



**State University System
2023-2024 Linking Industry to Nursing Education (LINE) Fund
Proposal Form**

University:	Florida International University
Healthcare Partner:	Memorial Healthcare System
Date Proposal Approved by University Board of Trustees:	7/25/2023
Amount Requested:	\$273,000
University Contact (name, title, phone, & email):	Dr. Jorge Valdes, Acting Dean, Nicole Wertheim College of Nursing and Health Sciences; (305) 348-7729; jvalde@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"/> Yes
Healthcare partner making contribution is a healthcare 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 2023 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

Proposal Details

Provide a detailed narrative for each section below.

- I. **Use of Funds.** Matching funds are requested for a \$273,000 gift received from Memorial Healthcare System, which will support the Nicole Wertheim College of Nursing and Health Sciences (NWCNHS) with salary and benefits of an undergraduate nursing faculty for two

(2) years. The purpose of the funds is to foster and support the education and graduation of registered nurses to help alleviate the nursing shortage. The faculty supported by these funds will teach in the undergraduate nursing program and will supervise students in pediatric clinical rotations in Joe DiMaggio Children's Hospital, and other rotations such as Medical/Surgical at Memorial Healthcare System, and will provide excellence in supervision and teaching in clinical settings. The support for the faculty position will help the college increase admission and retention of BSN students with an interest in pediatric nursing, and an adequate number of faculty positions to meet accreditation and FL State Board of Nursing guidelines for the supervision of students in clinical rotations.

- II. Onboarding & Retention of Graduates.** NWCNHS will provide the Memorial Healthcare System recruitment team with a Clinical Partner Orientation Day, which will foster the opportunity to showcase the hospitals facilities, mission statement, goals, and expectation of the potential Generic BSN/ Accelerated Option nursing student candidates, for the designated hospital assignment. The selected nursing students will remain at Memorial Healthcare System for the duration of the nursing program. Memorial Healthcare System will benefit from the opportunity to observe, mentor, and interact with the student(s) and the dedicated clinical faculty during clinical rotations. This opportunity will expose students to the Joe DiMaggio Children's Hospital and Memorial Healthcare System culture and mission, as well as create a pipeline for recruitment and hiring of students prior to their graduation and licensure. The faculty will support recruitment and retention of the Generic BSN/ Accelerated Option graduates for Joe DiMaggio Children's Hospital, and strengthen evidence-based practice and mentorship among current nursing staff to improve retention.
- III. Program Expansion.** The gift of \$273,000 from Memorial Healthcare System will be used to support highly needed nursing faculty positions in NWCNHS. Florida is projected to have a nursing shortage of nearly 60,000 nurses by 2035. According to *Nursing Outlook* "Retirements and Succession of Nursing Faculty in 2016-2025", one third of the current nursing faculty workforce in baccalaureate and graduate programs are expected to retire by 2025. This finding underscores the urgency for the nursing education community to address the impending exodus of senior faculty and to develop younger faculty for succession. In 2023, schools of nursing are experiencing high rates of nursing faculty retirements due to the COVID-19 pandemic, further increasing the faculty and nursing shortage. Additionally, other factors that negatively impact the

preparation of RNs include limited educational program resources, clinical sites for student training, and budget constraints, which inadvertently limit faculty employment (American Association of Colleges of Nursing, 2019). Historically, the NWCNHS has turned away qualified applicants for the BSN program due to insufficient numbers of nursing faculty positions available to address the student demand.

- IV. Anticipated Impact.** The financial support for a nursing clinical faculty that will oversee students in clinical rotations at Joe DiMaggio Children's Hospital and Memorial Healthcare System hospitals will support the expansion of the number of nursing students admitted to the NWCNHS BSN Programs and support the student supervision guidelines of 1:10 faculty to student ratio in the clinical setting. The gift will ensure the commitment of adequate clinical spaces for NWCNHS BSN students in pediatric clinical rotations and increase the number of diverse baccalaureate-prepared registered nurses in the region and the State of Florida. The Nursing Accelerated Option (AO) program is a cohorted 4 semester program and the Nursing Generic BSN program is a cohorted 5 semester program. Therefore, this gift will foster the development and graduation of newly licensed nurses entering the workforce from 15 to 20 months respectively, or in less than two years for both programs.