



**State University System
2024-2025 Linking Industry to Nursing Education (LINE) Fund
Proposals**

University	Healthcare Partner	Amount
UCF	Orlando Health	\$350,000
UCF	AdventHealth	\$350,000
FIU	Nicklaus Children's Hospital	\$108,000
FIU	Riviera Health Resort/Victoria Nursing and Rehabilitation	\$20,000
FIU	Memorial Healthcare System	\$100,000
UNF	HCA Healthcare South Atlantic	\$166,000
UNF	Mayo Clinic	\$543,282
FSU	Tallahassee Memorial Healthcare/Mayo Clinic	\$447,537
FGCU	Lee Health System	\$500,000
FGCU	Nalples Comprehensive Health System	\$50,000
UF	UF Health	\$1,500,000
USF	Orlando Health Bayfront Hospital	\$15,000
USF	Tampa General Hospital	\$500,000
USF	Empath Health	\$15,000
USF	Johns Hopkins All Children's Hospital	\$108,316
UWF	Baptist Healthcare	\$37,500
UWF	Ascension Sacred Heart Hospital	\$160,000
UWF	Santa Rosa Medical Center	\$37,800
	Total for Round 1:	\$5,008,435



**State University System
2024-2025 Linking Industry to Nursing Education (LINE) Fund
Proposal Form**

University:	University of Central Florida
Healthcare Partner:	Orlando Health
Date Proposal Approved by University Board of Trustees:	06/25/2024
Amount Requested:	\$350,000
University Contact (name, title, phone, & email):	Mary Lou Sole, PhD, RN Dean, College of Nursing Mary.Sole@ucf.edu , 407-823-5496
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 2024 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.*

Matching funds are requested for a **\$350,000 gift** provided by Orlando Health, which will be utilized for nursing student scholarships during the 2024-2025 academic year and the procurement of additional simulation equipment.

\$100,000 is dedicated towards student scholarships which are a priority funding area for the UCF College of Nursing. The funds help alleviate costs related to their education and enable our students to solely focus on their academic success to more efficiently complete their degrees and enter the workforce. One reason these funds are essential to our nursing students is that they are highly encouraged not to work, due to the rigorous curriculum.

The scholarship funding will support the Orlando Health Scholars program, which will provide tuition assistance for 10 nursing students in the amount of \$10,000 per student during the 2024-2025 academic year. This Scholars program will provide students with an opportunity to work closely with Orlando Health nursing leadership to learn more about their hospital system.

The matching funds will be increase the number of Scholars in spring 2025 and summer 2025. Our plan is to implement the Scholars program across the three cohorts of pre-licensure students. We are now admitting 400 new students annually, so the additional scholarships are of high need.

\$250,000 is dedicated towards purchasing new simulation equipment for UCF's College of Nursing Simulation, Technology, Innovation and Modeling (STIM) Center. The STIM Center is accredited by the Society of Simulation in Healthcare for its educational excellence. The STIM Center is also one of 26 simulation programs worldwide, as of 2023, to earn the new Healthcare Simulation Standards Endorsement from the International Nursing Association for Clinical Simulation and Learning (INACSL). The STIM Center was in the first nine programs endorsed by INACSL. The international endorsement recognizes the UCF STIM Center for the high quality of simulation experience and the expertise of our faculty and staff. This recognition is also for our commitment to innovation in the field, as it regularly incorporates new technologies, such as augmented, virtual, and mixed reality, into simulation learning experiences.

This simulation equipment will be needed in UCF's new education and teaching facility that will triple the existing research and clinical lab space and will enable the College of Nursing to leverage its internationally recognized expertise in healthcare simulation and achieve its vision of serving the global community as a leader in innovative nursing education.

\$250,000 in matching funds will be paired with \$250,000 of Orlando Health's gift to purchase new and upgrade existing simulation equipment (such as a bariatric mannequin, other specialized mannequins [mannequin with Down's Syndrome, adolescents] additional and/or newer versions of augmented reality/virtual reality headsets, task trainers for skills, and auscultation trainers [adult and pediatrics]) for the STIM Center. Monies may be used to support warranties and service agreement expense costs that are not always considered when acquiring new technologies. New software may be added to include programs for augmented, virtual, and mixed realities. This equipment, software, supplies, and other needed items will provide the necessary capacity to serve UCF's growing enrollment in the nursing program, as well as to allow us to continue to provide high-quality simulation experiences.

Additionally, budget may be used to support the Standardized Patient Program, i.e., patient actors, engaged within simulations. Onsite training courses and development of STIM Center operations staff to learn and remain efficient in the operation new technology will also be considered. With the increased focus on competency-based education, it is expected that simulation-based education will be increased across multiple programs to support new graduate practice readiness.

II. Onboarding & Retention of Graduates - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*

The Scholars will be placed in one of Orlando Health 16 hospitals in the Central Florida region to conduct their clinical placements. These clinical placements will provide the students with the education and training they need to graduate and successfully pass the NCLEX examination. They will also have the rich opportunity to work closely with their nurse preceptor and Orlando Health's leadership team, as they are dedicated to recruiting highly-qualified Knight Nurses.

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.*

With support from the State of Florida, and our community partners, UCF is working to **increase our pre-licensure BSN student enrollment by 50%**, which will result in approximately 150 new students annually. This increase will result in graduating a total of 4,150 graduates eligible for licensure over the next 10 years. With existing new investments, UCF has already admitted 150 new students over the past two years.

Simulation learning has increased across programs. Simulation contact hours have increased by approximately 51% from 2021 to 2023. This increase is partially due to the College of Nursing's increase in on campus clinical experiences and admission of new students over the past two years. Simulation days have increased, as well as the number of simulation staff and simulation educators/faculty to provide simulation-based education. UCF is also working to increase graduate student enrollment by 20% with concentrations in nurse educator, doctoral, and educator/simulation certificate programs to support the shortage in nurse educators across the state.

As we have admitted more students, it is essential to retain them. Scholarships, along with additional student success resources, help UCF sustain and increase our retention and graduation rates, because of the rigorous program requirements.

Additionally, as UCF expands our STIM Center, we will need the necessary equipment to train the larger cohorts of nursing students in our programs.



**State University System
2024-2025 Linking Industry to Nursing Education (LINE) Fund
Proposal Form**

University:	University of Central Florida
Healthcare Partner:	AdventHealth
Date Proposal Approved by University Board of Trustees:	06/25/2024
Amount Requested:	\$350,000
University Contact (name, title, phone, & email):	Mary Lou Sole, PhD, RN Dean, College of Nursing Mary.Sole@ucf.edu , 407-823-5496
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 2024 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.*

Matching funds are requested for a **\$350,000 gift** provided by AdventHealth, which will be utilized for nursing student scholarships during the 2024-2025 academic year and the procurement of additional simulation equipment.

\$100,000 is dedicated towards student scholarships which are a priority funding area for the UCF College of Nursing. The funds help alleviate costs related to their education and enable our students to solely focus on their academic success to more efficiently complete their degrees and enter the workforce. One reason these funds are essential to our nursing students is that they are highly encouraged not to work, due to the rigorous curriculum.

The scholarship funding will support the AdventHealth Scholars program, which will provide tuition assistance for 10 nursing students in the amount of \$10,000 per student during the 2024-2025 academic year. This Scholars program will provide students with an opportunity to work closely with AdventHealth nursing leadership to learn more about their hospital system.

The matching funds will be increase the number of Scholars in spring 2025 and summer 2025. Our plan is to implement the Scholars program across the three cohorts of pre-licensure students. We are now admitting 400 new students annually, so the additional scholarships are of high need.

\$250,000 is dedicated towards purchasing new simulation equipment for UCF's College of Nursing Simulation, Technology, Innovation and Modeling (STIM) Center. The STIM Center is accredited by the Society of Simulation in Healthcare for its educational excellence. The STIM Center is also one of 26 simulation programs worldwide, as of 2023, to earn the new Healthcare Simulation Standards Endorsement from the International Nursing Association for Clinical Simulation and Learning (INACSL). The STIM Center was in the first nine programs endorsed by INACSL. The international endorsement recognizes the UCF STIM Center for the high quality of simulation experience and the expertise of our faculty and staff. This recognition is also for our commitment to innovation in the field, as it regularly incorporates new technologies, such as augmented, virtual, and mixed reality, into simulation learning experiences.

This simulation equipment will be needed in UCF's new education and teaching facility that will triple the existing research and clinical lab space and will enable the College of Nursing to leverage its internationally recognized expertise in healthcare simulation and achieve its vision of serving the global community as a leader in innovative nursing education.

\$250,000 in matching funds will be paired with \$250,000 of AdventHealth's gift to purchase new and upgrade existing simulation equipment (such as a bariatric mannequin, other specialized mannequins [mannequin with Down's Syndrome, adolescents] additional and/or newer versions of augmented reality/virtual reality headsets, task trainers for skills, and auscultation trainers [adult and pediatrics]) for the STIM Center. Monies may be used to support warranties and service agreement expense costs that are not always considered when acquiring new technologies. New software may be added to include programs for augmented, virtual, and mixed realities. This equipment, software, supplies, and other needed items will provide the necessary capacity to serve UCF's growing enrollment in the nursing program, as well as to allow us to continue to provide high-quality simulation experiences.

Additionally, budget may be used to support the Standardized Patient Program, i.e., patient actors, engaged within simulations. Onsite training courses and development of STIM Center operations staff to learn and remain efficient in the operation new technology will also be considered. With the increased focus on competency-based education, it is expected that simulation-based education will be increased across multiple programs to support new graduate practice readiness.

II. Onboarding & Retention of Graduates - Describe in detail and with specificity how the health care partner will onboard and retain graduates.

The Scholars will be placed in one of AdventHealth's 8 hospitals in the Central Florida region to conduct their clinical placements. These clinical placements will provide the students with the education and training they need to graduate and successfully pass the NCLEX examination. They will also have the rich opportunity to work closely with their nurse preceptor and AdventHealth's leadership team, as they are dedicated to recruiting highly-qualified Knight Nurses.

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.

With support from the State of Florida, and our community partners, UCF is working to **increase our pre-licensure BSN student enrollment by 50%**, which will result in approximately 150 new students annually. This increase will result in graduating a total of 4,150 graduates eligible for licensure over the next 10 years. With existing new investments, UCF has already admitted 150 new students over the past two years.

Simulation learning has increased across programs. Simulation contact hours have increased by approximately 51% from 2021 to 2023. This increase is partially due to the College of Nursing's increase in on campus clinical experiences and admission of new students over the past two years. Simulation days have increased, as well as the number of simulation staff and simulation educators/faculty to provide simulation-based education. UCF is also working to increase graduate student enrollment by 20% with concentrations in nurse educator, doctoral, and educator/simulation certificate programs to support the shortage in nurse educators across the state.

As we have admitted more students, it is essential to retain them. Scholarships, along with additional student success resources, help UCF sustain and increase our retention and graduation rates, because of the rigorous program requirements.

Additionally, as UCF expands our STIM Center, we will need the necessary equipment to train the larger cohorts of nursing students in our programs.



**State University System
2024-2025 Linking Industry to Nursing Education (LINE) Fund
Proposal Form**

University:	Florida International University
Healthcare Partner:	Nicklaus Children’s Hospital
Date Proposal Approved by University Board of Trustees:	7/31/2024
Amount Requested:	\$108,000
University Contact (name, title, phone, & email):	Dr. Jorge Valdes, Acting Dean, Nicole Wertheim College of Nursing and Health Sciences; (305) 348-7729; jvalde@fiu.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

Proposal Details

Provide a detailed narrative for each section below.

- I. **Use of Funds.** Matching funds are requested for \$108,000 commitment received from Nicklaus Children’s Hospital, which will support the Nicole Wertheim College of Nursing and Health Sciences (NWCNHS) with salary and benefits of a graduate nursing faculty for twenty (20)

months. The purpose of the funds is to foster and support the education and graduation of advanced practice nurses in pediatric acute care to help alleviate the shortage of pediatric acute care advanced practice nurses in Florida. The faculty supported by these funds will assist in the creation and teach in a new Pediatric Acute Care Post Master's certificate in the graduate nursing program and will precept students in clinicals at Nicklaus Children's Hospital. The support for the faculty position will help the college increase admission and retention of advanced practice registered nurses with an interest in acute care pediatric nursing, and an adequate number of faculty positions to meet accreditation and FL State Board of Nursing guidelines for the supervision of students in clinical rotations.

- II. Onboarding & Retention of Graduates.** NWCNHS will provide the Nicklaus Children's Hospital recruitment team with a Clinical Partner Orientation Day, which will foster the opportunity to showcase the hospital's facilities, mission statement, goals, and expectation of the potential advanced practice registered nurse student candidates. The selected nursing students will remain at Nicklaus Children's Hospital and other Pediatric hospitals for the duration of the post master's certificate program. Nicklaus Children's Hospital will benefit from the opportunity to observe, mentor, and interact with the student(s) and the dedicated clinical faculty during coursework and clinical placements. This opportunity will expose students to the Nicklaus Children's Hospital culture and mission, as well as create a pipeline for recruitment and hiring of pediatric acute care advanced practice registered nurses prior to their graduation and certification. The faculty will support recruitment and retention of graduates for Nicklaus Children's Hospital and strengthen evidence-based practice and mentorship among current nursing staff to improve retention.
- III. Program Expansion.** The commitment of \$108,000 from Nicklaus Children's Hospital will support highly needed nursing faculty positions in NWCNHS. According to *Nursing Outlook "Retirements and Succession of Nursing Faculty in 2016-2025"*, one third of the current nursing faculty workforce in baccalaureate and graduate programs are expected to retire by 2025. This finding underscores the urgency for the nursing education community to address the impending exodus of senior faculty and to develop younger faculty for succession. In 2023-24, schools of nursing continued experiencing high rates of nursing faculty retirements, further increasing the faculty and advanced practice registered nursing shortage. Historically, the NWCNHS has turned away qualified applicants for graduate nursing

programs due to insufficient numbers of graduate nursing faculty positions available to address the student demand.

- IV. Anticipated Impact.** The financial support for a graduate nursing clinical faculty that will teach and oversee students at Nicklaus Children's Hospital will support the expansion of the number of nursing students admitted to NWCNHS and increase the number of highly needed acute care nurse practitioners. The commitment will ensure the commitment of diverse prepared advanced practice registered nurses in the region and the State of Florida. The Pediatric Acute Care Post Master's track will be the only program offered in the State of Florida and is a three (3) semester program to be delivered online to facilitate close proximity and convenience for students residing in the South Florida region. Therefore, this commitment will foster the development and graduation of newly certified advanced practice nurses entering the workforce in one year from commencement of the program.



**State University System
2024-2025 Linking Industry to Nursing Education (LINE) Fund
Proposal Form**

University:	Florida International University
Healthcare Partner:	Riviera Health Resort/Victoria Nursing and Rehabilitation
Date Proposal Approved by University Board of Trustees:	7/31/2024
Amount Requested:	\$20,000
University Contact (name, title, phone, & email):	Dr. Jorge Valdes, Acting Dean, Nicole Wertheim College of Nursing and Health Sciences; (305) 348-7729; jvalde@fiu.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

Proposal Details

Provide a detailed narrative for each section below.

- I. **Use of Funds.** Riviera Health Resort/Victoria Nursing and Rehabilitation (RHR/VNR) will invest \$20,000 to be used for financial support to award to one (1) Traditional or Accelerated Option BSN

student to help cover the student's cost of tuition and fees for an eligible NWCNHS undergraduate nursing student enrolled in the Traditional BSN or Accelerated Option BSN programs, in exchange for a work commitment post-graduation. LINE matching funds would double the investment to \$40,000, which increases the potential value and number of student Nurse Scholar awardees to two (2) Traditional or Accelerated Option BSN students. The funds will facilitate identifying two (2) qualified nursing students who are interested in working at RHR/VNR facilities and would enhance retention of these nursing scholars upon graduation, as part of the nursing workforce in the State of Florida. Additionally, RHR/VNR are committed to providing clinical training sites for these Nurse Scholars to complete the experiential portion of their curriculum. At the completion of their degree program, Nurse Scholars meeting eligibility requirements of RHR/VNR will be offered employment with a two-year work commitment requirement at these facilities. RHR/VNR would commit to investing time and resources into onboarding, orienting, and enhancing the professional development of these new graduates as RNs. A copy of the proposed letter of commitment and pledge terms from Riviera Health Resort and Victoria Nursing and Rehabilitation is attached.

II. Onboarding & Retention of Graduates. NWCNHS will provide the RHR/VNR recruitment team with a Clinical Partner Orientation Day, which will foster the opportunity to showcase facilities, mission statement, goals, and expectations of the potential Traditional BSN/ Accelerated Option nursing student candidates, for the designated facility assignment. The selected nursing students will complete clinical rotations available at RHR/VNR for the duration of the nursing program except for the specialties not offered at RHR/VNR. RHR/VNR will benefit from the opportunity to observe, mentor, and interact with the student(s) and the dedicated clinical faculty members during clinical rotations. This opportunity will expose students to RHR/VNR culture and mission, as well as create a pipeline for the recruitment and hiring of students prior to their graduation and licensure. RHR/VNR staff will have an extended timeframe to assess and evaluate the students in nursing skills, appropriate fit for institutional employment and can provide remediated activities to enhance student performance at optimal level in RHR/VNR facilities.

III. Program Expansion. Financial support from RHR/VNR will be used to provide student financial support for undergraduate nursing students. Beginning in fall 2023, the Nicole Wertheim College of

Nursing & Health Sciences (NWCNHS) at FIU increased admissions to the Traditional BSN program with admissions in both fall and spring semesters of up to 100 students for each semester. For fiscal year 2024-2025, projected enrollments in the BSN program will increase from 200 annually to 220 annually representing a 10% increase. This is based on a target enrollment of 110 for fall 2024 and additional admission of 110 BSN's for spring 2025.

- IV. Anticipated Impact.** The RHR/VNR financial support for undergraduate nursing student tuition and fees will support the expansion of the number of nursing students admitted to the NWCNHS BSN Programs by providing new BSN students with committed career opportunities post-graduation and licensure. Support will also ensure the commitment of adequate clinical spaces for NWCNHS BSN students in clinical rotations and increase the number of diverse baccalaureate-prepared registered nurses in the region and the State of Florida. The Nursing Accelerated Option (AO) program is a cohorted 4 semester program and the Nursing Traditional BSN program is a cohorted 5 semester program. Therefore, this support will foster the development and graduation of newly licensed nurses entering the workforce from 15 to 20 months respectively. The rehabilitative environment is an optimal career path, especially for non-traditional nursing students with family commitments, who may prefer a non-acute care setting in an established institution with outstanding nursing care that provides excellent preparation for the nursing role.



**State University System
2024-2025 Linking Industry to Nursing Education (LINE) Fund
Proposal Form**

University:	Florida International University
Healthcare Partner:	Memorial Healthcare System
Date Proposal Approved by University Board of Trustees:	7/31/2024
Amount Requested:	\$100,000
University Contact (name, title, phone, & email):	Dr. Jorge Valdes, Acting Dean, Nicole Wertheim College of Nursing and Health Sciences; (305) 348-7729; jvalde@fiu.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

Proposal Details

Provide a detailed narrative for each section below.

- I. **Use of Funds.** Memorial Healthcare System (MHS) will commit \$100,000 to financially support 10 nursing students who will be placed at MHS for their clinical learning experiences. The \$100,000 in funds provided will be valued at \$10,000 per student award. LINE matching

funds would double Memorial Health System's financial investment to \$200,000, which would increase the value of the awards to \$20,000 per student. These student awards are intended to increase students' commitment to work for MHS facilities for two years. This financial support will facilitate identifying qualified nursing students who are interested in working within the MHS system and would facilitate retention of these nursing scholars upon graduation from FIU as part of the MHS nursing workforce in the State of Florida. MHS would commit to investing time and resources into onboarding and orienting new graduates and providing professional development to these new RNs.

II. Onboarding & Retention of Graduates. MHS has implemented a Financial Assistance Program, a Nurse Residency Program, and an RN Fellowship program to address recruitment and retention issues. MHS facilitates retention through the Partners in Success, Nurse Residency Program, and the RN Fellowship Program.

- 1. Partners in Success:** MHS will give each FIU nursing student selected \$10,000 towards their tuition and college expenses in exchange for a 2-year work commitment to MHS. It is our hope that the LINE Fund will match the \$10,000 so that the 10 students would each receive a total of \$20,000 in financial support. These funds will ensure that Memorial Healthcare System increases the nursing workforce and improves patient care in the community. In addition to the financial support, Students chosen for the MHS Scholars program will be placed in a preferred clinical area during the last semester of their nursing program. Scholarship recipients are offered the ability to interview for Nurse Extern positions while attending school and a Kaplan NCLEX review will be available to them post-graduation. These new initiatives will help with the retention of newly graduated program participants until RN licensure.
- 2. Nurse Residency Program:** Research has shown that new nursing graduates are more successful when they are onboarded through a nurse residency program. The MHS Nurse Residency Program is designed to help recent nursing graduates gain the knowledge and hands-on experience they need to provide informed, high-quality care to patients. Additionally, the program's curriculum allows residents to connect and learn from one another through monthly meetings as well as provide tools and resources to support their professional growth and development upon completion of the program.

3. RN Fellowship Program: The MHS RN Fellowship Program provides a formal professional development pathway for experienced RNs with career goals to learn and transition to new specialty practice areas. This program is attractive to MHS nurse residents as it offers many career trajectories for them after they graduate from the nurse residency program. These opportunities promote nurse satisfaction and nurse retention and the ability to grow within MHS. The RN Fellowship Program also offers pathways to specialty certification and post-baccalaureate nursing education.

III. Program Expansion. Beginning in fall 2023, the Nicole Wertheim College of Nursing & Health Sciences (NWCNHS) at FIU increased admissions to the Traditional BSN program with admissions in both fall and spring semesters of up to 100 students for each semester. For fiscal year 2024-2025, projected enrollments in the BSN program will increase from 200 annually to 220 annually representing a 10% increase. This is based on a target enrollment of 110 for fall 2024 and additional admission of 110 BSN's for spring 2025. Increasing the nursing pipeline will be accomplished with student financial assistance provided by MHS. Student financial support from MHS, coupled with the opportunity for both committed clinical rotation spots and future employment will enhance recruitment and retention of diverse undergraduate nursing students in both the NWCNHS Traditional BSN and Accelerated Option BSN programs. The MHS Nurse Residency and RN Fellowship Programs will provide additional clinical experience and expertise that will enhance quality health care and support their nursing expertise, which will benefit them if they decide to seek graduate education in nursing. The State of Florida will benefit from the increased enrollment in the nursing programs, since this will lead to an increase in new licensed registered nurses entering the workforce. The State of Florida LINE matching funds will reduce financial barriers for nursing students coupled with the MHS support.



**State University System
2024-2025 Linking Industry to Nursing Education (LINE) Fund
Proposal Form**

University:	University of North Florida
Healthcare Partner:	HCA Healthcare South Atlantic Division
Date Proposal Approved by University Board of Trustees:	08/15/2024
Amount Requested:	\$166,000
University Contact (name, title, phone, & email):	Dr. Mei Zhao, Dean Brooks College of Health 904.620.1444 mzhao@unf.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 75% for the prior year based on the 2024 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.*

This proposal for LINE funding is focused on the advanced preparation and credentialing of Certified Registered Nurse Anesthetists (CRNAs). It aims to develop a pipeline enabling current HCA Healthcare South Atlantic Division (HCA H-SADiv) employees who desire to advance their career in the field of nurse anesthesia to enter the Nurse Anesthesiology Program (NAP) in the School of Nursing in the Brooks College of Health (BCH) at the University of North Florida (UNF).

HCA H-SADiv will establish an internal team to review and select four employees from HCA Orange Park Jacksonville or HCA Memorial Jacksonville hospitals to be accepted into the UNF NAP program. These employees will be referred to as HCA Hospital Nurse Anesthesiology Fellows. Each Fellow will receive a scholarship to cover tuition, fees, and school-related expenses up to \$68,000 over nine semesters. HCA's contribution to this program expansion is \$166,000, with matching LINE funding requested from the State of Florida, totaling \$332,000. Expansion of the UNF NAP will also require increased operating expenditures, as follows:

Proposed Funding for the HCA H-SADiv_UNF NAP Pipeline Program:

DESCRIPTION	TOTAL REQUEST
Operating Budget Software, travel, registration, exam costs, maintenance, and supplies	\$60,000
HCA Hospital Nurse Anesthesiology Fellows (4 fellows x \$68,000)	\$272,000
TOTAL	\$332,000
HCA HOSPITAL REQUEST	\$166,000
LINE FUNDING MATCH REQUEST	\$166,000

Upon accepting the Fellowship offer, the students must sign a two-year employment agreement with HCA H-SADiv. UNF is not party to this agreement, and HCA H-SADiv is responsible for enforcing the agreement if a former Fellow ends their employment early. These Fellowship opportunities will not only increase UNF's competitiveness in recruiting future students, but will also increase the visibility of CRNAs to hire.

With regard to the operational budget, each student admitted into the NAP requires a significant investment in their learning experience beyond the classroom. These expenses include additional software to support technology-driven learning, travel costs and registration for conferences such as the American Association of Nurse Anesthesiology Annual Congress and the Florida Association of Nurse Anesthesiology (FANA) Annual Conference, expenses for exam preparation and related costs, maintenance of low fidelity simulation equipment, and supplies for training.

II. Onboarding & Retention of Graduates - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*

Students accepted into the NAP are current employees of HCA Healthcare (HCA H-SADiv) and will not require any onboarding. To retain graduates, HCA H-SADiv has developed multiple strategies which include, but are not limited to:

HCA H-SADiv added a geographic stipend for HCA Memorial Jacksonville Advanced Practice Providers (APP) to standardize anesthesia APP compensation in the Jacksonville market. HCA Memorial and HCA Orange Park now offer the same compensation packages to meet competitor rates.

HCA H-SADiv listened to feedback from the local anesthesia APPs and offered a 1099 employment option to make HCA Memorial Jacksonville more attractive to a larger pool of potential candidates. In addition, HCA H-SADiv has recruited additional 1099 providers.

HCA H-SADiv is currently offering an Early Sign On Bonus Program for future anesthesia APP graduates to receive a monthly stipend while finishing their NAP.

Furthermore, HCA H-SADiv signed a new Chief APP for HCA Memorial to stabilize the practice. In addition, new Division Chief APP Jen Causey started in June 2024, and she will oversee all employed anesthesia programs in the South Atlantic Division.

Given these significant investments in Advanced Practice Providers, HCA Orange Park Jacksonville and HCA Memorial Jacksonville are well-positioned to recruit, onboard, and retain future graduates of the CRNA program.

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.*

By 2033, the Association of American Medical Colleges (AAMC) predicts that there will be a national shortage of 12,500 anesthesiologists, nearly 30% of the current staff. This will be further exacerbated by the lingering deficit in Certified Registered Nurse Anesthetists CRNAs.

The UNF program is the only CRNA program in the city of Jacksonville, Florida, currently producing one cohort of 25 students annually. The negotiated funding of \$166,000 from HCA H-SADiv and the matching LINE funding from the State of Florida (for a total of \$332,000) would support the expansion of the NAP by increasing enrollment of nurse anesthesiology students in the Academic Year 2024-2025. Selected students will complete all clinical rotations in HCA facilities unless there is a service line or need not offered. Students will also have mentorship opportunities from staff in HCA facilities as needed.

Not only will this funding directly combat the CRNA shortage locally, but it will also provide a regional benefit as HCA H-SADiv serves patients from many counties in Northeast Florida and beyond.



**State University System
2024-2025 Linking Industry to Nursing Education (LINE) Fund
Proposal Form (Technical Edit 9/10/2024)**

University:	University of North Florida
Healthcare Partner:	Mayo Clinic in Florida
Date Proposal Approved by University Board of Trustees:	08/15/2024
Amount Requested:	\$543,282.00
University Contact (name, title, phone, & email):	Dr. Mei Zhao, Dean Brooks College of Health 904.620.1444 mzhao@unf.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 75% for the prior year based on the 2024 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

- 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 School of Nursing in the Brooks College of Health (BCH) at the University of North Florida (UNF) offers a Doctor of Nursing Practice (DNP), Nurse Anesthesiology Program (NAP). NAP graduates are prepared for credentialing as Certified Registered Nurse Anesthetists (CRNAs). UNF and Mayo Clinic in Florida (MCF) propose to expand the program in academic years 2025 through 2028 by 15 students who will be selected during the second year of the NAP and named Mayo Clinic Nurse Anesthesiology Fellows. Each Fellow will receive a scholarship to cover tuition and school related expenses up to \$35,000 in their third and final year of the curriculum. MCF's contribution to this program expansion is \$543,283.50, with matching LINE funding requested from the State of Florida, totaling \$1,086,567.00. Expansion of the program will also require increased faculty, staff, and operating expenditures, as follows:

DESCRIPTION	TOTAL REQUEST
Additional Faculty Line (.5 FTE) Salary \$72,500 Fringe Benefits \$25,520	\$294,060 (\$72,500 + \$25,520 x 3 years)
Additional OPS Credentialing Staff (.5) Salary \$25,835	\$77,505 (\$25,835 x 3 years)
Operating Budget Software, travel, registration, exam costs, maintenance, and supplies	\$189,999 (\$63,333 x 3 years)
Mayo Clinic Nurse Anesthesiology Fellows	\$525,000 (\$35,000 x 15 students)
TOTAL	\$1,086,564.00
MAYO CLINIC REQUEST	\$543,282.00
LINE FUNDING MATCH REQUEST	\$543,282.00

Upon accepting the Mayo Clinic Nurse Anesthesiology Fellowship, students will sign a two-year employment agreement with MCF; UNF is not party to this agreement, and MCF is responsible for enforcing the agreement if a former Fellow ends their employment early. These Fellowship opportunities will not only increase our competitiveness in recruiting future students but will also increase the visibility of CRNAs to hire.

With the increase of students, an additional .5 FTE faculty position is needed to primarily serve the clinical needs of students rotating through MCF. This could include but not be limited to student placements, scheduling, and evaluations.

Currently, the NAP has 50-80 students rotating through 17 clinical sites. The OPS Credentialing Staff will ensure the completion of credentialing documentation for each clinical site and that student requirements are current. The credentialing includes a current background check and drug screening, letters of good standing, student demographic information, and various attestations.

With regard to the operational budget, each student admitted into the NAP requires a significant investment in their learning experience beyond the classroom. These expenses include additional software to support technology-driven learning, travel costs and registration for conference attendance, expenses for exam preparation and related costs, and maintenance of low fidelity simulation equipment and supplies for training. With an additional 15 students, annual operational costs would increase by at least \$63,000.

II. **Onboarding & Retention of Graduates** – *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*

The UNF faculty would aid in the BSN/CRNA mentorship program that is being established at Mayo Clinic in Florida. As scheduling permits, Mayo Clinic Nurse Anesthesiology Fellows would receive a greater proportion of clinical assignments at MCF to help prepare them for eventual employment. By completing multiple clinical rotations at MCF, Fellows will become familiarized with Mayo Clinic's staff, procedures, and culture. They will also have completed the required institutional and departmental training, which ensures a more efficient onboarding period upon hire. Additionally, MCF has a state-of-the-art simulation center and

a team of educators to onboard and support these Fellows as they transition from education to employment.

Retention of Graduates: Every Fellow will be offered a CRNA position at Mayo Clinic in Florida upon graduation and successful passing of national boards. MCF supports the ongoing development of its CRNAs by providing opportunities to participate in research, quality improvement projects, innovation, continuing education, and educating future Registered Nurse Anesthetists.

- 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.*

By 2033, the Association of American Medical Colleges (AAMC) predicts that there will be a national shortage of 12,500 anesthesiologists, nearly 30% of the current staff. This will be further exacerbated by the lingering deficit in CRNAs.

The UNF program is the only CRNA program in the city of Jacksonville, Florida – graduating one cohort of 25 students annually. For a combined investment of \$1,086,564 from Mayo Clinic in Florida and the State of Florida, the UNF NAP will produce 15 new graduate nurse anesthetists who are highly educated and prepared to enter the CRNA workforce over the next three years. This funding will directly combat the local CRNA shortage and improve the wellbeing of patients from Florida, the southeastern United States, and beyond.



**State University System
2024-2025 Linking Industry to Nursing Education (LINE) Fund
Proposal Form**

University:	Florida State University
Healthcare Partner:	Tallahassee Memorial HealthCare Mayo Clinic in Florida
Date Proposal Approved by University Board of Trustees:	06/20/2024
Amount Requested:	\$447,537
University Contact (name, title, phone, & email):	Jing Wang, PhD, MPH, RN, FAAN Dean, FSU College of Nursing jingwang@nursing.fsu.edu (850) 644-6844
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 2024 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.*

Florida State University College of Nursing (CON) will collaborate with Tallahassee Memorial HealthCare (TMH) and Mayo Clinic in Florida to support faculty salary, purchase equipment for simulation and provide tuition waivers, graduate assistantships, and scholarships to students to increase enrollment and program completion. The faculty, in collaboration with the Office of Research, will enhance the CON's evidence-based practice infrastructure for students, allowing them to explore this important area and receive a well-rounded educational experience before entering or advancing in the workforce.

- II. Onboarding & Retention of Graduates** - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*

FSU CON will collaborate with TMH and Mayo Clinic in Florida to support a faculty member and simulation equipment that can facilitate a robust evidence-based practice infrastructure within the college to ensure constant student learning and high satisfaction levels of the learning experience. Additionally, these healthcare partners and the FSU CON will provide tuition waivers, student assistantships and scholarships designed to prepare students to practice at the highest level of their licenses. By partnering with these Florida organizations throughout the student learning experience, there is a higher chance that healthcare partners will retain these students post-graduation.

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.*

Specifically, we will use the funds to support faculty salary to ensure we educate more highly skilled nursing students who have the knowledge and training needed to contribute positively to better healthcare in the state of Florida. Broadening exposure to research and evidence-based practice furthers the students' ability to understand the full breadth of the research evidence in improving the health and well-being of individuals and communities in our state.

The funds will also be used to purchase simulation equipment related to program expansion, and support students through student assistantships, tuition waivers and scholarships to ensure they are prepared with the education and skills to translate evidence into practice, lead patient care teams, evaluate patient outcomes and promote system change at various health entities throughout the state, thereby improving the health of Floridians.



**State University System
2024-2025 Linking Industry to Nursing Education (LINE) Fund
Proposal Form**

University:	Florida Gulf Coast University
Healthcare Partner:	Lee Health System
Date Proposal Approved by University Board of Trustees:	August 1, 2024
Amount Requested:	\$500,000
University Contact (name, title, phone, & email):	Brenda Hage, PhD. DNP, APRN Director FGCU School of Nursing, Southwest Florida Endowed Chair, (239)-590-7513, bhage@fgcu.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 75% for the prior year based on the 2024 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.*
- II. Onboarding & Retention of Graduates** - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*
- 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.*

FGCU- Expanding Nursing Excellence (ENE) Project Proposal

Florida Gulf Coast University's 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 various 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 had the only 100% NCLEX pass rate in the Florida State University System in 2023!** 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%).

Lee Health is one of the largest public health systems in the U.S. and one of the largest not-for-profit public health systems and Safety Net Hospitals in Florida that receives no direct tax support. Lee Health is comprised of four acute care hospitals, two specialty hospitals, along with several post-acute and outpatient facilities. Lee Health's leadership team has once again agreed to make a financial contribution to the institution's nursing program in the amount of **\$500,000**.

I. Use of Funds

Initiative 1. Offer 32 BSN student scholarship grants of up to \$10,000 each for the Lee Health Scholars Program which will help to defray the cost of tuition for qualified applicants who are accepted into FGCU's BSN program with an emphasis on the populations represented by the communities of SWFL.

Initiative 2. In an effort to help grow the number of qualified nurses in SWFL, over the last two years the FGCU School of Nursing has increased the BSN enrollment by 50% and our graduate program enrollment by 27%. This was achieved by offering student scholarships and improved laboratory and simulation equipment through the LINE funding and by continuing to increase our faculty teaching complement through needed PIPELINE funding. ***One of the biggest remaining barriers to our continued growth remains obtaining appropriate clinical placement experiences for our undergraduate and graduate students.*** A national survey conducted by the American Association of College of Nursing found that 150 schools (40%) reported that insufficient availability of clinical sites was the *single* most important reason for not accepting all qualified applicants (AACN, 2022).

To address this challenge, we have formalized an academic-practice partnership with Lee Health System to initiate a designated educational unit (DEU). The DEU model utilizes staff nurses to provide supervision and hands-on teaching to students. Lee Health System has committed a medical surgical unit at Gulf Coast Medical Center which will be used to provide BSN clinical experiences to Lee Health Scholars and other nursing students. We anticipate that the unit will be able to accommodate two medical/surgical rotations of 8-10 students each in the fall, spring, and summer semesters and may utilize dayshift, evenings, and/or weekend clinical placement times. One FTE of shared MSN faculty/nursing position will be used to cover the cost for clinical nurse educators to teach two clinical rotations of 8-10 students in the fall, spring, and summer semesters. This will support the clinical education of between 48-60 students. We will also allocate funds for staff nurse education on DEU and related clinical competencies.

Initiative 3. Lee Health has an abundance of Master's prepared nurses (440) many of whom are interested in becoming advanced practice registered nurses prepared at the DNP level as either

family nurse practitioners or psychiatric mental health nurse practitioners. There is a national shortage of primary care APRNs. FGCU SON offers two majors in the BSN to DNP program which include family nurse practitioner and psychiatric mental health nurse practitioner majors. Through a collaborative agreement with Lee Health, we propose to offer 12 scholarships for master’s prepared nurses who wish to return to school for APRN preparation in primary care in the amount of \$15,000 each.

Initiative 4. Additional high-fidelity laboratory and simulation equipment, supplies, and training will be purchased in order to support the increased student enrollment in laboratory and simulation courses.

LINE Fund Expenditures AY 2024/2025			
AY 2024/2025 Budget for Outlined Initiatives			
Initiative #1	BSN Student Scholarships	32 scholarships x \$10,000 each	\$320,000 (Lee Health funds)
Initiative #2	Designated Educational Unit (DEU) Faculty lines.	1 FTE salary support for Lee Health MSN prepared nursing staff members to serve as clinical educators.	\$150,000 (BOG matching funds)
	Staff Education	Preceptor micro badge and staff continuing education.	\$100,000 (BOG matching funds)
Initiative #3	BSN-DNP and MSN-DNP student scholarships	12 scholarships x \$15,000 each	\$180,000 (Lee Health funds)
Initiative #4	High fidelity laboratory /simulation equipment, supplies, and training		\$250,000 (BOG matching funds)
			Total \$1,000,000

II. Onboarding and Retention of Graduates

Through Lee Health’s Nurse Residency Program, BSN graduates of the grant program will participate in an 18 month-long, orientation and enrichment activities designed to support entry into practice. Lee Health’s Nurse Residency Program is founded on the National Council of State Boards of Nursing’s Transition to Practice (TTP). Using the TTP- three course training modules, new graduates will receive training and education on communication & teamwork, patient & family-centered care, evidence-based practice, quality improvement, and informatics while their preceptors receive formal preparation in best practices for supporting new graduates. Lee

Health’s first year retention rate of new nurses is 92% compared to the national average of 25-27% (Mohamed & Al-Hamaimat, 2024).

III. Program Expansion

Through a strategic partnership with Lee Health 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.

<i>LINE Grant Success Metrics</i>		
Measure(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)	Lee Health
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)	Lee Health
Nurse Residency Program Exit Data	(year 3)	Lee Health
Increase in % of FGCU BSN graduates employed at Lee Health	(year 3)	Lee Health
Employee Retention Rates	(ongoing)	Lee Health

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 the Lee Health System during their education and training.



**State University System
2024-2025 Linking Industry to Nursing Education (LINE) Fund
Proposal Form**

University:	Florida Gulf Coast University
Healthcare Partner:	Naples Comprehensive Healthcare (NCH) System
Date Proposal Approved by University Board of Trustees:	August 1, 2024
Amount Requested:	\$50,000
University Contact (name, title, phone, & email):	Brenda Hage, PhD. DNP, APRN Director School of Nursing, Southwest Florida Endowed Chair, (239) 590- 7513, bhage@fgcu.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.*
- II. **Onboarding & Retention of Graduates** - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*
- 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.*

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 various 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 in 2023, FGCU’s BSN program had the highest pass rates in the Florida State University System at 100%!** 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 NRP™ 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 include 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 the populations represented by the communities of SWFL.

Student Scholarships		
AY 2024/2025	5 additional students	5 x \$10,000
	Total	\$50,000 (NCH funds)

- 2.) Purchase simulation equipment /resources for the FGCU School of Nursing to help enhance laboratory and simulation training experiences.

Simulation Equipment & Training		
AY2024/2025	Simulation equipment & training resources, AI/virtual resources	\$50,000 (BOG matching funds)

Total \$100,000 (\$50,000 NCH + \$50,000 LINE BOG 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.

<i>LINE Grant Success Metrics</i>		
Measure(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
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.



**State University System
2024-2025 Linking Industry to Nursing Education (LINE) Fund
Proposal Form**

University:	University of Florida
Healthcare Partner:	UF Health -12 hospitals, 120 primary care & specialty practices, 26 emergency & urgent care locations
Date Proposal Approved by University Board of Trustees:	June 13, 2024
Amount Requested:	\$ 1,500,000
University Contact (name, title, phone, & email):	Dr. Shakira Henderson Dean, College of Nursing – Chief Administrative Officer, UF College of Nursing Associate Vice President for Nursing Education, Practice, and Research – System Chief Nurse Executive, UF Health University of Florida Phone: (352) 273-6324 Email: Shakirahenderson@ufl.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?	Yes
Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?	Yes
Nursing programs met or exceeded a first-time NCLEX passage rate of 75% for the prior year based on the 2024 Accountability Plan?	Yes

The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?	Yes
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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 UF College of Nursing has strategically planned to utilize allocated funds across key areas—student scholarships, faculty recruitment and retention, and enhancements to equipment and simulation centers. These investments are designed to significantly increase student enrollment, improve program completion rates, and elevate the overall quality of nursing education provided at the College. Specifically, \$1 million will be used to provide full-tuition scholarships for 50 students enrolled in the Accelerated Bachelor of Science in Nursing (BSN) program at both the Gainesville and Jacksonville campuses. These scholarships will remove financial barriers, making the program more accessible to a wide range of applicants. The scholarships include a 36-month commitment with a 12-month residency program, offering hands-on experience in healthcare settings, which is expected to increase enrollment and reduce attrition rates, resulting in a larger, well-prepared nursing workforce.

In addition, \$1 million will be invested in faculty recruitment and retention, focusing on teaching innovation, academic leadership expansion, and professional development. This includes funding for Competency-Based Education (CBE)

implementation, clinical start-up packages, and automation of faculty operations to enhance teaching and student engagement. The College also plans to expand its faculty and student services, including support for student success programs and the Academic-Practice Immersion Program. Furthermore, \$500,000 will be allocated to upgrade Skills Lab equipment across all programs at the Gainesville and Jacksonville campuses, establishing open labs, 24-hour labs, and virtual reality (VR) labs. Another \$500,000 will be dedicated to updating Simulation Center equipment, modernizing existing tools and expanding simulation staff, ensuring students train with the latest advancements in nursing education. These strategic investments are designed to position the UF College of Nursing as a leader in nursing education, producing a skilled workforce ready to meet the growing demands of the healthcare industry.

II. Onboarding & Retention of Graduates - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*

UF Health, with its extensive network of hospitals, primary care, and specialty practices, has crafted a robust onboarding and retention strategy to seamlessly integrate UF College of Nursing graduates into its healthcare system. This strategy begins with a 12-month joint RN residency program, combining clinical rotations with mentorship from seasoned UF Health nurses, ensuring graduates gain practical experience and confidence. To further support new nurses, UF Health offers specialized preceptor training for experienced RNs, creating a nurturing environment where new nurses can thrive. In addition to this, UF Health is committed to retaining these graduates through ongoing professional development opportunities, competitive compensation, and clear career advancement pathways, including continuing education and leadership development. The comprehensive benefits package, which includes health insurance, retirement plans, and work-life balance initiatives, is designed to attract and retain top nursing talent, fostering a dedicated, highly skilled workforce that supports UF Health's mission of delivering exceptional patient care.

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 allocated funds will be instrumental in expanding the UF College of Nursing's programs to meet the growing workforce demands at local, regional, and state levels. By providing full-tuition scholarships for 50 students in the Accelerated BSN program, the College will increase enrollment and produce a larger, highly skilled nursing workforce. Additionally, the investment in faculty recruitment and retention will expand the number of educators and clinical preceptors, enhancing the College's capacity to deliver advanced nursing education and support more students. The funds will also support the utilization of the clinical placement process established in Section 14.36, Florida Statutes, ensuring that students receive comprehensive clinical training in partnership with local healthcare providers, thereby aligning educational outcomes with workforce needs.



**State University System
2024-2025 Linking Industry to Nursing Education (LINE) Fund
Proposal Form**

University:	University of South Florida
Healthcare Partner:	Orlando Health Bayfront Hospital
Date Proposal Approved by University Board of Trustees:	8/30/2024
Amount Requested:	\$15,000
University Contact (name, title, phone, & email):	Usha Menon, PhD, RN, FAAN, FSBM Dean and Senior Associate Vice President, 813-974-9091, Umenon@usf.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 75% for the prior year based on the 2024 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.*

LINE: \$15,000

Orlando Health Bayfront Hospital: \$15,000

Total project: \$30,000

The University of South Florida College of Nursing will collaborate with Orlando Health Bayfront Hospital (Bayfront) to provide scholarship support to students during the 24-25 Academic Year. Bayfront has committed \$15,000 in funding.

Securing scholarship support is crucial to the success of our students, as the prelicensure program is incredibly rigorous and we highly recommend that students do not work outside while going through clinical rotations.

These funds will be used to provide tuition assistance to undergraduate prelicensure students enrolled in either the upper division program or accelerated program at one of our three campus locations. Three students will be awarded this scholarship during their final two semesters.

These 3 students will be known as Bayfront Hospital Scholars, and will be provided the opportunity to work closely with Bayfront Hospital nursing leadership to learn more about their hospital system. These Scholars will also be paired with a USF faculty member who will monitor their progress towards graduation and NCLEX examination completion.

How the healthcare partner benefits.

Over a six-month time frame (two semesters) the cohort of 3 students will be given the opportunity to explore new nurse graduate pathways at Bayfront Hospital and begin to build relationships with Bayfront nurse leaders. Bayfront Hospital will be given priority for clinical placement for these 3 students allowing them to understand the culture and service model of Bayfront and Orlando Health.

USF College of Nursing will assign a dedicated faculty member to serve as the liaison for Bayfront Hospital Scholars. This role benefits both the students and the clinical partner site and ensures the best possible clinical experience. Our clinical partners understand that a positive preceptorship semester allows for a seamless transition into full time employment and increases retention rates post-graduation.

II. Onboarding & Retention of Graduates - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*

Bayfront Hospital Scholars will complete all required clinical hours at a Bayfront facility during their final two semesters. The prolonged exposure to the Bayfront organization will provide the opportunity for members of the healthcare team to interact and evaluate these scholars as potential new hires. Bayfront anticipates hiring from the scholarship cohort, which would significantly reduce the onboarding time, as they will already have dedicated clinical experience within the Bayfront Hospital.

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.

Scholarship support has been an important factor leading to our increase in prelicensure enrollment. By 2028, the USF Health College of Nursing will graduate over 450 undergraduate nurses each year. Through extensive partnerships with local and regional hospitals and health care systems, the college can provide practice-based training and confidently route new graduates to employment, fulfilling the critical need for nurses in Florida. We consistently demonstrate success in our NCLEX passage rates and for the year to date 2024 pass rate is 98.94%.



**State University System
2024-2025 Linking Industry to Nursing Education (LINE) Fund
Proposal Form**

University:	University of South Florida
Healthcare Partner:	Tampa General Hospital
Date Proposal Approved by University Board of Trustees:	8/30/2024
Amount Requested:	\$500,000
University Contact (name, title, phone, & email):	Usha Menon, PhD, RN, FAAN, FSBM Dean and Senior Associate Vice President, 813-974-9091, Umenon@usf.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 75% for the prior year based on the 2024 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.*

LINE: \$500,000

TGH: \$500,000

Total project: \$1,000,000

The University of South Florida College of Nursing will collaborate with Tampa General Hospital (TGH) to provide undergraduate and graduate nursing students with best-in-class support to prepare them to meet their penultimate goal of successful licensure and certification. TGH has committed \$500,000 in funding.

Student support will be enhanced by offering scholarships to:

- meet unmet financial needs (undergraduate and graduate),
- removing barriers to early licensure and certification testing due to costs associated with testing applications (undergraduate), and
- providing additional clinical opportunities in line with best practices (graduate and undergraduate)
- student success coaching tailored to individual student (undergraduate and graduate).
- Design of the new Simulation Center and equipment needed to update our simulation education in line with contemporary best practices such as virtual reality. Tampa General Hospital has pledged funds over multiple years to help build the new state of the art Simulation Center.

II. Onboarding & Retention of Graduates - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*

TGH will support the transition to professional practice for USF College of Nursing undergraduate and advanced practice graduate students. The academic success and

transition to professional practice support from TGH will touch over 1000 students, many of whom also engage in the world-class clinical opportunities provided by TGH. The multiple points of contact between nursing students and the TGH organization provide the chance to begin acclimating them to TGH while still in the role of student to reduce the length of role socialization upon graduation, leading to more strategic hiring decisions and improved retention.

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.

By 2028, the USF Health College of Nursing will graduate over 450 undergraduate nurses and 260 APRNs each year. Through extensive partnerships with local and regional hospitals and health care systems, the college can provide practice-based training and confidently route new graduates to employment, fulfilling the critical need for nurses in Florida. We consistently demonstrate success in our NCLEX passage rates and for the year to date 2024 NCLEX pass rate is 98.94%.



**State University System
2024-2025 Linking Industry to Nursing Education (LINE) Fund
Proposal Form**

University:	University of South Florida
Healthcare Partner:	Empath Health
Date Proposal Approved by University Board of Trustees:	8/30/2024
Amount Requested:	\$15,000
University Contact (name, title, phone, & email):	Usha Menon, PhD, RN, FAAN, FSBM Dean and Senior Associate Vice President, 813-974-9091, Umenon@usf.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 75% for the prior year based on the 2024 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.*

LINE: \$15,000

Empath: \$15,000

Total project: \$30,000

The University of South Florida College of Nursing will collaborate with Empath Health to provide scholarship support to students during the 24-25 Academic Year. Empath Health has committed \$15,000 in funding.

Securing scholarship support is crucial to the success of our students, as the prelicensure program is incredibly rigorous and we highly recommend that students do not work outside while going through clinical rotations.

These funds will be used to provide tuition assistance to undergraduate prelicensure students enrolled in either the upper division program or accelerated program at one of our three campus locations. Three students will be awarded this scholarship during their final two semesters.

These 3 students will be known as Empath Health Scholars, and will be provided the opportunity to work closely with Empath Health nursing leadership to learn more about their hospital system. These Scholars will also be paired with a USF faculty member who will monitor their progress towards graduation and NCLEX examination completion.

How the healthcare partner benefits.

Over a six-month time frame (two semesters) the cohort of 3 students will be given the opportunity to explore new nurse graduate pathways at Empath facilities and begin to build relationships with Empath nurse leaders. Empath facilities will be given priority for clinical placement for these 3 students allowing them to understand the culture and service model of Empath healthcare sites.

USF College of Nursing will assign a dedicated faculty member to serve as the liaison for Empath Scholars. This role benefits both the students and the clinical partner site and ensures the best possible clinical experience. Our clinical partners understand that a positive preceptorship semester allows for a seamless transition into full time employment and increases retention rates post-graduation.

II. Onboarding & Retention of Graduates - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*

Empath Health Scholars will complete all required clinical hours at an Empath facility during their final two semesters. The prolonged exposure to the Empath organization will provide the opportunity for members of the healthcare team to interact and evaluate these scholars as potential new hires. Empath has a well-established Nurse Residency Program and hiring from the scholarship cohort would significantly reduce the onboarding time, as they will already have dedicated clinical experience within the Empath system.

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.

Scholarship support has been an important factor leading to our increase in prelicensure enrollment. By 2028, the USF Health College of Nursing will graduate over 450 undergraduate nurses each year. Through extensive partnerships with local and regional hospitals and health care systems, the college can provide practice-based training and confidently route new graduates to employment, fulfilling the critical need for nurses in Florida. We consistently demonstrate success in our NCLEX passage rates and for the year to date 2024 pass rate is 98.94%.



**State University System
2024-2025 Linking Industry to Nursing Education (LINE) Fund
Proposal Form**

University:	University of South Florida
Healthcare Partner:	Johns Hopkins All Children's Hospital
Date Proposal Approved by University Board of Trustees:	8/30/2024
Amount Requested:	\$ 108,316
University Contact (name, title, phone, & email):	Usha Menon, PhD, RN, FAAN, FSBM Dean and Senior Associate Vice President, 813-974-9091, Umenon@usf.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 75% for the prior year based on the 2024 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.*

LINE: \$108,316

JHACH: \$108,316

Total project: \$216,632

The University of South Florida College of Nursing will collaborate with Johns Hopkins All Children's Hospital (JHACH) to provide access to simulation resources and scholarship support to students during the 24-25 Academic Year. JHACH has committed \$108,316 in funding.

Securing simulation resources and scholarship support is crucial to the success of our undergraduate students. Simulation resources provide undergraduate students with a high quality simulation experience close to their didactic learning environment. Securing scholarships is important as the prelicensure program is incredibly rigorous and we highly recommend that students do not work outside while going through clinical rotations.

Scholarship funds will be used to provide tuition assistance to undergraduate prelicensure students enrolled in either the upper division program or accelerated program at one of our three campus locations. Ten (10) students will be awarded this scholarship during their final two semesters.

These 10 students will be known as Johns Hopkins All Childrens (JHACH) Scholars. JHACH Scholars will be provided the opportunity to work closely with JHACH nursing leadership to learn more about their hospital system and to use their state of the art Simulation center. These Scholars will also be paired with a USF faculty member who will monitor their progress towards graduation and NCLEX examination completion.

II. Onboarding & Retention of Graduates - *Describe in detail and with specificity how the health care partner will onboard and retain graduates./*

Throughout the year students will be utilizing the state of the art simulation center located at JHACH. This allows students to become familiar with the JHACH community and increase retention post-graduation.

Over a six-month time frame (two semesters) the cohort of 10 students will be given the opportunity to explore new nurse graduate pathways at JHACH and begin to build relationships with JHACH nurse leaders. JHACH facilities will be given priority for clinical placement for these 10 JHACH Scholars allowing them to understand the culture and service model of JHACH healthcare sites.

USF College of Nursing will assign a dedicated faculty member to serve as the liaison for the learners utilizing the JHACH simulation center and the JHACH Scholars. This role benefits both the students and the clinical partner site and ensures the best possible clinical experiences. Our clinical partners understand that a positive preceptorship semester allows for a seamless transition into full time employment and increases retention rates post-graduation.

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 JHACH partnership provides students the opportunity for more meaningful exposure to a large pediatric population with complex health care needs. And through this experience, students become aware of their potential role in improving health outcomes for infants, children, and adolescents in Pinellas county.

Scholarship support has been an important factor leading to our increase in prelicensure enrollment. By 2028, the USF Health College of Nursing will graduate over 450 undergraduate nurses each year. Through extensive partnerships with local and regional hospitals and health care systems, the college can provide practice-based training and confidently route new graduates to employment, fulfilling the critical need for nurses in Florida. We consistently demonstrate success in our NCLEX passage rates and for the year to date 2024 NCLEX pass rate is 98.94%.



**State University System
2024-2025 Linking Industry to Nursing Education (LINE) Fund
Proposal Form**

University:	University of West Florida
Healthcare Partner:	Baptist Healthcare
Date Proposal Approved by University Board of Trustees:	9/12/2024
Amount Requested:	\$37,500
University Contact (name, title, phone, & email):	David Bellar, Dean Usha Kundu MD College of Health 850-462-5762 dbellar@uwf.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.*

Currently, a significant shortage of nurses exists in the State of Florida, and projections suggest that the deficit will continue to increase in size in the coming decade. In particular, the Florida panhandle is one of the areas with the most significant shortage. Geographically, the School of Nursing at the University of West Florida (UWF) is well positioned to address the need in the Florida Panhandle. The funds from this proposal will build a pipeline program for the traditional BSN program into Baptist Healthcare. This local hospital system benefitted from the 24-25 LINE program, and has an increased engagement with the UWF School of Nursing. We will utilize the funds from this program to further enhance immersive clinical experiences for Nursing students in their final two semesters at Baptist Healthcare. These students will also benefit from additional experience to prepare them for the Baptist workforce both on the Baptist hospital campus and at the UWF main campus.

To increase the engagement of Baptist Healthcare with the traditional BSN program, two clinical cohort of 8 students (16 students total) will be assigned to complete their final two semesters, clinical rotations and precepted experience with our sponsor. The education of these new students will be supported using funds from this program. Specifically, we will utilize \$16,000.00 to provide UWorld NCLEX preparation subscriptions and an NCLEX fee waiver to ensure that they have the financial resources to be able to complete the NCLEX successfully. These students will be recipients of these funds to finish (F2F) scholarships. The students will each receive a scholarship of to cover tuition and fees during the period of their clinical experience. Total funds allocated for F2F scholarships are \$57,000. In addition to investing in the students' ability to complete the program, these students will receive an enriched clinical experience with nearly all the clinical education at Baptist Healthcare locations. Baptist Healthcare will meet with the students on location for special professional development and networking events with speakers on their main campus through funds provided by this program.

Costs:

1. 16 x scholarship per semester for each student = \$57,000
2. 4 networking/business development events on Baptist campus = \$2,000
3. 16 x NCLEX Waiver and UWorld (test prep) subscription = \$16,000

Project Total: \$75,000

Baptist Healthcare has agreed to fund \$37,500 of this project. We are requesting a \$37,500 in matching funds from the Board of Governors in order to fully fund this project.

II. Onboarding & Retention of Graduates - Describe in detail and with specificity how the health care partner will onboard and retain graduates.

According to the Robert Wood Johnson Foundation, 17.5% of RN's leave their first job in the first year of employment. Healthcare organizations incur high costs due to nursing turnover. A 2020 NSI National Health Care Retention and RN Staffing Report concluded that the average cost for turning over a bedside RN is just over \$44,000. Exit survey data from a recent study¹ suggested that only 40% of Nurses leaving employment felt they had a realistic understanding of their job before onboarding. Based upon this finding and other reports in the literature, it is evident that there is a critical period in the transition between nursing students and first-year nurses. We are proposing to work with our healthcare Partner to provide the start of onboarding during their clinical experiences at Baptist Healthcare, targeting the transition to employment before the students graduate. The experience will be facilitated by the professional development and networking opportunities with Baptist Healthcare. The goal will be to provide students with a realistic understanding of the job they will have upon graduation, an understanding of the organizational culture and values, and immersive exposure to the day-to-day experiences of nurses at Baptist Healthcare locations. We believe that through this enhanced clinical experience, students will be better equipped to handle the transition to nursing practice in the Baptist Healthcare system and will be more likely to be retained through the critical window of early career employment.

¹Kurnat-Thoma E, Ganger M, Peterson K, Channell L. Reducing Annual Hospital and Registered Nurse Staff Turnover—A 10-Element Onboarding Program Intervention. *SAGE Open Nursing*. 2017;3. doi:[10.1177/2377960817697712](https://doi.org/10.1177/2377960817697712)

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 funds for the program will be used to expand the UWF BSN program by addressing the end of the student lifecycle. Enhancing graduation rate will produce more RN's to fulfill the local workforce needs. Additionally, having students supported on scholarships will help attract more students to consider the UWF Nursing program. Over time this will help to enhance the number of students applying for the UWF BSN program, which is incredibly important in a time where nursing school applications are on the decline.

In summary, we will produce a greater number of BSN graduates through an increased graduation rate. The UWF BSN program has consistently produced very high NCLEX pass rates. Therefore, as the pipeline of new BSN students is strengthened, the educational preparation of the students will ensure that these retained students will pass the NCLEX and become an RN. Further, these students will be well prepared for a career in nursing to address workforce need overall and with our healthcare partner.



**State University System
2024-2025 Linking Industry to Nursing Education (LINE) Fund
Proposal Form**

University:	University of West Florida
Healthcare Partner:	Ascension Sacred Heart Hospital
Date Proposal Approved by University Board of Trustees:	9/12/2024
Amount Requested:	\$160,000
University Contact (name, title, phone, & email):	David Bellar, Dean Usha Kundu MD College of Health 850-462-5762 dbellar@uwf.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.*

Currently, a significant shortage of nurses exists in the State of Florida, and projections suggest that the deficit will continue to increase in size in the coming decade. In particular, the Florida panhandle is one of the areas with the most significant shortage. Geographically, the School of Nursing at the University of West Florida (UWF) is well positioned to address the need in the Florida Panhandle. The BSN program at UWF is well respected in the local and regional community and consistently produces graduates who pass the NCLEX on the first attempt. With this track record, an investment in growth and retention of the BSN program student population at UWF is highly likely to impact workforce needs in regional areas.

Currently, the on-campus Bachelor of Science in Nursing program at UWF graduates approximately 120 students per year who enter the workforce. However, these students are recruited from a large area surrounding the campus, potentially limiting the pipeline of students who are entering the workforce with our local healthcare organizations. Thus, having pipeline initiatives that are designed to enhance the likelihood of students being retained in the local area is critical.

The funds from this proposal will be used to help start an initiative to increase nursing student enrollment and create and immersive, educational pipeline for Ascension Sacred Heart Hospital. The proposed program will facilitate 13 UWF bachelors of science in nursing students to complete the final 3 semesters of their education on the Ascension Sacred Heart Campus. This will include didactic education, taught onsite by UWF and also clinical and precepted experiences. These students will be immersed in the sponsors culture and day to day practices, will have enhanced ability to engage with experienced nurses and hospital administrators, and will the the potential to gain part time employment at Ascension Sacred Heart while enrolled in the nursing program. Further, the movement of these students to another location, will free up capacity in the UWF main campus to accept additional nursing students who are qualified for the

program. This will result in not only a very strong pipeline partnership between UWF and Ascension Sacred Heart, but also an increase in the enrollment in the nursing program.

Costs:

1. 13 x scholarship per semester for each student = \$308,000
2. 13 x UWorld NCLEX Test Preparation Subscription and NCLEX test waiver = \$12,000

Project Total: \$320,000

Ascension Sacred Heart has agreed to fund \$160,000 of this project. We are requesting a \$160,000 in matching funds from the Board of Governors in order to fully fund this project.

II. Onboarding & Retention of Graduates - Describe in detail and with specificity how the health care partner will onboard and retain graduates.

According to the Robert Wood Johnson Foundation, 17.5% of RN's leave their first job in the first year of employment. Healthcare organizations incur high costs due to nursing turnover. A 2020 NSI National Health Care Retention and RN Staffing Report concluded that the average cost for turning over a bedside RN is just over \$44,000. Exit survey data from a recent study¹ suggested that only 40% of Nurses leaving employment felt they had a realistic understanding of their job before onboarding. Based upon this finding and other reports in the literature, it is evident that there is a critical period in the transition between nursing students and first-year nurses. The importance of onboarding is well understood in the Human Resource literature. According to the Society for Human Resource Management, 69% of employees are more likely to stay with an organization for three years if they have had a positive onboarding experience. Additionally, hospitals that have implemented preceptor and mentor programs in the first year of employment for new nurses have seen reductions in the turnover rate of nearly 20%.

Much research has focused on the transition period after employment has already begun. While this period does warrant attention, there is an opportunity to address preparation for the transition to employment earlier when students are near completion. We are proposing to work with our healthcare Partner to provide the start of onboarding during their clinical experiences at Ascension Sacred Heart, targeting the transition to employment before the students graduate. The experience will be facilitated by the immersion with Ascension Sacred Heart on a daily basis, and greater exposure to personnel from all levels of this organization. The goal will be to provide students with a realistic understanding of the job they will have upon graduation, an understanding of the organizational culture and values, and immersive exposure to the day-to-day experiences of nurses at Ascension Sacred Heart. We believe that through this enhanced educational experience, students will be better equipped to handle the transition to nursing practice in the Ascension Sacred Heart system and will be more likely to be retained through the critical window of early career employment.

¹Kurnat-Thoma E, Ganger M, Peterson K, Channell L. Reducing Annual Hospital and Registered Nurse Staff Turnover—A 10-Element Onboarding Program Intervention. *SAGE Open Nursing*. 2017;3. doi:[10.1177/2377960817697712](https://doi.org/10.1177/2377960817697712)

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 funds for the program will be used to expand the UWF BSN program by allowing students to transition on scholarship to our sponsors campus, freeing up campus resources to support additional student enrollment at UWF. Further, the enhanced exposure to experienced nurses, enhanced NCLEX preparation and financial support is anticipated to increase the program graduation rate and NCLEX success.

In summary, we will produce a greater number of BSN graduates through an increased graduation rate and also enhance enrollment with additional qualified applicants through this program. Further, these students will be well prepared for a career in nursing to address workforce need overall and with our healthcare partner.



**State University System
2024-2025 Linking Industry to Nursing Education (LINE) Fund
Proposal Form**

University:	University of West Florida
Healthcare Partner:	Santa Rosa Medical Center
Date Proposal Approved by University Board of Trustees:	9/12/2024
Amount Requested:	\$37,800
University Contact (name, title, phone, & email):	David Bellar, Dean Usha Kundu, MD College of Health, (850) 462-5762, dbellar@uwf.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 75% for the prior year based on the 2024 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.*

In 2023 the UWF School of Nursing began an direct entry to clinical practice track in our Master's of Nursing program (DEMSN). This program has proven to be very popular, starting with only one admission point per year and quickly necessitating a pivot to multiple starts per year to keep up with the qualified student demand. The students in these programs have completed a Bachelor's degree program, and are often working and supporting dependents at the time of application. As such, financial support for these students is critical to their ability to complete the program.

To create a pipeline of nursing students to meet the needs of Santa Rosa Medical Center. Santa Rosa Medical Center is a full-service, 129 bed hospital located in Milton, FL. The location of the medical center makes it accessible for all points in Santa Rosa County. Prior to COVID-19, there were plans in place for nursing students in the traditional BSN program at the University of West Florida to utilize SRMC as a clinical location. However, these plans were never finalized due to the pandemic. As with all healthcare organizations at the moment, SRMC is in need of RN's. Our goal is to establish an immersive clinical experience at SRMC for students in our DEMSN program that can both financially support students in the program, and provide high quality nurses to fill the workforce needs for this valued partner organization.

For this proposal, Santa Rosa Medical Center will contribute \$37,800 dollars and we are requesting a matching amount from the LINE fund. One hundred percent of these funds will be used to support student scholarships in the DEMSN program for students engaged in clinicals at Santa Rosa Medical Center. With the matching funds, we would award 12 students a total scholarship of \$6300 for the academic year (distributed between fall, spring and summer) to help cover the costs of attending the program.

Costs:

1. 12 x \$6300 scholarship for each student = \$75,600

Project Total: \$75,600

Santa Rosa Medical Center has agreed to fund \$37,800 of this project. We are requesting a \$37,800 in matching funds from the Board of Governors in order to fully fund this project.

II. Onboarding & Retention of Graduates - *Describe in detail and with specificity how the health care partner will onboard and retain graduates.*

The program is designed to create an immersive clinical experience at Santa Rosa Medical Center, so that the students become accustomed to their organizational culture and are exposed to their senior leaderships. This will create a unique opportunity for SRMC to cultivate a relationship with these students and increase the likelihood of retaining them for their workforce post graduation. Given the level of experience and familiarity with the SRMC systems, we anticipate that student retention with this partner will be enhanced by the nature of this program.

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.*

With the nursing shortages, non-traditional pathways into the profession are a logical and necessary next step. The DEMSN program at UWF is one of these programs, and is generating strong interest to help feed non-traditional students into the healthcare workforce as RN's. However, due to the nature of these students, financial support will be a necessary component of the overall success of this program. Therefore the funds afforded by our valued partner and the LINE program will ensure the viability of the DEMSN, increase the success of the students and ensure that UWF is able to grow the number of new RN graduates for the future workforce needs of the regional area.