



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

University:	The University of South Florida
Healthcare Partner:	Tampa General Hospital
Date Proposal Approved by University Board of Trustees:	8/22/2023
Amount Requested:	\$191,250
University Contact (name, title, phone, & email):	Usha Menon Dean College of Nursing 813-974-9091
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 -

The University of South Florida College of Nursing [USFCON], in collaboration with Tampa General Hospital [TGH], will use funds to:

(1) increase the availability of high-quality simulation experiences to facilitate nurses' entry into practice through participation in the TGH nurse residency program [NRP], (2) develop two USFCON Dedicated Education Units [DEUs] within TGH to expand clinical placement opportunities, (3) develop a self-paced Master Preceptor Fellowship certificate, (4) provide scholarships for ten senior students in the final year of the program [TGH Scholars], and (5) provide salary support for four adjunct faculty to lead student clinical experiences in TGH.

The effectiveness of NRP on the retention of new graduates is well-documented in the nursing literature and supported by "*The Future of Nursing*" as a means to aid the transition into practice for recent graduates. Approximately 50 USF graduates participate in the NRP at TGH annually. Funds will be used to expand the use of simulation during the NRP to improve the onboarding process, provide participants the opportunity to practice high-risk procedures, improve communication effectiveness, safely use medical devices they will encounter in the facility, and engage in learning activities that promote the delivery of safe, effective, value-added care which can lead to reduced length of stay. Currently, space and support staff are major limiting factors in increasing NRP enrollment.

The DEU model represents one of the first academic nursing-industry partnerships used to increase learning opportunities by immersing students in the nursing role and exposing staff nurses to the educator role to address faculty shortages. Therefore, by partnering with the USFCON and the USF Center for Advanced Medical Learning and Simulation, TGH will have the

space to increase enrollment and the support required to ensure not only program completion, but retention of new graduates. At the same time, DEUs will provide needed clinical space for expansion and expose staff to the role of a nurse educator. The Master Preceptor Fellowship certificate will increase the supply of preceptors with a background in adult learning theory and clinical education. Scholarships for TGH Scholars will reduce students' financial burden during the final year of the program and improve program completion rates, while support for adjunct faculty will give the CON additional faculty support to expand enrollment.

- II. Onboarding & Retention of Graduates** - TGH provides convenient and comprehensive onboarding and retention services, including a one-stop approach to pre-employment testing, regulatory examinations, onsite clinic and clinical services, job training certifications, and mental health services. Through their TGH LiveWell program, they address the Future of Nursing 2020-2030 recommendation to focus on employee wellness by providing customized training, support groups, fitness and health coaching, and wellness programs. All efforts are linked to increased productivity, reduced turnover, improved employee retention, and customer service (Gallup, 2020).
- III. Program Expansion** - Over the last two years, approximately 100,000 nurses left the profession mainly due to post- pandemic stress and burnout. According to a recent study (2023) released by the National Council State Boards of Nursing [NCSBN], another 600,000 intend to leave the profession in the next four years. As one of three states with the fastest growing aging population, according to the Florida Hospital Association (2023), Florida is projected to face a severe nursing shortage within the next ten years. There is a critical need for more nurses to meet local, regional, and state workforce demands. Current evidence supports that hospitals with more baccalaureate-prepared nurses have improved patient outcomes (Aiken, 2023; Harrison, 2019). The partnership between TGH and USFCON ensures a seamless transition between the student and employee role. Implementing a DEU model expands the USFCON's capacity for student clinical placement opportunities and by extension, its ability to expand enrollment. Moreover, the DEU exposes more staff nurses to the nurse educator role, and the Master Preceptor Fellowship certificate ensures a more well-trained population of preceptors, and potential nurse educators, which are desperately needed in the state. Per Section 14.36 of the Florida Statutes, the CON will continue to use web-based platforms [Castle Branch and CB Bridges], to support the clinical placement process.