



# HRSA and BHW's Investments to Address Nurse Faculty Shortages

National Advisory Council on Nurse Education and Practice (NACNEP)

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Vision: Healthy Communities, Healthy People



# BHW Nursing Investments



# DNPH Nursing Programs

- Support faculty development and provide educational loans
- Prioritize education, practice, and retention
- Enhance the nursing training curriculum
- Increase the number of qualified primary care advanced nurses and nurse anesthetists in underserved areas
- Increase nursing education opportunities for individuals from disadvantaged backgrounds



# BHW Nursing Investments

## Advanced Nursing Education (ANE)

### **Nurse Practitioner Residency Integration Program (NPRIP)**

Prepares new nurse practitioners for primary care in behavioral health practice in integrated, community-based settings

### **Nurse Practitioner Residency (NPR) Program**

Supports clinical and academic focused 12-month NP Residency programs that prepare new NPs for primary care practice in community-based settings.

### **Workforce (ANEW) Program**

Supports innovative academic-practice partnerships to prepare primary care APRN students to practice in rural and underserved settings.

### **Advanced Nursing Education (ANE) Program**

Supports academic-practice partnerships to train APRNs within primary care programs at rural and/or underserved sites.

### **Sexual Assault Nurse Examiners (SANE)**

Increases the number of RNs, APRNs and FNs, trained and certified as sexual assault nurse examiners (SANEs) in communities.

### **Nurse Anesthetist Traineeship (NAT)**

Provides quality training to prepare students to serve as an integral part of the anesthesia and pain management team.

### **Nurse Faculty Loan Program (NFLP)**

Increases the number of qualified nursing faculty by supporting schools of nursing.



# About Nurse Corps

The Nurse Corps offers programs to help address shortages of nurses across the country. These include:

- loan repayment to nurses who work in facilities experiencing a critical shortage of nurses;
- loan repayment to nurse faculty; and
- scholarships to students enrolled—or accepted for enrollment—in nursing degree programs.



LOAN REPAYMENT  
PROGRAM



SCHOLARSHIP  
PROGRAM

# Faculty Loan Repayment Program

- **Program Description:**
  - Faculty members from disadvantaged backgrounds with a professional health care degree/certificate may receive loan repayment assistance in exchange for teaching at educational institutions that provide training for health care professionals.
- **Eligible Disciplines:**

Dentistry (DDS, DMD), Dental Hygienist, Medicine (MD/DO), Nursing, Mental and Behavioral Health Professionals, Public Health Professionals, etc.



# NACNEP Ninth Report Recommendations

In its ninth annual report (2010) to U.S. Congress and Department of Health and Human Services, NACNEP outlined the following recommendations:

1. The U.S. Congress, the Department of Health and Human Services and the Department of Education should provide nursing program infrastructure grants to support faculty development, workload adjustments, mentorship, certification, scholarships, and loan forgiveness.
2. The U.S. Department of Health and Human Services and the Department of Education should provide individual faculty fellowships for baccalaureate and master's prepared nurses to fast-track their doctoral education and assume faculty positions.



# NACNEP Ninth Report Recommendations (cont'd)

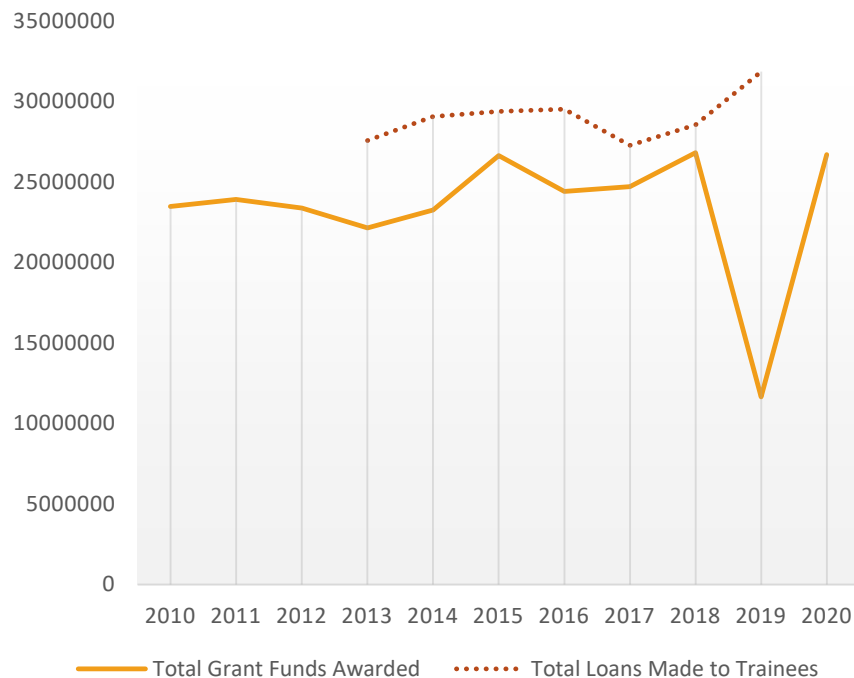
3. The Health Resources and Services Administration and the Division of Nursing should fund sustainable demonstration projects that develop collaborations between clinical settings and academic institutions to increase the supply and diversity of faculty.
4. The Division of Nursing, in collaboration with such agencies as the American Association of Colleges of Nursing, the National League for Nursing, the National Council of State Boards of Nursing, and private foundations should create, maintain, and update a national database using a standard minimum data set to produce comprehensive data regarding faculty supply and demand.





# BHW's Investments to Address Nurse Faculty Shortage: The Nurse Faculty Loan Program (NFLP)

NFLP Nurse Faculty Investment



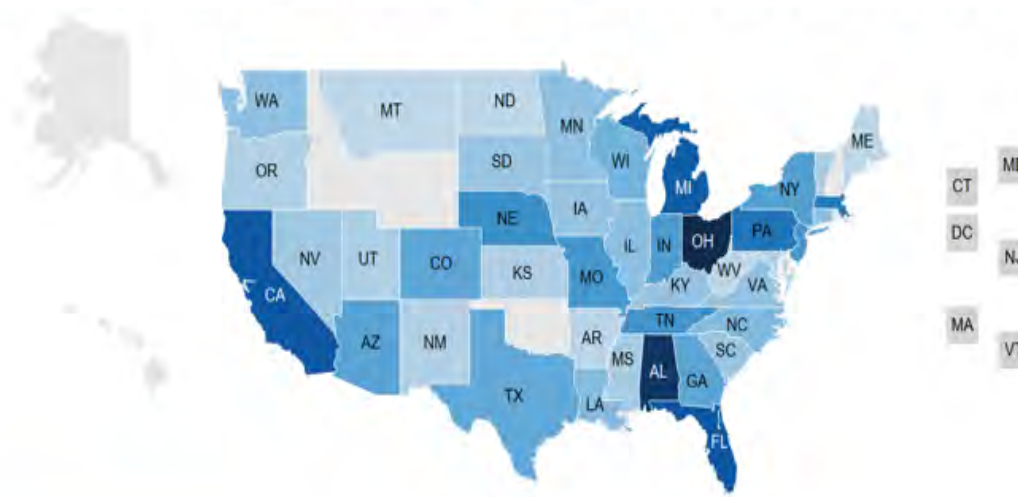
Fiscal Year	Total Grant Funds Awarded	Total Loans Made to Trainees	Number of Trainees
2010	23480577		
2011	23906790		
2012	23374698		
2013	22151652	27571623	2259
2014	23268328	29055824	2367
2015	26643367	29375400	2358
2016	24405295	29525445	2330
2017	24715373	27280043	2001
2018	26825131	28550480	2172
2019	11663501	31846512	2277
2020	26687624		
<b>Total</b>	<b>257122336</b>	<b>203205327</b>	



# BHW's Investments to Address Nurse Faculty Shortage: The Nurse Faculty Loan Program (NFLP)

Number of Trainees Nationally							Number of Graduates Nationally						
2012 - 2013	2013 - 2014	2014 - 2015	2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019	2012 - 2013	2013 - 2014	2014 - 2015	2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019
2,259	2,367	2,358	2,330	2,001	2,172	2,277	334	585	605	750	569	800	698

\* Hover over the map to view the number of trainees, graduates, and grants by state. Click on any state to view it's detailed data. Below map shows data across Academic Year(s): 12-13, 13-14, 14-15 and 4 more.



No Trainees Maximum Trainees

\* "No Trainees" indicates that there are no trainees in the state or territory for the selected Academic Year, Division and/or Program.



# BHW's Investments to Address Nurse Faculty Shortage: NFLP cont'd

Post-Graduation Employment Status (1-year post completion)	AY 18-19	AY 17-18	AY 16-17	AY 15-16	AY 14-15	AY 13-14	AY 12-13	Total
Individual has obtained a full-time faculty appointment	459	357	378	297	286	166	233	2,176
Individual obtained a part-time appointment	22	13	28	36	20	17	14	150
Individual obtained a part-time faculty position in combination with a clinical preceptor/educator position	4	13	0	0	0	0	0	17
Individual obtained more than one part-time faculty position	2	7	0	0	0	0	0	9

Type of Faculty Appointment (1-year post completion)	AY 18-19	AY 17-18	AY 16-17	AY 15-16	AY 14-15	AY 13-14	AY 12-13
Nursing Diploma School	14	6	4	2	9	6	10
Two-year college	74	54	61	33	41	31	53
Undergraduate Level	230	199	230	171	145	77	94
Graduate level-Masters	89	63	71	84	78	43	37
Graduate level-Doctorate	79	42	34	38	23	16	12



# BHW's Investments to Address Nurse Faculty Shortage: Nurse Corps Loan Repayment (NCLRP)

NCLRP-NF New Awards		
Fiscal Year	# New Awards	\$ New Awards
2010	185	\$5,977,956.24
2011	163	
2012	214	\$7,597,100.76
2013	127	\$5,296,123.37
2014	126	\$5,939,903.09
2015	114	\$6,020,786.55
2016	141	\$8,427,455.64
2017	149	\$8,168,507.38
2018	52	\$4,161,394.56
2019	60	\$4,273,894.69
<b>Total</b>	<b>1331</b>	<b>\$55,863,122.28</b>

NCLRP-NF Continuations		
Fiscal Year	# Continuations	\$ Continuations
2010		
2011		
2012	102	\$1,368,939.02
2013	124	\$1,526,395.76
2014	119	\$1,670,497.21
2015	78	\$1,225,578.64
2016	63	\$1,102,012.25
2017	55	\$1,220,871.23
2018	71	\$1,884,976.73
2019	82	\$1,748,699.41
<b>Total</b>		<b>\$11,747,970.25</b>



# BHW's Investments to Address Nurse Faculty Shortage: Faculty Loan Repayment (FLRP)

FLRP New Awards		
Fiscal Year	# New Awards	\$ New Awards
2010	-	-
2011	-	-
2012	3	\$179,560.20
2013	3	\$179,560.20
2014	2	\$115,754.98
2015	5	\$263,631.87
2016	-	-
2017	3	\$153,744.61
2018	4	\$141,810.27
2019	-	-
Total	20	\$1,034,062.13



# BHW's Investments to Address Nurse Faculty Shortage: Faculty Development Activities

- BHW Programs support Nurse Faculty Development Activities through structured trainings that lead to certificates and non-structured training.

## Programs that Include Faculty Development Activities for Nurses

- Advanced Nursing Education (ANE)
- Advanced Nursing Education Workforce (ANEW)
- Nursing Workforce Diversity (NWD)
- Nurse, Education, Practice, Quality and Retention Interprofessional Collaborative Practice (NEPQR-IPCP)
- Nurse, Education, Practice, Quality and Retention Registered Nurses in Primary Care (NEPQR-RNPC)
- Nurse, Education, Practice, Quality and Retention Veterans' Bachelor of Science in Nursing Program (NEPQR-VBSN)

Fiscal Year	Number of Faculty Trained
2012-2013	4096
2013-2014	10792
2014-2015	12641
2015-2016	15500
2016-2017	13143
2017-2018	14953
2018-2019	14973
TOTAL	86098



# BHW's Investments to Address Nurse Faculty Shortage: Faculty Development Activities cont'd

## Examples -Name of Structured Faculty Development Programs

## Faculty development programs that were focused on preceptor training

APRN Transitions in Practice

Clinical Preceptors for Students

Precepting: Type of Learners

Enhanced Role RN/MA

Cultivating Nursing in Primary Care

Social Determinants of Health

Programs	AY18-19	AY17-18
ANEW	8	6
NWD	7	-
RNPC	27	-



# Summary of HRSA/BHW's Investments to Address Nurse Faculty Shortage

Prior to 2010, HRSA/BHW has committed significant investments to addressing the nurse faculty shortage.

Since 2002, the Nurse Corps program has provided Loan Repayment support for already practicing Nurse Faculty to relieve financial burden.

Since its inception in 2003, the NFLP grant has had one major aim, to increase the number of qualified nurse faculty nationwide.

Several HRSA/BHW nursing workforce programs have also incorporated faculty and preceptor development activities, and academic-practice models that bolster faculty efforts.

In 2020, the NFLP grant incorporated a service commitment option that required academic-practice partnerships solely aimed at increasing the supply of nurse faculty and APRN preceptors.





# Summary of HRSA/BHW's Investments to Address Nurse Faculty Shortage cont'd

From 2010-2019 HRSA/BHW has invested over \$68million in Loan Repayment support to already practicing Nurse Faculty through the FLRP & the Nurse Corps LR Programs.

Through the Nurse Corps and Faculty Loan Repayment Programs, HRSA/BHW has made new loan repayments for 1,351 nurse faculty, and continuation loan repayments for 694 nurse faculty.

From 2010-2019 HRSA/BHW has invested over \$257million in grants to about 200 institutions to support training of new nurse faculty through the NFLP grant.



# Summary of HRSA/BHW's Investments to Address Nurse Faculty Shortage cont'd

From 2012-2019, NFLP provided support to 15,764 trainees committed to becoming nurse faculty.

From 2012-2019, NFLP grantees reported a total of 4,341 NFLP graduates, with 94% percent of the graduates obtaining full time nurse faculty employment.

Current grantees report over 3,500 of those supported completing at least one year of full-time employment as nurse faculty.

The majority of NFLP trainees and graduates pursue doctoral-level degrees; the most common discipline is the nurse educator.



# Questions



# Contact Us

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