



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

<b>University:</b>	<b>University of North Florida</b>
<b>Healthcare Partner:</b>	<b>HCA Healthcare South Atlantic Division</b>
<b>Date Proposal Approved by University Board of Trustees:</b>	<b>September 22, 2022</b>
<b>Amount Requested:</b>	<b>\$50,000</b>
<b>University Contact (name, title, phone, &amp; email):</b>	<b>Dr. Curt Lox</b> Dean, Brooks College of Health (904) 620-1204 <a href="mailto:c.lox@unf.edu">c.lox@unf.edu</a>
<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 1009.896, 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,

\*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**

*Provide detailed narrative for each section below.*

**I. Use of Funds** - LINE funding will be used to develop a professional pathway for UNF baccalaureate nursing students in the regular prelicensure (RPL) program to enroll in and complete the 5-semester curriculum. LINE students, called HCA Scholars, will have unique opportunities to complete several clinical rotations on Dedicated Education Units (DEU) at either HCA Florida Orange Park or HCA Florida Memorial hospitals, both located in the UNF community of Jacksonville, Florida. Additionally, they will be eligible for shadowing experiences with nurse leaders, nurse educators, interdisciplinary healthcare providers, etc., at these facilities independent of their required UNF clinical rotations. Each student will be assigned a professional mentor early in the spring 2023 semester that will guide and support them throughout their student experience. In Spring 2023, **42 additional students** will enroll in the RPL program for the first time as UNF does not usually accept students in the Spring semester. Of these 42 students, approximately 12 – the HCA Scholars – will be eligible for a new professional pathway initiative supported by a partnership with HCA Healthcare. The goal is to increase enrollment and support these students through to graduation so that they enter the workforce and begin to alleviate the severe nursing shortage in Florida. HCA Scholars enrolled in this professional pathway will receive a scholarship of \$500 to assist with tuition and school-related expenses for each of the 5 semesters of the RPL program, for a total of \$2500. Thus, of the \$100,000 total LINE funding (\$50,000 from HCA and \$50,000 matching LINE funds), **\$30,000 will be allocated for HCA Scholar student scholarships. \$20,000 will be used to develop an Assessment Lab** for the existing UNF MedNexus Simulation Center to be utilized by

approximately 500 nursing students annually. The **remaining \$50,000 would be allocated for joint appointed clinical faculty.** Nurses who work for HCA Healthcare and have a Master of Science in Nursing degree will be eligible for appointment as UNF clinical faculty. These clinical faculty will teach within the DEUs and also serve as professional mentors and coordinate the shadowing experiences for nursing students. This is a best-case scenario as they are also employed by the HCA Healthcare facilities.

**II. Onboarding & Retention of Graduates** – HCA Healthcare has a well-established and successful StaRN residency program for onboarding new graduate registered nurses (RNs). An evidence-based curriculum with didactic instruction and simulation experiences is required for all new RNs during the first 6-7 weeks of employment. The StaRN residency simulations take place at the UNF MedNexus Simulation Center, the same location where UNF nursing students participate in educational simulations. Therefore, a seamless transition of UNF graduates into the StaRN residency program will occur. HCA Healthcare retains nurses through a variety of incentives and support programs throughout the first year of employment.

**III. Program Expansion** – Therefore, \$50,000 requested from HCA Healthcare and a match by the State of Florida of \$50,000 (**for a total of \$100,000**) would support a growth in enrollment of prelicensure nursing students by 12 HCA Scholars, specifically related to the LINE funding, and by 42 students total in spring 2023. For this initial investment, we anticipate 12 new graduate nurses who are highly educated and prepared to work in two local HCA Healthcare hospitals. As new graduate nurses, the HCA Scholars will be eligible for work promise agreements in their final semester of the curriculum and will seamlessly transition into the HCA StaRN residency program for newly hired nurses. However, the impact of this partnership reaches further than the professional pathway students. With the addition of an Assessment Lab and investment in clinical faculty, we will realize our planned growth of adding 150 new nursing graduates annually beginning in 2024. This will directly impact the local need for RNs but will also help regionally as these facilities serve patients requiring specialty healthcare from many counties of Northeast Florida.