



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

University:	Florida Gulf Coast University
Healthcare Partner:	Lee Health System
Date Proposal Approved by University Board of Trustees:	August 09, 2022
Amount Requested:	\$ 500,000
University Contact (name, title, phone, & email):	Dr. Brenda Harding Hage, Director School of Nursing, Southwest Florida Endowed Chair, (239) 590- 7513, bhage@fgcu.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

Background

The LINE Fund is intended to incentivize collaboration between nursing education programs and health care partners and to meet local, regional, and state workforce demand by recruiting faculty and clinical preceptors, increasing the capacity of high-quality nursing education programs, and increasing the number of nursing education program graduates who are prepared to enter the workforce. Subject to available funds,

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for every dollar contributed to an institution by a health care partner, the fund shall provide a dollar-for-dollar match to the participating institution for approved proposals.

Funds may be used for student scholarships, recruitment of additional faculty, equipment, and simulation centers to advance high-quality nursing education programs throughout the state. Funds may not be used for the construction of new buildings. To participate, an institution must submit a timely and complete proposal to the Board of Governors for consideration.

Proposals must be submitted with a total of no more than three pages of narrative for the following sections. Proposals with more than three pages of narrative will be rejected.

Proposal Details

Provide detailed narrative for each section below.

- I. **Use of Funds** - *Describe in detail and with specificity how the institution plans to use the funds, including how the funds will be utilized to increase student enrollment and program completion.*
- II. **Onboarding & Retention of Graduates** - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*
- 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.*

FGCU- Expanding Nursing Excellence (ENE) Project Proposal

Florida Gulf Coast University’s purpose is to educate students, to conduct scholarship and research, and to render service to society. The vision statement of the University is to “achieve national prominence in offering exceptional value in high-quality educational programs that address regional and statewide needs.”

The FGCU School of Nursing (SON)’s vision encompasses “a future where faculty and students serve as mentors and interprofessional role models to develop engaged nurse leaders who deliver transformative care to diverse populations, conduct research, and promote evidence-based practice through academic and community partnerships”. The FGCU SON has a tradition of academic excellence and its BSN graduates achieve consistently high first time NCLEX pass rates. **We are proud to note that FGCU’s BSN program has the highest pass rates in the Florida State University System! According to FETPIP, BSN graduates from FGCU hold the highest Florida employment rate among all SUS institutions. About 91% of BSN grads in 2020 were employed, 86% full-time. The 4-year Graduation rate for Nursing is almost twice the overall FGCU rate every year.**

Florida Gulf Coast University BSN Program, NCLEX Pass Rates	
2021	100%
2020	100%
2019	96.43%
2018	100%
2017	100%

Lee Health is one of the largest public health systems in the U.S. and one of the largest not-for-profit public health systems and Safety Net Hospitals in Florida that receives no direct tax support. Lee Health is comprised of four acute care hospitals (Lee Memorial Hospital, HealthPark Medical Center, Cape Coral Hospital, Gulf Coast Medical Center (Level II Trauma Center); two specialty hospitals including the Golisano Children’s Hospital of Southwest Florida (Level II and Level III Neonatal Intensive Care Units and a Regional Perinatal Intensive Care Center), and The Rehabilitation Hospital, the Regional Cancer Center, along with several post-acute and outpatient facilities. **All Lee Health adult acute care hospitals have been named among “America’s Best Hospitals™” for 2022.** Lee Health’s leadership team has agreed to make a financial contribution to the institution’s nursing program in the amount of \$500,000.

Proposed Use of Funds

The FGCU Expanding Nursing Excellence (ENE) Project is seeking \$500,000 in LINE funding with equivalent matching funds from Lee Health. These funds will be used to:

- 1.) Offer student scholarship grants of up to \$10,000 each which will help to defray the cost of tuition for qualified **additional** applicants who are accepted into FGCU’s BSN program with an emphasis on diverse populations that represent the communities of interest served.

Student Scholarship Grants	
AY 2022/2023	29 additional students
Total	\$368,678.90

- 2.) Support clinical adjunct faculty salaries needed to **expand the number of clinical courses** offered in the BSN program.

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Salaries		
AY 2022/2023	FT Lab/Simulation Manager at FGCU \$85,000 + 40.7% fringe (\$34,595)=\$119,595	\$119,595
	73 adjunct credit hours (\$2,500/cr)+ 5.3% fringe benefits(\$9,672.50\$192,172.50 Average of 22 adjuncts (may differ depending on if same people teach more than 1 section)	\$192,172.50
	Orientation (FGCU & Agency) @\$55.55/hr x 16 hours (1 hr of orientation and 15 hours micro-badging course in teaching/learning)= \$888.80 x 22= \$19,553.60	\$19,553.60
	Total	\$331,321.10

3.) Purchase additional **high-fidelity simulation equipment**

FGCU School of Nursing High Fidelity Simulation Equipment		
AY 2022/2023	Simulation equipment and manikins	\$300,000

Onboarding and Retention of Graduates

Through Lee Health’s Nurse Residency Program, BSN graduates of the grant program will participate in an 18 month-long, orientation and enrichment activities designed to support entry into practice. Lee Health’s Nurse Residency Program is founded on the National Council of State Boards of Nursing’s Transition to Practice (TTP). Using the TTP- three course training modules, new graduates will receive training and education on communication & teamwork, patient & family-centered care, evidence-based practice, quality improvement, and informatics while their preceptors receive formal preparation in best practices for supporting new graduates.

Program Expansion

Through a strategic partnership with Lee Health System, LINE grant funding will enable FGCU’s SON to expand the number of nursing graduates to better meet the community’s significant need for qualified registered nurses. At present, officials from Lee Health have indicated that there are approximately 700 open nursing positions within the system.

Through a series of planning meetings, the following proposal was developed outlining a collaborative initiative between FGCU’s SON and Lee Health focused on increasing the number of qualified BSN graduates by 33% in order to better meet community need in Lee County, Florida. This 33% increase will allow FGCU to **grow its program enrollment** from 176 students per academic year to 234 per academic year over a 24-month period (29 students per year). PIPELINE funding allocation from AY 2022/2023 of \$2,319,468 will be used to recruit, hire, and support the additional, new nursing faculty and support staff needed for BSN program expansion. Through a formal memorandum of understanding (MOU) between FGCU’s School of Nursing and Lee Health, additional clinical training sites in medical surgical, pediatric, maternal health, pediatrics, and geriatrics at Lee Health will be made available to fill the additional clinical rotation

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experiences required for the increased numbers of BSN students. Expansion of clinical placements is of particular importance since according to recent research by the American Association of Colleges of Nursing found that 368 schools (38.5% of all respondents) reported that 66,274 applications to generic baccalaureate nursing programs were rejected. While the students who submitted the applications were qualified for admission, schools reported several reasons why they were not able to admit the students, such as insufficient availability of clinical sites, faculty, and preceptors, budget limitations, and other factors. The most frequently reported reason (254 schools, 69%) was insufficient availability of clinical sites. More importantly, 150 schools (40%) reported that insufficient availability of clinical sites was the *single* most important reason for not accepting all qualified applicants. Turning away qualified applicants from generic baccalaureate nursing programs is widespread and occurs in all regions roughly in proportion to the regional distribution of nursing schools in the U.S.” (AACN, 2022)

Since it is anticipated that a number of the required adjunct faculty may come from Lee Health and these individuals may have limited formal teaching experience in higher education, stackable skills education related to teaching/learning and evaluation strategies leading to a micro-credential and digital badging will be developed by FGCU SON faculty with expertise in nursing education to assist clinical adjunct faculty in their abilities to support BSN student learning. These micro-credentialing courses will serve as a part of the required adjunct faculty orientation activities. Program graduates employed by Lee Health will participate in the Lee Health Nurse Residency Program which lasts 18 months.

LINE Grant Success Metrics		
Measure(s)	Time Data Collected	Responsible Individual(s)
Number of additional BSN applicants, # of qualified applicants, # of students accepted	(years 1 and 2)	FGCU BSN Program Director
Number of students who received scholarships and average amount of award	(years 1 and 2)	Lee Health
BSN student retention rates	(years 1 and 2)	FGCU BSN Program Director
Percentage of additional student clinical simulation experiences	(years 1 and 2)	FGCU BSN Program Director
BSN student graduation and NCLEX pass rates	(year 2)	FGCU SON Director
Post-graduation Nurse Residency Program Retention Rates	(year 3)	Lee Health
Nurse Residency Program Exit Data	(year 3)	Lee Health
Increase in % of FGCU BSN graduates employed at Lee Health	(year 3)	Lee Health
Employee Retention Rates	(ongoing)	Lee Health

The proposed PIPELINE project has the potential to serve as a continuing, replicable model to better address the shortage of qualified nurses for the community. The project also has the added benefit of decreasing onboarding costs for new hires due to BSN graduates’ immersion in Lee Health during their education and training.