



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

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| University: | Florida Atlantic University |
| Healthcare Partner: | Memorial Healthcare System |
| Date Proposal Approved by University Board of Trustees: | 8/15/2023 |
| Amount Requested: | \$320,000 |
| University Contact (name, title, phone, & email): | Dr. Safiya George, Dean, 678-485-1689, sgeorge@health.fau.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 |

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 - *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.*

The \$320,000 in funds provided by Memorial Healthcare System will be utilized in two distinct ways. The first approach is to allocate \$120,000 for the purpose of providing salary support for clinical nursing faculty or clinical adjunct faculty in the Christine E Lynn College of Nursing. These faculty will teach FAU's undergraduate BSN students, with the goal of educating and facilitating these students' program completion to successfully prepare them to take the national nursing licensure examination (NCLEX®) so that they can soon join the nursing workforce as registered nurses (RNs), and thereby reduce the region's nursing shortage. The remaining \$200,000 will be applied toward individual scholarships, valued at \$10,000 each. Many nursing students at Florida Atlantic University's College of Nursing are first generation students and have documented unmet financial need and a recent report from FAU's financial aid office showed approximately three million dollars in unmet financial need among our nursing students. If we were able to receive matching funds from the state, this would significantly increase the number of clinical faculty needed to ensure that all of our nursing students receive placement in a healthcare facility to complete their required clinical rotations necessary to successfully complete the program. Additionally, matching state funds would allow us to provide significant scholarships to nursing students who meet eligibility requirements, which would allow them to focus on their nursing education rather than also trying to work several part-time jobs while in nursing school. This would facilitate successful program completion and adequate preparation for the NCLEX exam required for them to enter the nursing workforce as RNs.

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

Memorial Healthcare System has been severely impacted by the shortage of nurses due to the pandemic, the nursing faculty shortage and our nurses joining the travel nurse workforce. It is the first time in Memorial's history that the RN vacancy rates has affected our ability to staff our nursing units without having to use 3rd party/ agency

nurses. Because of this Memorial Healthcare System has opted to work closely with our partners schools to address the multi-prong issue. We have implemented a Financial Assistance Program, a Nurse Residency Program and an RN Fellowship program to address recruitment and retention issues. We also made a significant financial gift to Florida Atlantic University's School of Nursing to help attract more faculty to their program.

1. **Partners in Success:** We will give each FAU nursing student selected \$10,000 towards their school related expenses in exchange for a 2 year work commitment to Memorial. It is our hope that the LINE Fund will match the \$10,000 so that each students gets a total of \$20,000. We understand that LINE dollars cannot be given with conditions which is why Memorial would be willing to attach the employment agreement only to the dollars that we give the students. It is imperative that the nursing students we invest in stay and work in our community. A work commitment to Memorial Healthcare System will ensure this. In addition to the dollars, we will guarantee that the new grad is employed in an area of their choice. Also, those chosen for the program will be placed in their "home" unit during the last semester of school and be offered a Nurse Tech job in their "home unit" upon graduation so that they can be employed between that time that they graduate and the time that they pass their NCLEX exam. These new initiatives will help with the retention of the program participants.
2. **Nurse Residency Program:** Research has shown that new grads are more successful when they are onboarded through a nurse residency program. Our program is designed to help recent nursing graduates gain the knowledge and hands-on experience they need to provide informed, high-quality care to our patients. FAU Nursing Students
3. **RN Fellowship Program:** Career development increases employee motivation and productivity. Attention to career development helps us attract top nursing grads and retain valued RN employees. Many recent grads want to know what their career pathway is going to be. Our RN Fellowship Program gives the ability to grow within our system.

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.*

The Florida Hospital Association (FHA) projects that Florida will face a shortage of more than 59,000 nurses by 2035. The latest Physician and Nursing Workforce study sponsored by FHA and the Safety Net Hospital Alliance of Florida (December, 2021) shows that we need approximately 2,300 additional Registered Nurse (RN) entering the workforce each year in Florida.

The purpose of FAU's College of Nursing BSN program is to the prepare graduates who nurture the wholeness of persons and environment through caring as providers, designers, managers, and coordinators of direct and indirect care of persons across the lifespan, families, groups, and populations in a variety of settings. The BSN program at

FAU has four tracks: (1) a 4-year, pre-licensure track (freshmen direct admit; FDA) with direct admissions to the College of Nursing's BSN nursing program after high school graduation, (2) the Accelerated BSN (ABSN) track for second degree students, (3) the Second degree Part-time/Professional (PBSN) track, and the (4) RN-BSN track. The College has over 800 students enrolled in the BSN program. The freshmen direct admission 4-year track had the highest 4-year, first time in college (FTIC) graduation rate (87%) of all schools/colleges of nursing in the Florida State University System of Higher Education for the period of 2016-2020.

The funds from this LINE funding opportunity will enable FAU's College of Nursing to increase the number of clinical nursing faculty and will allow us to better partner with healthcare institutions to increase the number of clinical preceptors. Our college uses the Centralized Clinical Placement System (CCPS) and we work closely with our hospital partners to secure clinical slots/rotations for our students and their clinical faculty leaders.

For example, below are two hiring plan options that we will consider to implement increasing the number of clinical faculty.

Hiring Plan Option 1: (\$120,000 from MHS + \$120,000 from matching state funds = \$240,000 budget)

Option 1a

- 1 full-time 9-month clinical assistant professor: Salary (\$75,000) and fringe benefits (30% rate) = \$97,500
- 23 faculty for one clinical group per semester, Salary (\$6,000) and fringe benefits (1.45% rate) = \$140,000
 - Total cost = \$237,501 (under budget by \$2,499)

Option 1b

- 1 full-time 9-month clinical assistant professor: Salary (\$75,000) and fringe benefits (30% rate) = \$97,500
- 11 faculty for two clinical groups per semester, Salary (\$12,000) and fringe benefits (1.45% rate) = \$133,914
 - Total cost = \$231,414 (under budget by \$8,586)

Hiring Plan Option 2: (\$120,000 from MHS + \$120,000 from matching state funds = \$240,000 budget)

- 2 full-time 9-month clinical assistant professors: Salary (\$75,000) and fringe benefits (30% rate) = \$195,000
- 8 adjunct faculty, Salary (\$6,000) and fringe benefits (1.45% rate) = \$48,696
 - Total cost = \$243,696 (Under budget by \$3,696)

LINE funding will allow Memorial Health System's \$200,000 scholarship investment to be matched by the state in order to be able to award more nursing student scholarships. The proposed plan is to use \$10,000 from MHS funds + \$10,000 from state matched funds to offer each eligible nursing student at \$20,000 scholarship. It is MHS' hope that they will be allowed to require scholarship recipients to agree to a work commitment (*i.e.* 2 years) for their invested \$10,000 portion of the scholarship only. This arrangement would help identify qualified students who are also interested in working within the MHS

system and would facilitate retention of these nursing scholars as part of the MHS nursing workforce especially since MHS would commit to investing time and resources into training these new graduates/RNs. No additional work commitment would be required for the state matched \$10,000 portion of the funds.