



**State University System
2022-2023 Linking Industry to Nursing Education (LINE) Fund
Proposal Form***

University:	Florida Atlantic University
Healthcare Partner:	Baptist Health
Date Proposal Approved by University Board of Trustees:	8/23/2022
Amount Requested:	\$750,000
University Contact (name, title, phone, & email):	Safiya A George Dalmida, PhD, Dean of Nursing, (561) 297- 3206, sgeorge@health.fau.edu
Please check the boxes below as appropriate:	<i>All boxes must be checked in order to be eligible to participate.</i>
Healthcare partner making contribution is located in and licensed to operate in Florida?	<input checked="" type="checkbox"/> Yes
Healthcare partner making contribution is a health care provider as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/> Yes
Nursing programs met or exceeded a first time NCLEX passage rate of 70% for the prior year based on the 2022 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per Section 1009.896, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Proposal Details

Provide detailed narrative for each section below.

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

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

The **\$750,000** in funds provided by **Baptist Health** will be utilized to award nursing student scholarships to up to approximately 72 FAU nursing students. The \$750,000 plus **\$750,000** matching funds received from the state, if approved, will be applied toward 72 individual scholarships, valued at approximately \$20,000 each, **totaling \$1.5 million in scholarships for Florida SUS nursing students attending FAU**. Many nursing students at Florida Atlantic University's College of Nursing are first generation students and have documented unmet financial need and a recent report from FAU's financial aid office showed approximately three million dollars in unmet financial need among our nursing students. If we were able to receive matching funds from the state, this would us to provide significant scholarships to nursing students who meet eligibility requirements, which would allow them to focus on their nursing education rather than also trying to work several part-time jobs while in nursing school. This would facilitate successful program completion and adequate preparation for the NCLEX exam required for them to enter the nursing workforce as RNs.

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

The Clinical Learning department within the Center for the Advancement of Learning at Baptist Health South Florida facilitates competency training for nurses and other clinical partners and drives positive clinical outcomes by delivering evidence-based education, clinical orientation, professional development courses, and continuing education provided by the American Nurses Credential Center (ANCC). It includes the ANCC-accredited RN Residency Program, with specialty programs in the areas of critical care, operating room, perioperative residency and emergency medicine to help new graduate and transitional nurses gain experience, judgment, skills and confidence to have a successful practice. This program is led by masters- and doctorate-level educators. Nursing and clinical partner orientation and training, cardiopulmonary resuscitation classes, phlebotomy and arrhythmia training occur and are standardized across the organization. Nurses are actively involved with the educational and competency validation process and incorporate teaching in all aspects of their practice. Classes on leadership, precepting and mentoring are highly valued by direct care nurses, and the orientation and development of unit-based clinical educators is enhanced through special forums, conferences and the sharing of electronic resources. The goal of this education centers heavily on patient safety, but also includes developing expertise in the spiritual, cultural and patient education aspects of care as well.

For nurses eager to develop professionally, the Competency and Clinical Advancement Program offers the unique opportunity to participate in shared governance, explore avenues for new knowledge, innovations and improvements, demonstrate exemplary professional practice and enjoy salary benefits. As a Magnet-designated health system for nursing excellence, we uphold the highest standards and support the mission to provide clinically excellent, compassionate care. Baptist Health South Florida also offers

tuition reimbursement and scholarships for nurses pursuing higher degrees and a very competitive benefits package.

Through our membership with CE Direct, our licensed clinicians have free access to continuing education and nursing certification test preparation content. Other educational opportunities include conferences, webcasts, symposiums and online learning provided by Baptist Health's Continuing Medical Education (CME) department, which provides nearly 2,000 hours of classes annually through its nationally accredited program. Every year, our clinicians earn nearly 90,000 credits in 400+ courses.

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

The purpose of FAU's College of Nursing BSN program is to the prepare graduates who nurture the wholeness of persons and environment through caring as providers, designers, managers, and coordinators of direct and indirect care of persons across the lifespan, families, groups, and populations in a variety of settings. The BSN program at FAU has four tracks: (1) a 4-year, pre-licensure track (freshmen direct admit; FDA) with direct admissions to the College of Nursing's BSN nursing program after high school graduation, (2) the Accelerated BSN (ABSN) track for second degree students, (3) the Second degree Part-time/Professional (PBSN) track, and the (4) RN-BSN track. The College has over 800 students enrolled in the BSN program. The freshmen direct admission 4-year track had the highest 4-year, first time in college (FTIC) graduation rate (87%) of all schools/colleges of nursing in the Florida State University System of Higher Education for the period of 2016-2020.

The Florida Hospital Association (FHA) projects that Florida will face a shortage of more than 59,000 nurses by 2035. The latest Physician and Nursing Workforce study sponsored by FHA and the Safety Net Hospital Alliance of Florida (December, 2021) shows that we need approximately 2,300 additional Registered Nurse (RN) entering the workforce each year in Florida.

Our college uses the Centralized Clinical Placement System (CCPS) and we work closely with our hospital partners to secure clinical slots/rotations for our students and their clinical faculty leaders.

LINE funding will allow Baptist Health's \$750,000 scholarship investment to be matched by the state in order to be able to award more nursing student scholarships. The proposed plan is to use \$10,000 from Baptist Health funds + \$10,000 from state matched funds to offer each eligible nursing student at \$20,000 scholarship. It is Baptist Health's hope that they will be allowed to require scholarship recipients to agree to a work commitment (*i.e.* 2 years) for their invested \$10,000 portion of the scholarship only. This arrangement would help identify qualified students who are also interested in working within the Baptist Health system and would facilitate retention of these nursing scholars as part of the nursing

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workforce especially since Baptist Health would commit to investing time and resources into training these new graduates/RNs. No additional work commitment would be required for the state matched \$10,000 portion of the funds.