

BACCALAUREATE PROPOSAL APPLICATION
Form No. BAAC-02

Section 1007.33(5)(d), Florida Statutes (F.S.), and Rule 6A-14.095, Florida Administrative Code (F.A.C.), outline the requirements for Florida College System baccalaureate program proposals. The completed proposal form, incorporated in Rule 6A-14.095, F.A.C., Site Determined Baccalaureate Access, shall be submitted by the college president to the chancellor of the Florida College System at ChancellorFCS@fldoe.org.

CHECKLIST

The proposal requires completion of the following components:

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

FLORIDA COLLEGE SYSTEM INSTITUTION INFORMATION

Institution Name.	Hillsborough Community College
Institution President.	Dr. Ken Atwater

PROGRAM SUMMARY

1.1	Program name.	Bachelor of Science, Nursing
1.2	Degree type.	<input checked="" type="checkbox"/> Bachelor of Science <input type="checkbox"/> Bachelor of Applied Science
1.3	How will the proposed degree program be delivered? (check all that apply).	<input type="checkbox"/> Face-to-face (F2F) (Entire degree program delivered via F2F courses only) <input type="checkbox"/> Completely online (Entire degree program delivered via online courses only) <input checked="" type="checkbox"/> Combination of face-to-face/online (Entire degree program delivered via a combination of F2F and online courses)
1.4	Degree Classification of Instructional Program (CIP) code (6-Digit).	51.3801
1.5	Anticipated program implementation date.	Fall 2022
1.6	What are the primary pathways for admission to the program? Check all that apply.	<input type="checkbox"/> Associate in Arts (AA) <input checked="" type="checkbox"/> Associate in Science (AS) <input type="checkbox"/> Associate in Applied Science (AAS) If you selected AS/AAS, please specify the program: Associate in Science, Nursing
1.7	Is the degree program a STEM focus area?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
1.8	List program concentration(s) or track(s) (if applicable).	Track 2

PROGRAM DESCRIPTION

2.1 This section will serve as an **executive summary of this proposal**. We recommend providing an abbreviated program description including but not limited to: the program demand current supply, and unmet need in the college's service district; primary pathways to program admission; overview of program curriculum; career path and potential employment opportunities; and average starting salary. Throughout the proposal, please include in-text references to the supplemental materials for reviewers to reference. We encourage approximately 500 words for a sufficient description.

The program of intent is the Bachelor of Science in Nursing (BSN). Program development is in response to local labor market demand expressed explicitly by major health care providers in Hillsborough County for nurses possessing the baccalaureate degree as evidenced by letters of support (see "Supplemental Materials" in the Appendices) as well as employment projections from the Bureau of Labor Statistics. These employers include BayCare Health Systems, Tampa General Hospital, Advent Health System, and others.

Labor market forecasts from the Florida Department of Economic Opportunity for Hillsborough County project average annual job openings of 1,271 through 2028. Although three SACS accredited institutions within the service area offer the BSN degree, unmet need averages 576 per annum. The median salary in Hillsborough County is \$66,914 per the Department of Economic Opportunity and \$68,827 per the EMSI labor market data.

As a college completion program, the BSN will require completion of the Associate of Science Degree in Nursing (ASN) as its primary pathway to admission as well as passage of the NCLEX examination before start of the 2nd term of upper level instruction. Upper level instructional delivery will be online with the exception of course NUR 4636C Community & Public Health Nursing which includes both didactic and clinical components. The BSN curriculum will total 120 credit hours consisting of 72 credits from the ASN, 30 credits of upper level nursing courses, and 18 additional credits of general education.

Employment opportunities include nursing along with expanded career pathways as nursing supervisors and in nursing specialties. It is expected 100% of graduates will be employed in the field. In fact most, if not all students, will already be employed as licensed nurses upon entry to upper level instruction given the curricular structure of the BSN completion program.

WORKFORCE DEMAND, SUPPLY, AND UNMET NEED

3.1 Describe the workforce demand, supply, and unmet need for graduates of the program that incorporates, at a minimum, the shaded information from Sections 3.1.1 to 3.1.4. For proposed programs without a listed Standard Occupational Classification (SOC) linkage, provide a rationale

for the identified SOC code(s). If using a SOC that is not on the CIP to SOC crosswalk, please justify why the SOC aligns with the baccalaureate program.

Nurses of many occupational types and levels are in high demand by the extensive health care network within Hillsborough County among its hospitals, health care providers, and other employers. Occupational projections hosted by the Florida Department of Economic Opportunity indicate nursing jobs will increase from 18,255 in 2020 to 20,206 in 2028 with a total number of job openings during that time of 10,166. Annual job need is forecast at 1,271. IPEDS completion data (supply) for nurses among three accredited institutions within the county collectively average 695 graduates. This renders an annual deficit in meeting job demand of 576 per annum. Hillsborough Community College seeks to redress the deficit in meeting local labor market need. The median starting salary in Hillsborough County is \$66,914 per the Florida Department of Economic Opportunity and \$68,827 per EMSI.

SUPPLY: NATIONAL CENTER FOR EDUCATION STATISTICS, IPEDS

3.1.3 The Excel spreadsheet below is set up with predefined formulas. To activate the spreadsheet, right click within the spreadsheet, go to “Worksheet Object”, and then “Open”. To exit, save any changes and exit out of the spreadsheet. Alternatively, double click anywhere on the table. To exit the spreadsheet, single click anywhere outside of the table.

CLICK [HERE](#) FOR INSTRUCTIONS FOR COMPLETING THE SUPPLY SECTION: If institutions do not have data available for completers in the service district, please report statewide data. You may note these are statewide figures.

Program		Number of Degrees Awarded					
Institution Name	CIP Code	2019	2018	2017	2016	2015	5-year average or average of years available if less than 5-years
South University	51.3801	105	130	107	111	114	113
University of Tampa	51.3801	53	54	50	48	46	50
University of South Florida	51.3801	555	497	557	507	542	532
	Total	713	681	714	666	702	695

*Please replace the “Most Recent Year” through “Prior Year 4” headers with the corresponding years reported.

ESTIMATES OF UNMET NEED

3.1.4 The Excel spreadsheet below is set up with predefined formulas. To activate the spreadsheet, right click within the spreadsheet, go to “Worksheet Object”, and then “Open”. To exit, save any changes and exit out of the spreadsheet. Alternatively, double click anywhere on the table. To exit the spreadsheet, single click anywhere outside of the table.

CLICK [HERE](#) FOR INSTRUCTIONS FOR COMPLETING THE ESTIMATES OF UNMET NEED SECTION: If institutions do not have data available for completers in the service district, please report statewide data. You may note these are statewide figures.

	Demand	Supply		Range of Estimated Unmet Need							
	(A)	(B)	(C)	(A-B)	(A-C)						
	Total Job Openings	Most Recent Year	5-year average or average of years available if less than 5 years	Difference	Difference						
DEO Total	1271	713	695	558	576						
Other Totals				0	0						

3.2 Describe any other evidence of workforce demand and unmet need for graduates as selected by the institution, which may include qualitative or quantitative data and information not reflected in the data presented in Sections 3.1.1 to 3.1.4, such as local economic development initiatives, emerging industries in the area, or evidence of rapid growth.

County hospital administrators advise that the need for qualified nurses will significantly expand within the next five years and continue into the foreseeable future (see letters of support as included in the Supplemental Materials). Vectors driving occupational demand include 1) the aging population of the region and that of the nursing workforce, 2) current and forecast growth of the county population, 3) employer demand for nurses credentialed at the baccalaureate degree level 4) low licensure passage rates of private programs compared to the higher-than-average rates of public programs (Florida Center for Nursing Annual Report, 2019), and 5) the continued unknown impact of the C-19 pandemic and collateral occupational burnout on the existing workforce. Hillsborough County has 14 hospitals with a total of approximately 4,000 beds. The population of the Tampa region is currently growing at about 2% per year, which exceeds the national average of 1.5%. According to DataUSA, Hillsborough County is the fourth most populated county in Florida, and 15.1 % of the population resides below the poverty line (2017). Hillsborough Community College (HCC) commits to providing affordable education opportunities to the residents of the county while also providing a qualified workforce for the employers of the region (HCC Fact Book, 2020).

3.3 If the education level for the occupation identified by the Florida Department of Economic Opportunity (DEO) or the Bureau of Labor Statistics (BLS) presented in Sections 3.1.1 to 3.1.2 is below or above the level of a baccalaureate degree, provide justification for the inclusion of that occupation in the analysis.

The data support from the Florida Department of Economic Opportunity indicates the associate degree as the qualifying credential. The Bureau of Labor Statistics indicates the baccalaureate degree. Consequently, both are addressed in responding to employer demand to address nursing shortages as well as higher levels of credential attainment and career pathways. Cross reference sections 3.2 and 3.4.

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

Students who successfully graduate from the ASN program at Hillsborough Community College (HCC) may advance to the RN to BS completion program as a pathway for career placement. Additionally, any ASN registered nurses in Hillsborough County will be eligible to return to complete the bachelor's degree in nursing as a pathway for career advancement. The Institute of Medicine report on the Future of Nursing in 2010 that noted that "Nursing education is the foundation for nurses' ability to assume a variety of challenging roles throughout the health

care system” (Institute of Medicine Committee on The Robert Wood Johnson Foundation Initiative on The Future of Nursing at The Institute of Medicine, 2011). Subsequently the Robert Wood Johnson Foundation launched a campaign, The Future of Nursing: Campaign for Action, to advance the IOM Future of Nursing report’s recommendations. One of these recommendations was to increase the number of baccalaureate prepared nurses in the workforce to 80% by the year 2020 (pp.107). While the State of Florida has fallen short of this auspicious goal in the initial timeframe set forth, the goal still remains, and Hillsborough Community College needs to join the other state colleges in contributing to the pool of much needed baccalaureate prepared nurses. Healthcare facilities in Hillsborough County and the surrounding counties such as BayCare Health Systems, Tampa General Hospital, Advent Health System, HCA health system, and Lakeland Regional Hospital are actively recruiting nurses with baccalaureate degrees in response to the campaign’s assertion that baccalaureate prepared nurses are better equipped to manage the increasing complexity in health care as well as the shift from hospital-based services to a system focused on prevention and wellness in the community. Many of these organizations have mandated that 80% of their nursing workforce hold a minimum of bachelor’s degree in nursing. According to the Florida Action Coalition, in 2010 the percentage of practicing Registered Nurses (RN) with a Baccalaureate degree in Florida was 49%. One of the chief aims of the organization was to increase that percentage to 80% by 2020. Reported data from 2019 identifies the percentage has only increased to 59%. There are five models of education that can lead to a BSN, the RN to BSN completion degree is one of those five. The RN to BSN completion program proposed by Coalition. There are extensive employment opportunities for baccalaureate prepared nurses HCC aims to close this gap between the current 59% and the goal of 80% as proposed by the Florida Action in areas such as nursing leadership, nursing management, nursing education, infection control, nursing informatics, quality management, community resources liaisons, health navigation, nurse researchers, community health nursing, and health insurance liaisons. The shift of nursing from being predominately at the hospital bedside to preventive and community care has also created positions that have titles other than RN, such as Nurse Practitioners and Nurse Anesthetists, but require the individual to be an RN in order to be considered for the advanced educational training (National Council of State Boards of Nursing, 2016). Hillsborough Community College’s BSN Completion program will facilitate opportunities for graduates who desire to continue advancing their education with a master’s and Doctorate in Nursing. Providing this pathway is essential to ensuring qualified nursing faculty for Florida and Hillsborough County for generations to come.

STUDENT COSTS: TUITION AND FEES

4.1 The Excel spreadsheets in Sections 4.1 - 4.3 are set up with predefined formulas. To activate the spreadsheet, right click within the spreadsheet, go to "Worksheet Object", and then "Open". To exit, save any changes and exit out of the spreadsheet. Alternatively, double click anywhere on the table. To exit the spreadsheet, single click anywhere outside of the table.

Complete the following table by entering the anticipated cost for a baccalaureate degree (tuition and fees for lower-division and upper-division credit hours) at the proposing FCS institution.

	Cost per credit hour	Number of credit hours	Total cost
Tuition & Fees for lower division:	\$ 104.00	90	\$ 9,360
Tuition & Fees for upper division:	\$ 115.00	30	\$ 3,450
Tuition & Fees (Total):	---	120	\$ 12,810

Select if the program will 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. If selected, please indicate below how the institution will make up any difference above \$10,000 (e.g., institutional scholarships).

Click or tap here to enter text.

4.2 Complete the following table with the estimated cost for a baccalaureate degree (tuition and fees) at each state university in the college's service district or at each state university operating on a site in the college's service district. If the institution does not provide the tuition cost per credit hour, please provide the cost information provided on the institution's website. Please complete this section even if institutions in the service district do not offer the same or a comparable baccalaureate program.

Institution Name	Cost per credit hour (Tuition & Fees)	Number of credit hours	Total cost
University of South Florida	\$ 211.19	120	\$ 25,343
			\$ -
			\$ -
			\$ -
			\$ -

4.3 Complete the following table with the estimated cost for a baccalaureate degree (tuition and fees) at each nonpublic institution in the college's service district or at each nonpublic institution operating on a site in the college's service district. If the institution does not provide the tuition cost per credit hour, please provide the cost information provided on the institution's website. Please complete this section even if institutions in the service district do not offer the same or a comparable baccalaureate program.

Institution Name	Cost per credit hour (Tuition & Fees)	Number of credit hours	Total cost
University of Tampa	\$ 621.00	125	\$ 77,625
Galen	\$ 430.00	160	\$ 68,800
Rasmussen	\$ 325.00	180	\$ 58,500
Keiser University	\$ 668.00	120	\$ 80,160
South University	\$ 470.00	180	\$ 84,600
Lincoln Memorial School of Nursing (Accelerated BSN)	\$ 990.00	60	\$ 59,400
Jersey College (ASN Completion, quarter hours)	\$ 394.00	113	\$ 44,522
Utica College (Accelerated BSN with prior college)	\$ 867.00	62	\$ 53,754
Ana G. Mendez University	\$ 411.00	120	\$ 49,320

PROJECTED BACCALAUREATE PROGRAM ENROLLMENT

5.1 To activate the Excel spreadsheet, right click within the spreadsheet, go to “Worksheet Object”, and then “Open”. To exit, save any changes and exit out of the spreadsheet. Alternatively, double click anywhere on the table. To exit the spreadsheet, single click anywhere outside of the table.

Complete the following table by entering 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.

		2022-23	2023-24	2024-25	2025-26
5.2	Unduplicated headcount enrollment:	150	300	450	450
5.3	Program Student Credit Hours (Resident)	3150	6300	9450	9450
5.4	Program Student Credit Hours (Non-resident)	0	0	0	0
5.5	Program FTE - Resident (Hours divided by 30)	105	210	315	315
5.6	Program FTE - Non-resident (Hours divided by 30)	0	0	0	0
5.7	Total Program FTE	105	210	315	315

PROJECTED DEGREES AND WORKFORCE OUTCOMES

6.1 The Excel spreadsheet below is set up with predefined formulas. To activate the spreadsheet, right click within the spreadsheet, go to “Worksheet Object”, and then “Open”. To exit, save any changes and exit out of the spreadsheet. Alternatively, double click anywhere on the table. To exit the spreadsheet, single click anywhere outside of the table.

Complete the following table by entering 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. Please note the “Year 1” column in the “Count of Degrees Awarded” row (6.2) is not likely to have any graduates taking into account length of time to degree completion.

		2022-23	2023-24	2024-25	2025-26
6.2	Count of Degrees Awarded	0	135	150	285
6.3	Number of Graduates Employed	0	135	150	285
6.4	Average Starting Salary	\$ 66,914.00	\$ 66,914.00	\$ 66,914.00	\$ 66,914.00

REVENUES AND EXPENDITURES

7.1 The Excel spreadsheet below is set up with predefined formulas. To activate the spreadsheet, right click within the spreadsheet, go to “Worksheet Object”, and then “Open”. To exit, save any changes and exit out of the spreadsheet. Alternatively, double click anywhere on the table. To exit the spreadsheet, single click anywhere outside of the table.

Complete the following table by entering the projected program expenditures and revenue sources for the first four years of program implementation.

	2022-23	2023-24	2024-25	2025-26
Program Expenditures:	\$ 121,450.90	\$ 121,450.90	\$ 239,501.80	\$ 357,552.70
Instructional Expenses	\$ 107,319.00	\$ 107,319.00	\$ 214,638.00	\$ 321,957.00
Operating Expenses	\$ 14,131.90	\$ 14,131.90	\$ 24,863.80	\$ 35,595.70
Capital Outlay	\$ -	\$ -	\$ -	\$ -
Revenue:	\$ 390,320.00	\$ 780,640.00	\$ 1,170,834.00	\$ 1,170,834.00
Upper Level - Resident Student Tuition Only	\$ 362,250.00	\$ 724,500.00	\$ 1,086,750.00	\$ 1,086,750.00
Upper Level - Nonresident Student Fees Only				
Upper Level - Other Student Fees	\$ 28,070.00	\$ 56,140.00	\$ 84,084.00	\$ 84,084.00
Florida College System Program Funds				
Other Sources				
Carry Forward:				
Total Funds Available	\$ 390,320.00	\$ 780,640.00	\$ 1,170,834.00	\$ 1,170,834.00
Total Unexpended Funds (carry forward)	\$ (268,869.10)	\$ (659,189.10)	\$ (931,332.20)	\$ (813,281.30)

*Please replace the “Year 1” through “Year 4” headers with the corresponding years reported.

ENROLLMENT PROJECTIONS AND FUNDING REQUIREMENTS

8.1 Provide a narrative justifying the estimated program enrollments and outcomes as they appear in Sections 5.1 – 6.1.

With recent cessation of the RN to BSN articulation by the University of South Florida, enrollment estimates will be increased incrementally to approximately 100% of the ASN graduates by year 4 (2025-26). Two assumptions are applied in conversion of enrollments to graduate outcomes. First, it is assumed that the majority of nursing students will work while completing their BS Degree. Subsequently, most will take classes part time (2 – 3 courses per term max, translated to 21 credits per year of fall, spring, summer). Second, it is assumed our historical retention rate of approximately 90% will continue forward.

8.2 Provide a brief explanation of the sources and amounts of revenue that will be used to start the program as well as expenditures as they appear in Section 7.1.

Once operational, the primary source of revenue is tuition. Startup costs are limited to two additional full time faculty to begin employment in the term prior to entry of the first student cohort. These costs will be covered through the existing fund balance. There are no capital expenses as the offices and furnishings were provided when the HCC Allied Health Building was constructed. Once established, faculty will be paid by the course/section per our faculty union contract.

PLANNING PROCESS

9.1 Summarize the internal planning process. In timeline format, please describe the steps your institution took in completing the internal review and approval of the baccalaureate program. For example, summarize actions taken by the academic department proposing the degree, any non-academic departments, the college-wide curriculum committee, the college president, the Board of Trustees and any other areas.

A program review of the ASN degree begun in spring of 2019 concluded with a recommendation to explore the “feasibility of creating a Bachelor’s degree in Nursing.” Concomitantly, the institution was in the midst of a comprehensive internal and external review of its Strategic Plan on the occasion of its 50th anniversary. Consequently, in May 2020, the Board of Trustees approved three goals and 15 strategic initiatives. One initiative is to “Develop and implement the first baccalaureate degree no later than 2025 to meet local labor market demand in nursing” (reference the Appendices for the Program Review Recommendations and the HCC Strategic Plan). Without delay, in June 2020, an internal guidance committee began meeting to evaluate the individual components that would be required to successfully launch the BSN and a project timeline. Nursing faculty then began the work of establishing the foundational elements of the program including course development & syllabi, curricular structure & sequencing, student learning outcomes, admission requirements, determination of fees, faculty credentials, and ACEN

accreditation. Subsequently the internal academic and decision-making processes were engaged. A presentation to the Presidents' Cabinet was delivered on December 8, 2020. A Trustee Workshop on SACS level II migration and the BSN was presented on December 9, 2020. Another workshop was presented at a new Trustee Orientation on January 11, 2021. Standardized forms completed and approved by the appropriate faculty/dean/and VP of academic affairs were submitted to the Technical Review Committee for evaluation at their meeting of January 8, 2021. Discussion and formal approval was granted by the Academic Affairs Committee on January 15, 2021. The Board of Trustees granted approval of the BSN curriculum as a consent item at their February 26, 2021 meeting. The Trustees engaged in discussion and approval of the BSN degree at their meeting of March 24, 2021. Subsequently, the APPRISE notification system was activated March 25, 2021. A Notice of Intent was formally submitted on March 25, 2021. This initiated a period of review by public and private SACS-accredited college and universities in Florida that spanned 90 days. No objections or alternative proposal were received from these institutions, though a comment was received from the University of Central Florida. Reference section 15.2 for detail as well as a response from HCC. Also during this time, the University of South Florida declared a cessation of the RN to BSN articulation in which students from HCC will no longer be admitted. Consequently, HCC seeks to move up its planned delivery of upper-level coursework from summer 2023 to fall 2022 to better maintain an educational and career pathway for its students and graduates at a public institution within the county.

9.2 Summarize the external planning process with the business and industry community. In timeline format, please describe your institution's interactions and engagements with external stakeholders, including but not limited to industry advisory boards meetings, discussions with advisory committees, briefings from local businesses, consultations with employers, and conducting paper and online surveys.

Institution	Date	Description
University of South Florida, College of Nursing	6/9/2021	Met with Dean of Nursing Dr. Usha Menon and her team. We were officially informed that USF would phase out the RN to BSN articulation in a re-allocation of those resources. New HCC student admissions have ceased. Reference articulation non-renewal letter from USF in the Supplemental Materials.
University of South Florida, College of Nursing	3/4/2021	Met with Dean of Nursing Dr. Usha Menon, Senior Associate Dean Dr. Tracey Taylor, Senior Assistant Dean, Dr. Elizabeth Jordan, and Director of Baccalaureate Program Dr. Leslie Lockett. Described the HCC BSN program, answered questions. and sought a letter of support. Reference USF letter of support in the Supplemental Materials.

LEAP College Access Network serving Hillsborough and Pinellas Counties.	Fall 2019 and spring 2020.	Meetings of the Leadership Council and other subcommittees include discussions of HCC strategic plan development and the baccalaureate degree in nursing. Council members represent USF, St. Pete College, Chambers of Commerce, local EDCs, Bank of America, Helios Educational Foundation, Community Foundation of Tampa Bay, Hillsborough and Pinellas County Education Foundations and others representing the two county region.
James Haley Va Medical Center	11/4/2020	Met with Chief Nursing Officer Mary Alice Ripman. Described the HCC BSN program answered questions and sought a letter of support.
Kindred Rehabilitation Hospital	11/4/2020	Met with Chief Nursing Officer Amy Kendall. Described the HCC BSN program answered questions and sought a letter of support.
Advent Health - Tampa Region	11/6/2020	Met with Regional Chief Nursing Officer Dr. Robin McGuiness. Described the HCC BSN program answered questions and sought a letter of support.
Tampa General Hospital	11/9/2020	Met with Interim Chief Nursing Officer Wendi Goodson-Celerin and Educational leader Sylvia Helms. Described the HCC BSN program answered questions and sought a letter of support.
HCA West Florida Division	11/9/2020	Met with Regional Chief Nursing Officer Dr. Carla McKenzie. Described the HCC BSN program answered questions and sought a letter of support.
Moffitt Cancer Center	11/18/2020	Met with Chief Nursing Officer Jane Fusilero. Described the HCC BSN program answered questions and sought a letter of support.
Lakeland Regional Medical Center	11/20/2020	Met with Chief Nursing Officer April Novotny. Described the HCC BSN program answered questions and sought a letter of support.
BayCare Health Care	11/24/2020	Met with Chief Nursing Officer Joanne Mayers. Described the HCC BSN program answered questions and sought a letter of support

<p>9.3 List external engagement activities with public and nonpublic postsecondary institutions. This list shall include meetings and other forms of communication among external postsecondary institutions regarding evidence of need, demand, and economic impact.</p>
<p>9.3.1 Public Universities in College’s Service District</p>
<p>Date(s): 3/4/2021</p> <p>Institution(s): University of South Florida</p> <p>Activity Descriptions and Outcomes: HCC and USF have a successful history of collaboration built upon the Concurrent Enrollment Nursing Program and Seamless Transition Nursing Program. However it is manifest we are unable to provide a BSN option for over 100 HCC ASN graduates each year. Thus, a BSN at HCC will further complement our programmatic array in meeting regional labor market/employer demand. In addition, we also discussed an exploration regarding collaboration on a seamless transition from BSN to MSN.</p>
<p>9.3.2 Regionally Accredited Institutions in College’s Service District</p>
<p>Date(s): TBD</p> <p>Institution(s): Keiser University, Galen College, University of Tampa, Lincoln Memorial School of Nursing, Jersey College, Rasmussen College, Utica College. South University – Tampa, Ana G Mendez University</p> <p>Activity Descriptions and Outcomes: Click or tap here to enter text.</p>
<p>9.3.3 Institutions outside of College’s Service District (If applicable)</p>
<p>Date(s): Not applicable</p> <p>Institution(s): Not applicable</p> <p>Activity Descriptions and Outcomes: Not applicable</p>

PROGRAM IMPLEMENTATION TIMELINE

10.1	Indicate the date the notice was initially posted in APPRISe.	March 25, 2021
10.2	Indicate the date of District Board of Trustees approval.	March 24, 2021
10.3	Indicate the date the Notice of Intent (NOI) was submitted to DFC.	March 25, 2021
10.4	Indicate the date the completed proposal was submitted to DFC.	TBD
10.5	<p>Indicate the date the proposal is targeted for State Board of Education (SBOE) consideration.</p> <p>Please note that from the date the DFC receives the finalized proposal, the Commissioner has 45 days to recommend to the SBOE approval or disapproval of the proposal. Please take into account the date you plan to submit the proposal in accordance with the next SBOE meeting.</p>	August 18, 2021
10.6	Indicate the date the program is targeting for SACSCOC approval (if applicable).	June 2022
10.7	Indicate the date the program is targeting initial teacher preparation program approval (if applicable).	Not applicable.
10.8	Indicate the targeted date that upper-division courses are to begin.	Fall 2022

FACILITIES AND EQUIPMENT SPECIFIC TO PROGRAM AREA

11.1 Describe the existing facilities and equipment that the students in the program will utilize.

There are large nursing skills laboratories located on each campus that offers the nursing program (Dale Mabry, Plant City, Southshore). These facilities are used by nursing students for practice and checkoffs. Each is set up with workstations around the laboratory. Simulation equipment (mannequins, high- and mid-range fidelity) is available for students to utilize during scheduled or open lab hours. Commonly used equipment (feeding pumps, IV fluids, tubing, catheter kits, chest tubes and drainage devices, etc.), additional mannequin models used for instruction of specific skills (ostomies, tracheostomy, breast models and wound care), and laboratory supplies (gloves, linen, etc.) for student use are kept in a locked supply room. Supplies are also stored in the cabinets that line the walls of the room.

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

The nursing lab staff will need to assure adequate supplies are available for the students in the RN to BSN program. No new facilities or buildings are necessary for this program.

LIBRARY AND MEDIA SPECIFIC TO PROGRAM

12.1 Describe the existing library and media resources that will be utilized for the program.

Each campus (Dale Mabry, Plant City and Southshore) has a Library/Learning Resource Center (LRC) that provides materials to support the nursing curriculum. The collections include circulating and reference books, current periodicals, archived publications, indexed and audiovisual programs. Librarians are available to provide reference assistance and one-to-one instruction on locating information, in person or online appointments. Learning resources including library and instructional materials are readily available to all students. General criteria for material selection are based on the following: a) material should support the mission statement, b) support the curriculum, c) be of high quality, and d) represent respect for cultural diversity. The HCC library includes online data bases (CINAHL complete, MEDline complete, Nursing Education in video, Nursing Reference Center) and online journal holdings.

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

The HCC libraries will add four additional online resources and journals through the OVID research platform. Costs are estimated at \$3,400 per year and incorporated within section 7.1 Revenues and Expenditures.

ACADEMIC CONTENT

13.1 List the admission requirements for the proposed baccalaureate program and describe the process for each admission pathway as reported in section 1.6, including targeted 2+2 agreements, academic GPA, test scores, fingerprints, health screenings, background checks, signed releases, and any other program requirements (as applicable).

1. Graduate from ADN degree, regionally accredited institution. 2. Active RN license (any state): HCC will allow students to take the first two nursing courses as unlicensed graduates, but an RN license is required to progress in other nursing courses. 3. Minimum GPA: 2.5 for ADN courses. No additional background screening or fingerprinting will be required beyond what is required for their nursing license.

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

All (100%) of upper-division courses in the program will be taught by faculty with at least a master's degree in field per college credential requirements and in alignment with SACSCOC guidelines. At this level of undergraduate instruction the master's degree is recognized as the terminal degree. However, the preponderance of all nursing faculty at HCC hold the doctoral degree as well. Ninety percent (90%) of upper division courses in the program will be taught by faculty with this additional credential of the doctoral degree.

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

2022-23	2023-24	2024-25
15:1	20:1	30:1

13.4 What specialized program accreditation will be sought, if applicable? What is the anticipated specialized program accreditation date, if applicable?

HCC's Associate in Science degree in Nursing is accredited by the Accreditation Commission for Education in Nursing (ACEN). HCC will submit an application for ACEN accreditation for the Bachelor of Science degree in Nursing in June 2022. Anticipated ACEN accreditation is September 2023.

13.5 If there are similar programs listed in the Common Prerequisites Manual (CPM), list the established common prerequisites courses by CIP code (and track, if any).

Nursing CIP Code 51.3801 Track 2, Requirement STA 2023 Statistical Methods or STA 2122 Statistical Applic. in Social Science I or STA 2014 Descriptive and Inferential Statistics, Requirement SYG x000-x999 Sociology, General or PSYx000-x999 Psychology or SOPx000-x999 Social Psychology, Requirement MCB200C Intro Microbiology: No Prerequisites or MCB 2010C Intro to Microbiology (Biology/Chemistry) or MCB 2013C Intro Microbiology (Biology/ Gen. Chemistry) or MCB 2004C Introductory Microbiology (Biology/Chemistry) or MCB 2000 Introductory Microbiology: No Prerequisites and MCB 1000L Introductory Microbiology: No Prerequisites or MCB 2004 Introductory Microbiology (Biology/Chemistry) Prerequisite and MCB 2004L Introductory Microbiology (Biology/Chemistry) Prerequisite or MCB 2010 Microbiology and MCB 2010L Microbiology Lab, Requirement HUN 1201 Essentials of Human Nutrition or NUR 1180 Principles of Nutrition and Diet Therapy, Requirement DEP 1004 Principles of Development PSY/Life Span or DEP 2000 Human Growth & Development or DEP 3054 Principles of Developmental Psychology (U) Requirement CHMx000-x999 Chemistry or BSC x000-x999 Biological Sciences or BCHx000-x999 Biochemistry (Biophysics) or PCBx000-x999 Process Biology (Cell/Molecular/ecology/Genetics/Physiology) or PHYx000-x999 Physics, Requirement BSC 2085 Human Anatomy & Physiology I and BSC 2085L Human Anatomy & Physiology I or BSC 2093 Anatomy & Physiology with Prerequisite and BSC 2093L Anatomy & Physiology with Prerequisite or BSC 2085C Anatomy & Physiology no Prerequisite or BSC 2093C Anatomy & Physiology with Prerequisite, Requirement BSC2086 Human Anatomy & Physiology II and BSC2086L Human Anatomy & Physiology II Lab or BSC 2094 Anatomy & Physiology with Prerequisite and BSC 2094L Anatomy & Physiology with Prerequisite or BSC 2086C Anatomy & Physiology no Prerequisite or BSC 2094C Anatomy & Physiology with Prerequisite.

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

- My institution does not anticipate proposing revisions to the common prerequisite manual.
- My institution does anticipate proposing revisions to the common prerequisite manual, as summarized below.

[Click or tap here to enter text.](#)

13.7 The Excel spreadsheets below are set up with predefined formulas. To activate the spreadsheet, right click within the spreadsheet, go to "Worksheet Object", and then "Open". To exit, save any changes and exit out of the spreadsheet. Alternatively, double click anywhere on the table. To exit the spreadsheet, single click anywhere outside of the table.

For each primary pathway identified in Section 1.6, list all courses required once admitted to the baccalaureate program by term, in sequence. Include credit hours per term and total credits for the program. Please note what courses fulfill general education (ge), program core (pc), elective requirements (elec), and what courses apply to concentrations (conc), if applicable, by including the provided abbreviations in parentheses following each course title.

13.7.1 Program of Study for Students with A.A. Degree		
Term 1	Course Title	Credit Hours
	Total Term Credit Hours	0
Term 2	Course Title	Credit Hours
	Total Term Credit Hours	0
Term 3	Course Title	Credit Hours
	Total Term Credit Hours	0
Term 4	Course Title	Credit Hours
	Total Term Credit Hours	0
Term 5	Course Title	Credit Hours
	Total Term Credit Hours	0
Term 6	Course Title	Credit Hours
	Total Term Credit Hours	0
	Program Total Credit Hours:	0

13.7.2	Program of Study for Students with A.S./A.A.S. Degree	
Term 1	Course Title	Credit Hours
	NUR 3065 Health Assessment and Physical Appraisal	3
	NUR 3805 Professional Roles and Dimensions of Nursing Practice	3
	Total Term Credit Hours	6
Term 2	Course Title	Credit Hours
	STA 2023 Statistics	3
	Nursing Elective 1	3
	Total Term Credit Hours	6
Term 3	Course Title	Credit Hours
	Humanities Elective	3
	NUR 3125 Pathophysiology	3
	SPC Public Speaking	3
	Total Term Credit Hours	9
Term 4	Course Title	Credit Hours
	NUR 4169 Evidence Based Practice: Nursing Research	3
	NUR 3145 Pharmacology	3
	Foreign Language if not previously achieved OR Natural Science Elective	3
	Total Term Credit Hours	9
Term 5	Course Title	Credit Hours
	Foreign Language if not previously achieved OR Humanities, Social or Behavioral Science Elective	3
	NUR 4636C Community and Public Health Nursing	3
	Social or Behavioral Science Elective	3
	Total Term Credit Hours	9
Term 6	Course Title	Credit Hours
	Nursing Elective 2	3
	NUR 3826 Ethical and Legal Issues in Healthcare	3
	NUR 4835 Leadership and Management in Professional Nursing Capstone	3
	Total Term Credit Hours	9
	Baccalaureate Credits	48
	ASN Credits Transferred In	72
	Total BSN	120

13.8 Indicate whether the program is being proposed as a limited or restricted access program.

- Limited Access
- Restricted Access
- N/A

Provide additional information (e.g., enrollment capacity, admissions requirements, etc.) if the program is being proposed as a limited or restricted access program.

Admission to the BSN will require 1) completion of the ASN degree as well as 2) passing the NCLEX examination before the start of the 2nd term of upper-level instruction.

PROGRAM TERMINATION

14.1 Provide a plan of action if the program is terminated in the future, including teach-out alternatives for students.

If the need to terminate the BSN degree program developed, HCC would follow its procedure for terminating programs. First, the BSN Department Chair would complete the Academic Affairs Committee forms and submit them to the Technical Review Committee for review of required paperwork and appropriateness. Next the paper work would be submitted to the faculty based Academic Affairs Committee for review and approval. If approved, the program closure would be reviewed by the College President and Board of Trustees for final approval. The Board agenda is publically noticed, posted, and available to the public at large. Next, a list of students currently in the program would be generated and they would be notified and assigned an advisor to guide them through their options. HCC requires a teach-out period of two years where students are given the opportunity to finish a program on moratorium. If necessary, students will be given assistance to transfer to other local BSN programs. SACS would also be notified under the SACS Substantive Change policy which requires a detailed Teach-out Plan be submitted for approval.

SUPPLEMENTAL MATERIALS

15.1 Summarize any supporting documents included with the proposal, such as meeting minutes, survey results, letters of support, and other supporting artifacts. Throughout the proposal, please include in-text references to the supplemental materials for reviewer reference.

The following supporting documents are included: 1) October 2019 program review recommendation #9 to explore feasibility of the BSN; 2) the goals and initiatives of the 2021-23 HCC Strategic Plan, noting initiative 2. B to establish the BSN as the first baccalaureate degree to be offered at the institution; 3) five letters of support from health care providers in Tampa Bay;

4) a letter from USF of notification to sunset the RN to BSN articulation; and 5) a letter of support from USF. The letters of support from health care providers include: AdventHealth, Bay Care St. Joseph's Hospital, Lakeland Regional Health, Moffitt Cancer Center, and Tampa General Hospital.

15.2 List any objections or alternative proposals for this program received from other postsecondary institutions. If objections or alternative proposals were received, institutions are welcome to submit a rebuttal and include any necessary supporting documentation.

The University of Central Florida (Orange County) posted the following to the APPISE notification system:

We have no issues with HCC pursuing this BSN degree. However, concern was raised with the phrase in the current description indicating Upper level instructional delivery will be on-line with no additional labs, simulations, or clinical hours required. One of the factors that sets the BSN apart from the ASN is the Community & Public Health component. This must contain practice experiences as per national accrediting agency guidelines. If their program does not, it will not provide an accredited BSN thus preventing every graduate of that program from qualifying for graduate studies. Given the long fight to have the BSN recognized as being of worth, it is imperative that all schools in the Florida College and University Systems maintain national accreditation for the BSN programs offered. See the AACN's white paper on BSN expectations at <https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.aacnnursing.org%2FPortals%2F42%2FNews%2FWhite-Papers%2FRN-BSN-Expectations-White-Paper.pdf&data=04%7C01%7Cpnagy%40hccfl.edu%7C7f926890f476451a8dfd08d90e453248%7C6c031f94c402433a92d22d3ce8516da3%7C0%7C0%7C637556512628886291%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTil6Ik1haWwiLCJXVCI6Mn0%3D%7CC1000&data=xWW6NwqcGQZqF0Pua%2FQg0rUUf11f%2Fe9LJRCogE9wXU%3D&reserved=0>

Hillsborough Community College response: The HCC Nursing faculty reviewed the UCF comments and concur. Changes have been submitted to HCC Academic Affairs to alter the course NUR 4636 Community & Public Health Nursing to NUR 4636C Community & Public Health Nursing. The addition of the "C" designation indicates that the course is a combination of didactic and clinical components. The course description now contains the following additional language – "This course requires practicum hours." The syllabi will define the specific practicum requirements.

SUPPLEMENTAL MATERIALS, as itemized in section 15.1

Table of Contents

1. Program Review Recommendations, Nursing, October 2019. Reference recommendation #9.
2. College Strategic Plan, 2021-23. Reference goal #2, strategic initiative b.
3. Five Letters of Support from area health care providers.
4. Letter of Non-renewal from USF of nursing articulations with HCC.
5. Letter of Support from USF.

FIRST FOLLOW-UP REPORT:
A RECORD OF PRESIDENTIAL APPROVAL
TO TASK FORCE RECOMMENDATIONS FOR
Nursing, 10/15/19

With input from the Cabinet, the President makes final approval of program review recommendations. This report articulates those decisions. Approval of task force recommendations requiring funds beyond the base budget of the reviewed unit is not tantamount to receipt of additional funds. Those funding requests must be channeled through the institutional budget process. Nonetheless, special consideration will be given to requests stemming from program review recommendations.

A progress report toward implementation of recommendations must be drafted one year following completion of the task force report by the chairperson. The report will be sent electronically to the Special Assistant to the President for Strategic Planning & Analysis for college-wide distribution and archiving. Recommendations not achieved within a year are to become "objectives" in the corresponding unit plan to ensure a continued focus on their achievement.

The President accepts the recommendations of the task force with modification to recommendations # 7, 8 and 9. Additions are underscored and deletions are ~~strikethroughs~~.

Approved Recommendation

1. Increase clinical opportunities to meet the clinical portion of the Nursing program.
2. Invite alternates for admission to attend orientation and prepare requirements on a voluntary basis.
3. Revise admission criteria.
4. Outreach programs to high school students. Participation of male nursing students and graduates at programs to share their experiences.
5. Conduct information sessions for pre-nursing students
6. Utilize HCC marketing resources to promote program.
7. For informational purposes, include previous year's acceptance GPA on HCC website for future students' reference
8. Require mandatory attendance at nursing orientation. Non-attendance will result in removal from program.
9. Explore the feasibility of creating a Bachelor degree in Nursing at Hillsborough Community College.



President's Signature

Goals and Strategic Initiatives

Adopted by Board of Trustees 5/27/2020

Goal 1. Student Success: *Advance achievement of learning outcomes and educational goals for all students.*

- A. Implement a college-wide early alert system to increase student retention and graduation.
- B. Increase the fall to fall retention rate of college credit students to 55%.
- C. Increase the college completion rate to 47%.
- D. Increase the percentage of transfers holding an HCC associate degree to 25%.
- E. Equal or exceed the grade point average of native Florida public university students by associate in arts transfers.
- F. Achieve or exceed an 85% first-time pass rate for any individual licensure or certification exam.
- G. Exceed 90% of all workforce graduates that are employed or continuing their education within one year of completion.

Goal 2. Talent Development: *Foster partnerships that position all programs as catalysts for regional economic impact.*

- A. Contribute to the increase in educational attainment in Hillsborough County of those holding a postsecondary credential to 60% of the working age population by 2025¹
- B. **Develop and implement the first baccalaureate degree no later than 2025 to meet local labor market demand in nursing.**
- C. Expand public-private funding partnerships to support programmatic delivery.
- D. Develop a comprehensive marketing strategy.

Goal 3. Continuous Improvement: *Continuously improve programs and services through a systematic and ongoing process of strategic planning, assessment and evaluation in which a “culture of evidence” guides our direction.*

- A. Design and execute an Academic Master Plan that anticipates and responds to community needs.
- B. Enact systemic changes that align college operations, budgets, and tactical plans with the mission, values, goals and strategic initiatives.
- C. Successfully comply with the revised 2017 *Principles of Accreditation* of the Commission on Colleges during the Fifth Year Review concluding in 2022.
- D. Reassess the adequacy of the Elucian Colleague ERP (Enterprise Resource Planning Software) to meet college need.



February 9, 2021

President Ken Atwater PhD
Hillsborough Community College
39 Columbia Drive
Tampa, FL 33606

Re: Letter of Support for Hillsborough Community College to add a Bachelor's of Science Nursing completion program

Dear Dr. Atwater,

AdventHealth Carrollwood and AdventHealth Tampa are excited to extend our support of Hillsborough Community College's (HCC) application to add a Bachelor's of Science Nursing (BSN) completion program. The Tampa Bay region has an acute shortage of nursing graduates and a shortage of nurses who hold the BSN level degree. Hillsborough Community College has been a long-term partner with both AdventHealth Carrollwood and AdventHealth Tampa in the training of Associate's Degree Nursing (ADN) students. Based on the work from the past and the level of commitment to serving the needs of employers and citizens of Hillsborough County, we are confident that HCC will be successful in this endeavor.

AdventHealth is more than 80,000 skilled and compassionate caregivers in physician practices, hospitals, outpatient clinics, skilled nursing facilities, home health agencies and hospice centers provide individualized, wholistic care. Our focus on whole-person health is our commitment to making communities healthier with a unified system: nearly 50 hospital campuses and hundreds of care sites in diverse markets throughout nine states.

At AdventHealth, nurses are Life Savers. Nurses are the foundation of our mission in the delivery of whole person care - mind, body and spirit. Nurses provide leadership and the hands-on work to deliver health, hope and healing to each person seeking or requiring care. They are experts in the science of healthcare, innovators in constant pursuit of exceptional outcomes and advocates of loving compassionate care to all they serve.

AdventHealth Carrollwood and AdventHealth Tampa are excited to continue working with HCC in the classroom education and clinical training of ADN students now and BSN students in the future. We commit to the following as a part of this proposal:

- Continuing to serve as clinical sites for the HCC Associate Degree Nursing Program;
- Serving as guest speakers for the HCC Bachelor's Degree Program;
- Recruitment of HCC Associates Degree Nursing graduates for employment while those nurses continue their BSN completion;
- Providing representation on the HCC Nursing Advisory Committee.

We commend HCC on this goal of assisting the Hillsborough County Health Care providers fill the unmet need of nurses who hold the BSN degree. We look forward to supporting this initiative, and to our continued collaboration well into the future.

Sincerely,



Robin McGuinness, DNP, RN, CENP
Senior Executive Officer, Patient Outcomes
AdventHealth West Florida Division



December 9, 2020

President Ken Atwater PhD
Hillsborough Community College
39 Columbia Drive
Tampa, FL 33606

Re: Letter of Support for Hillsborough Community College to add a Bachelor of Science Nursing completion program

Dear Dr. Atwater,

St. Joseph's Hospital and BayCare are excited to extend our support of Hillsborough Community College's (HCC) application to add a Bachelor of Science Nursing (BSN) completion program. The Tampa Bay region has an acute shortage of nursing graduates and a shortage of nurses who hold the BSN level degree. Hillsborough Community College has been a long-term partner with BayCare in the training of Associate Degree Nursing (ADN) students. Based on the work from the past and the level of commitment to serving the needs of employers and citizens of Hillsborough County, we are confident HCC will be successful in this endeavor.

As a large healthcare system with fourteen acute care hospitals, nurses prepared at the baccalaureate-level are a critical part of our workforce. We continue to look at innovative ways to ensure that we have a full complement of staff who can continue to provide high quality, compassionate care.

BayCare is excited to continue working with HCC in the classroom education and clinical training of ADN students now and BSN students in the future. We commit to the following as a part of this proposal:

- Continuing to serve as a clinical site for the HCC Associate Degree Nursing Program
- Serving as guest speakers for the HCC Bachelor's Degree Program
- Recruitment of HCC Associates Degree Nursing graduates for employment while those nurses continue their BSN completion
- Providing representation on the HCC Nursing Advisory Committee

We commend HCC on this goal of assisting the Hillsborough County Health Care providers fill the unmet need of nurses who hold the BSN degree. We look forward to supporting this initiative, and to our continued collaboration well into the future.

Sincerely,

A handwritten signature in blue ink, appearing to read "Kimberly Guy".

Kimberly Guy
President
St. Joseph's Hospital, Inc.

A handwritten signature in blue ink, appearing to read "Joanne Mayers".

Joanne Mayers
Chief Nursing Officer
St. Joseph's Hospital
St. Joseph's Children's Hospital
St. Joseph's Women's Hospital
St. Joseph's Hospital North
St. Joseph's Hospital South
South Florida Baptist Hospital

KG/JM/lar



Lakeland Regional Health®

June 30, 2021

1324 LAKELAND HILLS BLVD
LAKELAND, FL 33805

PO BOX 95448
LAKELAND, FL 33804-5448

863.687.1100 + myLRH.org

President Ken Atwater PhD
Hillsborough Community College
39 Columbia Drive
Tampa, FL 33606

Re: Letter of Support for Hillsborough Community College to add a Bachelor's of Science Nursing completion program

Dear Dr. Atwater,

Lakeland Regional Health is excited to extend our support of Hillsborough Community College's (HCC) application to add a Bachelor's of Science Nursing (BSN) completion program. The central Florida region has an acute shortage of nursing graduates and a shortage of nurses who hold the BSN level degree. Hillsborough Community College has been a long term partner with Lakeland Regional Health in the training of Associate's Degree Nursing (ADN) students. Based on the work from the past and the level of commitment to serving the needs of employers and citizens of Hillsborough County, we are confident that HCC will be successful in this endeavor.

As the fifth largest hospital in Florida, LRH employs over 2,000 nurses. With a wide range of specialties including trauma, pediatric specialty care, behavioral health, oncology and one of the largest emergency departments in the nation, the need for Bachelor's prepared nursing professionals is great in our community.

Lakeland Regional Health is excited to continue working with HCC in the class room education and clinical training of ADN students now and BSN students in the future. We commit to the following as a part of this proposal:

Continuing to serve as a clinical site for the HCC Associate Degree Nursing Program;

- Serving as a guest speakers for the HCC Bachelor's Degree Program;
- Recruitment of HCC Associates Degree Nursing graduates for employment while those nurses continue their BSN completion;
- Providing representation on the HCC Nursing Advisory Committee.

We commend HCC on this goal of assisting the Hillsborough County Health Care providers fill the unmet need of nurses who hold the BSN degree. We look forward to supporting this initiative, and to our continued collaboration well into the future.

Sincerely,

April Novotny RN, MSN, CEN, CENP

Chief Nurse Executive

Vice President of Clinical Services

Lakeland Regional Health

Phone: 863.687.1246

April.Novotny@myLRH.org

December 9, 2020

President Ken Atwater PhD
Hillsborough Community College
39 Columbia Drive
Tampa, FL 33606

Re: Letter of Support for Hillsborough Community College to add a Bachelor's of Science Nursing completion program

Dear Dr. Atwater,

Moffitt Cancer Center, Department of Nursing is excited to extend our support of Hillsborough Community College's (HCC) application to add a Bachelor's of Science Nursing (BSN) completion program. The Tampa Bay region has an acute shortage of nursing graduates and a shortage of nurses who hold the BSN level degree. Hillsborough Community College has been a long-term partner with Moffitt in the training of allied health students. Based on the work from the past and the level of commitment to serving the needs of employers and citizens of Hillsborough County, we are confident that HCC will be successful in this endeavor.

Moffitt Cancer Center is an NCI Comprehensive Cancer Center recognized for scientific excellence, multidisciplinary research, and robust training and education. Our expert nursing staff has been awarded Magnet® status, the highest distinction conferred by the American Nurses Credentialing Center.

We are excited to work with HCC in the preparation of the future BSN completion students. We commit to the following as a part of this proposal:

- Serving as a guest speakers for the HCC Bachelor's Degree Program;
- Recruitment of HCC BSN Nursing graduates for employment;
- Providing representation on the HCC Nursing Advisory Committee.

We commend HCC on this goal of increasing the number of BSN prepared nurses in Hillsborough County. We look forward to supporting this initiative, and to our continued collaboration well into the future.

Sincerely,



Jane Fusilero, MSN, MBA, RN, NEA-BC
VP Patient Care Services/Chief Nursing Officer



February 3, 2021

President Ken Atwater PhD
Hillsborough Community College
39 Columbia Drive
Tampa, FL 33606

Re: Letter of Support for Hillsborough Community College to add a Bachelor of Science Nursing completion program

Dear Dr. Atwater,

Tampa General Hospital is excited to extend our support of Hillsborough Community College's (HCC) application to add a Bachelor of Science Nursing (BSN) completion program. The Tampa Bay region has an acute shortage of nursing graduates and a shortage of nurses who hold the BSN level degree. Hillsborough Community College has been a long-term partner with Tampa General Hospital in the training of Associate's Degree Nursing (ADN) students. Based on the work from the past and the level of commitment to serving the needs of employers and citizens of Hillsborough County, we are confident that HCC will be successful in this endeavor.

Tampa General Hospital is a private not-for-profit hospital and one of the most comprehensive medical facilities in West Central Florida serving a dozen counties with a population in excess of 4 million. As one of the largest hospitals in Florida, Tampa General is licensed for 1,006 beds, and with more than 8,000 employees, is one of the region's largest employers. Tampa General Hospital was named the Best Hospital in Tampa Bay by U.S. News & World Report and recognized as one of America's Best Hospitals for 2020-2021 in five specialties. TGH has earned Magnet status-the highest recognition a hospital can received for nursing excellence. Tampa General Hospital is the only hospital in Tampa Bay – and one of six hospitals in Florida – to make Newsweek's World's Best Hospital 2019 list.

Tampa General Hospital is excited to continue working with HCC in the classroom education and clinical training of ADN students now and BSN students in the future. We commit to the following as a part of this proposal:

- Continuing to serve as a clinical site for the HCC Associate Degree Nursing Program.
- Serving as a guest speaker for the HCC Bachelor's Degree Program.
- Providing representation on the HCC Nursing Advisory Committee.

We commend HCC on this goal of assisting the Hillsborough County Health Care providers fill the unmet need of nurses who hold the BSN degree. We look forward to supporting this initiative, and to our continued collaboration well into the future.

Sincerely,

A handwritten signature in black ink that reads "Wendi Goodson-Celerin".

Wendi Goodson-Celerin, DNP, APRN, NE-BC
Vice President Acute Care
Neurosciences, Orthopaedics and Clinical Education
Tampa General Hospital



June 10, 2021

Dr. Leif Penrose
Dean of Health Sciences
Hillsborough Community College
4001 Tampa Bay Blvd
Tampa, FL 33614

With Copy to:
Ms. Martha Kay Koehler
General Counsel
Hillsborough Community College
39 Columbus Drive
Tampa, FL 33606

Re: Non-renewal Notice

Dear Dr. Penrose:

This letter is to inform Hillsborough Community College of the intent of USF College of Nursing to decline to renew the Concurrent Degree Articulation Agreement that terminated September 1, 2019. Since the termination date, USF College of Nursing and Hillsborough Community College have collaborated on a renewal agreement yet to be executed. In the spring of 2021, Hillsborough Community College notified USF College of Nursing of their intent to open an RN to BSN completion program. Further, after robust analysis, USF College of Nursing will sunset the RN to BSN completion pathway of the baccalaureate degree to new admissions at the conclusion of the fall 2021 semester. As such, the articulation agreement is rendered obsolete. Students currently enrolled in USF RN to BSN via the Concurrent Degree Articulation agreement will be allowed and supported to complete the current program under the terms and conditions outlined in the now termed agreement. No additional Hillsborough Community College students will be admitted to USF College of Nursing under the Concurrent Degree Articulation Agreement.

Finally, USF College of Nursing would like to acknowledge the collaborative partnership the entities have enjoyed for many years and would invite the opportunity for future mutually beneficial endeavors.

Sincerely,

A handwritten signature in black ink, appearing to read 'Tracey L. Taylor', written in a cursive style.

Tracey L. Taylor, DNP, APRN, ACNP-BC
Senior Associate Dean of Academic Affairs & Educational Innovation

COLLEGE OF NURSING

University of South Florida | 12901 Bruce B. Downs Blvd. MDC 22 | Tampa, FL 33612-4766
health.usf.edu/nursing



**UNIVERSITY OF
SOUTH FLORIDA**
A PREEMINENT RESEARCH UNIVERSITY

July 14, 2021

Dr. Leif Penrose
Dean, Health Sciences
Hillsborough Community College – Dale Mabry Campus
40112 W. Tampa Bay Blvd.
Tampa, FL 33614

Dear Dr. Penrose:

On behalf of the University of South Florida and its College of Nursing, please accept this letter of recognition and understanding for Hillsborough Community College (HCC) to move forward with creating a BSN completion program. There is a real need for an additional host of this academic pathway within the community and we the University of South Florida and College of Nursing look forward to having further collaborations with Health Sciences at HCC.

If anything additional is needed from USF or the college, please do let us know.

Sincerely,

Usha Menon, PhD, RN, FAAN
Dean and Professor, College of Nursing

Allison H. Crume, PhD
Dean, Undergraduate Studies
Associate Vice President, Student Affairs

Local Outreach – Global Impact

Preparing 21st-Century Nurses to Promote Health and Wellness in Our Community and Around the World