



## **USF Board of Trustees**

Tuesday, October 10, 2023  
Microsoft Teams Meeting

### **A G E N D A**

**I. Call to Order**

Vice Chair Mike Griffin

**II. New Business – Action Item**

**a. [Naming Resolution](#)**

Sr. VP Jay Stroman

**b. [Linking Industry to Nursing Education \(LINE\) Fund Proposal](#)**

Dean Usha Menon

**III. Adjournment**

Vice Chair Griffin

**Agenda Item: II.b.**

**USF Board of Trustees**  
October 10, 2023

**Issue:** Linking Industry to Nursing Education

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**Proposed action:** Approve LINE proposals to be submitted to the Board of Governors

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**Executive Summary:**

The Linking Industry to Nursing Education (LINE) fund provides an opportunity for each state university to receive dollar-for-dollar matching funds to match contributions from a healthcare partner. Gift funds and matching funds may be used for any of the following priorities: student scholarships, recruitment of additional faculty, purchasing or repairing equipment to support the delivery of nursing education, and/or updating nursing simulation centers. The one LINE proposals from USF are described below:

Funds will be used to create the new BayCare Health System and USF College of Nursing Master Class Academy (MCA). The MCA will provide a tiered education program for BayCare nurses who, upon completion of one or more education pathways, will be prepared to serve as a (1) Preceptor, (2) Master Preceptor, (3) Clinical Adjunct Faculty, or (4) Classroom Adjunct Faculty. The new MCA will aim to increase the number of trained nursing preceptors and faculty, which will increase the number of clinical opportunities for students, increase the pipeline of qualified nursing faculty and, allow for additional student enrollment, provide critical incentives and career advancement pathways for BayCare nurses, which will support nurse retention, improve students' educational experience which will enhance retention and promote program completion while expanding the pipeline of nursing professionals who can fill critical positions in nursing education to help mitigate the acute nursing shortage.

**Financial Impact:**

LINE Proposal: **BaCare Health System & USF College of Nursing**

**Program Cost:**

Total cost for program support = \$750,000

LINE contribution (dollar for dollar match) = \$375,000

Healthcare partner contribution = \$375,000





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

<b>University:</b>	University of South Florida
<b>Healthcare Partner:</b>	BayCare Health System
<b>Date Proposal Approved by University Board of Trustees:</b>	x/xx/xxxx
<b>Amount Requested:</b>	\$375,000
<b>University Contact (name, title, phone, &amp; email):</b>	Usha Menon Dean <a href="mailto:Umenon@usf.edu">Umenon@usf.edu</a>
<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 70% for the prior year based on the 2023 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](#).

**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.

Funds will be used to create the new BayCare Health System and USF College of Nursing Master Class Academy (MCA). The MCA will provide a tiered education program for BayCare nurses who, upon completion of one or more education pathways, will be prepared to serve as a (1) Preceptor, (2) Master Preceptor, (3) Clinical Adjunct Faculty, or (4) Classroom Adjunct Faculty. The new MCA will aim to increase the number of trained nursing preceptors and faculty, which will increase the number of clinical opportunities for students, increase the pipeline of qualified nursing faculty and, allow for additional student enrollment, provide critical incentives and career advancement pathways for BayCare nurses, which will support nurse retention, improve students' educational experience which will enhance retention and promote program completion while expanding the pipeline of nursing professionals who can fill critical positions in nursing education to help mitigate the acute nursing shortage.

The goal of this one-year project will be to develop the Master Class Academy curricula for four distinct educational pathways; develop interactive learning modules for each pathway; submit each pathway to ANCC for approval of CEUs; develop a marketing plan; promote the academy as a professional program for career advancement; develop a rewards and recognition program to support best practices; identify an MCA Coordinator; identify a Nurse Facilitator, and develop a sustainable plan to incentivize nurses who precept students beyond the length of the grant period.

**Program Cost:**

Total cost for the Preceptor Program = \$750,000  
LINE contribution (dollar for dollar match) = \$375,000  
Healthcare partner contribution = \$375,000

**How USF plans to use the funds:**

- Develop MCA curricula for preceptors and adjunct faculty
- Develop formalized training modules for each educational pathway
- Provide electronic badges and certificates for each pathway completed
- Provide a nurse faculty member to serve as MCA Coordinator
- Provide a nurse faculty member to serve as a Pathway Facilitator
- Develop a marketing plan for the MCA to be distributed across the BayCare Health System
- Implement the MCA marketing plan
- Provide Nurse Planner who meets ANCC criteria for planning, implementing, and evaluating each pathway for awarding CEUs

- Provide technical support for pathway participants
- Provide Learning Management System for MCA

**How the healthcare funds will contribute:**

- Provide opportunities for staff nurses to move up nursing career ladder providing a pathway to advance through professional development
- Provide a qualified Nurse Facilitator to manage the selection and onboarding of MCA applicants
- Recruit 50 nurses to join the MCA
- Provide continuing education credits (CEU) for each pathway completed
- Provide paid time off for nurses to complete one or more pathways
- Provide recognition ceremony for graduates of the academy

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

BayCare will identify a qualified Nurse Facilitator to oversee the selection and onboarding of MCA applicants. USF Health CON will identify an MCA Coordinator. BayCare will identify each educational pathway as a part of their existing career ladder program and implement the MCA marketing plan across its healthcare system. The Nurse Facilitator will disseminate MCA applications throughout the BayCare Health System and identify qualified applicants. The Nurse Facilitator in collaboration with the MCA Coordinator, will onboard applicants to their selected pathway. The Nurse Facilitator and Nurse Planner will monitor pathway completion and award badges. Upon completion of one or more MCA pathways, nurses will provide proof of completion (badge) to BayCare Health which will be applied to the BayCare Health Clinical Ladder. Benefits of a Clinical Ladder Nursing Program are well-documented and include enhanced retention, increased competency, improved quality of care, and worker satisfaction. Therefore, BayCare nurses who graduate from one or more courses in the MCA are likely to be retained.

- I. **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.*

Lack of qualified preceptors and nursing faculty is a local, regional, and state workforce issue that can be addressed by the MCA. Implementation of the MCA will expand the USFCON's programming specifically aimed at increasing the number of qualified preceptors and nursing faculty to fill critical faculty shortage areas. The MCA has the potential to enhance students' educational experience through providing preceptors and nursing faculty properly trained in pedagogy who also have current, relevant clinical expertise which, when combined, provide meaningful learning opportunities. The USFCON continues to use the clinical placement processes established in Section 14.36, of the Florida Statutes by using two electronic placement system.