



**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:	\$200,000
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.** Memorial Healthcare System (MHS) will commit \$200,000 to financially support 20 nursing students who will be placed at MHS for their clinical learning experiences. The \$200,000 in funds provided will be valued at \$10,000 per student award. LINE matching

funds would double Memorial Health System's financial investment to \$400,000, which would increase the value of the awards to \$20,000 per student. These student awards are intended to increase students' commitment to work for MHS facilities for two years. This financial support will facilitate identifying qualified nursing students who are interested in working within the MHS system and would facilitate retention of these nursing scholars upon graduation from FIU as part of the MHS nursing workforce in the State of Florida. MHS would commit to investing time and resources into onboarding and orienting new graduates and providing professional development to these new RNs.

II. Onboarding & Retention of Graduates. MHS has implemented a Financial Assistance Program, a Nurse Residency Program, and an RN Fellowship program to address recruitment and retention issues. MHS facilitates retention through the Partners in Success, Nurse Residency Program, and the RN Fellowship Program.

- 1. Partners in Success:** MHS will give each FIU nursing student selected \$10,000 towards their tuition and college expenses in exchange for a 2-year work commitment to MHS. It is our hope that the LINE Fund will match the \$10,000 so that the 20 students would each receive a total of \$20,000 in financial support. These funds will ensure that Memorial Healthcare System increases the nursing workforce and improves patient care in the community. In addition to the financial support, Students chosen for the MHS Scholars program will be placed in a preferred clinical area during the last semester of their nursing program, with the understanding that the student may interview for a position on that unit upon graduation. Scholarship recipients are offered the ability to interview for Nurse Extern positions while attending school and a Kaplan NCLEX review will be available to them post-graduation. These new initiatives will help with the retention of newly graduated program participants until RN licensure.
- 2. Nurse Residency Program:** Research has shown that new nursing graduates are more successful when they are onboarded through a nurse residency program. The MHS Nurse Residency Program is designed to help recent nursing graduates gain the knowledge and hands-on experience they need to provide informed, high-quality care to patients. Additionally, the program's curriculum allows residents to connect and learn from one another through monthly meetings as well as provide tools and resources to support their professional growth and development upon completion of the program.

3. RN Fellowship Program: The MHS RN Fellowship Program provides a formal professional development pathway for experienced RNs with career goals to learn and transition to new specialty practice areas. This program is attractive to MHS nurse residents as it offers many career trajectories for them after they graduate from the nurse residency program. These opportunities promote nurse satisfaction and nurse retention and the ability to grow within MHS. The RN Fellowship Program also offers pathways to specialty certification and post-baccalaureate nursing education.

III. Program Expansion. Beginning in fall 2022, the Nicole Wertheim College of Nursing & Health Sciences (NWCNHS) at FIU increased admissions to the Generic BSN program by 35 additional students with an increase of 29% from 120 to 155 students in the Generic BSN Program. For fiscal year 2023-2024, the Generic BSN program is projecting to onboard 180 new nursing students resulting in an overall increase of 60 students or 50% over fall of 2021's 120-target enrollment. For fall of 2023, the Accelerated Option BSN program will increase by 10% from 60 students to 66 nursing students. Increasing the nursing pipeline will benefit from student financial assistance which will be provided by MHS. Student financial support from MHS, coupled with the opportunity for both committed clinical rotation spots and future employment will enhance recruitment and retention of diverse undergraduate nursing students in both the NWCNHS Generic BSN and Accelerated Option BSN programs. The MHS Nurse Residency and RN Fellowship Programs will provide additional clinical experience and expertise that will enhance quality health care and support their nursing expertise, which will benefit them if they decide to seek graduate education in nursing. The State of Florida will benefit from the increased enrollment in the nursing programs, since this will lead to an increase in new licensed registered nurses entering the workforce. The State of Florida LINE matching funds will reduce financial barriers for nursing students coupled with the MHS support.