



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

<b>University:</b>	Florida A&M University
<b>Healthcare Partner:</b>	HCA Florida      Healthcare
<b>Date Proposal Approved by University Board of Trustees:</b>	10/03/2024
<b>Amount Requested:</b>	\$375,000
<b>University Contact (name, title, phone, &amp; email):</b>	Dr. Shannon B. Smith, PhD, Dean School of Nursing 850-599-3017 shannon.smith@fam.u.edu
<b>Please check the boxes below as appropriate:</b>	<i>All boxes must be checked in order to be eligible to participate.</i>
<b>Healthcare partner making contribution is located in and licensed to operate in Florida?</b>	<input checked="" type="checkbox"/> Yes
<b>Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?</b>	<input checked="" type="checkbox"/> Yes
<b>Nursing programs met or exceeded a first-time NCLEX passage rate of 75% for the prior year based on the 2024 Accountability Plan?</b>	<input checked="" type="checkbox"/> Yes
<b>The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?</b>	<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 - Narrative**

*Provide a detailed narrative for each section below.*

**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 A&M University (FAMU) School of Nursing is requesting matching funds for a \$375,000 donation provided by HCA Florida Healthcare (HCA) to support student scholarships, academic development, and leadership experiences. The \$375,000 gift from HCA is the 2024 portion of a larger \$1.5 million commitment from HCA, as outlined in the July 2021 gift agreement between HCA and Florida A&M University. The additional funds requested through this proposal will expand these initiatives through support of FAMU's Nurturing Undergraduate Retention, Success, and Excellence (NURSE) Scholars Program, which provides financial support, mentoring, and professional growth opportunities for nursing students.

**\$300,000 - Student Scholarships.** These scholarships will help alleviate the financial burden for students, particularly those from underrepresented or financially disadvantaged backgrounds, and will increase both enrollment and retention. By offering direct financial support, we anticipate higher completion rates and increased program capacity, contributing to the statewide demand for skilled nurses. Scholarships will be prioritized for students who demonstrate financial need and come from underserved communities, ensuring increased access to nursing education.

**\$45,000 –Faculty Support & Development.** A portion of the funds, amounting to \$20,000, will be allocated to supporting faculty mentorship within the NURSE Scholars Program. Dedicated faculty mentors will guide students through personalized mentoring relationships, helping to nurture both academic success and professional development. This mentorship will provide critical academic and emotional support, ensuring that students remain engaged and on track to graduate. Additionally, \$25,000 will be used for faculty development, which is critical to improving teaching effectiveness and student outcomes. These funds will provide professional development opportunities, such as workshops and certifications focused on NCLEX-style test writing, advanced simulation training, clinical teaching strategies, and integrating technology into the classroom. By enhancing faculty expertise in these areas, we will strengthen the overall quality of instruction, ensuring that students receive high-quality, hands-on learning experiences. Faculty development will also support the integration of evidence-based teaching practices, improve faculty's ability to mentor and guide students, and contribute to increased NCLEX pass rates and program retention.

**\$20,000 – NURSE Scholars Leadership Development.** To further enhance the leadership potential of NURSE Scholars, \$20,000 will be used to support student attendance at the National Student Nurses' Association (NSNA) Annual Conference. Exposure to national-level discussions on nursing, professional networking opportunities,

and leadership training will help students develop the confidence and skills they need to become future leaders in healthcare.

**\$10,000 - Faculty Recruitment.** To ensure the ongoing success and growth of the nursing program, \$10,000 will be allocated to recruiting new faculty members. These funds will be used to attract highly qualified nursing educators who can meet the growing demands of our program, particularly in areas of specialization where advanced certifications are required. Recruitment will focus on candidates with advanced practice credentials who are equipped to both teach and mentor students.

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

HCA Florida Healthcare (HCA) has committed to a comprehensive onboarding and retention program for nursing graduates who complete their studies at FAMU and are hired by HCA. By linking the scholarship recipients to the HCA network, we aim to improve graduate retention within the nursing workforce, with a specific focus on retaining FAMU graduates within the HCA network.

**Onboarding.** Scholarship recipients will undergo comprehensive onboarding at HCA's structured orientation program, designed to provide a smooth transition from academia to the workforce. This onboarding process includes one-on-one mentorship with experienced nurses, hands-on skill-building workshops, and simulated clinical training. These efforts aim to boost graduates' confidence and ensure they are well-prepared for the demands of bedside nursing and leadership roles in patient care.

**Retention.** FAMU School of Nursing is deeply committed to improving student retention through a multifaceted approach that combines financial support, mentoring, and leadership experiences. These efforts are designed to address the key barriers that nursing students face, especially those from underrepresented or disadvantaged backgrounds.

**Financial Support.** One of the most significant barriers to retention in nursing programs is financial strain. The \$300,000 in scholarships provided through this proposal will help reduce the financial burden on students, allowing them to focus on their studies without the distraction of economic hardship. By prioritizing scholarships for students with financial need and those from underserved communities, FAMU aims to increase retention by enabling these students to continue their education uninterrupted. This financial support will not only help students remain in the program but also empower them to pursue their academic goals with greater confidence and stability.

**Mentoring Program.** The mentoring component of the NURSE Scholars Program will play a critical role in student retention. Dedicated faculty members will provide personalized support to each student, helping them navigate academic challenges, balance personal and professional responsibilities, and develop a clear path to graduation. Mentorship fosters a sense of belonging and engagement, which is essential for retaining students who may feel isolated or overwhelmed. By establishing close relationships with experienced faculty, students will have a reliable source of guidance and encouragement throughout their academic journey. Faculty mentors will help students set goals, develop time management skills, and address any issues that may arise during their studies, ensuring that they remain on track for success.

**Leadership Development.** Leadership experiences are another crucial element in retaining students. By offering opportunities for students to attend conferences like the National Student Nurses' Association (NSNA) Annual Conference, FAMU will cultivate leadership skills and provide exposure to the broader nursing community. Students who engage in leadership activities often demonstrate higher levels of academic success and personal satisfaction. These experiences help students build professional networks, gain

confidence in their abilities, and develop a clear vision for their future careers. Leadership opportunities create a sense of purpose and ambition that motivates students to complete their nursing education and pursue long-term success in the field.

### **Clinical Rotations for Scholarship Students**

As part of this collaboration, students receiving scholarships through the NURSE Scholars Program will have the opportunity to complete clinical rotations at HCA. These rotations will expose students to a variety of clinical environments, providing them with critical hands-on experience and ensuring they are well-prepared for employment upon graduation. The partnership will also enhance students' clinical skills and knowledge, giving them direct exposure to exemplary nursing experiences.

## **II. 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 requested LINE Fund match will enable FAMU School of Nursing to expand program capacity, enhance student retention, improve leadership skills among nursing students, and enhancing faculty retention and clinical placement.

**Enhancing Retention by Relieving Financial Burden.** By reducing the financial stress faced by students, the scholarships provided through this fund will directly contribute to higher retention rates. Students who are free from financial concerns are better able to focus on their studies, leading to increased academic success and, ultimately, higher graduation rates.

**Improving Student Success Through Mentoring.** The mentorship provided by dedicated faculty members within the NURSE Scholars Program will give students the guidance and support they need to excel academically. These mentorship relationships will help students navigate the challenges of nursing school, improve their academic performance, and prepare them for successful careers.

**Developing Leadership Capacity Through NSNA Activities.** Supporting student participation in national conferences such as the NSNA Annual Conference will enhance their leadership skills and broaden their professional perspectives. Students will gain valuable experience in leadership roles and networking, preparing them to take on leadership positions in healthcare after graduation.

**Faculty Recruitment and Clinical Placement Expansion.** Expanding the capacity of the nursing program requires not only more students but also additional faculty and clinical preceptors. Funds from this proposal will support the recruitment of highly qualified faculty members, particularly those with advanced practice certifications, ensuring that we can offer more courses and clinical placements. FAMU will also continue to leverage its relationship with HCA and other healthcare providers to secure clinical placements, ensuring that every nursing student gains essential hands-on experience. Through these efforts, FAMU will better meet regional workforce demands, preparing more nursing graduates to enter the healthcare field with confidence.