



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

University:	Florida International University
Healthcare Partner:	HCA Healthcare/HCA East Florida
Date Proposal Approved by University Board of Trustees:	9/6/2022
Amount Requested:	\$1,500,000
University Contact (name, title, phone, & email):	Dr. Ora Strickland, Dean and Professor; (305) 348-0407; olstrick@fiu.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"/>
Healthcare partner making contribution is a health care provider as defined in Section 768.38(2), Florida Statutes?	<input checked="" type="checkbox"/>
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"/>
The funds will be used for an eligible purpose per Section 1009.896, Florida Statutes?	<input checked="" type="checkbox"/>

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,

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

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

Use of Funds.

Matching funds are requested for a \$1.5M gift received from HCA Healthcare, which will launch the Nicole Wertheim College of Nursing and Health Sciences (NWCNHS) Nurse Educator Program. The program will increase the number of highly qualified nurse educators for nursing education programs and healthcare organizations throughout the State of Florida. The gift will provide funding for: (a) two faculty that will teach in FIU's Nurse Educator Program; (b) nurse educator student scholarships; (c) recruiting and preparing preceptors as nurse educators; and (d) general recruitment of registered nurses who want to become nurse educators.

Faculty Positions. Two (2) doctoral-prepared nursing faculty with experience and expertise in nursing education will be recruited to teach in the Nurse Educator Program and to lead the recruitment, mentoring and advising of students that will be prepared as nurse educators. Emphasis will be placed on recruiting culturally and ethnically diverse students that are representative of the population of Florida. The HCA Healthcare gift provides for special consideration to be placed on recruiting African American, Hispanic, and male nurses, which are underrepresented in nurse educator positions in Florida and the Nation. The three Nurse Educator Program Tracks include:

1. The RN-BSN-MSN Track for RNs prepared at the associate degree level who seek to be prepared to receive their BSN and MSN degrees while in the Nurse Educator Program
2. The MSN Track for BSN nurses seeking to become nurse educators while earning their MSN degree
3. The Graduate Nurse Educator Certificate Track for nurses who have a master's or doctoral degree who seek to become prepared as a nurse educator.

Student Scholarships. Scholarships will be provided for eligible students enrolled in the NWCNHS Nurse Educator Tracks. Funds will be available for tuition, books, and fees to lessen their debt and financial burden upon graduation, assure academic success, and help alleviate financial stressors while completing the program. Scholarships will assist in recruiting and retaining racially, ethnically, socially, and culturally diverse students into the program. Graduates of the FIU Nurse Educator Program will increase the number of needed diverse faculty for schools of nursing for Florida's community colleges, state colleges and universities as well as for healthcare organizations, which require nurse educators to provide ongoing continuing education to nursing staff.

Preceptor Recruitment. Nurses that currently serve as clinical preceptors or adjunct clinical faculty with limited preparation as nurse educators will be targeted for recruitment and training as nurse educators for formal nursing education programs.

Student Recruitment. Sources of applicants will focus on, but not be limited to pathways created from partnerships with community colleges such as Miami-Dade College. Recruitment and information sessions will be offered via regional hospitals, alumni outreach and engagement, and promotion of the programs on social media platforms. Strengths of the program include the fact that students will be trained in a culturally competent and diverse environment at FIU and in the South Florida region. The FIU program will have available tracks for associate degree, BSN, MSN, and doctoral-prepared registered nurses who want to become a nurse educator.

Onboarding & Retention of Graduates. It is anticipated that the first class of nurse educator students for the program will be enrolled in fall of 2022 and that up to 109 new nurse educators will be prepared over the next four years. Nurse educator faculty will serve as advisors for students and establish strong mentoring relationships to encourage student retention. The availability of scholarship funding via the HCA Healthcare gift will provide needed financial support, which will also encourage student retention. NWCNHS will collaborate with HCA Healthcare, other healthcare organizations and other nursing education programs in Florida to recruit students and provide clinical experiences and teaching internships for students.

Program Expansion. The HCA Healthcare \$1.5M gift will expire in four years with a marked reduction in funding during the 3rd and 4th years as follows: Year 1: \$577,712; Year 2: \$589,009; Year 3: \$300,000, and Year 4: \$33,279

The additional matching funds from the state will be used to hire one new additional faculty position for the Nurse Educator program and support the two HCA funded faculty positions in years 3 and 4, when HCA funding becomes more limited and to fund student scholarships for new students beginning in years 3 and 4. The matching funds can provide scholarships for up to 78 students, which doubles the number of students who can receive scholarships over the four-year period.

Anticipated Impact. Nursing Schools in the State of Florida are limited in the number of nursing students they can admit to Associate Degree and Bachelor of Science in Nursing programs due to the limited number of RNs prepared to teach nursing coursework. This situation severely limits the number of students that can be prepared as registered nurses (RNs) and is a major driving force behind the projected shortage of nearly 60,000 nurses by 2035. Community colleges that prepare associate degree nurses and BSN nurses lack the faculty needed to increase the number of diverse and non-diverse registered nurses for the State of FL. Production of registered nurses in the State of Florida needs to be greatly increased but is thwarted by the lack of nurses prepared as nurse educators. The HCA gift and matching funds from the state of Florida will support the preparation of much needed nursing faculty for expansion of enrollment in nursing programs in Florida and an increased production of registered nurses for the state and region. Nurse educators are needed to serve as partners for practice transitions, learning facilitators, change agents, mentors, leaders, champions of scientific inquiry, and advocates for high quality health care. They also serve as mentors, role models, and preceptors to guide staff nurses' professional development. This initiative will help decrease the current nurse educator shortage in Florida and help address the nursing shortage, since more nurse educators are needed in order to educate and graduate more registered nurses. This important initiative will have a long-term impact on the future of healthcare in the region and beyond by fostering academic and professional development of nurse educators for the state's schools of nursing and healthcare organizations; thereby increasing the availability of well-educated nurse educators that will help increase the supply of registered nurses for the state and region.