



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

University:	Florida Atlantic University
Healthcare Partner:	Broward Health
Date Proposal Approved by University Board of Trustees:	10/12/2023
Amount Requested:	\$ 100,000
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 \$100,000 in funds provided by Broward Health will be applied toward much needed improvement of our College of Nursing Simulation lab. If we were able to receive matching funds from the state, this would allow the college to further improve our nursing simulation facilities and purchase a much needed high fidelity simulator, each of which costs approximately \$200,000 to \$300,000. Improvement of our simulation lab and equipment would facilitate clinical decision making, clinical reasoning, clinical judgment and critical thinking among our BSN nursing students, in particular, 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.*

Broward Health is committed to the advancement of clinical education and competence of the new RN nurses and invests in Nurse Residency and Critical Thinking/Judgement Assessments for all nursing.

The Department of Learning provides an extensive 12 month Evidenced Based Practice Structured Nursing Residency Program. Utilizing the HealthStream Pathways Residency Program coupled with the Married State Clinical Preceptor Model for the first 3-4 months of hire, the new nurses have expert clinical support and tools to facilitate their transition into professional practice.

New nurses are not officially off orientation until they have successfully completed all aspects and clinical milestones of the residency pathways and successfully attained competency in all assessments and skills. The New Nurses attend professional development months 6 – 12 to provide the advancement of their practice.

Upon hire all nurses are assessed with a comprehensive knowledge and critical thinking assessment utilizing Healthstream Jane. The new nurse is assessed in knowledge, pharmacology, and critical thinking. Results of the assessment provide a guide to the nurse's orientation.

New Graduates attend structured Core residency sessions to ensure skill attainment and confidence through lectures, learning modules and simulations. Initial assessments are compared to program completions assessments evidencing a 32% increase in skill and confidence for independent practice. Throughout the residency, the Department of Learning provides seasoned nurse Residency Support Specialists who round on each nurse resident on every shift every day to serve as a support to the new nurse and the clinical preceptor. These touch points provide opportunities to resolve learning needs and other concerns that may impact on staff satisfaction

and turnover. The residency support specialists intervene and sometimes, assist with assignment of clinical coaches or a different clinical area to meet the development needs of the new nurse.

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 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 invested funds from Broward Health and the state matched funds from this LINE funding opportunity will enable FAU's College of Nursing to enhance our clinical learning facilities to better support students, specifically by improving our simulation facilities and equipment. This LINE Fund opportunity also allows 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.