



**Board of Trustees Meeting**  
University of North Florida

2024-08-15 10:45 - 11:00 EDT

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**Item # 3**  
**Action Item**

**UNF Board of Trustees**  
**Full Board Meeting**

August 15, 2024

**Subject:** Approval of 2024-25 Linking Industry to Nursing Education (LINE) Proposal with Mayo Clinic Jacksonville

**Proposed Board Action:**

Approval of the 2024-2025 Linking Industry to Nursing Education (LINE) Fund Proposal

LINE Proposal: Mayo Clinic Jacksonville

**Background Information:**

The Linking Industry to Nursing Education (LINE) Fund provides an opportunity for each institution in the State University System to receive matching funds for every dollar contributed by a healthcare partner..9 ntrdu) TL10 (I)12 (N11 ())7 ( F) (r)79.9 (nds)4 gppr)7 (t)12 (ned

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**Supporting documentation:**

1. 2023-2024 Linking Industry to Nursing Education (LINE) Fund Proposal, Mayo Clinic Jacksonville and UNF

**Presenter:**

Dr. Mei Zhao, Interim Dean of Brooks College of Health



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

<b>University:</b>	<b>University of North Florida</b>
<b>Healthcare Partner:</b>	<b>Mayo Clinic, Jacksonville</b>
<b>Date Proposal Approved by University Board of Trustees:</b>	<b>x/xx/xxxx</b>
<b>Amount Requested:</b>	<b>\$543,283.50</b>
<b>University Contact (name, title, phone, &amp; email):</b>	<b>Dr. Mei Zhao, Dean</b> Brooks College of Health 904.620.1444 mzhao@unf.edu
<b>Please check the boxes below as</b>	<b>All boxes must be checked <del>by</del> or <del>by</del></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**

- 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*

Upon accepting the Mayo Clinic Nurse Anesthesiology Fellowship, students will sign a two-year employment agreement with MCJ; UNF is not party to this agreement, and MCJ 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 MCJ. 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 Jacksonville. As scheduling permits, Mayo Clinic Nurse Anesthesiology Fellows would receive a greater proportion of clinical assignments at MCJ to help prepare them for eventual employment. By completing multiple clinical rotations at MCJ, 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, MCJ 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 Jacksonville upon graduation and successful passing of national boards. MCJ supports the ongoing development of its CRNAs by providing op

**Item # 4**  
**Action Item**

## **UNF Board of Trustees**



**Supporting documentation:**

1. 2024-2025 Linking Industry to Nursing Education (LINE) Fund Proposal47(n)P425



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

<b>University:</b>	<b>University of North Florida</b>
<b>Healthcare Partner:</b>	<b>HCA Healthcare South Atlantic Division</b>
<b>Date Proposal Approved by University Board of Trustees:</b>	<b>x/xx/xxxx</b>
<b>Amount Requested:</b>	<b>\$166,000</b>
<b>University Contact (name, title, phone, &amp; email):</b>	<b>Dr. Mei Zhao, Dean</b> Brooks College of Health 904.620.1444 mzhao@unf.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 Yes Statutes?</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**

- 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.*

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Proposed Funding for the HCA H-SADiv\_UNF NAP Pipeline Program:

DESCRIPTION	TOTAL REQUEST
Software, travel, registration, exam costs, maintenance, and supplies	
(4 fellows x \$68,000)	

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 a

**Item # 5**  
**Action Item**

**UNF Board of Trustees**  
**Board Meeting**

*8/15/2024*

**Subject:** General Education Submission Revisions