

***PROGRAMS FOR THE  
RECRUITMENT AND RETENTION OF  
NURSES  
IN MASSACHUSETTS***

**THIS INFORMATION HAS BEEN COLLECTED THROUGH A COLLABORATIVE EFFORT**

**BETWEEN THE**

**MASSACHUSETTS DEPARTMENT OF PUBLIC HEALTH**

**PRIMARY CARE OFFICE**

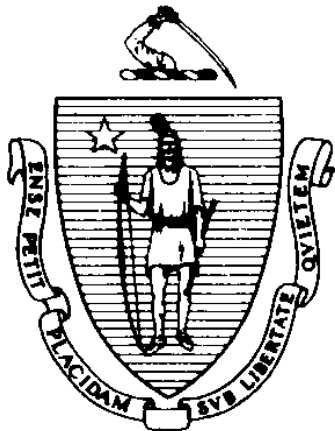
**AND**

**THE UNIVERSITY OF MASSACHUSETTS MEDICAL SCHOOL'S**

**MASSAHEC NETWORK**

**A PROGRAM OF COMMONWEALTH MEDICINE.**

**PRODUCED MARCH 2010**



## **NURSING SCHOLARSHIP, LOAN REPAYMENT, AND LOAN PROGRAMS**

A variety of programs are in place within state agencies and within organizations at the national, state, and community levels to recruit primary care health professionals who will provide services in high-need/underserved communities in Massachusetts. Many of the program activities are coordinated through the Massachusetts Department of Public Health (MDPH) Primary Care Office (PCO).

Massachusetts Department of Public Health:

<http://www.mass.gov/dph/primarycare>

The programs summarized here focus on primary care nursing disciplines.



### **MASSACHUSETTS DEPARTMENT OF PUBLIC HEALTH**

#### **PRIMARY CARE OFFICE**

The Massachusetts Primary Care Office (PCO) is funded by the Health Resources and Services Administration's Bureau of Primary Health Care (BPHC) and Bureau of Health Professions (BHP). The Massachusetts PCO works collaboratively with Federal, State, and Local partners to coordinate resources to address issues related to the delivery of comprehensive primary care services, and the retention, recruitment and oversight of health professionals for populations in medically underserved areas.

The mission of the Massachusetts PCO is to coordinate and maximize resources that support and increase health care and safety net capacity, and address health disparity needs in Massachusetts.

### **UNIVERSITY OF MASSACHUSETTS MEDICAL SCHOOL/**

#### **COMMONWEALTH MEDICINE**

#### **MASSAHEC NETWORK**

The Massachusetts Area Health Education Center (MassAHEC) Network is funded by the Health Resources and Services Administration's Bureau of Health Professions and the University of Massachusetts Medical School. The MassAHEC Network includes six community based agencies that address health care workforce issues at the local level, a AHEC office at the Boston University School of Medicine and a central office at the University of Massachusetts Medical School in Worcester.

The mission of the MassAHEC Network is to reduce health disparities across the Commonwealth by enhancing the skills and increasing the diversity of the health care workforce and facilitating access to culturally and linguistically responsive health care services. For more information, please visit: <http://www.umassmed.edu/ahec/centers/index.aspx>

***Comments on this report can be shared with Joan Bohlke, MassAHEC-DPH Workforce Manager, Massachusetts Department of Public Health, 617-624-5991, [Joan.Bohlke@state.ma.us](mailto:Joan.Bohlke@state.ma.us)***

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**Disclaimer:** The contents of this document are subject to change at any time. Please contact the identified program to confirm deadlines and requirements.

**Health Professional Shortage Areas**  
**Medically Underserved Areas**  
**Medical Underserved Populations:**



Areas of the state are designated as Health Professional Shortage Areas (HPSAs) or medically underserved areas and/or medically underserved populations (MUAs/ MUPs). These areas are identified by the Massachusetts Primary Care Office and approved by the federal Department of Health and Human Services Bureau of Health Professions, Shortage Designation Branch.

Health Professional Shortage Areas (HPSA, “hipsas”) are designated for primary care (family medicine, general practitioners, general pediatricians, general obstetricians/gynecologists, general internal medicine, and general geriatrics); dental or mental health. HPSAs are determined by:

- Geography, by designating an area of the state that has a shortage of providers for the total population in an identified rational service area (RSA).
- Population based, including underserved areas for low income populations, migrant or seasonal farm workers, Native Americans, or other populations who face specific language, cultural or access barriers.
- Facility based designations, including public or non-profit facilities such as Rural Health Clinics or Federally Qualified Health Centers, or Correctional Facilities.
- Federally recognized Tribes.
- Federal and state correctional facilities.

Currently HPSAs are updated approximately every five years through a complex assessment process. To determine the HPSA designation of an area or facility, go to: <http://hpsafind.hrsa.gov> or contact the Primary Care Office to determine the latest designation.

HPSA and MUA/MUP designation may qualify a primary care physician or facility for certain loans and recruitment incentive programs that are defined here.

**Email:** [J1@state.ma.us](mailto:J1@state.ma.us)      **Phone:** 617-624-5508- Lionels #-ok ?

## **MASSACHUSETTS STATE LOAN REPAYMENT PROGRAMS**

### **The Massachusetts Health Professions State Loan Repayment Program (MHPSLRP)**


The goal of the Massachusetts State Loan Repayment Program is to increase the number of primary care health professionals providing services to the most vulnerable populations in the Commonwealth. The MSLRP establishes contracts with qualified physicians, dentists and other designated health professionals seeking financial support for professional education loan repayment. An annual grant from the federal Bureau of Health Professions (BHP) and state monies from the MPDH fund the MSLRP. The Primary Care Office (PCO) administers the program.

Assistance for nursing professionals falls under either Component A or Component C of the MSLRP.

**Component A** is a loan repayment program available to primary care providers including nurse practitioners, physician assistants, psychiatric nurse specialists, and certified nurse midwives. Health professionals must be employed by or have a contract to work in eligible public or non-profit healthcare organizations located in a federally designated Health Professional Shortage Area (HPSA). Certified primary care nurse practitioners, psychiatric nurse practitioners, certified nurse-midwives, and psychiatric nurse specialists are eligible for up to \$25,000 per year (\$50,000 total award over two years).

**Component C** is a loan repayment program for nurse practitioners practicing within the specialty areas of family medicine, adult medicine, women's health, and pediatrics. Certified nurse-midwives and psychiatric nurse specialists also qualify. Eligible applicants must work in a Medically Underserved Area/Population (MUA/P) or a HPSA, Rural Health Clinic; organizations not in HPSA or MUA/P with a payer mix at least 50% MassHealth & Medicaid and/or Medicare, Commonwealth Care, and/or for sliding fee scale OR, at least 50% of patients reside in HPSAs and/or MUA/Ps Health Centers; Outpatient Primary Care Practices of Small Rural Hospitals; Public Sector (non-federal) Health Facilities. Applicants must commit to two years of full-time work or the equivalent extended commitment of part time work (e.g. a 20-hour work week will mean a 4-year contract) providing services in an eligible facility or setting. Awards are available for up to \$25,000 per year with a total maximum award of up to \$50,000 for a two year contract.

While the Massachusetts Department of Public Health (MDPH) directly contracts with the health professional, the application for this contract must be submitted jointly by the provider and the agency in which they work. Participants must be a U.S. citizen and not already receiving funds as a National Health Service Corps member or other loan repayment programs.

To retrieve a copy of the Request for Response (RFR) go to: [www.mass.gov/osd](http://www.mass.gov/osd). Click on Comm-Pass on the left, click on Browse all Open Solicitations, Browse by Entity/Department and search for **Public Health**. Click the ✓, find the **Massachusetts State Loan Repayment Program** and click on the .

Email: [Nicole.Watson@state.ma.us](mailto:Nicole.Watson@state.ma.us)

Phone: 617-624-6051

Massachusetts Department of Public Health Primary Care Office:

<http://www.mass.gov/dph/primarycare>

### **MassLeague Community Health Center Loan Repayment Program**

The Community Health Center Primary Care Provider Loan Repayment Program is managed by the Massachusetts League of Community Health Centers and provides \$15,000 a year for up to three years for nursing school loans. This program is open to primary care nurse practitioners who have completed their training and have been newly hired to work in a Massachusetts community health center, with a hire date within one year of the application due date. Eligible nurse practitioners must have outstanding educational loans from an accepted institution or loan program. Please note, any obligation to the National Health Service Corp, the MDPH State Loan Program, or other loan forgiveness program must be completed in order to be eligible for this program. Contact: Leslie Bailey Phone: 617-426-2225

Website:

<http://www.massleague.org/Programs/PrimaryCareProviderInitiatives/LoanRepaymentProgram-CHC.php>

## **OTHER PROGRAMS IN MASSACHUSETTS**

### **Massachusetts Center for Nursing:**

In collaboration with the Boston Private Industry Council has developed a 14 page listing of various scholarship opportunities for nursing students through out Massachusetts.

<http://www.nursema.org/downloads/financialaidresources.pdf>

Financial Aid Resource guide: <http://www.nursema.org/downloads/financialaid.pdf>

### **The Boston Private Industry Council Forgivable Loan Pool**

Working with the Massachusetts League of Community Health Centers, BPIC will select 10 individuals employed in a Community Health Center who are either interested in pursuing a degree in nursing or are currently in a nursing program and experiencing financial difficulty. The adult Career Coach, provided by the BPIC, will work with these individuals as needed. Ultimately, upon successful completion of a nursing degree, these workers will commit to working in a Community Health Center.

Contact: Rebekah Lashman, Special Programs Manager at the Boston Private Industry Council

Phone: (617) 423-3755

### **MetroWest Community Healthcare Foundation**

The MetroWest Community Health Care Foundation is an independent public philanthropy located in Framingham, Massachusetts. Scholarships of \$2,000 per academic year are available to students who live or work in the MetroWest area and are enrolled in a nursing, medical, clinical, or oral health program at an accredited institution.

Website: <http://www.mchcf.org/scholarships/progdescription.html> Phone: (508) 879-7625.

**Massachusetts/Rhode Island League of Nursing**

**Mariln Professional Award for RN and LPN students:** The Massachusetts/Rhode Island League for Nursing (MARILN) may make a Professional Award annually to a resident of Massachusetts or Rhode Island (for at least four years) who is enrolled in either a Registered Nursing Program or Practical Nursing program. **RN applicant** must be a full time nursing student who has successfully completed two consecutive semesters of nursing courses in a registered nursing program—ADN, DIPL, BSN, or is a registered nurse who has been accepted into a RN-BSN nursing program, or is a part time nursing student who has successfully completed the equivalent of two consecutive semesters of nursing courses in a registered nursing program. **LPN applicant** must be a full time practical nursing student who has successfully completed four months in a practical nursing program, or a part time practical nursing student who has successfully completed the equivalent of four months in a practical nursing program.

Contact: Sheila Blomquist [mariln@verizon.net](mailto:mariln@verizon.net) Phone: 617-242-3009

Website: [http://www.nln.org/CLWebsites/MARI/scholarship\\_info.htm](http://www.nln.org/CLWebsites/MARI/scholarship_info.htm)

**Massachusetts Hospital Association/Bostonworks.com: Nursing Faculty Professional Scholarship**

Through a donation from BostonWorks and the assistance of the Massachusetts Hospital Association, this scholarship will award \$20,000 to a selected nurse who is currently enrolled in a graduate-level program with the intention of becoming full or part-time nursing faculty upon completion. Recipient must be a US citizen and a Registered Nurse. Recipient must be either accepted to or currently enrolled in a graduate level nursing program (MSN, PhD) with a course load of no less than 6 credits; in the case of doctoral completion, “required continuous enrollment,” students are also eligible.

Email: Erin Callanan at [ecallanan@bostonworks.com](mailto:ecallanan@bostonworks.com) Phone: 617-929-2752

## FEDERAL LOAN REPAYMENT PROGRAMS



The Health Resources and Services Administration (HRSA), an agency of the U.S. Department of Health and Human Services, is the primary federal agency for improving access to health care services for people who are uninsured, isolated or medically vulnerable. The Bureau of Clinician Recruitment and Service (BCRS) oversees recruitment and retention activities of health professionals. The National Health Service Corps (NHSC) is the major national primary care loan repayment and scholarship program under the BCRS.

### ***National Health Service Corps***



The National Health Service Corps (NHSC) is committed to improving the health of the nation's underserved by uniting communities in need with health professionals, and supporting communities' efforts to build better systems of care. The NHSC helps medically underserved communities recruit and retain primary care clinicians, including dental and mental and behavioral health professionals, to serve in their community.

The PCO is the identified NHSC liaison for Massachusetts and participates with the NHSC applicant approval process by providing assessment and assistance to new and potential NHSC applicant sites and health professionals, and, identifying sites eligible for NHSC placement in high-need communities

Health professionals must perform their service obligation at an eligible site in a federally designated Health Professional Shortage Area (HPSA) that is appropriate for their discipline (e.g. dental health professionals must be placed in dental HPSAs)

To see the current HPSA listing, go to: <http://hpsafind.hrsa.gov/>.

<http://nhsc.bhpr.hrsa.gov/about/>

Applications and important date information: NHSC Toll Free Number: 1-800-221-9393

<http://nhsc.bhpr.hrsa.gov/applications/scholarship/>

**National Health Service Corps Loan Repayment Program:** Applicants who are selected to participate in the NSHC Loan Repayment Program agree to provide full-time primary care services in an approved practice site, located in a federally designated HPSA. For the two-year minimum service commitment, the NHSC will pay up to \$50,000, based on the participant's qualifying educational loans, plus a 39% tax assistance payment. Additionally, health professionals may receive up to \$145,000 over the next 5-years if they continue to work in their underserved areas. New funding from the 2010 American Reinvestment and Recovery Act is expanding repayment opportunities for professionals. Primary care certified nurse practitioners, primary care physician assistants, and certified nurse midwives are among the health professionals who are eligible to apply. In MA there are approximately 50-70 participants in the Massachusetts NHSC Loan Forgiveness program annually.

Website and Application: <http://nhsc.hrsa.gov/loanrepayment>

MDPH Primary Care Office Contact for technical assistance:

Email: [Nicole.Watson@state.ma.us](mailto:Nicole.Watson@state.ma.us)

Phone: 617-624-6051



### **National Institutes of Health (NIH) Student Loan Repayment**

The National Institutes of Health (NIH) has Extramural Programs that repay student loans in exchange for conducting research. These programs will repay up to \$35,000 of qualified educational debt for health professionals pursuing careers in biomedical and behavioral research. Participants must possess a doctoral-level degree, devote 50% or more of their time to research funded by a domestic non-profit organization or government entity (federal, state, or local), and have educational loan debt equal to or exceeding 20% of their institutional base salary. The five NIH Loan Repayment Programs are for Clinical Research, Clinical Research for Individuals from Disadvantaged Backgrounds, Contraception and Infertility Research, Health Disparities, and Pediatric Research.

Email: [LRP@NIH.gov](mailto:LRP@NIH.gov)

Phone: 866-849-4047

Website and Application: <http://www.lrp.nih.gov>.

### **Nursing Education Loan Repayment Program**

The Nursing Education Loan Repayment Program is a competitive program of the U.S. Government that helps nurses working at certain types of non-profit health care facilities repay their student loans. In exchange for two years of service, participants receive 60 percent of their total qualifying nursing education loan balance. For an optional third year of service, participants may receive 25 percent of their original total qualifying nursing education loan.

Website and Application: <http://www.hrsa.gov/loanscholarships/repayment/nursing/>

### **Indian Health Service Loan Repayment for Healthcare Professions**

Commissioned corps, civil service, and direct tribal hire employees working full time for IHS, tribal, or urban health programs are eligible. Recipients must work full time for two continuous years in clinical practice at an IHS facility or approved Indian health program. Program will repay all or a portion of health professional education loans up to \$24,000 per year including taxes. Interested applicants can also apply directly to work at specific HIS sites that offer the Supplemental Loan Repayment Program for up to \$48,000 over two years.

Email: Sandra Haldane [Sandra.Haldane@ihs.gov](mailto:Sandra.Haldane@ihs.gov) Phone: 301-443-1840

Website: <http://www.ihs.gov/careers/displaypage.cfm?module=loanrepay&titlescore=4>

### **The Faculty Loan Repayment Program**

The Faculty Loan Repayment Program helps eligible health professions faculty from disadvantaged backgrounds to repay their student loans. The Faculty Loan Repayment Program provides as much as \$20,000 a year to eligible faculty members who apply to and are selected to receive funding from the program in return for a 2-year service commitment. Participants should also receive matching funds from their employing educational institution. In addition, Faculty Loan Repayment Program participants receive a tax liability benefit.

Email [CallCenter@hrsa.gov](mailto:CallCenter@hrsa.gov)

Phone: 1-800-221-9393

Website: <http://bhpr.hrsa.gov/dsa/flrp/>

## **FEDERAL SCHOLARSHIP PROGRAMS**



The Health Resources and Services Administration (HRSA), an agency of the U.S. Department of Health and Human Services, is the primary federal agency for improving access to health care services for people who are uninsured, isolated or medically vulnerable. The Bureau of Clinician Recruitment and Service (BCRS) oversees recruitment and retention activities of health professionals. The National Health Service Corps (NHSC) is the major national primary care loan repayment and scholarship program under the BCRS.

**National Health Service Corps Scholarship Program:** The NHSC Scholarship Program pays tuition and fees, books, supplies, and equipment for up to four years of education (tax exempt) and a taxable monthly stipend for students in accredited physician, family nurse practitioner, nurse-midwifery, physician assistant or dental program. For each year of support, recipients serve one year in an approved practice site. There is a minimum service commitment of two years, which must begin upon completion of the primary care residency. MA has approximately 15-25 NHSC Scholars practicing in HPSAs annually.

Website and application: <http://nhsc.bhpr.hrsa.gov/applications/scholarship/>

MDPH Primary Care Office Contact for technical assistance:

Email: [Nicole.Watson@state.ma.us](mailto:Nicole.Watson@state.ma.us) Phone: 617-624-6051

### **The Nursing Scholarship**

In exchange for at least two years service at a health care facility within a critical shortage area of nurses, the Nursing Scholarship Program pays tuition, required fees, a monthly stipend, and other reasonable costs, including required books, clinical supplies, laboratory expenses, etc., in exchange for at least two years of service. Preference is given to qualified applicants with the greatest financial need who are enrolled full-time in an undergraduate nursing program.

Email: [CallCenter@hrsa.gov](mailto:CallCenter@hrsa.gov)

Phone: 1-800-221-9393.

Website: <http://bhpr.hrsa.gov/nursing/scholarship/>

### **Scholarship for Disadvantaged Students**

Scholarships for Disadvantaged Students program provides scholarships to full-time, financially needy students from disadvantaged backgrounds, enrolled in health professions and nursing programs. Scholarship covers the cost of attendance (tuition, reasonable educational expenses, and reasonable living expenses). To be eligible the applicant must be from a disadvantaged background as defined by the U.S. Department of Health and Human Services, and a citizen, national, or lawful permanent resident of the United States. Applicants may apply for this scholarship at the financial aid office of the school they are intending to be enrolled.

Website: <http://bhpr.hrsa.gov/DSA/sds.htm>

### **Health Professional Scholarship Program (U.S. Air Force, U.S. Army, U.S. Navy)**

As a commissioned officer ([Second Lieutenant, United States Army Reserve](#) or [Air Force Reserve](#), or [Ensign, United States Navy Reserve](#)) all tuition, fees, health insurance, mandatory books, and equipment are covered in full while attending medical school. While in school participants are classified as military reservist and must, by law, serve 45 days of active duty each fiscal year. Participants must also complete a service obligation after post graduate training, one year for every year of medical school sponsored. Upon graduation participants are promoted two ranks to Captain.

<http://www.goarmy.com/amedd/>

<http://www.airforce.com/education/healthcare/moneyForSchool.php>

<http://www.navy.com/careers/healthcare/physicians/>

<http://www.nomi.med.navy.mil/pages/nmetc/>

### **Tylenol Scholarship**

The TYLENOL® Scholarship program helps students getting a healthcare-related education manage the rising costs of education. Each year, the scholarship awards \$250,000 in scholarships to forty students based on leadership qualities and performance. Ten students get scholarships of \$10,000 and thirty students get scholarships of \$5,000.

Website and Application: <http://www.tylenol.com/page.jhtml?id=tylenol/news/subptyschol.inc>

## **OTHER REGIONAL PROGRAMS**

### **Massachusetts/Rhode Island League of Nursing**

#### **Mariln Professional Award for RN and LPN students**

The Massachusetts/Rhode Island League for Nursing (MARILN) may make a Professional Award annually to a resident of Massachusetts or Rhode Island (for at least four years) who is enrolled in either a Registered Nursing Program or Practical Nursing program. **RN applicant** must be a full time nursing student who has successfully completed two consecutive semesters of nursing courses in a registered nursing program—ADN, DIPL, BSN, or is a registered nurse who has been accepted into a RN-BSN nursing program, or is a part time nursing student who has successfully completed the equivalent of two consecutive semesters of nursing courses in a registered nursing program. **LPN applicant** must be a full time practical nursing student who has successfully completed four months in a practical nursing program, or a part time practical nursing student who has successfully completed the equivalent of four months in a practical nursing program.

Contact: Sheila Blomquist [mariln@verizon.net](mailto:mariln@verizon.net)

Phone: 617-242-3009

Website: [http://www.nln.org/CLWebsites/MARI/scholarship\\_info.htm](http://www.nln.org/CLWebsites/MARI/scholarship_info.htm)

**New England Regional Black Nurses Association, Inc.**

The New England Regional Black Nurses Association supports underrepresented minorities (according to federal guidelines) for education in the field of nursing. The communities served by NERBNA is looking for health care providers who understand the issues and the strategies that will promote effective change in the health status of people of color. There are five scholarship opportunities offered to nursing candidates at various stages of education and career.

Phone: (617) 524-1951

Website and Applications: <http://www.nerbna.org/org/scholarships.html>

**Foundation of the National Student Nurses' Association, Inc.**

**Promise of Nursing Regional Faculty Fellowship Program**

Registered nurses enrolled in graduate level, degree-granting colleges and universities in selected regions of the US may be eligible to apply for a Promise of Nursing Regional Faculty Fellowship (PON Fellowship). The PON Fellowship is designed to assist RN's who are preparing for the nurse educator role to achieve their degrees. PON Fellowships are awarded annually and may be applied toward tuition, academic fees, and books. Award amounts range from \$1,000 to \$7,500 per academic year.

Email: Jasmine [nsna@nsna.org](mailto:nsna@nsna.org)

Phone: (718) 210 - 0705

Website and Application:

<http://www.nsna.org/FoundationScholarships/FNSNAScholarships/PONFellowship.aspx>

**National League For Nursing: Foundation for Nursing Education**

**NLN Foundation Minority Faculty Preparation Scholarship**

The scholarship provides financial support to students in graduate nursing education programs who identify as underrepresented minorities and are preparing for the nurse faculty role. Two scholarships will be awarded in the amount of \$5,000 each. Quality of academic record and a grade point average of 3.00 or higher; Enrollment or acceptance in an NLNAC accredited or NLN member school of nursing master's degree program with at least one full year of school remaining; Minimum enrollment level of nine (9) credits for part-time students or eighteen (18) credits for full-time students over the course of the calendar year; Commitment to a career as a nurse educator in an academic setting.

Website: [http://www.nlnfoundation.org/Funding\\_Opportunities.cfm](http://www.nlnfoundation.org/Funding_Opportunities.cfm)

**NLN Foundation Dissertation Scholarships for Nursing Education Scholars**

The *NLN Foundation Dissertation Scholarship for Nursing Education Scholars* was created to provide financial assistance to doctoral candidates in nursing education programs who are working on dissertations focusing on nursing education research. Four awards will be given in the amount of \$2,500 each. Awardees will use the funds to offset dissertation expenses.

Website: [http://www.nlnfoundation.org/Funding\\_Opportunities.cfm](http://www.nlnfoundation.org/Funding_Opportunities.cfm)

## **ACADEMIC RESOURCES IN MASSACHUSETTS**

### **UMASS Amherst School of Nursing Scholarships:**

There are over 15 different scholarships, awards and fellowships listed in the resource guide. These range from scholarships provided by the School of Nursing, from the University, and several from private or foundational sources. The School of Nursing offers annual scholarship to eligible students, who are notified in the Fall about opportunities. The University offers grants and awards through the Financial Aid Office

Website: [http://www.umass.edu/nursing/student\\_information/scholarships.html](http://www.umass.edu/nursing/student_information/scholarships.html)

Financial Aid Phone: (413) 545-0801.

### **Boston College William Connell School of Nursing Scholarships**

There are several scholarships and financial aid packages available to nursing and doctoral students at the School of Nursing. The Genesis Scholarship is a loan forgiveness program, offering up to \$25,000 in return for one year of practice as a geriatric nurse.

Website: [http://www.bc.edu/schools/son/admission/financial\\_aid.html](http://www.bc.edu/schools/son/admission/financial_aid.html)

Email: **MaryBeth Crowley** [csongrad@bc.edu](mailto:csongrad@bc.edu) Phone: (617) 552-4928 |