



**State University System
2025-2026 Linking Industry to Nursing Education (LINE) Fund Proposal
Form**

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| University: | Florida Atlantic University |
| Healthcare Partner: | Delray Medical Center d/b/a Palm Beach Health Network |
| Date Proposal Approved by University Board of Trustees: | 1/26/2026 |
| Amount Requested: | \$100,000 |
| University Contact (name, title, phone, & email): | Cameron Duncan, Dean 561-297-3207 duncanc@health.fau.edu |
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| 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 75% for the prior year based on the 2025 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.

Proposal Details

Provide a detailed narrative for each section below.

- I. **Use of Funds** - Palm Beach Health Network (PBHN) is committing \$100,000 to Florida Atlantic University's College of Nursing in support of a student scholarships for nurse externs within PBHN. Students will receive \$10,000 for tuition, books, supplies, and program-related expenses.
- II. **Onboarding & Retention of Graduates** -

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.

Some of the programs include:

- Nursing and Clinical Orientation
- Nurse Residency Program
- Specialty Residencies
- Critical Care
- Emergency Nursing
- Peri-operative Nursing
- Pediatric Nursing
- Perinatal Nursing
- Post Residency Training
- Basic Dysrhythmia Training
- Preceptor and Mentor Training
- Phlebotomy and IV Training
- CPI De-escalation Training

Orientation and Residencies

| Orientation |
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| <ul style="list-style-type: none">• Nursing Orientation• Orientation to the PBHN• Practices and Patient Safety• eMR training• NGRN Bootcamp with skill training• Comprehensive online Elsevier training on general and clinical knowledge for all nurses |
| <ul style="list-style-type: none">• Nurse Residencies and Specialty Training• Nursing Residency with classroom and simulation training• Dysrhythmia/EKG training• Perinatal Residency• Perioperative Residency• Pediatric Residency• Critical Care Residency /CVICU Residency• Emergency Nurse Residency• CVICU Specialty Training |
| <ul style="list-style-type: none">• Transition to Practice: Post Residency Program-held monthly with 4 different sessions offered quarterly.• Designed to focus on critical thinking, communication, problem solving, and review best practices.• Address gaps in clinical skills and knowledge focusing on resiliency, communication, patient safety, and prioritizing numerous demands in practice• |

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| <ul style="list-style-type: none"> • Additional Courses and Certifications to be Offered at the Market Level • |
| • Intermediate and Advanced Fetal Monitoring |
| • OB Boot Camp |
| • STABLE for infant transport and care |
| • Nurse Extern Skills Fairs |
| • CPI for de-escalation and constant observers |
| • Monitor Tech training |
| • Dysrhythmia review for all nurses |
| • Trauma and Stroke courses for accreditation of programs |
| • Adult and Pediatric Mock Codes |
| • NIH, ACLS, BLS, PALS, NRP |
| • Pediatric oncology classes |
| • Phlebotomy and IV skills |
| • Preceptor and Mentor training |
| • Cerner Documentation Review Classes |

Nurse Extern Immersion Program

One of the innovative training programs offered is for employed student nurses to be trained prior to graduation and immersed into practice to enhance patient management skills prior to licensure.

Goal: To immerse the senior nursing student in clinical practice with a nurse mentor to promote recruitment, retention, and expedite orientation. The outcome will be retaining competent and confident nursing professionals.

Overall Focus

- Hire nurse externs in their area of interest and facility of choice before last semester of training.
- Align orientation with clinical preceptorship overlapping competency development with university / college curriculum and required outcomes
- Formalize partnership with nurse preceptors/mentors to promote retention in the facility

Nurse Extern Immersion Program

- Program Hallmarks:
- Hired as Nurse extern and rotates to various units
- When in final semester, completes final practicum on unit of hire
- Begins 1:1 preceptorship with RN preceptor until transitioning to RN
- Attends Nurse Residency program, EKG class, and specialty residency upon graduation prior to NCLEX testing

- New graduates in med/surg area are confident and competent after successful NCLEX with little additional orientation
- Greatly decreases time of orientation after RN conversion in specialty areas
- Embedded into unit of hire with relationships and support of colleagues
- Current Status:
- Three cohorts of nurse externs have been placed in the program with 70 students expected to be integrated into the network.

Perioperative Nurse Extern Program

Purpose: To have an ongoing succession plan of OR RNs by creating a PBHN pool of nurse externs in the surgical services area for training.

Three cohorts of ten (10) nurse externs hired annually for training for the market OR facilities to provide continuous flow of RNs to fill positions. The training will be a minimum of one-day week with a 4-hour educational opportunity. One day a week is for training with the Perioperative Educator that does not include the work commitment of one day a week.

Benefits:

- Decrease 6 month OR training and have student “in the queue” which will assist with turnover, decrease travelers, etc.
- Increase level of OR confidence, communication, processes
- Increase level of competence in skills, policies, documentation, time management
- Periop 101 training prior to graduation to decrease orientation time upon graduation.
- Exposure to all service lines: Training divide by service line and facility.

Each hospital is assessed for educational needs annually and as needs arise. Training is provided regularly.

Retention Strategies

Regularly scheduled meetings with leader with data collection regarding new grads experience and needs.

- 30 day
- 6 months
- One year
- 18 month

Online surveys to obtain feedback with follow-up provided.

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.

Overview and scale. Florida Atlantic University Christine E. Lynn College of Nursing (CON) will use the Palm Beach Health Network (PBHN) contribution of \$100,000, eligible for a dollar-for-dollar LINE match, to fund scholarships for nurse externs who train and work across PBHN facilities prior to graduation. Each extern scholarship is \$10,000 for tuition, books, supplies, and program-related expenses. This financing structure will support up to 20 externs contingent on the state match, thereby expanding FAU's clinical throughput and accelerating graduate entry into the regional nursing workforce.

Meeting local and regional demand. PBHN comprises six acute care facilities in Palm Beach County, providing immediate capacity for high-quality clinical learning experiences in the communities where CON graduates are most likely to live and practice. Placement within these hospitals enables externs to gain unit-specific competencies aligned to local hiring needs and hard-to-staff practice areas (e.g., critical care, perioperative, emergency, pediatrics, perinatal), which are supported by PBHN's established nurse residency and specialty residency infrastructure.

Expanding Capacity.

- 1. Direct student pipeline growth.** Scholarships reduce financial barriers and allow CON to commit seats to students who accept extern roles early, thereby smoothing progression to final practicum and first destination employment on the unit of hire. The Nurse Extern Immersion Program places students before the last semester, aligns clinical competency development with university outcomes, and culminates in final practicum on the unit of hire, which shortens orientation time and accelerates readiness for independent practice post-NCLEX.
- 2. Specialty pipeline expansion.** A dedicated Perioperative Nurse Extern Program will run three cohorts of ten externs annually to create a continuous pipeline of OR nurses. The program incorporates Periop 101 and service-line rotations, decreasing subsequent orientation time and reducing reliance on travelers in perioperative services.
- 3. Competency and onboarding infrastructure.** Externs benefit from PBHN's systemwide classroom orientation, unit-based preceptorships, simulation, and competency validation, plus post-residency transition-to-practice sessions focused on critical thinking, communication, and resiliency. This structure ensures graduates enter the workforce as safe, competent providers and improves early-career retention.

Advanced education nursing programs (as applicable). While this request focuses on the pre-licensure pipeline, externs will complete advanced skill development integral to specialty readiness embedded within PBHN's residency framework. If future LINE cycles expand to graduate nursing, CON can leverage the same PBHN learning ecosystem to support advanced clinical immersions.

Increasing the number of clinical preceptors and (adjunct) faculty.

- **Preceptor growth and preparation.** PBHN will expand its Preceptor and Mentor Training and utilize unit-based Clinical Practice Specialists to onboard additional preceptors in high-volume units. CON will formalize preceptor rosters by unit, publish clear competency maps tied to course outcomes, and schedule extern-to-RN transitions that preserve preceptor continuity.
- **Adjunct clinical faculty pipeline.** In collaboration with PBHN leadership, CON will identify experienced bedside nurses (e.g., residency educators and Clinical Practice Specialists) for adjunct clinical faculty appointments to supervise student groups in PBHN units. While this year's LINE funds are dedicated to student scholarships, the partnership structure and PBHN's educator cadre expand faculty capacity without building new bricks-and-mortar infrastructure.
- **Recognition and retention.** CON and PBHN will utilize PBHN's existing recognition programs (e.g., Daisy Awards, Clinical Excellence ladder) to acknowledge high-performing preceptors and adjuncts, improving continuity and reducing turnover among teaching clinicians.

Expected workforce outputs and timelines.

- **Extern scholarships deployed:** Up to 20 awards at \$10,000 each (pending state match), with priority to students committing to PBHN units of hire.
- **Placement scale:** Continuation of the existing Nurse Extern Immersion pathway with ~70 students integrated into PBHN across cohorts, plus three perioperative cohorts (10 externs each) annually.
- **Time-to-practice:** Reduced post-graduation orientation time as externs complete unit-specific competencies before licensure and then enter PBHN Nurse Residency and Specialty Residencies immediately after NCLEX.

Sustainability. By embedding externs into their units of hire and aligning learning objectives with PBHN's residency and competency validation infrastructure, CON and PBHN will decrease onboarding time, strengthen early-career retention, and address persistent specialty shortages in Palm Beach County and the broader region. These outcomes can be sustained with recurring partner contributions and future LINE cycles.