



**State University System  
2023-2024 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>To be presented to the UNF BOT on September 18, 2023</b>
<b>Amount Requested:</b>	<b>\$128,086</b>
<b>University Contact (name, title, phone, &amp; email):</b>	<b>Dr. Curt Lox Dean, Brooks College of Health (904)</b>
<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"/> <b>Yes</b>
<b>Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?</b>	<input checked="" type="checkbox"/> <b>Yes</b>
<b>Nursing programs met or exceeded a first-time NCLEX passage rate of 70% for the prior year based on the 2023 Accountability Plan?</b>	<input checked="" type="checkbox"/> <b>Yes</b>
<b>The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?</b>	<input checked="" type="checkbox"/> <b>Yes</b>

**Background**

The LINE Fund is intended to incentivize collaboration between nursing education programs and healthcare 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 healthcare 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. For more details, see Board of Governors [Regulation 8.008 - Nursing Education](#).

**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 a detailed narrative for each section below.*

- I. **Use of Funds** - this proposal for LINE funding is focused on advanced preparation of nursing students and is based on the following three-pronged approach:
  - 1) Development of a dedicated clinical experience pathway for a select number of UNF BSN students
  - 2) Provision of additional resources to further enhance student learning for a select number of UNF BSN students
  - 3) Provision of resources to enhance the UNF-HCA Simulation Center experience for all BSN students

### Development of Dedicated Clinical Experience Pathway

The first objective is to develop a dedicated clinical experience pathway for UNF baccalaureate nursing students who enroll in and complete the standard 4-semester accelerated nursing curriculum. These students will be referred to as HCA Scholars. HCA Scholars will have unique opportunities to complete several clinical rotations on Dedicated Education Units (DEU) at either the 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, and others at these facilities. The Scholars will each be assigned a professional mentor early in the Spring 2024 semester that will guide and support them throughout their student experiences. The cost to operate this program will be as follows:

### *Student Scholarships*

Baccalaureate nursing students will be invited to apply to the HCA Scholars program in Fall 2023 and will begin Spring 2024. Of those that apply, up to 32 students will be accepted and will receive a scholarship of \$500 per semester to assist with tuition and school-related expenses for each of the 4 semesters

of the program (total of up to \$2,000 depending upon other financial aid received). Thus, a total of \$64,000 is requested for student scholarships.

*Personnel*

Nurses who work for HCA Healthcare and who possess 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 the Scholars. There is no cost associated with this element of the partnership.

UNF will hire a Clinical Partner Liaison (0.5 FTE) who will be responsible for working with HCA personnel to organize the student clinical experiences (and any other activities) at the respective HCA facilities. A total of \$30,000 in salary is requested for this position.

Finally, UNF will hire an adjunct clinical instructor to teach/supervise UNF students at the respective HCA facilities. A total of \$15,000 in salary is requested for this position.

PATHWAY TOTAL = \$109,000

Additional Resources to Further Enhance Student Learning

The second objective is to provide HCA Scholars with additional learning and test preparation resources including ebooks, NCLEX-RN preparatory materials, simulations, and case studies. A total of \$42,000 is requested for these resources.

ADDITIONAL RESOURCES TOTAL = \$42,000

Resources to Enhance the UNF-HCA Simulation Center

The final objective is to provide additional resources to expand and enhance the simulation experience for all students within our Center. This would include: the purchase of an Anatomage 3D Anatomy & Virtual Dissection Table (\$100,000); the addition of a Standardized Patient Actor Program (i.e., the use of live actors to supplement high-fidelity manikins for simulation experiences - \$13,000); hiring a part-time student worker at the Center for “after hours” usage (\$7,000); and consumable lab/simulation supplies (\$4,000).

SIMULATION TOTAL = \$124,000

**GRAND TOTAL: \$275,000**

The proposal would be funded as follows:

(1) State of Florida Funding	
2022-23 LINE initiative (funded)	\$ 9,414
2023-24 LINE initiative (requested)	\$128,086

(2) HCA funding	
2022-23 LINE initiative (funded)	\$ 9,414
2023-24 LINE initiative (pledged)	\$128,086

Regarding the funding detailed above, HCA has committed to providing an additional \$128,086 (to go along with \$9,414 provided in 2022-23) to support this proposal. Combined with \$9,414 provided by the State of Florida in 2022-23, we are requesting \$128,086 of 2023-24 LINE funding to match the pledge from HCA.

**II. Onboarding & Retention of Graduates** - HCA Healthcare has a well-established and successful StaRN residency program for onboarding new 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** - Upon graduation, these Scholars will be prepared to work in two local HCA Healthcare hospitals and, if they desire, will seamlessly transition into the HCA StaRN residency program for newly hired nurses. We anticipate that the combination of extensive student clinical rotations and the StaRN residency program will enhance the retention of UNF School of Nursing graduates in our local HCA facilities. In addition, while the program will directly impact the local need for RNs, it will also provide a regional benefit as these facilities serve patients requiring specialty healthcare from many counties in Northeast Florida and beyond.