



**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:	November 2, 2022
Amount Requested:	\$ 400,000
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,

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 \$400,000.

Proposed Use of Funds

The FGCU Expanding Nursing Excellence (ENE) Project is seeking \$400,000 in LINE funding with equivalent matching funds from Lee Health. These funds will be used to:

- 1.) Offer 24 student scholarship grants of up to \$10,000 each which will help to defray the cost of tuition for qualified 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	24 students
Total	\$240,000

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

Salaries		
AY 2022/2023	Adjunct faculty salaries	\$135,000
3.) Support the development of Schwartz Rounds Program to enhance graduate's resiliency and retention		
Schwartz Rounds to support development of resiliency students and retention of new nursing graduates		
AY 2022/2023		\$25,000
4.) Further enhance and expand the FGCU SON Simulation and Laboratory capacity through additional simulation equipment.		
Simulation and Laboratory Equipment AY 2022/2023		\$400,000

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. "The American Association of Colleges of Nursing (2017) reported that 1.2 million RN positions will be vacant between 2014 and 2022 and that approximately 700,000 nurses will retire or leave the workforce by 2024. Cline, La Frenz, Fellman, Summers, and Brassil (2017) reported that training one [newly licensed nursing graduate] NLN may cost a health care system \$60,000 to \$96,000; therefore, increasing NLN resiliency is imperative to maintain patient safety and is a financial priority. NLNs experience immense stress, leading to a state of shock while transitioning to practice (Duchscher, 2009) and resulting in [burnout](#) and turnover (Laschinger et al., 2016); (Pfaff, Baxter, Jack, & Ploeg, 2014). Dyrbye et al. (2017) defined burnout as a syndrome characterized by emotional exhaustion that leads to poor performance and an attitude that is contrary to caring. Nurse burnout has led to staffing shortages and increased turnover rates, which has resulted in the use of physical restraints, patient falls, and the formation of pressure ulcers (Aiken et al., 2014); (Robert Wood Johnson Foundation [RWJF], 2012). Resiliency has been identified as a key factor in managing the stress of nursing work-life, buffering burnout, and positively influencing NLNs' intentions to stay their current jobs ((Chesak et al., 2015); (Cope, Jones, & Hendricks, 2016); (Delgado, Upton, Ransie, Furness, & Foster, 2017); (Reyes, Andrusyszyn, Iwasiw, Forchuk, & Babenko-Mould, 2015).

Schwartz Rounds- Healing Healthcare Initiative <https://www.theschwartzcenter.org/hhi/>, an evidenced based health program focuses on providing support for compassion fatigue, moral distress in health care workers to help develop resiliency and promote retention of nurses and other health care professionals.

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.

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.