



FLORIDA ATLANTIC UNIVERSITY

Board of Trustees

Item: AS: A-4

Tuesday, September 9, 2025

**SUBJECT: APPROVE FAU'S LINKING INDUSTRY TO NURSING EDUCATION (LINE)
PROPOSAL – Memorial Healthcare System**

PROPOSED BOARD ACTION

Approve a proposal to be submitted to the State University System of Florida Board of Governors for the 2025-2026 Linking Industry to Nursing Education (LINE) program.

BACKGROUND INFORMATION

In 2022, the Florida Legislature established the LINE Fund in Senate Bill 2524. The Board of Governors is charged with administering the LINE Fund for the State University System, including evaluating and approving proposals to participate in the program. 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.

The \$100,000 in funds provided by Memorial Healthcare System (MHS) and the matching LINE funds (\$100,000) will be used to support a strategic initiative focused on advancing nursing education. The full amount will be dedicated to expanding faculty capacity through efforts that promote the recruitment, retention, and professional growth of nursing educators—key drivers in preparing future nurses for clinical excellence. This initiative will be formally recognized as the *MHS Nursing Faculty Education Support Initiative*. With the goal of increasing student enrollment in the BSN program, the funds will be prioritized to secure two full-time nursing faculty members with 80% of their workload assigned specifically to supporting undergraduate programs. Additionally,

we will also seek adjunct nursing faculty to teach six nursing practicum courses (clinical) over the course of the year.

These efforts align with the strategic goals of the Florida Center for Nursing and represent a sustainable, scalable model for workforce development. By investing in nursing education today, we are building a healthier, more resilient Florida for tomorrow.

IMPLEMENTATION PLAN/DATE

The attached proposal, if approved by FAU BOT, will be submitted to the Board of Governors. Agreements with the healthcare partner have been drafted, contingent on LINE funding of the proposal. Upon approval by the Board, the Provost's Office will submit to BOG staff with the BOT approval date in support of the request.

FISCAL IMPLICATIONS

The Board of Governors will award one-time funding allocations in FY24 (current fiscal year) based on the merit of each proposal received. Funds are limited and may be awarded on a first-come, first-served basis. Award amounts may be prorated depending on the number of approved proposals and the dollar amounts requested.

Supporting Documentation:	FAU Proposal for LINE Fund – Memorial Healthcare System
Presented by:	Ryan Britton, Vice President of Government Relations and Economic Development
Phone:	(561) 297- 2583



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

University:	Florida Atlantic University
Healthcare Partner:	Memorial Healthcare System
Date Proposal Approved by University Board of Trustees:	x/xx/xxxx
Amount Requested:	\$100,000
University Contact (name, title, phone, & email):	Cameron Duncan, Holli Rockwell Trubinski Eminent Dean of Nursing, (561) 297-3207, duncanc@health.fau.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 2025 Accountability Plan?	<input checked="" type="checkbox"/> Yes
The funds will be used for an eligible purpose per section 1009.8962, Florida Statutes?	<input checked="" type="checkbox"/> Yes

Memorial Healthcare System Nursing Faculty Education Support Initiative: Expanding Capacity to Meet Florida's Nursing Workforce Demands

Use of Funds - Memorial Healthcare System (MHS) is committing \$100,000 to Florida Atlantic University's School of Nursing in support of a strategic initiative focused on advancing nursing education. The full amount will be dedicated to expanding faculty capacity through efforts that promote the recruitment, retention, and professional growth of nursing educators—key drivers in preparing future nurses for clinical excellence. This initiative will be formally recognized as the *MHS Nursing Faculty Education Support Initiative*. With the goal of increasing student enrollment in BSN program, the funds will be prioritized to secure two full-time nursing faculty members with 80% of their workload assigned specifically to supporting undergraduate programs. Additionally, we will also seek adjunct nursing faculty to teach six nursing practicum courses (clinical) over the course of the year. The allocation of funds are outlined below (Table 1).

Table 1: Budget

Role	Salary	Fringe	Subtotal	FTE on LINE	Total
Instructor/Asst. Prof	\$ 75,000	\$ 26,250	\$ 101,250	0.8	\$ 81,000
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Adjunct Faculty	\$ 37,457	\$ 543	\$ 38,000	6 courses	\$ 38,000
Total					\$ 200,000

Onboarding & Retention of Graduates - MHS has implemented a Financial Assistance Program, a Nurse Residency Program, and an RN Fellowship program to facilitate recruitment and retention issues.

- a. 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. The program's curriculum allows residents to connect and learn from one another through monthly meetings and by providing tools and resources to support their professional growth and development upon completion of the program.
- b. 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 graduation 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.

Program Expansion - The MHS Nursing Faculty Education Support Initiative will have a significant and measurable impact on the Christine E. Lynn College of Nursing's (CON) ability to expand its undergraduate nursing programs and meet the growing

demand for qualified nurses across Florida. This initiative directly supports the state's urgent need to address the nursing workforce shortage. According to the Florida Center for Nursing's 2025 report, the state is facing a projected shortfall of over 59,000 registered nurses by 2035 if current trends continue (Florida Center of Nursing, 2024). This shortage is driven by a combination of factors, including an aging population, increased healthcare needs, and a wave of retirements among experienced nurses. Compounding the issue is a bottleneck in nursing education: many qualified applicants are turned away from nursing programs due to a lack of faculty, clinical placements, and other resources.

Currently, the CON offers an Accelerated Second Degree Bachelor of Science in Nursing (ASBSN) pathway to become a Registered Nurse (RN), located on both the Boca Raton and Davie campuses. This intensive, four-semester (16-month) program is designed for students who already hold a non-nursing bachelor's degree and are seeking an accelerated route into the nursing profession. Each campus admits 40 students annually in the fall semester, totaling 80 students per year.

With the support of the MHS Nursing Faculty Education Support Initiative, and matching funds from the LINE program, the CON will increase enrollment from 40 to 48 students per campus beginning this academic year. This 20% increase in annual enrollment will result in 96 students entering the ASBSN program each year, directly contributing to the pipeline of practice-ready nurses in Florida.

To accommodate this growth, the College will allocate additional full-time and adjunct nursing faculty to the ASBSN program. These faculty members will be essential to maintaining the program's rigorous academic and clinical standards. The CON is proud to report a second-quarter 2025 NCLEX-RN pass rate of 97.5%, a testament to the quality of instruction and student support provided by our faculty. Maintaining this level of excellence while expanding enrollment requires strategic investment in faculty recruitment, development, and retention.

The Florida Center for Nursing has identified faculty shortages as one of the most significant barriers to expanding nursing education statewide. In 2023, over 14,000 qualified applicants were turned away from Florida nursing programs due to insufficient faculty and clinical placement capacity (FCN, 2023). By investing in faculty through this initiative, the CON will increase enrollment and contribute to long-term faculty workforce development, helping to alleviate one of the root causes of the nursing shortage.

In addition to expanding undergraduate enrollment, the initiative will support a stronger pipeline of students into the College's advanced education nursing programs, including the Master of Science in Nursing (MSN), Doctor of Nursing Practice (DNP), and PhD in Nursing. Graduates of our BSN programs, and nurses in the community already practicing as Registered Nurses, are well equipped to pursue further education at the Christine E. Lynn College of Nursing. These programs are critical for preparing the next generation of nurse educators, clinical leaders, and researchers. Increasing the number of graduate nursing students—particularly those pursuing educator and preceptor roles—will have a multiplier effect on the state's nursing workforce capacity.

The CON also plans to expand its partnerships with healthcare providers to increase the number of clinical preceptors available to supervise students in real-world settings. Preceptors play a vital role in bridging the gap between classroom learning and clinical practice, and their availability is often a limiting factor in program expansion. Through targeted outreach, incentives, and professional development opportunities, the College aims to grow its network of preceptors and ensure that all students receive the hands-on training necessary to succeed in today's complex healthcare environment. To pursue these additional preceptors, the leadership team at the College has already begun discussions with our clinical partners, including MHS, to enhance communication, provide support to practicing nurses, and to streamline processes for nurses who wish to continue their education with an advanced degree.

The urgency of this work cannot be overstated. A 2025 national survey conducted by Cross Country Healthcare and Florida Atlantic University's Christine E. Lynn College of Nursing found that 65% of nurses report high levels of stress and burnout, and only 60% would choose nursing again if given the choice (Cross Country Healthcare (CCH), 2025). These findings underscore the importance of not only increasing the number of nurses entering the workforce, but also ensuring they are well-prepared, supported, and resilient.

Despite these challenges, there is reason for optimism. By expanding access to high-quality nursing education and investing in faculty and clinical infrastructure, the MHS Nursing Faculty Education Support Initiative will help turn that optimism into action—graduating more nurses who are ready to meet the needs of Florida's communities. The CON is uniquely positioned to respond to Florida's nursing workforce crisis. With the support of the MHS Nursing Faculty Education Support Initiative and the LINE program, the College will:

- Increase ASBSN enrollment by 20% annually across two campuses.
- Recruit and retain additional nursing faculty to maintain academic excellence.
- Grow the network of clinical preceptors to support hands-on learning.
- Contribute to long-term solutions for Florida's nursing workforce shortage.

These efforts align with the strategic goals of the Florida Center for Nursing and represent a sustainable, scalable model for workforce development. By investing in nursing education today, we are building a healthier, more resilient Florida for tomorrow.

1. Florida Center for Nursing (FCN). (2023). *Forecasting Florida's Registered Nurse Workforce: Supply, Demand, and Shortages*. Retrieved from <https://www.flcenterfornursing.org>
2. Cross Country Healthcare & Florida Atlantic University Christine E. Lynn College of Nursing (CCH). (2025). *The State of Nursing Survey Report*. Retrieved from <https://www.crosscountry.com/beyondthebedside>