



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

<b>University:</b>	<b>Florida Atlantic University</b>
<b>Healthcare Partner:</b>	<b>Delray Medical Center, Inc. d/b/a Palm Beach Health Network (Tenet Healthcare)</b>
<b>Date Proposal Approved by University Board of Trustees:</b>	<b>10/12/2023</b>
<b>Amount Requested:</b>	<b>\$ 100,000</b>
<b>University Contact (name, title, phone, &amp; email):</b>	<b>Dr. Safiya George, Dean, 678-485-1689, sgeorge@health.fau.edu</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** - *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 Tenet Healthcare System 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 \$100,000 matching funds from the state, this would allow the college to improve our nursing simulation facilities and equipment. This 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.*

Tenet Healthcare System has been severely impacted by the shortage of nurses due to the pandemic and our nurses joining the travel nurse workforce. The Palm Beach Health Network consists of six acute care facilities in Palm Beach County. Our comprehensive onboarding strategy is established to provide a systematic and comprehensive approach to elevate clinical practice and patient safety. Clinical Education conducts a broad environmental scan to summarize trends and projected changes in health care, higher education, population demographics, learners and learning styles, the nursing workforce, nursing regulation, and patient/populations needs. To ensure that our patient care team members are ready for contemporary practice requires educators who have an awareness of evolving changes and the understanding of the science of learning and a commitment to adapting curricula, teaching strategies, and student learning assessment. Clinical Education provides our healthcare team with the knowledge, skills, and values for elevated practice through career-long learning.

Our system wide nurse onboarding includes classroom orientation, unit-based preceptorships, and ongoing education. Each nurse is provided with a comprehensive preceptorship that is competency based. There are established guidelines of recommended shifts with a preceptor based on the unit and level of care. Regularly scheduled evaluations are conducted with leadership and unit-based educators to assure the new grad RN is progressing and caring for a wide range of patients and to validate and document competency. Many units have unit educators (Clinical Practice Specialists) that provide unit-based education, training, and skills validation.

### **Orientation and Onboarding**

The Clinical Education program is comprehensive, and activities are focused on assessment of employee learning and skills to ensure best practices and competence at the bedside. Each residency has classroom and online training modules.

### **Retention Strategies**

Regularly scheduled meetings with leader with data collection regarding new grads experience and needs. Data collection at 30 days, 6 months, One year, 18 months.

Data collection will include online surveys to obtain feedback with follow-up provided.

Additional strategies will include: weekly senior leadership meetings regarding turnover and retention, Post residency sessions held quarterly, Recognition programs (Daisy award, Employee of the Quarter, Clinical Excellence program (ladder)

### **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 financial support to students, improve our simulation facilities and equipment 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.

It is Tenet Healthcare system's hope that they will be allowed to require scholarship recipients to agree to a 1 year work commitment for their invested \$10,000 scholarship. This arrangement would help identify qualified students who are also interested in working within the Tenet Healthcare system and would facilitate retention of these nursing scholars as part of the Tenet nursing workforce especially since they would commit to investing time and resources into training these new graduates/RNs. No matching funds will require a work commitment. The matching funds from the state will be used by FAU College of Nursing to expand it's simulation facilities and equipment.