



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

University:	Florida Atlantic University
Healthcare Partner:	HCA Healthcare Florida - East Div.
Date Proposal Approved by University Board of Trustees (proposals must be approved by the Board of Trustees before consideration by the Board of Governors):	9/20/2022
Amount Requested:	\$200,000
University Contact (name, title, phone, & email):	Dr. Safiya George, Dean, 678-485-1689, 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 1009.8962, 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

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 **\$200,000** in funds provided by **JFK Hospital HCA Healthcare Florida** will be utilized to award nursing student scholarships to up to approximately 10 FAU nursing students. The **\$200,000** matching funds received from the state, if approved, will be used to support our simulation center and provide faculty development and training to our nursing faculty specifically focused on simulation and strategies to enhance clinical learning for students and to teach faculty how to develop/write next generation NCLEX style assessments and questions in order to better prepare students for the national licensure examination that they will need to complete after graduation. We will also use state matched funds to cover the costs of extra resources to support nursing students who do not meet established benchmarks. 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. The scholarship funds from JFK Hospital would 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. The matching funds from the state would help us to strengthen our clinical education pedagogy and simulation experiences for students in order to enhance nursing students' clinical reasoning and critical thinking. These combined resources and funding from JFK Hospital and the state 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.*

- Our onboarding process will include confirmed placement in clinical rotations at the determined hospital. Our approach to retention is the requirement for nurse externship within the HCA hospital. Upon graduation a two-year commitment which is inclusive of our StaRN (nurse residency program) that prepares the new graduate for a successful transition into professional practice.
- HCA Healthcare's Specialty Training Apprenticeship for Registered Nurses (StaRN)

- Our StaRN program is a Nurse Residency Program that provides education, support and guidance to new graduate nurses beginning their careers with HCA Healthcare.
- It is a yearlong, paid extensive clinical orientation and professional development curriculum culminating in an evidence-based poster presentation.
- Serving as a bridge between nursing school and being a competent, confident acute care nurse.
- Certifications Achieved by end of Residency include - Basic Life Support (BLS), Advanced Cardiac Life Support (ACLS), Crisis Prevention Intervention (CPI) Certification, Electrocardiogram (ECG) Dysrhythmia Interpretation, and NIH Stroke Scale Certification.

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 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 JFK Hospital HCA Healthcare Florida's \$200,000 scholarship investment to be matched by the state in order to be able to both award nursing student scholarships and enhance clinical education for our nursing students by also providing faculty development. The proposed plan is to offer each eligible nursing student a \$10,000 scholarship. It is JFK Hospital HCA Healthcare Florida'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 JFK Hospital and possibly also the rest of the HCA Healthcare Florida health system and would facilitate retention of these nursing scholars as part of their nursing workforce especially since JFK Hospital/HCA Healthcare Florida would commit to investing time and resources into training these new graduates/RNs. No additional work commitment would be required for any of the state matched portion of the funds.

Simulation Center Support and Faculty Development in Simulation and Clinical Reasoning

Due to the importance of simulation in nursing education, we will use a portion of the matched state funds to enhance our simulation program, including covering the costs of formal simulation training for our nursing faculty who are involved in or interested in simulation with our nursing students. The National League for Nursing (NLN) Simulation Innovation Resource Center (SIRC) presents a series of reimagined, virtual courses designed to offer professional development in simulation education. This bundle of seven courses has been designed as a virtual, asynchronous, and self-paced experience. Simulation Foundation Courses to build a strong portfolio in simulation education best practices. 30 contact hours. We propose offering this training to a minimum of 10 faculty. Additionally, we propose using state matched funds to enrich and enhance faculty knowledge and skills in evidence-based teaching strategies that prepare students for NEX-GEN RN-Licensure Examination. For example, we would use funding from the state to cover the cost of a highly ranked workshop for nursing faculty that lasts 5 days of 6-hour sessions over 5 weeks via online delivery.