



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

<b>University:</b>	<b>University of Central Florida (UCF)</b>
<b>Healthcare Partner:</b>	<b>Nemours Children's Hospital</b>
<b>Date Proposal Approved by University Board of Trustees (proposals must be approved by the Board of Trustees before consideration by the Board of Governors):</b>	<b>October 20, 2022</b>
<b>Amount Requested:</b>	<b>\$182,000</b>
<b>University Contact (name, title, phone, &amp; email):</b>	<b>Mary Lou Sole, PhD, RN</b> Dean, UCF College of Nursing <a href="mailto:Mary.Sole@ucf.edu">Mary.Sole@ucf.edu</a> , 407-823-5496
<b>Please check the boxes below as appropriate:</b>	<i>All boxes must be checked in order to be eligible to participate.</i>
<b>Healthcare partner making contribution is located in and licensed to operate in Florida?</b>	<input checked="" type="checkbox"/> Yes
<b>Healthcare partner making contribution is a health care provider as defined in Section 768.38(2), Florida Statutes?</b>	<input checked="" type="checkbox"/> Yes
<b>Nursing programs met or exceeded a first time NCLEX passage rate of 70% for the prior year based on the 2022 Accountability Plan?</b>	<input checked="" type="checkbox"/> Yes
<b>The funds will be used for an eligible purpose per Section 1009.8962, Florida Statutes?</b>	<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.*

Nemours Children's Hospital Central Florida, of Nemours Children's Health, is a 130-bed tertiary pediatric academic medical center in Lake Nona, Florida, offering over 60 pediatric specialties and providing care to over 200,000 children annually in Central Florida. Last year, the hospital supported 1,110 medical trainees, including physician and nurse residents as well as students.

Nemours' robust nursing training program consists of student clinical rotations and practica offered over three semesters each year as well as two cohorts of residents annually. Many of these students and residents are UCF nursing students or recent UCF graduates. The comprehensive RN residency program was developed as part of an initiative to become a leader in academic training and research. It provides a safe and evidence-based training environment for entry level licensed RNs to demonstrate competency for independent nursing practice. The one-year program includes 16 weeks of clinical orientation, including didactics, flipped classroom learnings, simulation experiences, community volunteer opportunities, mentoring and debriefing sessions, and evidenced-based workshops.

This LINE funding opportunity will be used to expand Nemours' capacity to train and retain nurses by increasing the number of hospital faculty and trainee positions dedicated to nurse education. The LINE funds will be used to:

- Provide increased staffing for supporting clinical instruction at Nemours, which will expand capacity for clinical education for both UCF undergraduate and graduate students.
- Scholarship funding for Nemours staff seeking the BSN or graduate degree in nursing at UCF to educate additional clinical faculty.

- A paid internship program for 10 students interested in pediatric nursing as a career upon graduation.
- A Partners in Evidence-Based Practice program to foster evidence-based practice in pediatric nursing at both UCF and Nemours.

Nemours will expand its Nurse Academic Liaison position to a full-time position for an experienced RN to oversee student recruitment, enrollment, and placements at Nemours. This will increase clinical rotation capacity and allow for development of mentorship opportunities, nurse internship and externship programs, and expansion of the RN residency program. Nemours will also create a new Student Placement Coordinator position to manage the day-to-day logistics of student placements at the facility. This position will oversee scheduling, EHR training, and on-boarding processes.

Together, these two positions will provide programmatic support to enable implementation of a new paid nurse internship program for UCF senior nursing students precepted by a practicing pediatric nurse. It will also directly enable an increase in UCF clinical rotation positions from 50 to 100 annually. As part of Nemours' partnership with UCF in this endeavor, Nemours also commits to hiring additional nurses to cover clinical needs in order to make experienced nurse preceptors more available to oversee teaching and mentoring throughout the semester.

Another integral aspect of our joint efforts to increase nursing training and retention includes financial support for current and future UCF students training at Nemours. Nemours currently offers \$5,000 per year tuition reimbursement for associates (employees) in any BSN or higher program, and the LINE funds will be used as a match for \$10,000 for up to five current Nemours associates to enroll specifically in the University of Central Florida RN to BSN or advanced nursing programs.

Finally, to further strengthen the UCF-Nemours partnership and our joint roles as leaders in evidence-based training of nursing student and graduates, a portion of the funds will be earmarked to establish the Partners in Evidence-Based Practice Program (PEP). It will partner a UCF faculty member with research expertise, UCF Honors Undergraduate Thesis (HUT) students, and new graduate residents at Nemours in a peer-mentoring process to develop expertise in evidence-based practice that influences the care of pediatric patients. HUT projects will teach students to evaluate outcomes in the clinical setting and improve patient outcomes. These participants will quickly become leaders in EBP and will be invaluable teachers for future nursing students and residents.

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

Several aspects of this comprehensive plan focus specifically on increasing recruitment to the UCF nursing program and to Nemours clinical rotations and

residency. The Nurse Academic Liaison position and the Student Placement Coordinator positions will facilitate mentorship of nursing students, which will reduce onboarding time at the facility. The 10 new internship positions will provide direct pipeline for many senior nurses interested in pediatrics, facilitating both onboarding and retention once hired. Students will have the ability to complete their student training through this internship and continue into the RN residency program upon graduation. Likewise, having the Honors Undergraduate Thesis students partnered with current residents will simplify the hiring and onboarding process for those students wishing to remain at Nemours, as they will have been involved in the organization for at least two semesters.

This LINE funding will also directly impact nursing retention through Nemours' matched tuition reimbursement program and its faculty development initiative. This partnership between UCF and Nemours ensures associates have every opportunity available for career advancement and workplace satisfaction. As part of this nursing education program expansion, Nemours will hire additional nurses to allow offsets for associates working as UCF Faculty Instructors to support the student and residency programs. This will provide adequate support and time for associates to fulfill their roles as faculty while maintaining their full-time status at Nemours.

- 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.*

This LINE funding will specifically increase administrative support to allow significant expansion of these programs. UCF is already increasing capacity through the PIPELINE program. The LINE funding will double the clinical rotation capacity from 50 to 100 UCF nursing students annually and increase the number of RN residents recently graduated from UCF from 8 to 10 residents each year. These initiatives will support the expanding enrollment at UCF. Research experience and mentorship will be operated by a UCF College of Nursing Faculty member with a .20 FTE commitment funded through this project. Nemours' plan to hire additional nursing staff to allow associates serving as instructors for the nursing students is further evidence of the hospital's commitment to this work.

This expanded UCF-Nemours nursing partnership, though the increased capacity of the clinical rotations, in conjunction with the new internship program, the PEP program, and expanded RN residency programs will all lead to significantly increased numbers of highly trained nurses entering and remaining in the workforce following their training with UCF College of Nursing and Nemours Children's Hospital Orlando.