



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

<b>University:</b>	<b>Florida Gulf Coast University</b>
<b>Healthcare Partner:</b>	<b>Naples Comprehensive Healthcare (NCH) System</b>
<b>Date Proposal Approved by University Board of Trustees:</b>	<b>October 24, 2024</b>
<b>Amount Requested:</b>	<b>\$150,000</b>
<b>University Contact (name, title, phone, &amp; email):</b>	<b>Brenda Hage, PhD, DNP, APRN</b> Director School of Nursing, Southwest Florida Endowed Chair, (239) 590- 7513, bhage@fgcu.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"/> <b>Yes</b>
<b>Healthcare partner making contribution is a healthcare provider as defined in Section 768.38(2), Florida Statutes?</b>	<input checked="" type="checkbox"/> <b>Yes</b>
<b>Nursing programs met or exceeded a first-time NCLEX passage rate of 70% for the prior year based on the 2023 Accountability Plan?</b>	<input checked="" type="checkbox"/> <b>Yes</b>
<b>The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?</b>	<input checked="" type="checkbox"/> <b>Yes</b>

**Background**

The LINE Fund is intended to incentivize collaboration between nursing education programs and healthcare partners and to meet local, regional, and state workforce demand by recruiting faculty and clinical preceptors, increasing the capacity of high-quality nursing education programs, and increasing the number of nursing education program graduates who are prepared to enter the workforce. Subject to available funds, for every

dollar contributed to an institution by a healthcare partner, the fund shall provide a dollar-for-dollar match to the participating institution for approved proposals.

**Funds may be used for student scholarships, recruitment of additional faculty, equipment, and simulation centers to advance high-quality nursing education programs throughout the state. Funds may not be used for the construction of new buildings.** To participate, an institution must submit a timely and complete proposal to the Board of Governors for consideration. For more details, see Board of Governors [Regulation 8.008 - Nursing Education](#).

**Proposals must be submitted with a total of no more than three pages of narrative for the following sections.** Proposals with more than three pages of narrative will be rejected.

## **Proposal Details**

*Provide a detailed narrative for each section below.*

- I. Use of Funds** - *Describe in detail and with specificity how the institution plans to use the funds, including how the funds will be utilized to increase student enrollment and program completion.*
- 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 Practice Ready Nurses Initiative-** The purpose of the School of Nursing 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 FGCU’s BSN program has the highest pass rates in the Florida State University System.

**In 2023, FGCU’s SON was the only SUS school to have a 100% NCLEX pass rate!**

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.

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 Naples Comprehensive Healthcare (NCH) System is in a period of transformational change to become an

Advanced Community Healthcare System™,” (Paul Hiltz, President and CEO, NCH Healthcare System). In a collaborative effort with the world renowned [Hospital for Special Surgery \(HSS\)](#), NCH is creating a state-of-the-art facility offering outpatient and inpatient services, including a jointly owned and operated ambulatory surgery center, and imaging and rehabilitation services, to provide residents with the highest-quality musculoskeletal care closer to home in Naples FL. Preparing qualified nurses with orthopedic and medical surgical knowledge and expertise are key components to the success of this venture and meeting this identified need within the NCH Healthcare System. In order to ensure a supply of qualified nurses to meet the unique health care needs of a rapidly aging and varied population, the NCH leadership team is committing **\$150,000** to FGCU’s School of Nursing BSN program in support of a second LINE grant proposal. We are seeking \$150,000 in matching funds from the SUS Board of Governors.

**I. Proposed Use of Funds – Practice Ready Nurses Initiative**

**Total \$300,000 (\$150,000 NCH + \$150,000 LINE BOG funds)**

Clinical immersive learning is a curricular strategy that is used to increase student autonomy and accountability in the clinical area, with an emphasis on patient safety (Diefenbeck et al. 2015, p. 124). The project purpose is to provide students with new and robust clinical experiences in medical surgical nursing. Students will be exposed to innovative models of care, complex patient populations, and hands on clinical learning experiences focused on common health problems in medical surgical nursing (e.g. such as orthopedics and cardiovascular disorders). Additional enrichment activities in areas such as patient navigation, case management, and effective discharge planning for safe transitions of care will complement the experience. Clinical immersion has been found to “... enhance critical thinking, clinical judgement, and confidence with nursing roles and skills” (Moore, Palerino, Pawloski, Desmond, Erickson, Salkic-Mehkic, 2023, p.47). Immersion in a clinical system can also decrease onboarding time and costs, post-graduation and contributes to the preparation of practice-ready nurses. Students will also be exposed to the job opportunities within the NCH system. It is anticipated that approximately 115 students will benefit from the proposed project.

Practice Ready Nursing Initiative	Budget items	Key Personnel	Proposed Budget
BSN Student Clinical Immersion Collaborative with NCH Health System	Immersion Curriculum Development	BSN Director, key NCH nursing and allied health staff members	\$ 8,000
	UB Sim Virtual Reality Trainer with 10 headsets	FGCU SON faculty	\$ 91,225
	Adjunct faculty cost	2 Adjunct faculty members (preferably an NCH nursing employee if possible)	\$ 45,000 (\$15,000 x 3 semesters)

	Preceptor micro badge and staff continuing education.	NCH staff clinical champions (nursing and allied health personnel) for 1:1 student clinical assignment	\$125,775
	NCH Clinical Experience Coordinator to facilitate multiple student rotations	(2) NCH Unit educator	\$ 30,000
<b>Total \$300,000</b>			

## II. Onboarding and Retention of Graduates

Historical data indicate a high correlation between positive clinical rotation experiences and senior practicum placements and students' post-graduation employment decisions.

## III. Program Expansion

Through a strategic partnership with Naples Comprehensive Healthcare (NCH) System, LINE grant funding will enable FGCU's SON to expand the number of nursing students who are able to participate in high quality clinical learning experiences to better meet the community's significant need for qualified registered nurses. The following proposal was developed outlining a collaborative initiative between FGCU's SON and Naples Comprehensive Healthcare (NCH) System focused on increasing the number of qualified BSN graduates at FGCU. In AY 2022/2023, the FGCU SON BSN program increased its enrollment by an additional 33% resulting in an increase from 176 students to 234 students (two-year enrollment cycle, by the end of AY 2024) through the addition of 29 students annually. An additional 17% increase is planned this year resulting in an increase from 234 students to 274 students (two-year enrollment cycle, by the end of AY 2026) through an increase of an additional 20 additional students annually, bringing a combined total of 50% increase through the LINE grant funding mechanism.

LINE Grant Success Metrics		
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
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
Increase in % of FGCU BSN graduates employed at NCH	(year 3)	Naples Comprehensive Healthcare (NCH) System
Employee Retention Rates	(ongoing)	Naples Comprehensive Healthcare (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 Comprehensive Healthcare (NCH) System during their education and training.

#### References

- Diefenbeck, C., Herrman, J., Wade, G., Hayes, E., Voelmeck, W., Cowperthwait, A., and Norris, S. (2015). Preparedness for clinical: Evaluation of the core elements of the core elements of the clinical immersion model. *Journal of Professional Nursing* 31:124–132, 2015.
- Moore W, Palerino A, Pawloski K, Desmond M, Erickson B, Salkic-Mehkic M. (2023). The effects of clinical immersion on readiness for nursing practice. *Journal of Nursing Education* 62(1):47-50. doi: 10.3928/01484834-20221109-08. Epub 2023 Jan 1. PMID: 36652578.