



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

<b>University:</b>	<b>Florida Gulf Coast University</b>
<b>Healthcare Partner:</b>	<b>Naples Community Hospital (NCH) System</b>
<b>Date Proposal Approved by University Board of Trustees:</b>	<b>August 18, 2023</b>
<b>Amount Requested:</b>	<b>\$50,000</b>
<b>University Contact (name, title, phone, &amp; email):</b>	Dr. Brenda Hage, Director School of Nursing, Southwest Florida Endowed Chair, (239) 590-7513, bhage@fgcu.edu
<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 healthcare 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 2023 Accountability Plan?</b>	<input checked="" type="checkbox"/> Yes
<b>The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?</b>	<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**

### **FGCU- Expanding Nursing Excellence (ENE) Project Proposal**

Florida Gulf Coast University's purpose is to educate students, to conduct scholarship and research, and to render service to society. The vision statement of the University is to "achieve national prominence in offering exceptional value in high-quality educational programs that address regional and statewide needs." The FGCU School of Nursing (SON)'s vision encompasses "a future where faculty and students serve as mentors and interprofessional role models to develop engaged nurse leaders who deliver transformative care to diverse populations, conduct research, and promote evidence-based practice through academic and community partnerships". The FGCU SON has a tradition of academic excellence and its BSN graduates achieve consistently high first time NCLEX pass rates. We are proud to note that FGCU's BSN program has the highest pass rates in the Florida State University System! According to FETPIP, BSN graduates from FGCU hold the highest Florida employment rate among all SUS institutions. About 91% of BSN grads in 2020 were employed, 86% full-time. The 4-year Graduation rate for Nursing is almost twice the overall FGCU rate every year. FGCU NCLEX pass rates were as follows: 2022 (98.48%); 2021 (100%); 2020 (100%); and 2019 (96.43%).

NCH Baker Hospital Downtown and NCH North Naples Hospital provide personalized care for over 40,500 patients a year in a two-hospital, 716 bed system. In August 2012, the NCH Healthcare System became a member of the Mayo Clinic Care Network. The Vizient/AACN NRPTM nurse residency curriculum contains a series of real-world applications, simulations, case studies, debriefing conversations, mentoring, and discussions led by content experts. The program builds on the knowledge learned in pre-licensure education to assist graduates to become leaders during the first year of practice. Key components of the program includes programming on ethics, communication, prioritization, and organization. Utilizing assigned mentors, cohorts meet over a 12 month period. Participants implement an evidence-based practice project and receive guidance on creating an individualized professional development plan (NCH, 2023). The NCH leadership team has agreed to make a financial contribution to the institution's nursing program in the amount of \$50,000 in support of a LINE grant.

### **I. Proposed Use of Funds**

The FGCU Expanding Nursing Excellence (ENE) Project is seeking \$50,000 in LINE funding with equivalent matching funds from Naples Community Hospital (NCH) System. These funds will be used to:

- 1.) Offer student scholarship grants of up to \$10,000 each which will help to defray the cost of tuition for qualified additional applicants who are accepted into FGCU's BSN program with an emphasis on diverse populations that represent the communities of interest served.

Student Scholarships		
AY 2023/2024	5 add'l students @ \$10,000 each	\$50,000

2.) Support clinical adjunct faculty salaries needed to expand the number of simulation and clinical courses offered in the BSN program.

Personnel		
AY 2023/2024	5 NCH Adjuncts - orientation & micro-badging course in teaching/learning (16 hrs total @ \$55.55/hr + 2.83% fringe)	\$4,570 (matching BOG LINE funds)

3.) Purchase simulation equipment /resources for the FGCU School of Nursing

Simulation Equipment & Training		
	Simulation equipment & resources, AI/virtual resources	\$45,430 (matching BOG LINE funds)

**Total \$100,000 (\$50,000 NCH + \$50,000 BOG LINE funds)**

## II. Onboarding and Retention of Graduates

Through Naples Community Hospital (NCH) System Nurse Residency Program, BSN graduates of the grant program will participate in a 12 month-long, orientation and enrichment program designed to support entry into practice.

## III. Program Expansion

Through a strategic partnership with Naples Community Hospital (NCH) System, LINE grant funding will enable FGCU's SON to expand the number of nursing graduates to better meet the community's significant need for qualified registered nurses. The following proposal was developed outlining a collaborative initiative between FGCU's SON and Naples Community Hospital (NCH) System focused on increasing the number of qualified BSN graduates at FGCU. In AY 2022/2023, the FGCU SON BSN program increased its enrollment by an additional 33% resulting in an increase from 176 students to 234 students (two year enrollment cycle, by the end of AY 2024) through the addition of 29 students annually. An additional 17% increase is planned this year resulting in an increase from 234 students to 274 students (two year enrollment cycle, by the end of AY 2026) through an increase of an additional 20 additional students annually, bringing a combined total of 50% increase through the LINE grant funding mechanism.

Since it is anticipated that a number of the required adjunct faculty may come from Naples Community Hospital (NCH) System and these individuals may have limited formal teaching experience in higher education, stackable skills education related to teaching/learning and evaluation strategies leading to a micro-credential and digital badging developed by FGCU SON faculty with expertise in nursing education will be used to assist clinical adjunct faculty in their abilities to support BSN student learning. These micro-credentialing courses will serve as a part

of the required adjunct faculty orientation activities. Program graduates employed by Naples Community Hospital (NCH) System will participate in the NCH Nurse Residency Program which lasts 12 months.

LINE Grant Success Metrics		
Mesure(s)	Time/Data Collected	Responsible individual(s)
Number of additional BSN applicants, # of qualified applicants, # of students accepted	(years 1 and 2)	FGCU BSN Program Director
Number of students who received scholarships and average amount of award	(years 1 and 2)	Naples Community Hospital (NCH) System
BSN student retention rates	(years 1 and 2)	FGCU BSN Program Director
Percentage of additional student clinical simulation experiences	(years 1 and 2)	FGCU BSN Program Director
BSN student graduation and NCLEX pass rates	(year 2)	FGCU School of Nursing Director
Post-graduation Nurse Residency Program Retention Rates	(year 3)	Naples Community Hospital (NCH) System
Nurse Residency Program Exit Data	(year 3)	Naples Community Hospital (NCH) System
Increase in % of FGCU BSN graduates employed at NCH	(year 3)	Naples Community Hospital (NCH) System
Employee Retention Rates	(ongoing)	Naples Community Hospital (NCH) System

The proposed LINE project has the potential to serve as a continuing, replicable model to better address the shortage of qualified nurses for the Southwest Florida community. The project also has the added benefit of decreasing onboarding costs for new hires due to BSN graduates' immersion in Naples Community Hospital (NCH) System during their education and training.