforce need:

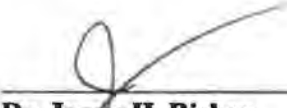
- Valencia College, Bachelor of Applied Science in Supervision and Management

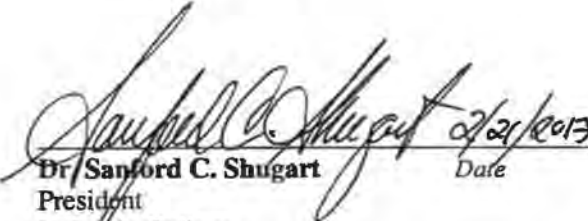
We believe that our actions in reviewing these proposed degrees have followed the intent of our Regional Operational Plan, and we have ascertained that these degrees will meet critical workforce needs by increasing and enhancing the educated workforce of Central Florida.

  
2/23/17  
Date  
**Dr. James D. Henningsen**  
President  
College of Central Florida

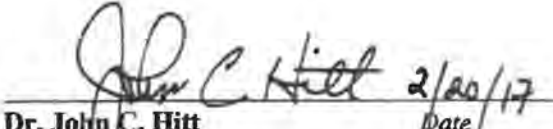
  
2/23/17  
Date  
**Dr. Thomas LoBasso**  
President  
Daytona State College

  
2/27/17  
Date  
**Dr. E. Ann McGee**  
President  
Seminole State College

  
2/20/17  
Date  
**Dr. James H. Richey**  
President  
Eastern Florida State College

  
2/21/2017  
Date  
**Dr. Sanford C. Shugart**  
President  
Valencia College

  
2/23/17  
Date  
**Dr. Stanley Sidor**  
President  
Lake-Sumter State College

  
2/20/17  
Date  
**Dr. John C. Hitt**  
President  
University of Central Florida

March 10, 2017

Dr. Stanley Sidor  
President  
Lake Sumter State College  
9501 US-441  
Leesburg, Florida 34788

Dear Dr. Sidor,

Please accept this letter of support for the addition of the baccalaureate program (BSN) at Lake Sumter State College. With over half of our RN workforce prepared at the Associates Degree level (ASN) there is a defined need for baccalaureate prepared RN's within our organization.

Nursing is unique among health professions as there are several educational pathways that lead to entry into practice. Although ASN prepared and BSN prepared graduates have similar clinical skills, studies have found that nurses prepared at the baccalaureate level have stronger communication and problem solving skills.

There has also been an emergence of new roles in specialized advanced practice, management and clinical support roles requiring nursing expertise which often results in experienced practicing nurses to leave direct patient care. This type of program will help to fill an existing gap and meet the growing workforce needs of our community.

Lastly, the addition of this program locally will support nurses at South Lake Hospital who have already achieved their ASN and be a tremendous bridge for those who wish to pursue their education. We appreciate the leadership of Lake Sumter State College on pursuing this program. Please feel free to contact either of us if we can be of any further assistance.

Sincerely,



John A. Moore, FACHE  
President



Bonnie J. Onofre, RN, MSN  
Chief Nursing Officer

February 15, 2017

Dr. Stanley Sidor, President  
Lake-Sumter State College  
9501 US- 441  
Leesburg, Florida 34788

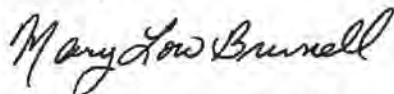
Dear Dr. Sidor,

Please accept this letter of support for the expansion of associate degree and addition of bachelor degree in nursing offerings at Lake-Sumter State College. As the Center's 2015 demand data demonstrated, we had an unmet need for more than 20,000 registered nurses statewide and more than 4,000 in the Central Florida region. We further know that the shortage will increase dramatically as nurses in the 'baby boomer' generation begin retirement with more than 40% of the current working nurses age 51 or older. Increasing production of associate degree nurses will add to the potential supply of working registered nurses to assist in meeting this need.

Though offering a registered nurse to bachelor of science degree completion program will not add to the supply of nurses, it is a response to the employer stated desire to hire nurses with at least a baccalaureate degree. Research demonstrates the value and positive impact on patient outcomes derived from a nurse workforce team that includes those prepared with bachelor and master degrees. The 2015 FCN demand survey asked employers about preferential hiring practices and found that more than 70% of hospitals reported preferentially hiring new baccalaureate prepared nurses. About 43% stated that they require new associate degree nurses to attain the bachelor degree within a range of one to five years.

Clearly the expansion of associate degree nurse capacity and addition of a bachelor completion program at Lake-Sumter State College is a positive response to meet stated employer needs in Central Florida. I am available should you have any questions of need for additional information.

Sincerely,



Mary Lou Brunell, RN, MSN  
Executive Director



**AGO**

Anesthesiologists of Greater Orlando, Inc.

April 6, 2017

Dr. Stanley Sidor  
President  
Lake-Sumter State College  
9501 US-441  
Leesburg, Florida 34788

Dear Dr. Sidor:

Please accept this letter in support of the addition of a Bachelors of Science in Nursing (BSN) program at Lake-Sumter State College. The need for BSN-level nurses continues to rise. They are needed at the hospital level for bedside nursing, and are considered essential in the care of the sick. Many hospitals are in fact setting targets for their nursing workforce at 80% BSN-level trained. Besides being highly sought for their bedside clinical skills, they are also highly sought for other hospital roles such as care coordinators, case managers, patient safety/quality specialists, and medical coding specialists.

Similarly, they are highly sought for advance practice roles, such as nurse midwives, advanced registered nurse practitioners (ARNPs), and certified nurse anesthetists (CRNAs). Having a BSN degree is a requirement for each of these roles. In my medical specialty of anesthesiology, the need for certified nurse anesthetists also continues to rise. To become a CRNA, one must first achieve a BSN degree, followed by 2 years of ICU-level nursing care, and then these BSN nurses must complete a two and a half year masters of science program in nurse anesthesia. As anesthesiologists, we have come to rely on these highly trained and highly experienced BSN nurses to fill these CRNA roles.

Often, and unfortunately for hospital ICUs and emergency departments, some of the best nurses, all who are BSN-trained, move into these highly-desirable CRNA roles. Not only does the anesthesiology workforce not have enough of them, but as we move these nurses into CRNA training programs, we unfortunately leave the hospitals with a further shortfall of BSN nurses. This can be said for other physician specialties as well which have come to depend on ARNPs to support their practices.

Please know that the demand for BSN-level nurses will only increase, and it will be essential that we find ways to educate and produce more of them for hospitals and physician practices as well. I hope that Lake-Sumter State College will respond to this demand for BSN-level nurses, and will be quick to add a BSN program in addition to your associate degree nursing program.

Respectfully,

Jamal Hakim, MD  
Managing Partner  
Anesthesiologists of Greater Orlando

**Anesthesiologists of Greater Orlando, Inc.** • 851 Trafalgar Court, Suite 300W • Maitland, FL 32751  
407.896.9500 • fax: 954.896-9585 • [www.sheridanhealthcare.com](http://www.sheridanhealthcare.com)

