

U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES



Bureau of Health Workforce
Division of Nursing and Public Health

Nurse Faculty Loan Program (NFLP)

Funding Opportunity Number: HRSA-22-047
Funding Opportunity Type(s): Competing Continuation, New

Assistance Listings (CFDA) Number: 93.264

NOTICE OF FUNDING OPPORTUNITY

Fiscal Year 2022

Application Due Date: January 13, 2022

*Ensure your SAM.gov and Grants.gov registrations and passwords are current immediately!
HRSA will not approve deadline extensions for lack of registration.
Registration in all systems, including SAM.gov and Grants.gov,
may take up to 1 month to complete.*

Issuance Date: October 14, 2021

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See [Section VII](#) for a complete list of agency contacts.

Authority: 42 U.S.C. § 297n-1 (Public Health Service Act Section 846A).

508 Compliance Disclaimer

Note: Persons using assistive technology may not be able to fully access information in this file. For assistance, please email or call one of the HRSA staff above in [Section VII. Agency Contacts](#).

EXECUTIVE SUMMARY

The Health Resources and Services Administration (HRSA) is accepting applications for the fiscal year (FY) 2022 Nurse Faculty Loan Program (NFLP). The purpose of this program is to increase the number of qualified nursing faculty nationwide. NFLP seeks to accomplish this by providing funding to accredited schools of nursing to establish and operate a student loan fund and provide loans to students enrolled in advanced education nursing degree programs who are committed to becoming nurse faculty. In exchange for completion of up to four years of post-graduation full-time nurse faculty employment in an accredited school of nursing, the program authorizes cancellation of up to 85 percent of the original student loan amount (plus interest thereon).

Funding Opportunity Title:	Nurse Faculty Loan Program (NFLP)
Funding Opportunity Number:	HRSA-22-047
Due Date for Applications:	January 13, 2022
Anticipated Total Annual Available FY 2022 Funding:	\$26.5 million
Estimated Number and Type of Award(s):	Up to 80 Grants
Estimated Award Amount:	Formula based. Subject to the availability of appropriated funds
Cost Sharing/Match Required:	Yes
Period of Performance:	July 1, 2022 through June 30, 2023 (one year)
Eligible Applicants:	See Section III.1 of this notice of funding opportunity (NOFO) for complete eligibility information.

Application Guide

You (the applicant organization/agency) are responsible for reading and complying with the instructions included in HRSA's *SF-424 R&R Application Guide*, available online at <http://www.hrsa.gov/grants/apply/applicationguide/sf424rrguidev2.pdf>, except where instructed in this NOFO to do otherwise.

Technical Assistance

HRSA will hold a pre-application technical assistance (TA) webinar(s) for applicants seeking funding through this opportunity. The webinar(s) will provide an overview of pertinent information in the NOFO and an opportunity for applicants to ask questions. Visit the HRSA Bureau of Health Workforce's open opportunities website at <https://bhw.hrsa.gov/fundingopportunities/default.aspx> to learn more about the resources available for this funding opportunity.

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I. Program Funding Opportunity Description

1. Purpose

This notice announces the opportunity to apply for funding under the Nurse Faculty Loan Program (NFLP). This is a one-year funding opportunity.

Program Purpose

The purpose of this program is to increase the number of qualified nursing faculty nationwide. NFLP seeks to accomplish this by providing funding to accredited schools of nursing to establish and operate a student loan fund and provide loans to students enrolled in advanced education nursing degree programs who are committed to becoming nurse faculty. In exchange for completion of up to four years of post-graduation full-time nurse faculty employment in an accredited school of nursing, the program authorizes cancellation of up to 85 percent of the original student loan amount (plus interest thereon).

Program Goals

The goals of this program are to:

- Support training of advanced education nursing students who will serve as nurse faculty upon graduation, with a focus on doctorate preparation;
- Decrease the financial barrier of serving as nurse faculty through loan cancellation;
- Increase the number of adequately prepared and qualified nursing faculty nationwide;
- Address the nationwide primary care provider shortage by increasing access to designated joint nurse faculty (serving as Advance Practice Registered Nurses (APRN) preceptors, etc.); and
- Foster the recruitment and training of a diverse nurse faculty workforce. This NOFO encourages applicants and grant recipients to recruit and train a diverse nursing workforce, but please note the NFLP is a formula-based award and award selections will not be impacted by applicants' (including new and continuing competing award recipient) diversity recruitment efforts.

Program Objectives

To accomplish the goals, NFLP projects will:

- Establish and/or maintain a distinct NFLP loan fund account and provide fiscal oversight in accordance with NFLP requirements;
- Conduct an active training program, operate an active loan fund, disburse loans to students, and provide accurate programmatic and financial data to show successful project implementation;
- Recruit, train and graduate advanced nurse education students who will serve as nurse faculty post-graduation;

- Develop collaborative partnerships to address health disparities, social determinants of health, and the needs of rural and underserved population through training, and to encourage nurse faculty employment post-graduation;
- Promote the diversity of the nursing faculty workforce by supporting students from diverse backgrounds, in becoming nurse faculty to address health disparities and increase health equity; and
- Provide up to 85 percent loan cancellation of the original loan amount through four years of post-graduation full-time nurse faculty employment (plus interest thereon).

[For more details, see Program Requirements.](#)

HHS and HRSA Priorities

This program will build upon HRSA’s existing health workforce development investments, increasing access to quality health care services. You are encouraged to select and address one of the following HHS and HRSA priorities:

- Transforming the workforce –by targeting the need
- Strengthening health care access through telehealth

Promoting equity is essential to the Department’s mission of protecting the health of Americans and providing essential human services. This view is reflected in Executive Order 13985 entitled Advancing Racial Equity and Support for Underserved Communities Through the Federal Government (Jan. 20, 2021).

General Emergency Preparedness Statement

Eligible entities must be ready to continue programmatic activities in the event of a public health emergency – both those that are expected and unexpected. A training-focused emergency preparedness plan is critical for HRSA-funded projects and helps ensure that grantees are able to continue programmatic activities, can coordinate effectively, and can implement recovery plans when emergencies disrupt project activities. Applicants must develop and maintain a flexible training-focused emergency preparedness plan in case of public health emergencies to ensure continuation of programmatic and training activities.

2. Background

This program is authorized by 42 U.S.C. § 297n-1 (Public Health Service (PHS) Act Section 846A).

Nursing workforce projections show shortages and maldistribution of supply across the U.S. as the need for health care grows.^{1 2} Compounding the problem is the recent

¹ U.S. Department of Health and Human Services, Health Resources and Services Administration, National Center for Health Workforce Analysis. (2017). *National and Regional Supply and Demand Projections of the Nursing Workforce: 2014-2030*. Rockville, Maryland

² American Association of Colleges of Nursing. (2019). Fact Sheet: Nursing Shortage. Washington, DC.

Coronavirus Disease 2019 (COVID-19) pandemic that has affected the capacity of both nurses and nursing schools across the country.³ HRSA's nursing workforce projections also show that the national registered nurse (RN) supply across all race and ethnicity groups is projected to grow from 2,806,100 Full-Time Equivalents (FTEs) to 3,895,600 FTEs between 2014 and 2030.⁴ Nursing shortages and maldistribution are partially attributed to nursing school faculty shortages, which hamper nursing program enrollments.⁵ The American Association of Colleges of Nursing (AACN) reported that 80,407 qualified applicants were denied admission to baccalaureate and graduate nursing programs in 2019 due to insufficient number of faculty, clinical preceptors, clinical sites, classroom space, and budget constraints.⁶ AACN found that out of the total number of qualified applicants, 8,417 and 3,157 were turned away from masters and doctoral programs respectively.⁷

Most of the nursing schools responding to the AACN survey reported a shortage of faculty and/or clinical preceptors as top reasons for not accepting all qualified applicants into their programs. The shortages of minority nurse faculty also adds to the challenge of recruitment of students.⁸ Few minority nurses pursue faculty roles. AACN reported in their 2017 survey data that only 16.0% of full-time nursing school faculty were from minority backgrounds.⁹ A diverse nursing workforce is a high priority for addressing the nursing shortage and for meeting the cultural needs of an increasingly diverse population, and achieving health equity in the US.¹⁰ The recruitment, retention and graduation of a diverse student nurse population, results in a diverse nursing workforce. The recruitment and retention of nurse faculty from minority populations is pertinent as such faculty will be key in attracting diverse student populations, and serve as mentors and academic role models to encourage and enrich learning.¹¹ It is imperative to have a diverse nursing workforce to meet the needs of an increasingly diverse population and to address the nursing shortage.¹² Additionally, nursing faculty members from diverse

³ Jackson, D., Bradbury-Jones, C., Baptiste, D., Gelling, L., Morin, K., Neville, S., & Smith, G. D. (2020). Life in the pandemic: Some reflections on nursing in the context of COVID-19. *Journal of Clinical Nursing*

⁴ U.S. Department of Health and Human Services, Health Resources and Services Administration, National Center for Health Workforce Analysis. (2017). *National and Regional Supply and Demand Projections of the Nursing Workforce: 2014-2030*. Rockville, Maryland

⁵ American Association of Colleges of Nursing. (2019). Fact Sheet: Nursing Shortage. Washington, DC.

⁶ American Association of Colleges of Nursing. (2019). *Special Survey on Vacant Faculty Positions for Academic Year 2018-2019*. Washington, DC.

⁷ American Association of Colleges of Nursing. (2020). Fact Sheet: Nursing Faculty Shortage. Washington, DC. (2020, September). <https://www.aacnnursing.org/News-Information/Fact-Sheets/Nursing-Faculty-Shortage>

⁸ American Association of Colleges of Nursing Fact Sheet - *Enhancing diversity in the nursing force*. (2019, April 1). <https://www.aacnnursing.org/News-Information/Fact-Sheets/Enhancing-Diversity>

⁹ American Association of Colleges of Nursing. (2019). *Special Survey on Vacant Faculty Positions for Academic Year 2018-2019*. Washington, DC.

¹⁰ U.S. Department of Health and Human Services, Health Resources and Services Administration, National Center for Health Workforce Analysis. (2017). *National and Regional Supply and Demand Projections of the Nursing Workforce: 2014-2030*. Rockville, Maryland

¹¹ American Association of Colleges of Nursing. (2019). *Special Survey on Vacant Faculty Positions for Academic Year 2018-2019*. Washington, DC.

¹² American Association of Colleges of Nursing. (2019). Fact Sheet: Nursing Shortage. Washington, DC.

backgrounds, are essential in educating students on the culturally competent care they need to provide care to diverse populations in the future and can contribute to ensuring an environment and curriculum that is inclusive.¹³

In AACN's 2019 *Special Survey on Vacant Faculty Positions*, responding schools of nursing identified 1,637 faculty vacancies, a vacancy rate of 7.2 percent, with a cited need to create an additional 134 faculty positions to accommodate student demand. The data showed that most of the vacancies (89.7 percent) were faculty positions requiring or preferring a doctoral degree. Respondents to the survey also reported that the most critical challenges related to faculty recruitment include the limited pool of doctoral prepared faculty, lack of faculty with the right specialty mix, noncompetitive salaries, difficulty finding faculty for schools in rural areas, etc.¹⁴ In addition, 33 percent of the current nursing faculty workforce in baccalaureate and graduate programs are expected to retire by 2025.¹⁵ In order to encourage students to become nurse faculty, evidence has shown the following to be effective: student support and mentorship; adequate nurse educator preparation; and monetary support to pursue education, including fellowships and loan forgiveness. Additionally, increasing the diversity of nursing faculty can encourage retention and graduation by providing support to nursing students looking for academic role models, mentors, and a supportive community.¹⁶

Not only is the nation facing the issue of the nursing workforce shortage, but also the demand for primary care services has increased largely due to both a growing and an aging population. The Bureau of Health Workforce (BHW) National Center for Health Workforce Analysis (NCHWA) projects that the demand for primary care physicians will increase by 28,700 to 241,200 full time employees by the year 2020.¹⁷ Addressing the gap in primary care providers, especially for rural and underserved populations, is important for the health of the nation. APRNs can help to address this gap because they are often the primary care providers at the forefront of providing preventive care services to the public. APRNs treat and diagnose illnesses, advise the public on health issues, and manage chronic diseases.¹⁸ The issue is that nationwide, APRN education programs are experiencing a number of challenges, including increased demand for APRN education, the national faculty shortage, and a shortage of APRN preceptors. In a 2013 multidiscipline site survey, over 60 percent of schools with Nurse Practitioner

¹³ Whitfield-Harris, L., Lockhart, J. S., Zoucha, R., & Alexander, R. (2017). *The lived experience of Black nurse faculty in predominantly White schools of nursing*. *Journal of Transcultural Nursing*, 28(6), 608–615.

¹⁴ American Association of Colleges of Nursing. (2019). *Special Survey on Vacant Faculty Positions for Academic Year 2018-2019*. Washington, DC.

¹⁵ Kesten, K., Fang, Di, (2017 September). Retirements and succession of nursing faculty in 2016-2025, *Nursing Outlook* 65(5) 633-642

¹⁶ National Advisory Council for Nursing Education and Practice. *Eleventh report to the Secretary of the Department of Health and Human Services and the Congress, 2013, Achieving Health Equity through Nursing Workforce Diversity*. <http://www.hrsa.gov/advisorycommittees/bhpradvisory/nacnep/Reports/eleventhreport.pdf>.

¹⁷ U.S. Department of Health and Human Services, Health Resources and Services Administration, National Center for Health Workforce Analysis. (2016). *National and Regional Projections of Supply and Demand for Primary Care Practitioners: 2013-2025*. Rockville, Maryland.

¹⁸ American Nurses Association. (n.d.). *Advanced Practice Registered Nurse (APRN)*. <https://www.nursingworld.org/practice-policy/workforce/what-is-nursing/aprn/>

(NP) programs expressed concern over the limited number of clinical sites. Additionally, 59 percent of respondents reported inadequate supplies of qualified primary care preceptors.¹⁹

Supporting and encouraging academic practice partnerships to increase the number of qualified nurse faculty preceptors help addresses the nationwide nurse faculty shortage. Programs focused on addressing the nursing faculty shortage through training should include student nurse educator development activities in their training curriculum to ensure students are prepared and qualified to become nurse faculty upon graduation.^{20, 21} Student nurse educator development activities include completion of nurse educator courses, mentorship, teaching practicum, nurse education focused workshops, and certification. These activities assure attainment of essential teaching skills, enhance confidence, promote proficiency, facilitate transition into the faculty role and promote faculty practice/retention.²² The activities also address the nurse faculty shortage by ensuring that the students trained to become nurse faculty are qualified and adequately prepared for an effective transition into faculty roles, thereby expanding educational capacity in the nursing profession.

In order to address the shortage of nurse faculty, including preceptor shortage, partnerships are vital.²³ Partnerships among academic institutions and between academic and practice institutions are beneficial in addressing both nurse faculty shortage, the limited supply of APRN preceptors, and increasing diversity amongst nurse faculty.¹⁴ These partnerships provide an avenue for shared resources and increase opportunities for recruitment of diverse student population, teaching/learning, student nurse educator development activities, and employment post-graduation. Partnerships among academic institutions expand access to educational resources and are especially beneficial to institutions located in rural and underserved areas.¹⁴ Partnerships between academic and practice partners enable institutions to build capacity by engendering collaboration between clinicians and academia.

The NFLP grant addresses the national nursing faculty shortage by supporting institutions committed to preparing advanced degree nursing students to serve as nurse faculty, especially those with a focus on doctoral preparation. Institutions are encouraged to use their NFLP projects to increase the diversity of nurse faculty and to prepare and connect nurse faculty to serve in communities in need.

¹⁹ Jones, K., Petri, L. & Statler, M. (2013). *Recruiting and Maintaining U.S. Clinical Training Sites: Joint Report of the 2013 Multi-Discipline Clerkship/Clinical Training Site Survey*.

²⁰ National Advisory Council on Nurse Education and Practice. (2010, August). *Ninth Report: The impact of nurse faculty shortage on nurse education and practice*. <https://www.hrsa.gov/sites/default/files/hrsa/advisory-committees/nursing/reports/2010-ninthreport.pdf>

²¹ Oermann, M. H. (2017). Preparing nurse faculty: it's for everyone. *Nurse educator*, 42(1), 1

²² Booth, T. L., Emerson, C. J., Hackney, M. G., & Souter, S. (2016). Preparation of academic nurse educators. *Nurse Education in Practice*, 19, 54-57.

²³ National Advisory Council on Nurse Education and Practice. (2020, December). *Seventeenth Report: Preparing Nurse Faculty, and Addressing the Shortage of Nurse Faculty and Clinical Preceptors*. <https://www.hrsa.gov/sites/default/files/hrsa/advisory-committees/nursing/reports/nacnep-17report-2021.pdf>

Additionally, NFLP addresses the nationwide primary care provider shortage by encouraging APRNs to serve as full-time preceptors within an academic-practice partnership framework. The student nurse educator development activities are essential in ensuring that advanced degree nursing students are adequately prepared to become nurse educators, acculturate successfully and flourish in a teaching role upon graduation.

Program Definitions

A glossary containing general definitions for terms used throughout the Bureau of Health Workforce NOFOs can be located at the [Health Workforce Glossary](#). In addition, the following definitions apply to the Nurse Faculty Loan Program for Fiscal Year 2022:

Advanced Education Nursing Program – Refers to advanced education nursing degree programs (including individuals in combined Registered Nurse (RN)/graduate degree programs and post-nursing Master’s certificate programs) that train individuals to serve as nurse practitioners, clinical nurse specialists, nurse-midwives, nurse anesthetists, nurse educators, nurse administrators, and public health nurses.

Collaborative Academic and Academic-Practice Partnerships

Collaborative partnerships are formal and strategic relationships between entities established to advance their mutual interests related to practice, education and research. Collaboration between academic and preceptor practice partners leverages resources to: maximize student learning; ensure safety of care delivery; and optimize patient outcomes.¹⁴ Academic partnerships with preceptors/health facilities provide crucial access to preceptors and clinical training opportunities for APRN students/graduates, foster clinical innovation, and promote continuing education.

For the purposes of this NOFO, Academic Partnerships refers to formal collaboration between multiple academic institutions to create innovative opportunities for networking, training, student nurse educator development activities, and nurse faculty employment post-graduation.

For the purposes of this NOFO, Academic Practice Partnerships refers to formal collaboration between academic and clinical practice settings, to support training, student nurse educator development activities, and preceptor appointment.

For the purpose of the NFLP, NFLP graduates serving as full-time preceptors for APRN students within an academic-practice partnership and are considered full time nurse faculty (in a joint nurse faculty appointment).

Equity – “The consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment, such as Black, Latino, Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons;

persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality.”²⁴

Addressing issues of equity should include an understanding of intersectionality and how multiple forms of discrimination impact individuals’ lived experiences. Individuals and communities often belong to more than one group that has been historically underserved, marginalized, or adversely affected by persistent poverty and inequality. Individuals at the nexus of multiple identities often experience unique forms of discrimination or systemic disadvantages, including in their access to needed services.

Full-Time Employment – Refers to the status of a student borrower who has graduated and is employed and serving in a nurse faculty capacity that qualifies for loan cancellation. For the purpose of the Nurse Faculty Loan Program, the institution which provided NFLP support to a borrower makes the determination about meeting the full-time employment requirement. This may include one of the following criteria: (1) employment as a full-time faculty member at an accredited school of nursing; (2) employment as a part-time faculty member at an accredited school of nursing in combination with another part-time faculty position or part-time clinical preceptor/educator position affiliated with an accredited school of nursing that together equates to full-time employment; or 3) designation of nurse faculty in a joint nurse faculty appointment serving as full-time advanced practice registered nurse (APRN) preceptor for an accredited school of nursing, within an academic-practice partnership framework.

Health equity – The absence of disparities or avoidable differences among socioeconomic and demographic groups or geographical areas in health status and health outcomes such as disease, disability, or mortality.

Joint Nurse Faculty Appointment – Joint nurse faculty appointments are appointments that involve practicing as both clinician and nurse faculty with mutually established responsibilities in both the academic institution and practice entity.¹ APRNs may be assigned a joint nurse faculty appointment for serving as preceptors for APRN students in an affiliated school of nursing, while maintaining their primary staff appointment.

For the purpose of NFLP, an NFLP graduate who is designated as nurse faculty (a joint nurse faculty appointment) serving as an APRN student preceptor in a full-time capacity, qualifies for loan cancellation. The joint nurse faculty appointment can be designated to the an NFLP graduate who holds a primary appointment as a practicing APRN for a health care entity, and who agrees to, and is qualified to precept APRN students.

1. The NFLP graduate must receive loan cancellation in exchange for their service as a full time APRN preceptor in a joint nurse faculty appointment.

²⁴ Executive Order 13985 on Advancing Racial Equity and Support for Underserved Communities Through the Federal Government, 86 FR 7009, at § 2(a) (Jan. 20, 2021), <https://www.govinfo.gov/content/pkg/FR-2021-01-25/pdf/2021-01753.pdf>

2. The NFLP institution which provided NFLP support to the borrower makes the determination about meeting the full-time employment requirement for preceptorship service.
3. The school of nursing whose students are being precepted will provide the designation of nurse faculty for the NFLP graduate, and complete all required documentation (e.g., Employment certification) needed for the graduate to receive loan cancellation in exchange for full time preceptorship service.
4. The NFLP graduate's affiliation with the accredited school of nursing must be signified by entering into a formal agreement as part of an academic-practice partnership based on the institution's existing policies. The academic-practice partnership may occur between the academic institution (with students to precept) and the NFLP graduate's employing (health care/practice) institution; or directly between the academic institution and the NFLP graduate. The designation of nurse faculty for the NFLP graduate serving as a full time APRN preceptor in a joint nurse faculty appointment must be denoted through a formal agreement documenting the individual as nurse faculty.²⁵

As part of the COVID-19 emergency relief measures, the requirement to obtain full-time nurse faculty employment within 12 months of graduation has been extended from 12 months to 24 months for NFLP beneficiaries with graduation dates during the 2019-2022 academic years.

II. Award Information

1. Type of Application and Award

Type(s) of applications sought: Competing Continuation and New

HRSA will provide funding in the form of a formula award. The amount of funding awarded to each recipient will be determined according to a formula described in section V.1.

²⁵ Joint Appointments are faculty appointments for faculty members who make a substantial contribution to the academic institution or department and who typically hold a primary staff appointment in an affiliated healthcare institution. Examples of joint appointments in academic institutions include: Faculty Associate appointments which are offered to individuals who make significant contributions to the academic unit's teaching or research mission, such as serving regularly as preceptors or participating in research; and Affiliate Clinical Faculty appointments which are offered to selected qualified professionals employed outside of the academic institution, providing primarily clinical related service (for example clinical preceptors). These individuals are recognized for their commitment and service to the practice mission of the academic institution.

2. Summary of Funding

HRSA estimates approximately \$26.5 million to be available to fund approximately 80 recipients. The actual amount available will not be determined until enactment of the final FY 2022 federal appropriation. This program notice is subject to the appropriation of funds, and is a contingency action taken to ensure that, should funds become available for this purpose, HRSA can process applications and award funds appropriately. The period of performance is July 1, 2022 through June 30, 2023 (1 year). Funding beyond this award is subject to the availability of appropriated funds for NFLP in subsequent fiscal years, satisfactory recipient performance, and a decision that continued funding is in the best interest of the Federal Government.

All HRSA awards are subject to the Uniform Administrative Requirements, Cost Principles, and Audit Requirements at [45 CFR part 75](#).

This program does not allow NFLP funds to be used for any indirect costs.

III. Eligibility Information

1. Eligible Applicants

Eligible applicants are accredited schools of nursing with advanced education nursing programs. Any school(s) of nursing affiliated with this application must be accredited at the time of application – and for the duration of the award – by a recognized body or bodies, or a State agency, approved by the Secretary of Education for nurse education accreditation. Applicants must submit official documentation of accreditation in *Attachment 1* for all affiliated nursing programs.

Eligible applicants must be located in the United States, Guam, Commonwealth of Puerto Rico, Northern Mariana Islands, American Samoa, U.S. Virgin Islands, Federated States of Micronesia, Republic of the Marshall Islands, or the Republic of Palau. Tribes and Tribal organizations may apply for these funds, if otherwise eligible. Individuals and foreign entities are not eligible under this NOFO.

2. Cost Sharing/Matching

Cost sharing/matching is required for this program. Recipient institutions are required to deposit an institutional capital contribution (ICC) that is equal to not less than one-ninth of the FY 2021 Federal award amount, hereafter referred to as the Federal Capital Contribution (FCC). The ICC must be deposited at the time the FCC is received and deposited into the loan fund account.

3. Other

HRSA may not consider an application for funding if it contains any of the non-responsive criteria below:

- Fails to satisfy the deadline requirements referenced in [Section IV.4](#)

Maintenance of Effort

The recipient must agree to maintain non-federal funding for award activities at a level that is not less than expenditures for such activities maintained by the entity for the fiscal year preceding the fiscal year for which the entity receives the award, as required by 42 U.S.C. § 297n-1(b)(2)(B) and 296b (Public Health Service Act sections 846A(b)(2)(B) and 803). Such Federal funds are intended to supplement, not supplant, existing non-Federal expenditures for such activities. Complete the Maintenance of Effort information and submit as *Attachment 3*. For NFLP, the MOE is the ICC contributed.

Multiple Applications

Multiple applications from an organization with the same DUNS number or Unique Entity Identifier (UIE) are allowable if the applications propose separate and distinct projects; however, applicants can submit only one application per campus. A campus is defined as a division of a university that has its own grounds, buildings (e.g., school of nursing) and faculty. A clinical facility is defined as a health care facility, whether part of a system or not, which has its own grounds containing its own leadership (chief nursing officer, chief medical officer, chief executive officer, etc.). Independent organizations are those entities that have unique DUNS numbers.

If for any reason (including submitting to the wrong funding opportunity number or making corrections/updates) an application is submitted more than once prior to the application due date, HRSA will only accept your **last** validated electronic submission, under the correct funding opportunity number, prior to the Grants.gov application due date as the final and only acceptable application.

Failure to include all required documents as part of the application may result in an application being considered incomplete or non-responsive. **Applications received without the appropriate tables will be deemed non-responsive to the NOFO and will not be considered for funding under this notice.**

Beneficiary Eligibility

An eligible beneficiary must be a citizen, national, or permanent resident of the United States. Individuals on temporary or student visas are not eligible to receive NFLP support.

Award recipients must use this funding to support a beneficiary: (1) Enrolled in a course of study in an advanced education nursing degree program; (2) Who maintains an acceptable level of academic standing; and (3) Is eligible to work in the United States.

IV. Application and Submission Information

1. Address to Request Application Package

HRSA **requires** you to apply electronically. HRSA encourages you to apply through [Grants.gov](https://www.grants.gov) using the SF-424 Research and Related (R&R) workspace application package associated with this notice of funding opportunity (NOFO) following the directions provided at <http://www.grants.gov/applicants/apply-for-grants.html>.

The NOFO is also known as “Instructions” on Grants.gov. You must select “Subscribe” and provide your email address for HRSA-22-047 in order to receive notifications including modifications, clarifications, and/or republications of the NOFO on Grants.gov. You will also receive notifications of documents placed in the RELATED DOCUMENTS tab on Grants.gov that may affect the NOFO and your application. *You are ultimately responsible for reviewing the [For Applicants](#) page for all information relevant to this NOFO.*

2. Content and Form of Application Submission

Application Format Requirements

Section 4 of HRSA’s [SF-424 R&R Application Guide](#) provides general instructions for the budget, budget justification, staffing plan and personnel requirements, assurances, certifications, etc. You must submit the information outlined in the [SF-424 R&R Application Guide](#) in addition to the program-specific information below. You are responsible for reading and complying with the instructions included in HRSA’s [SF-424 R&R Application Guide](#) except where instructed in the NOFO to do otherwise. You must submit the application in the English language and in the terms of U.S. dollars (45 CFR § 75.111(a)).

See Section 8.5 of the HRSA [SF-424 R&R Application Guide](#) for the Application Completeness Checklist.

Application Page Limitation

The total size of all uploaded files included in the page limit may not exceed the equivalent of **40 pages** when printed by HRSA. The page limit includes the project narratives and attachments required in the *Application Guide* and this NOFO.

Please note: Effective April 22, 2021, the abstract is no longer an attachment that counts in the page limit. The abstract is the standard form (SF) "Project_Abstract Summary." Standard OMB-approved forms included in the workspace application package do not count in the page limit. If you use an OMB-approved form that is not included in the workspace application package for HRSA-22-047, it may count against the page limit. Therefore, we strongly recommend you only use Grants.gov workspace forms associated with this NOFO to avoid exceeding the page limit. Indirect Cost Rate Agreement and proof of non-profit status (if applicable) do not count in the page limit. **It is therefore important to take appropriate measures to ensure your application does not exceed the specified page limit. Any application exceeding the page limit of 40 will not be read, evaluated, or considered for funding.**

Applications must be complete, within the maximum specified page limit, and validated by Grants.gov under HRSA-22-047 before the deadline.

Debarment, Suspension, Ineligibility, and Voluntary Exclusion Certification

- 1) You certify on behalf of the applicant organization, by submission of your proposal, that neither you nor your principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any federal department or agency.
- 2) Failure to make required disclosures can result in any of the remedies described in 45 CFR § 75.371, including suspension or debarment. (See also 2 CFR parts 180 and 376, and 31 U.S.C. § 3321).
- 3) Where you are unable to attest to the statements in this certification, an explanation shall be included in *Attachment 7: Other Relevant Documents*.

See Section 4.1 viii of HRSA's [SF-424 R&R Application Guide](#) for additional information on all certifications.

Temporary Reassignment of State and Local Personnel during a Public Health Emergency

Section 319(e) of the Public Health Service (PHS) Act provides the Secretary of the Department of Health and Human Services (HHS) with discretion upon request by a state or tribal organization to authorize the temporary reassignment of state, tribal, and local personnel during a declared federal public health emergency. The temporary reassignment provision is applicable to state, tribal, and local public health department or agency personnel whose positions are funded, in full or part, under PHS programs and allows such personnel to immediately respond to the public health emergency in the affected jurisdiction. Funds provided under the award may be used to support personnel who are temporarily reassigned in accordance with § 319(e). Please reference detailed information available on the HHS Office of the Assistant Secretary for

Preparedness (ASPR) website via
<http://www.phe.gov/Preparedness/legal/pahpa/section201/Pages/default.aspx>.

Program-Specific Instructions

Program Requirements

In addition to application requirements and instructions in Section 4 of HRSA's [SF-424 R&R Application Guide](#) (including assurances, certifications, and abstract), include the following:

1. Establish and/or maintain a student loan fund and develop a standard operating procedure to guide project administration;
2. Draw down the entire FCC amount within 60 days of receipt, contribute the ICC amount (equal to not less than one-ninth of the FCC); and deposit both the FCC and ICC funds into the student loan fund account;
3. Develop collaborative partnerships or engagements to recruit students, provide access to training resources, and connect graduates with post-graduation employment opportunities. Engage and/or partner with community based entities, including HRSA-supported health centers and other HRSA-funded sites, and connect students and graduates with HRSA training and employment resources;
4. Incorporate the principles of equity in the recruitment, training and graduation of students;
5. Conduct an active training for students pursuing a course of study in an advanced education nursing degree program that prepares them to become nurse faculty;
6. Disburse NFLP loan funds to advanced education nursing students in accordance with NFLP's purpose, objective and goals;
7. Applicants/awardees that do not disburse NFLP loan funds will be identified as non-compliant and subject to additional penalties (such as remittance of unobligated funds), up to and including termination of the NFLP award;
8. Support student nurse educator development activities within the course of study, as a reasonable educational expense;
9. Enhance didactic and experiential training activities to develop competencies of NFLP beneficiaries to address health disparities, social determinants of health, and health equity for populations they serve upon graduation;
10. Support post-graduation employment and connect nurse faculty graduates to communities of need (rural and/or underserved areas) upon graduation;
11. Provide cancellation of up to 85 percent of the original student loans (plus interest thereon) for completion of up to four years of post-graduation full-time nurse faculty employment; and
12. Collect on principal and interest for all loans made from the NFLP student loan fund (and any other earnings of the fund) for deposit into the fund. NFLP funds may be used to cover the costs of collection of NFLP loans including designated institutional structures to collect costs such as personnel and third party servicers.

NOTE: More information about the administration of these requirements is available on the NFLP webpage, specifically at:

<https://bhw.hrsa.gov/fundingopportunities/buckets/NFLP-admin-guidelines2017.pdf>.

NOTE: Additional HRSA Training Resources are located in Appendix C of this NOFO.

i. Project Abstract

Use the Standard OMB-approved Project Abstract Summary Form 2.0 that is included in the workspace application package. Do not upload the abstract as an attachment or it will count toward the page limitation. For information required in the Project Abstract Summary Form, see Section 4.1.ix of HRSA's [SF-424 R&R Application Guide](#).

The Abstract must include:

- A brief overview of the project as a whole
- Specific, measurable objectives that the project will accomplish
- Which of the clinical priorities will be addressed by the project, if applicable; and
- How the proposed project for which funding is requested will be accomplished, i.e., the "who, what, when, where, why and how" of a project.

ii. Project Narrative

This section provides a comprehensive framework and description of all aspects of the proposed project. It should be succinct, self-explanatory, consistent with forms and attachments, and well-organized in alignment with the sections and format below so that reviewers can understand the proposed project.

Successful applications will contain the information below. Please use the following section headers for the narrative:

PURPOSE AND NEED

This section will help reviewers understand the institution that will receive funding for training, as well as the needs of the communities that recipients would ultimately serve.

- Briefly describe the purpose of the proposed project.
- Demonstrate the alignment of the project and institution with the NFLP purpose; including an alignment of the project with HRSA's mission to improve the health of underserved and vulnerable populations by strengthening the health workforce and connecting skilled professionals to communities in need.
- Describe the need for more qualified and diverse nurse faculty within your geographical area.
- Discuss how your students will benefit from this program and how your graduates impact the nurse faculty health workforce locally and nationally, including benefit to rural or underserved populations, as applicable.

RESPONSE TO PROGRAM PURPOSE -- This section includes three sub-sections — (a) *Work Plan*; (b) *Methodology/Approach*; and (c) *Resolution of Challenges*

(a) **WORK PLAN** -- You must provide a detailed work plan that demonstrates your plan to implement project of the proposed scope. Your work plan outlines the contents of

your institution's NFLP Standard Operating Procedure (SOP). A sample work plan can be found here: <http://bhw.hrsa.gov/grants/technicalassistance/workplantemplate.docx>.

You must:

- Describe steps you will take to achieve each of the objectives proposed during the entire period of performance.
- Describe the timeframes, deliverables, and key partners required during the grant period of performance to address each of the needs described in the Purpose and Need section.
- Explain how the work plan is appropriate for the program design and how the targets fit into the overall timeline of grant implementation.
- Identify meaningful support and collaboration with key stakeholders in planning, designing, and implementing all activities.
- Describe how the institution will increase diversity in nurse faculty.
- Describe how the institution will address health equity and health disparities in the training curricula.
- Describe the collaborative academic or academic-practice partnership formed to support training, student nurse educator development, faculty employment and service obligation, if applicable.

▪ *(b) METHODOLOGY/APPROACH*

Describe your objectives and proposed activities, and provide evidence for how they link to the project purpose and stated needs. Propose methods that you will use to address the stated needs and meet each of the previously described program requirements and expectations in this NOFO. If applicable, include a plan to disseminate reports, products, and/or project outputs so project information is provided to key target audiences.

Logic Model

Submit a logic model for designing and managing the project. A logic model is a one-page diagram that presents the conceptual framework for a proposed project and explains the links among program elements to achieve the relevant outcomes. While there are many versions of logic models, for the purposes of this notice the logic model should summarize the connections between the:

- Goals of the project (e.g., reasons for proposing the intervention, if applicable);
- Assumptions (e.g., beliefs about how the program will work and support resources. Base assumptions on research, best practices, and experience);
- Inputs (e.g., organizational profile, collaborative partners, key personnel, budget, other resources);
- Target population (e.g., the individuals to be served);
- Activities (e.g., approach, listing key intervention, if applicable);
- Outputs (i.e., the direct products or deliverables of program activities); and
- Outcomes (i.e., the results of a program, typically describing a change in people or systems).

Although there are similarities, a logic model is not a work plan. A work plan is an “action” guide with a time line used during program implementation; the work plan provides the “how to” steps. A logic model is a visual diagram that demonstrates an overview of the relationships between the 1) resources and inputs, 2) implementation strategies and activities, and 3) desired outputs and outcomes in a project. You can find additional information on developing logic models at the following website:

https://www.acf.hhs.gov/sites/default/files/documents/prep-logic-model-ts_0.pdf

▪ (c) *RESOLUTION OF CHALLENGES*

Discuss challenges that you are likely to encounter in implementing the activities described in the work plan, and approaches that you will use to resolve such challenges, including:

- Identifying and recruiting a diverse student cohort who plan to become nurse faculty;
- Establishing confirmation of students’ understanding of the commitment involved in receiving the loan and the service obligation;
- The management of borrower records and the institution’s loan fund account (including prevention of high default rates, etc.);
- The management of loan cancellation, repayment and collection activities, including coordinating third party loan servicing and collection entities; and
- Tracking and assisting NFLP-supported graduates with obtaining employment and meeting their service obligation as full-time nursing faculty to include rural and underserved areas.

IMPACT -- This section includes two sub-sections— (a) Evaluation and Technical Support Capacity; and (b) Project Sustainability

▪ (a) *EVALUATION AND TECHNICAL SUPPORT CAPACITY*

You must describe the plan for program performance evaluation that will contribute to continuous quality improvement. The program performance evaluation must monitor progress toward meeting goals and objectives of the project and program outcomes. Describe your institution’s ability to monitor and track NFLP-supported students and graduates’ progression from matriculation, graduation, through loan cancellation and collection over the entire loan life cycle, including plans for maintaining contact with students after graduation.

You must also describe the systems and processes that will support your organization's collection of HRSA’s performance measurement requirements for this program. At the following link, you will find the required data forms for this program:

<http://bhwh.hrsa.gov/grants/reporting/index.html>. Describe the data collection strategy to accurately collect, manage, analyze, store, and track/report data (e.g., assigned skilled staff, data management software) to measure process and impact/outcomes, and

explain how the data will be used to inform program development and service delivery in a way that allows for accurate and timely reporting of performance outcomes.

You must describe any potential obstacles for implementing the program performance evaluation and meeting HRSA's performance measurement requirements and your plan to address those obstacles. The evaluation and reporting plan also should indicate the feasibility and effectiveness of plans for dissemination of project results, the extent to which project results may be national in scope, and the degree to which the project activities are replicable.

Performance Reporting Measures

Applicants must describe their capacity to collect and report data such as, but not limited to, the following on an annual basis:

Loan Fund Management

- Existence of an NFLP SOP to manage the loan fund account
- Amount of end cash loan fund & Payment Management System balance
- Number with default rate (DR) greater than 5 percent
- Amount of loan disbursed to each student & total funds disbursed

Supply

- Number of new & continuing Master's & Doctoral (DNP and PhD disaggregated) students
- Number of NFLP students who are enrolled full-time & part-time, by program type
- Student demographic distribution (race, ethnicity, age, etc.)
- Number of completers and non-completers by type of program & enrollment status
- Number and types of collaborative partnerships formed

Quality

- Number of educational preparation courses students take prior to graduation
- Number and types of student nurse educator development activities (student support services: educator courses, mentoring, practicum, etc.)
- Type of training platforms available for students
- Number trained in HHS and HRSA Priority Areas, including training in health equity and social determinants of health
- Number trained in Tele-health
- Number of graduates in Educator Tracks & Doctoral degrees
- Number of graduates engaged in further training
- Number of URM, disadvantaged, and rural background completers

Distribution

- Types of graduate degree specialties (Educator, NP, etc.)
- Types of employment (type of school and clinic site for expanded definition)
- Location of employment, by geographic region/state

- Number of graduates teaching/working in rural and underserved settings

Access

- Number of collaborative partnerships or engagements with community based entities, including HRSA-supported health centers and other HRSA-funded sites, to connect students and graduates with training and employment resources
 - Number of URM, disadvantaged, and rural background completers who obtain employment
 - Number of graduates who obtain full-time nurse faculty employment within 12 months
 - Number of graduates who obtain employment and receive loan cancellations after Year 1, Year 2, Year 3 & Year 4
 - Number of graduates who are in grace period, repayment, postponement, deferment, forbearance, or default
- *(b) PROJECT SUSTAINABILITY*

You must provide a clear plan for project sustainability after the period of federal funding ends, including a description of specific actions you will take to (a) highlight key elements of your projects, e.g., training methods or strategies, which have been effective in improving practices; (b) obtain future sources of potential funding; as well as (c) provide a timetable for becoming self-sufficient. Recipients are expected to sustain key elements of their projects, e.g., strategies or services and interventions, which have been effective in improving practices and those that have led to improved outcomes for the target population. You must discuss challenges that are likely to be encountered in sustaining the program and approaches that will be used to resolve such challenges.

- *ORGANIZATIONAL INFORMATION, RESOURCES, AND CAPABILITIES*

Succinctly describe your capacity to manage effectively the programmatic, fiscal, and administrative aspects of the proposed project, including evidence of a training-focused emergency preparedness plan as applicable. Provide information on your institution's current mission and structure, and describe the institution's ability to conduct the program requirements and meet program expectations. Discuss how the institution will follow the approved plan, as outlined in the application, properly account for the federal funds, and document all costs to avoid audit findings.

iii. Budget

NFLP is a formula-based program that does not require submission of a budget.

iv. Budget Justification Narrative

NFLP is a formula-based program that does not require submission of a budget justification narrative.

v. *Program-Specific Forms*

As part of the application submitted through Grants.gov, you must also complete and electronically submit the NFLP Program Specific Data Forms (NFLP Tables) by the established and published application due date. A reference copy of the program specific form is provided under Appendix B of this guidance. **The NFLP Tables are essential in determining the award calculation.**

Therefore, incomplete or missing data may result in HRSA deeming the application non-responsive to the funding opportunity and the application might not be considered for funding.

See Section 4.1.iv of HRSA's [SF-424 R&R Application Guide](#). Please note: the directions offered in the SF-424 R&R Application Guide may differ from those offered by Grants.gov. Please follow the instructions included in the Application Guide. Following the Application Guide will ensure that, if the application is selected for funding, you will have a well-organized plan and by carefully following the approved plan, you can avoid audit issues during the implementation phase.

Reminder: The total project or program costs are the total allowable costs incurred by the recipient to carry out a HRSA-supported project or activity. Total project or program costs include costs charged to the award and costs borne by the recipient to satisfy a matching or cost-sharing requirement, as applicable.

vi. *Attachments*

Provide the following items in the order specified below to complete the content of the application. **Unless otherwise noted, attachments count toward the application page limitation. Your indirect cost rate agreements and proof of non-profit status (if applicable) will not count toward the page limit. Clearly label each attachment.** You must upload attachments into the application. Any *hyperlinked* attachments will *not* be reviewed/opened by HRSA.

Use the "R&R Other Project Information" form, box 12 "Other Attachments" to provide the following items in the order specified below to complete the content of the application. Unless otherwise noted, attachments count toward the application page limit. Indirect cost rate agreements and proof of non-profit status (if applicable) will not count toward the page limit. Clearly label each attachment.

Attachment 1: Accreditation Documentation – Required

Schools of nursing affiliated with the proposed project that provide formal degree programs must be accredited by a recognized body or bodies or State agency approved by the Secretary of the U.S. Department of Education for the purposes of nursing education. All nursing programs that are associated with the project must be accredited for the purpose of nursing education.

Applicants must submit an official letter of accreditation as proof of accreditation from the accrediting agency specifically stating that accreditation has been granted and the period covered by the accreditation. Applicants must also submit an official letter of approval for all doctoral programs included in the project.

Attachment 2: Biographical Sketch of Project Director- Required

Upload a biographical sketch for the Project Director, not to exceed two pages in length. In the event that a biographical sketch is included for an identified individual who is not yet hired, please include a letter of commitment from that person along with the biographical sketch.

Biographical sketches, not exceeding two pages per person, should include the following information:

- Senior/key personnel name
- Position Title
- Education/Training - beginning with baccalaureate or other initial professional education, such as nursing, including postdoctoral training and residency training if applicable:
 - Institution and location
 - Degree (if applicable)
 - Date of degree (MM/YY)
 - Field of study
- **Section A** (required) Personal Statement. Briefly describe why the individual's experience and qualifications make him/her particularly well suited for his/her role (e.g., PD/PI) in the project that is the subject of the award.
- **Section B** (required) Positions and Honors. List in chronological order previous position(s) on any Federal Government public advisory committee.
- **Section C** (optional) Peer-reviewed publications or manuscripts in press (in chronological order). You are encouraged to limit the list of selected peer reviewed publications or manuscripts in press to no more than 15. Do not include manuscripts submitted or in preparation. The individual may choose to include selected publications based on date, importance to the field, and/or relevance to the proposed research. Citations that are publicly available in a free, online format may include URLs along with the full reference (note that copies of publicly available publications are not acceptable as appendix material).
- **Section D** (optional) Other Support. List both selected ongoing and completed (during the last 3 years) projects (federal or non-federal support). Begin with any projects relevant to the project proposed in this application. Briefly indicate the overall goals of

the projects and responsibilities of the Senior/Key Person identified on the Biographical Sketch.

Attachment 3: Maintenance of Effort Documentation - Required

Upload a baseline aggregate expenditure for the prior fiscal year and an estimate for the next fiscal year using a chart similar to the one below. HRSA will enforce statutory MOE requirements through all available mechanisms.

NON-FEDERAL EXPENDITURES	
<p style="text-align: center; margin-bottom: 10px;">FY 2021 (Actual)</p> <p>Actual FY 2021 non-federal funds, including in-kind, expended for activities proposed in this application.</p> <p>Amount: \$ _____</p>	<p style="text-align: center; margin-bottom: 10px;">FY 2022 (Estimated)</p> <p>Estimated FY 2022 non-federal funds, including in-kind, designated for activities proposed in this application.</p> <p>Amount: \$ _____</p>

Attachment 4: Loan Disbursement Plan - Required

Upload a disbursement plan for the new NFLP funds being requested in this application, in a tabular format. Institutions must include a schedule of the disbursements planned for students who will receive loan support during the funded period of performance.

The detailed schedule must document the following in **Section A**:

- Number of students you plan to support, listed by full-time or part-time status;
- The date of the disbursements for the full academic year period (e.g., fall/spring/summer);
- The estimated loan amount for each student (eligible costs and fees include the cost of tuition, fees, books, lab expenses, and other reasonable education expenses); and
- The estimated collection cost.

For continuation (renewal) applicants with unused past NFLP funds: In addition to the information collected in Section A, the applicant must provide as **Section B** a supplementary disbursement plan for those unused NFLP funds to include the following:

- Number of students you project to support using the unused NFLP funds, listed by full- time or part-time status;
- The date of the disbursements for the full academic year period (e.g., fall/spring/summer);

- The estimated loan amount for each student (eligible costs and fees include the cost of tuition, fees, books, lab expenses, and other reasonable education expenses); and
- The estimated collection cost.

Attachment 5: Default Rate Corrective Action Plan (For competing continuation applicants, if applicable; not counted in page limit) – Required (as applicable)

Institutions applying as competing continuations with NFLP loan default rates greater than 5 percent must submit a corrective action plan to reduce the default rate to: (a) less than or equal to 5 percent; or (b) one-half the default rate reported for the previous reporting period, whichever is greater. The applicant must implement the corrective action plan during the budget year, with the understanding that failure to do so may result in becoming ineligible for future funding or becoming subject to additional penalties, up to and including, award termination. The default rate corrective action plan must be signed by the Project Director, the Authorizing Official, or both, and must include:

- A description of the factors that have contributed to the default rate exceeding the 5 percent threshold; and
- A work plan with specific activities and associated timelines to reduce the default rate to either (1) under 5 percent or (2) half the current default rate (whichever is greater) during the period of performance.

Attachment 6: Statement of Collaborative Academic/Academic- Practice Partnership – Required (as applicable)

Provide evidence of a collaborative academic/academic-practice partnership. A copy of a formal partnership agreement between the applicant organization and the partner entity or entities must be attached. A sample agreement and clear partnership plan may also be attached in lieu of a formal agreement. The applicant organization must ensure that the partner organization(s) maintains accreditation throughout the period of performance, as applicable. The partnership plan must also include a description of the academic-practice partnership plan to support the service obligation for graduates serving as APRN preceptors.

Attachment 7: Other relevant documentation (e.g., Debarment, Suspension, Ineligibility, and Voluntary Exclusion Certification, etc.).

Include here any other document that is relevant to the application.

3. Dun and Bradstreet Data Universal Numbering System (DUNS) Number Transition to the Unique Entity Identifier (UEI) and System for Award Management (SAM)

You must obtain a valid DUNS number, also known as the Unique Entity Identifier (UEI), and provide that number in the application. In April 2022, the *DUNS number will be replaced by the UEI, a “new, non-proprietary identifier” requested in, and assigned by, the System for Award Management ([SAM.gov](https://sam.gov)). For more details, visit the following

webpages: [Planned UEI Updates in Grant Application Forms](#) and [General Service Administration's UEI Update](#).

You must also register with SAM and continue to maintain active SAM registration with current information at all times during which you have an active federal award or an application or plan under consideration by an agency (unless you are an individual or federal agency that is exempted from those requirements under 2 CFR § 25.110(b) or (c), or you have an exception approved by the agency under 2 CFR § 25.110(d)). For your SAM.gov registration, you must submit a [notarized letter](#) appointing the authorized Entity Administrator.

If you are chosen as a recipient, HRSA will not make an award until you have complied with all applicable DUNS (or UEI) and SAM requirements. If you have not fully complied with the requirements by the time HRSA is ready to make an award, you may be deemed not qualified to receive an award, and HRSA may use that determination as the basis for making an award to another applicant.

If you have already completed Grants.gov registration for HRSA or another federal agency, confirm that it is still active and that the Authorized Organization Representative (AOR) has been approved.

*Currently the Grants.gov registration process requires information in three separate systems:

- Dun and Bradstreet (<https://www.dnb.com/duns-number.html>)
- System for Award Management (SAM) (<https://sam.gov/content/home> | [SAM.gov Knowledge Base](#))
- Grants.gov (<https://www.grants.gov/>)

For further details, see Section 3.1 of HRSA's [SF-424 R&R Application Guide](#).

In accordance with the Federal Government's efforts to reduce reporting burden for recipients of federal financial assistance, the general certification and representation requirements contained in the Standard Form 424B (SF-424B) – Assurances – Non-Construction Programs, and the Standard Form 424D (SF-424D) – Assurances – Construction Programs, have been standardized federal-wide. Effective January 1, 2020, the forms themselves are no longer part of HRSA's application packages, instead the updated common certification and representation requirements will be stored and maintained within the SAM. Organizations or individuals applying for federal financial assistance as of January 1, 2020, must validate the federally required common certifications and representations annually through SAM located at SAM.gov.

If you fail to allow ample time to complete registration with SAM or Grants.gov, you will not be eligible for a deadline extension or waiver of the electronic submission requirement.

4. Submission Dates and Times

Application Due Date

The due date for applications under this NOFO is *January 13, 2022 at 11:59 p.m. ET*. HRSA suggests submitting applications to Grants.gov at least **3 calendar days before the deadline** to allow for any unforeseen circumstances. See Section 8.2.5 – Summary of emails from Grants.gov of HRSA's [SF-424 R&R Application Guide](#) for additional information.

5. Intergovernmental Review

NFLP is not a program subject to the provisions of Executive Order 12372, as implemented by 45 CFR part 100.

See Section 4.1 ii of HRSA's [SF-424 R&R Application Guide](#) for additional information.

6. Funding Restrictions

You may request funding for a period of performance of up to 1 year.

This program notice is subject to the appropriation of funds, and is a contingency action taken to ensure that, should funds become available for this purpose, HRSA can process applications and award funds appropriately. Awards to support projects beyond the first budget year will be contingent upon Congressional appropriation, satisfactory progress in meeting the project's objectives, and a determination that continued funding would be in the best interest of the Federal Government.

This program does not allow award funds to be used for indirect costs. Award recipients may use a reasonable amount of funds toward loan collection costs for NFLP loans, including designated institutional structures to collect costs such as personnel and third party servicers.

The Award recipient must ensure that:

- NFLP loan support is only made to eligible students to cover the cost of tuition, fees, books, lab expenses, and other reasonable education expenses (including student nurse educator development activities) for the duration of their course of study;
- NFLP loan support does not exceed \$35,500 per student for any academic period; and
- NFLP funds may only be used for loan support with the exception of covering the costs of collection of loaned principal and accrued interest and/or penalty, and cost of student nurse educator development activities as reasonable expenses.

The General Provisions in Division H of the Consolidated Appropriations Act, 2021 (P.L. 116-260) apply to this program. See Section 4.1 of HRSA's [SF-424 R&R Application Guide](#) for additional information. Awards will be made subsequent to enactment of the FY 2022 appropriation. The NOA will reference the FY 2022 appropriation act and any

restrictions that may apply. Note that these or other restrictions will apply in the next fiscal years, as required by law.

The NFLP Award recipient must have a standard operating procedure (SOP) in place to guide project activities, and support accomplishment of program goals, program/project objectives and program requirements. The SOP serves as a centralized and standardized guide on how to accomplish project activities, including the methodology, work plan, evaluation, capacity, sustainability, accounts, and tracking information. You are required to have the necessary policies, procedures, and financial controls in place to ensure that your organization complies with all legal requirements and restrictions applicable to the receipt of federal funding including statutory restrictions on use of funds for lobbying, executive salaries, gun control, abortion, etc. Like those for all other applicable grants requirements, the effectiveness of these policies, procedures, and controls is subject to audit.

Be aware of the requirements for HRSA recipients and subrecipients at 2 CFR § 200.216 regarding prohibition on certain telecommunications and video surveillance services or equipment. For details, see the [HRSA Grants Policy Bulletin Number: 2021-01E](#).

All program income generated as a result of awarded funds must be used for approved project-related activities. Any program income earned by the recipient must be used under the addition/additive alternative. You can find post-award requirements for program income at [45 CFR § 75.307](#).

Funds under this notice may not be used for purposes specified in HRSA's SF-424 R&R Application Guide.

V. Application Review Information

1. Review Criteria

The NFLP Program is a formula-based program. HRSA has procedures for assessing the technical merit of applications and to assist you in understanding the standards against which your application will be reviewed. HRSA will review each application for completeness and eligibility, all required documents, and compliance with the requirements outlined in this NOFO. The NFLP Program funds are distributed among eligible entities as formula-payment based awards according to data supplied in your application. HRSA will calculate FY 2022 award amounts based on the following NFLP formula funding factors:

- Number of Terms/Quarters
- Tuition/Fees/Expenses Amount Per Term/Quarter
- Total Number of Doctoral and Master's Students Requested for Support
- Total Number of Continuing and New Students Requested for Support
- Amount of Loan Fund Disbursed and Loan Fund Unobligated

- Amount of Federal Funds Requested
- Default Rate Percentage

HRSA implements the doctoral funding priority required by section 847(f) of the PHS Act within the NFLP formula, by allocating a larger portion of the funds to support doctoral students. The formula calculation may allocate zero funds to an application (e.g. for high unused/unobligated account balance), which may result in no funds being awarded to an applicant under this solicitation.

To ensure compliance, HRSA program staff will review complete applications as part of the funding determination. For continuation (renewal) applicants, the application review and award determination process will also consider (a) the amount of unused/unobligated NFLP funds from previous awards; (b) the NFLP loans made by the institution over recent periods; (c) the NFLP loan default rate.

Continuation (renewal) applicant's default rate and unobligated loan fund balance status will be considered in determining NFLP award decisions. Continuation applicants/current awardees that are above the default rate threshold (greater than five (5) percent per last annual performance report) and noncompliant with loan disbursements for two years or more, will be deemed ineligible for future funding or be subject to additional penalties, up to and including, remittance of unobligated funds as well as the suspension and/or termination of the NFLP award. HRSA will initiate termination for grants with inactive accounts and unused/unobligated loan funds for a period of two (2) consecutive years or greater.

2. Review and Selection Process

The funds appropriated for the NFLP are distributed among participating institutions as formula-based awards. Program data reported on the NFLP Program Specific Data Form and other program sources such as the annual performance reports are used to determine funding and administer the program. All required program data tables must be submitted electronically in Grants.gov as part of the application.

HRSA may also consider assessment of risk and the other pre-award activities described in Section 3 below. In addition to assessing merit based on established criteria, HRSA approving officials will apply other factors described below in selecting applications for award.

See Section 5.3 of HRSA's SF-424 R&R Application Guide for more details.

Funding Priority

This program includes a statutory funding priority, as authorized under Section 847(f) of the Public Health Service Act. A funding priority is defined as a favorable adjustment of the formula that determines the amount of the award for individually approved applications when applications meet specified criteria. HRSA will award a funding priority to NFLP applicants that support doctoral nursing students. Under the NFLP, a

funding priority will be applied through the formula calculation to eligible applicants that support students enrolled in doctoral nursing programs (e.g., PhD, DNP, and Ed.D in Nursing Education). HRSA implements the doctoral funding priority required by section 847(f) of the PHS Act within the NFLP formula, by allocating a larger portion of the funds to support doctoral students.

3. Assessment of Risk

HRSA may elect not to fund applicants with management or financial instability that directly relates to the organization's ability to implement statutory, regulatory, or other requirements (45 CFR § 75.205).

HRSA reviews applications receiving a favorable objective review for other considerations that include past performance, as applicable; cost analysis of the project/program budget; assessment of your management systems; ensuring continued applicant eligibility, and compliance with any public policy requirements. HRSA may ask you to submit additional programmatic or administrative information (such as an updated budget or "other support" information) or to undertake certain activities (such as negotiation of an indirect cost rate) in anticipation of an award. However, even at this point in the process, such requests do not guarantee that HRSA will make an award.

Following review of all applicable information, HRSA's approving and business management officials will determine whether HRSA can make an award, if special conditions are required, and what level of funding is appropriate.

Award decisions are discretionary and are not subject to appeal to any HRSA or HHS official or board.

HRSA is required to review and consider any information about your organization that is in the [Federal Awardee Performance and Integrity Information System \(FAPIIS\)](#). You may review and comment on any information about your organization that a federal awarding agency previously entered. HRSA will consider your comments, in addition to other information in [FAPIIS](#) in making a judgment about your organization's integrity, business ethics, and record of performance under federal awards when completing the review of risk posed as described in [45 CFR § 75.205 HHS Awarding Agency Review of Risk Posed by Applicants](#).

HRSA will report to FAPIIS a determination that an applicant is not qualified ([45 CFR § 75.212](#)).

HRSA conducts ongoing risk assessment and risk-based monitoring for all current NFLP award recipients. NFLP risk assessment and monitoring includes assessing established risk factors, providing technical assistance to mitigate the risks, and initiating and implementing focused monitoring to support awardees in maintaining compliance and improving performance. Risk assessment for NFLP award recipients, is conducted at minimum annually and involves assessing program performance and

compliance factors using the annual performance report and other program monitoring tools. The NFLP risk-based assessment and monitoring process classifies award recipients as compliant or non-compliant. Award recipients in the non-compliant status will be placed into the following categories: Frequent Monitoring, Probation, Suspension, and Termination. Award recipients who fail to take necessary action to correct their non-compliant status will be subject to penalties, up to and including termination of the NFLP award.

VI. Award Administration Information

1. Award Notices

HRSA will release the Notice of Award (NOA) on or around the start date of July 1, 2022. See Section 5.4 of HRSA's [SF-424 R&R Application Guide](#) for additional information.

HRSA, acting on behalf of HHS, will send a NOA to awarded institutions indicating the amount of the FCC provided and the non-federal share ICC that the institution will be required to provide.

Receipt of Funds

Awarded institutions will receive the NFLP award via electronic funds transfer. The HHS Payment Management System (PMS) will establish an account for new institutions receiving an award. For information regarding drawdown of funds, contact the Division of Payment Management System at <http://www.dpm.psc.gov/>

Recipients must draw down the full FY 2022 NFLP award amount from PMS within sixty days of receipt of the award and deposit the funds into an interest-bearing, student loan fund established by the institution. Institutions must conduct all loan activity through the student fund, rather than multiple drawdowns from the PMS account. The student loan fund must contain the following:

- FCC loan dollars awarded;
- ICC matching amount (equal to not less than one-ninth of the FCC);
- Proceeds from the collections of principal and interest on NFLP loans made from the fund; and
- All other earnings of the fund.

NFLP schools are permitted to retain unused NFLP loan funds in the revolving institutional NFLP fund account without fiscal year restriction. HRSA performs routine reviews of account inactivity and loan fund use and may require institutions that have not made loan awards to students in the past 2-years to remit unused loan fund balances to HRSA. Continuation (renewal) applicants must draw down from the Payment Management System, and loan previously awarded funds, and may be deemed ineligible for future funding for failure to draw down funds and make loans to

students. Institutions failing to draw down funds and make loans to students will be considered non-compliant with NFLP requirements. In addition, HRSA will initiate termination for grants with inactive accounts and unobligated loan funds for a period of two (2) consecutive years or greater.

2. Administrative and National Policy Requirements

See Section 2.1 of HRSA's [SF-424 R&R Application Guide](#).

If you are successful and receive a NOA, in accepting the award, you agree that the award and any activities thereunder are subject to:

- all provisions of 45 CFR part 75, currently in effect or implemented during the period of the award,
- other federal regulations and HHS policies in effect at the time of the award or implemented during the period of award, and
- applicable statutory provisions.

Accessibility Provisions and Non-Discrimination Requirements

Should you successfully compete for an award, recipients of federal financial assistance (FFA) from HHS must administer their programs in compliance with federal civil rights laws that prohibit discrimination on the basis of race, color, national origin, disability, age and, in some circumstances, religion, conscience, and sex (including gender identity, sexual orientation, and pregnancy). This includes ensuring programs are accessible to persons with limited English proficiency and persons with disabilities. The HHS Office for Civil Rights provides guidance on complying with civil rights laws enforced by HHS. See <https://www.hhs.gov/civil-rights/for-providers/provider-obligations/index.html> and <https://www.hhs.gov/civil-rights/for-individuals/nondiscrimination/index.html>.

- Recipients of FFA must ensure that their programs are accessible to persons with limited English proficiency. For guidance on meeting your legal obligation to take reasonable steps to ensure meaningful access to your programs or activities by limited English proficient individuals, see <https://www.hhs.gov/civil-rights/for-individuals/special-topics/limited-english-proficiency/fact-sheet-guidance/index.html> and <https://www.lep.gov>.
- For information on your specific legal obligations for serving qualified individuals with disabilities, including reasonable modifications and making services accessible to them, see <http://www.hhs.gov/ocr/civilrights/understanding/disability/index.html>.
- HHS-funded health and education programs must be administered in an environment free of sexual harassment. See <https://www.hhs.gov/civil-rights/for-individuals/sex-discrimination/index.html>.
- For guidance on administering your program in compliance with applicable federal religious nondiscrimination laws and applicable federal conscience

protection and associated anti-discrimination laws, see <https://www.hhs.gov/conscience/conscience-protections/index.html> and <https://www.hhs.gov/conscience/religious-freedom/index.html>.

Federal funding recipients must comply with applicable federal civil rights laws. HRSA supports its recipients in preventing discrimination, reducing barriers to care, and promoting health equity. For more information on recipient civil rights obligations, visit the HRSA Office of Civil Rights, Diversity, and Inclusion [website](#).

Executive Order on Worker Organizing and Empowerment

Pursuant to the Executive Order on Worker Organizing and Empowerment, HRSA strongly encourages applicants to support worker organizing and collective bargaining and to promote equality of bargaining power between employers and employees. This may include the development of policies and practices that could be used to promote worker power. Applicants can describe their plans and specific activities to promote this activity in the application narrative.

Requirements of Subawards

The terms and conditions in the NOA apply directly to the recipient of HRSA funds. The recipient is accountable for the performance of the project, program, or activity; the appropriate expenditure of funds under the award by all parties; and all other obligations of the recipient, as cited in the NOA. In general, the requirements that apply to the recipient, including public policy requirements, also apply to subrecipients under awards, and it is the recipient's responsibility to monitor the compliance of all funded subrecipients. See [45 CFR § 75.101 Applicability](#) for more details.

Data Rights

All publications developed or purchased with funds awarded under this notice must be consistent with the requirements of the program. Pursuant to 45 CFR § 75.322(b), the recipient owns the copyright for materials that it develops under an award issued pursuant to this notice, and HHS reserves a royalty-free, nonexclusive, and irrevocable right to reproduce, publish, or otherwise use those materials for federal purposes, and to authorize others to do so. In addition, pursuant to 45 CFR § 75.322(d), the Federal Government has the right to obtain, reproduce, publish, or otherwise use data produced under this award and has the right to authorize others to receive, reproduce, publish, or otherwise use such data for federal purposes, e.g., to make it available in government-sponsored databases for use by others. If applicable, the specific scope of HRSA rights with respect to a particular grant-supported effort will be addressed in the NOA. Data and copyright-protected works developed by a subrecipient also are subject to the Federal Government's copyright license and data rights.

3. Reporting

Please note that the OMB revisions to Guidance for Grants and Agreements termination provisions located at 2 CFR § 200.340 - Termination apply to all federal awards effective August 13, 2020.

Award recipients must comply with Section 6 of HRSA's [SF-424 R&R Application Guide](#) and the following reporting and review activities:

- 1) **Progress Report(s)**. Not required for this program.
- 2) **Annual Performance Reports (APR)**. The recipient must submit a Performance Report to HRSA via the Electronic Handbooks (EHBs) on an annual basis. All HRSA recipients are required to collect and report performance data so that HRSA can meet its obligations under the Government Performance and Results Modernization Act of 2010 (GPRA). The required performance measures for this program are outlined in the Project Narrative Section IV's Impact Sub-section (a). Further information will be provided in the NOA.

The annual performance report will address all academic year activities from July 1 to June 30, and will be due to HRSA on July 31 each year. Refer to [NFLP Reporting Manual](#) | [NFLP Performance Measures for further information](#).

NFLP Financial Report. The NFLP financial forms (NFLP forms 1-4) are required to capture data on maintenance of the NFLP loan fund. These forms are part of the Annual Performance Reports but are a separate reporting deliverable.

- 3) **Final Program Report**. Not required for this program.
- 4) **Federal Financial Report (FFR)**. Not required for this program.
- 5) Other required reports and/or products.
 - i. **Audit Requirements.** Institutions must comply with the audit requirements of 45 CFR 75 Subpart F. Information on the scope, frequency, and other aspects of the audits can be found on the Internet at eCFR — Code of Federal Regulations.
 - ii. **Payment Management Requirements.** The funds for this award are sub-accounted in the Payment Management System (PMS) and will be in a B type (sub accounted) account. "B" accounts do not require FFR reporting. This type of account allows recipients to identify specifically the individual award for which they are drawing funds and will assist HRSA in monitoring the award. NFLP requires recipients to establish and maintain a revolving fund through which to conduct all loan activity, and to draw down all funds upon receipt. Funds are considered

disbursed upon draw down, and therefore, recipients are not required to report quarterly using the FFR.

- iii. **Remittance of Unobligated Funds.** Institutions who maintain an NFLP loan fund account with a record of non-disbursement of loans to students for two (2) consecutive years or greater may be required to remit the loan fund balance.
- iv. **NFLP Account Close-Out/Termination.** HRSA will initiate and process termination of awards i) for NFLP grants with inactive accounts and unobligated loan funds for a period of 2 consecutive years or greater; and ii) for NFLP grants in Termination Status under the Risk-based assessment and monitoring process. Termination Status: Award recipients who fail to correct identified deficiencies/take necessary action to correct their non-compliant status will be placed in a termination status.
- v. **Uncollectable Debt and Write-Offs.** Institutions may write-off as uncollectible/bad debt any or all of the remaining payment of an NFLP loan as a last resort. Once an institution has reached the determination to write-off a debt, the institution must formally notify HRSA of such a case by submitting an official notification letter and a completed Due-Diligence Checklist.
- vi. **Loan Cancellation Due to Death or Total/Permanent Disability/Debt Collection.** Institutions must formally notify HRSA of loan cancellation due to death or total/permanent disability by submitting an official letter of notification and a Due-Diligence Checklist.
- vii. **NFLP Loan Interest Rate.** The NFLP loan bears interest on the unpaid balance of the loan. A rate of 3 percent per annum will be applied beginning 3 months after the Borrower graduates from the advanced nurse education program; and after obtaining employment as nurse faculty within 12 months following graduation. A prevailing market rate will be applied if the Borrower fails to complete the advanced nurse education program or fails to obtain employment as nurse faculty within 12 months following graduation. (Exception will be granted regarding the 12 month employment requirement due to COVID-19 relief actions).

NFLP Formula Modifications. The award formula calculation has been modified to factor the institutions default rate and the amount of unobligated cash balance from previous awards. See section V.1.

- viii. **Integrity and Performance Reporting.** The NOA will contain a provision for integrity and performance reporting in [FAPIS](#), as required in [45 CFR part 75 Appendix XII](#). Awardees must comply with program

expectations, use federal funds in an efficient manner and utilize the funds to meet the legislative authority.

Note that the OMB revisions to Guidance for Grants and Agreements termination provisions located at [2 CFR § 200.340 - Termination](#) apply to all federal awards effective August 13, 2020. No additional termination provisions apply unless otherwise noted.

VII. Agency Contacts

You may request additional information and/or technical assistance regarding business, administrative, or fiscal issues related to this NOFO by contacting:

Tim Coyle
Grants Management Specialist
Division of Grants Management Operations, OFAM
Health Resources and Services Administration
5600 Fishers Lane, Mailstop 10SWH03
Rockville, MD 20857
Telephone: (301) 443-4243
Email: tcoble@hrsa.gov

You may request additional information regarding the overall program issues and/or technical assistance related to this NOFO by contacting:

Linda Wierzechowski
Nurse Consultant, Division of Nursing and Public Health
Attn: Nurse Faculty Loan Program
Bureau of Health Workforce
Health Resources and Services Administration
5600 Fishers Lane, Room 11130D
Rockville, MD 20857
Telephone: (301) 443-0819
Email: NFLP@hrsa.gov

You may need assistance when working online to submit your application forms electronically. Always obtain a case number when calling for support. For assistance with submitting the application in Grants.gov, contact Grants.gov 24 hours a day, 7 days a week, excluding federal holidays at:

Grants.gov Contact Center
Telephone: 1-800-518-4726 (International callers dial 606-545-5035)
Email: support@grants.gov
Self-Service Knowledge Base: <https://grants-portal.psc.gov/Welcome.aspx?pt=Grants>

Successful applicants/recipients may need assistance when working online to submit information and reports electronically through HRSA's EHBs. Always obtain a case number when calling for support. For assistance with submitting information in the EHBs, contact the HRSA Contact Center, Monday–Friday, 7 a.m. to 8 p.m. ET, excluding federal holidays at:

HRSA Contact Center
Telephone: (877) 464-4772/ (877) Go4-HRSA
TTY: (877) 897-9910
Web: <http://www.hrsa.gov/about/contact/ehbhelp.aspx>

VIII. Other Information

Technical Assistance

HRSA will hold a pre-application technical assistance (TA) webinar(s) for applicants seeking funding through this opportunity. The webinar(s) will provide an overview of pertinent information in the NOFO and an opportunity for applicants to ask questions. Visit the HRSA Bureau of Health Workforce's open opportunities website at <https://bhw.hrsa.gov/fundingopportunities/> to learn more about the resources available for this funding opportunity.

Tips for Writing a Strong Application

See Section 4.7 of HRSA's [SF-424 R&R Application Guide](#).

Frequently Asked Questions (FAQs) can be found on the program [website](#) and are often updated during the application process.

In addition, a number of helpful tips have been developed with information that may assist you in preparing a competitive application. These webcasts can be accessed at <http://www.hrsa.gov/grants/apply/write-strong/index.html>.

Appendix: A

Sample NFLP Terms

- i. **Under the Nurse Faculty Loan Program (“NFLP”) HRSA-22-047, as authorized by Section 846A of the Public Health Service Act (“the Act”), the Secretary of the Department of Health and Human Services (“HHS”) enters into an agreement with a school of nursing to establish and operate a student loan fund to increase the number of qualified nursing faculty. This agreement is memorialized through the Notice of Award Obligations of the School**
- a. The Fund
- Institutions must establish and operate a distinct, interest-bearing NFLP loan fund (“the Fund”) used only for making NFLP loans to eligible students and for the costs associated with collection of these loans. Eligible institutions are awarded funds in the form of a Federal Capital Contribution (FCC) and are required to deposit an Institutional Capital Contribution (ICC) that is no less than one-ninth of the requested FCC into this fund.
 - The school will deposit into the Fund:
 - The FCC
 - An Institutional Capital Contribution (ICC) equal to not less than one-ninth of the FCC – Schools must ensure contribution of the correct Maintenance of Effort amount of 1/9th of the FCC,
 - Collections of principal and interest on NFLP loans made from the Fund, and
 - All other earnings of the Fund.
 - NFLP schools are permitted to retain unused NFLP loan funds in the revolving institutional NFLP fund account without fiscal year restriction.
 - HRSA performs routine reviews of account inactivity and loan fund use and may require institutions that have not made loan awards to students in the past 2-years to return unused loan fund balances to HRSA, or take other enforcement actions.
- b. Eligible Borrowers:
The school must determine that a student borrower is eligible before awarding a NFLP loan, as well as adhere to all eligibility requirements in the Notice of Funding Opportunity when selecting students for the NFLP loan.
- c. Making NFLP Loans to Students:
- The school will make NFLP loans to eligible students for the cost of tuition, fees, books, lab expenses, and other reasonable education expenses. The school should offer full support or the amount requested by the student to cover the full or partial tuition/fees on a first-come-first-serve basis for an academic year until funds are expended. An NFLP loan may not exceed \$35,500 per student for any academic year
 - The school must develop student budgets that treat students within groups consistently, but are sensitive to individual circumstances.
 - The school must establish a process to: identify prospective student borrowers, verify their eligibility, and make loans consistent with institutional policies, federal laws and regulations; to include a signed promissory note and disclosure of terms/conditions. This process may also include sending a loan award notification letter to each student borrower requiring the student’s signature to indicate acceptance or rejection of the NFLP loan and its terms and conditions.
 - The school must execute an NFLP Promissory Note, indicating students’ intent to become nursing faculty, when making an NFLP loan. The borrower must sign the Promissory Note prior to disbursement of loan funds and receive a copy from the school. A new Promissory Note is not necessary each time a student receives funds. Modification of the Promissory Note template requires prior approval of HHS. Any statutory amendment to section 846A, or other applicable authorities, affecting the terms of the NFLP loan will require the Promissory Note be amended, as applicable, for future loans and, in some circumstances, an amendment to previously executed Promissory Notes.

- Loan Disbursements: Schools should prioritize loans to continuing NFLP borrowers ahead of new NFLP borrowers, and disbursements must be clearly documented. Schools must cease disbursements of NFLP loans to borrowers that are no longer in compliance with the terms of the NFLP award, in situations such as the following: withdrawal from the institution/course of study, failure to meet the academic standards of the institution, and request to terminate NFLP participation.
- d. Interest:
- The NFLP loan will bear interest on the unpaid balance of the loan at the:
- Rate of 3 percent per annum beginning 3 months after the Borrower graduates from the advanced nurse education program; and after obtaining employment as nurse faculty within 12 months following graduation. (Exception will be granted regarding the 12-month employment requirement due to COVID-19 relief actions).
 - Prevailing market rate will be applied if the Borrower fails to complete the advanced nurse education program or fails to obtain employment as nurse faculty within 12 months following graduation.
- e. Cancellation: The school will cancel up to 85% of the principal and interest of an NFLP loan over a 4-year period as follows:
- Upon the borrower's completion of each the first, second, and third year of full-time employment as a faculty member at an accredited school of nursing the school will cancel 20% of the original principal of and all accrued interest on the NFLP loan; and
 - Upon borrower's completion of the fourth year of full-time employment as a faculty member at an accredited school of nursing the school will cancel 25% of the original principal of and all accrued interest on the NFLP loan.
- f. Repayment:
- The NFLP loan is repayable over a 10-year period beginning 9 months after the borrower completes the advanced nurse education program, ceases to be enrolled as a student in the advanced nurse education program, or ceases full-time employment as nurse faculty. The school must provide the borrower with a repayment schedule.
- g. Loan Servicing and Collection:
- The school must have in place structures and policies that enable collection on principal and interest on all loans made from the NFLP student loan fund. NFLP funds may be used to cover the costs of collection of NFLP loans including designated institutional structures to collect costs such as personnel and third party servicers.
 - The school must conduct and document an entrance interview for each academic year the student receives an NFLP loan. This documentation must include:
 - A student-signed statement of the borrower's rights and responsibilities regarding the NFLP loan, including the service obligation and cancellation; and
 - Personal information provided by the borrower to assist in loan cancellation and collection. The school must provide the borrower with a repayment schedule.
 - Exit Process: Institutions must establish and maintain a process to inform and track borrowers' employment and repayment statuses after completion or cessation of the course of study. Institutions should document the exit process with NFLP borrowers.
- h. Default by the Borrower:
- If an NFLP borrower defaults on the loan, the school must immediately stop the disbursement of the NFLP loan and begin collection on the loan. Default means:

- An NFLP borrower has failed to make payments as required by the Borrower's Promissory Note and repayment agreement;
- Loss of the status as a student in good standing, as defined by the School for the advanced nurse training program;
- Failure to gain, maintain, or provide evidence of employment, within 12 months of graduation, as a full-time faculty member, at an accredited school of nursing, or part-time faculty member at an accredited school of nursing in combination with another part-time faculty position or part-time clinical preceptor/educator position affiliated with an accredited school of nursing that together equates to full-time employment, or employment as designated joint-appointment faculty serving as full time advanced practice registered nurse (APRN) preceptor within an academic-practice partnership framework affiliated with an accredited school of nursing.

i. Records:

- All records associated with NFLP awards, including Borrower Records, must be maintained in accordance with 45 CFR 75.361. The school must establish and maintain borrower records for each NFLP loan recipient, including at a minimum the following:
 - School's copy of the loan notification letter(s)
 - Original copy of signed Promissory Note(s);
 - Signed disclosure Statement of Borrower's Rights and Responsibilities;
 - Records of enrollment status for each academic year of NFLP support;
 - Records of payments and cancellation;
 - Records of approved leave of absence, deferment, forbearance, or default (as applicable).
- The school must retain all records relating to an NFLP loan for a minimum of 3 (three) years after the loan is retired.

Any American Recovery Reinvestment Act (ARRA) funds awarded to your NFLP program in the past must be kept separate from the regularly appropriated NFLP funds, and for tracking and reporting purposes, cannot intermingle.

Failure to meet NFLP requirements may impact future NFLP grant funding per applicable grant regulations at 45 CFR 75. Institutions that exceed a default rate of greater than 5% will be considered non-compliant with NFLP requirements. The default rate is calculated as the percent of the institution's total outstanding student loan principal subject to repayment, which is past due for a period of greater than 120 days. HRSA will assess award recipients for program compliance including to determine whether an institution has a default rate greater than 5%, on June 30 of each year. When non-compliance is determined (e.g., a NFLP grantee has a default rate greater than 5%), HRSA will notify the institution of its non-compliant status, as well as any required steps to come into compliance, including any necessary action on the part of the grantee. Grant recipients will be provided with a time-phased approach to resolve compliance issues. Failure to comply with the grant requirement within the specified time frame may result in administrative actions up to and including, withholding further Federal awards for the project, as well as the suspension and/or termination of the NFLP grant.

1. **FEDERAL CAPITAL CONTRIBUTION (FCC):** This award represents the HHS/HRSA share of the funds, the FCC award amount made available to establish or continue the NFLP loan fund at your institution.
2. **INSTITUTIONAL CAPITAL CONTRIBUTION (ICC):** Institutions are required to contribute an ICC amount equal to at least 1/9th of the FCC award amount. Institutions have the option of contributing a larger share to the loan fund. The ICC amount is in addition to the FCC award amount and must be deposited into the NFLP loan fund.
3. **NFLP LOANS TO STUDENTS:** Nursing students who receive NFLP loan support must be enrolled in an eligible Master's or Doctoral nursing degree

program at the time the NFLP loan is established.

APPENDIX B

OMB Approval No.: 0951-0314; Expiration: 08/31/2023

Nurse Faculty Loan Program - Program Specific Data Form

NOTE: This is for reference only, The NFLP Program Specific Data Forms (NFLP Tables) must be submitted electronically with the application.

CURRENT FISCAL YEAR? (Formatted DATE Field)				
Instruction: Enter the fiscal year date that is provided in the current NFLP Funding Opportunity Announcement cover page.				
PREVIOUS NFLP APPLICANT? _____ Yes _____ No				
Instruction: Select 'YES' if your school has ever received past NFLP funding. Enter 'NO' if your school has never received NFLP funding.				
A. Program Information				
Select Type of Institution:	<input type="checkbox"/> Public <input type="checkbox"/> Private			
Select Type of Entity:	<input type="checkbox"/> School/College of Nursing <input type="checkbox"/> Other Entity/Department within the Institution that offers a Graduate Nursing Degree Program			
Provide Educator Component/Course Offered:	Applicants may add new educator courses offered or edit/delete previous educator courses specified.			
B. Accreditation				
State the applicable accreditation for the graduate nursing program(s) offered and provide the required documentation:				
C. Federal Funds Requested				
Indicate the total Federal Capital Contribution (FCC) Amount Requested.				
D1. NFLP Loan Fund Balance/Unused Accumulation				
Indicate the institution's NFLP loan fund balance as of the past reporting period end date.				
D2. NFLP Loan Fund Default Rate				
Does the institution's NFLP default rate exceed the threshold (>5%)?				Yes _____ No
If yes, has a corrective action plan been included as part of your application?				Yes _____ No
D3. Last NFLP Student Loan Award				
Has an NFLP loan been disbursed from the institution's NFLP loan fund within the last two academic years?				Yes _____ No
E.1 NFLP Enrollees Information by Degree – Continuing Students Expected to Request NFLP Support				
Type of Institution	Master's Degree		Doctoral Degree	
	FT	PT	FT	PT
Public – In-state				
Public – Out-of-				
Private				
TOTALS:				
E.2 NFLP Enrollees Information by Degree - New Students Expected to Request NFLP Support				
Type of Institution	Master's Degree		Doctoral Degree	
	FT	PT	FT	PT
Public – In-state				
Public – Out-of-state				
Private				
TOTALS:				

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E.3 NFLP Graduates Information (Prior Year)				
	Total Number of NFLP Graduates		Total Number of NFLP Graduates Employed as Nursing Faculty	
	Master's	Doctoral	Master's	Doctoral
TOTALS:				

E.4 NFLP Enrollees by Nurse Practice Role		
Nurse Practice Role	NFLP Enrollees (07/01/20XX - 06/30/20XX)	
	Master's	Doctoral
Primary Care Nurse Practitioner		
Acute Care Nurse Practitioner		
Nurse – Midwife		
Nurse Anesthetist		
Clinical Nurse Specialist		
Public Health Nurse		
Nurse Administrator		
Nurse Educator		
Other Nurse Specialty 1 (Insert):		
TOTALS:		

F. Tuition, Terms and Credit Hours									
	Master's Program				Doctoral Program				
	In-State		Out-of-State		In-State		Out-of-State		
	FT	PT	FT	PT	FT	PT	FT	PT	
Program Degree Level (Select From List):									
Tuition Costs per TERM : Private Institution									
Type of Term									
# of Terms/Quarters per year									
Minimum Credit Hours Required for Full-time Status									

APPENDIX: C

HRSA Training Resources

Area Health Education Centers (AHEC): Improves access to health care through academic-community partnerships. These partnerships: Increase diversity among health workers, broaden the distribution of the health workforce, improve health care quality, and improve health care in rural and other high-need areas.

<https://bhw.hrsa.gov/funding/apply-grant#health-careers>

Regional Public Health Training Centers (PHTC): Provide specialized training for public health students and workers. The training focuses on: Technical, Scientific and Leadership skills. Public health workers and students can use their resources to expand their careers.

<https://bhw.hrsa.gov/funding/regional-public-health-training-centers>

Scholarships for Disadvantaged Students (SDS): Promotes diversity among the health professions by providing awards to eligible health professions and nursing schools, for schools to provide scholarships to students from disadvantaged backgrounds who have a demonstrated financial need and are enrolled full-time in a health profession program or nursing program.

<https://www.hrsa.gov/grants/find-funding/hrsa-20-006>

HRSA Employment Resources

Faculty Loan Repayment Program (FLRP): Helps recruit and retain health professions faculty members and encourages students to pursue faculty roles in their chosen health care field, which is vital for supporting the next generation of educators. Repays a portion of health professional student loan debt (\$40,000 max over two years) for an eligible faculty member, in return for service at an eligible health professions school. NFLP graduates may apply for FLRP after completing 4 years of the NFLP service obligation.

<https://bhw.hrsa.gov/funding/apply-loan-repayment/faculty-lrp>

National Health Service Corps Loan Repayment Program (NHSC LRP): Provides loan repayment for health professionals in an eligible discipline, with qualified student loan debt for education that led to the health professions degree. In exchange, the recipient serves at least two years at an NHSC-approved site in a Health Professional Shortage Area (HPSA). NFLP graduates working as joint faculty preceptors, may apply for NHSC LRP after completing 4 years of the NFLP service obligation.

<https://nhsc.hrsa.gov/loan-repayment/nhsc-loan-repayment-program.html>

Nurse Corps Loan Repayment Program (Nurse Corps LRP): Pays up to 85% of unpaid nursing education debt for nurse faculty member with qualifying nursing debt, in exchange for serving at least two years full-time in an accredited school of nursing. Program gives funding preference to those who need the most help financially. NFLP graduates may apply for Nurse Corps LRP after completing 4 years of the NFLP service obligation.

<https://bhw.hrsa.gov/funding/apply-loan-repayment/nurse-corps>

HRSA's Health Workforce Connector: Features career and training opportunities, customized profiles, powerful filters and virtual job fairs. The HRSA's Health Workforce Connector provides a place for NHSC- and Nurse Corps-approved sites and the qualified clinicians and trainees that need to come together. Clinicians can find career and training opportunities by location, discipline, or other criteria, while the sites can recruit qualified candidates.

<https://connector.hrsa.gov/connector/>

Primary Care Associations (PCAs): Provide training and technical assistance to health centers to support the provision of comprehensive, high quality primary health care and improve the health of individuals and communities, through increasing access to comprehensive primary care; fostering a workforce to address current and emerging needs; etc. PCAs can help health centers and look-alikes plan for the growth of health centers in their state, as well as develop strategies to recruit and retain staff.

<https://bphc.hrsa.gov/qualityimprovement/strategicpartnerships/ncapca/associations.html>

Find a Health Center: Health centers integrate access to pharmacy, mental health, substance use disorder, and oral health services in areas where economic, geographic, or cultural barriers limit access to affordable health care. By emphasizing coordinated care management of patients with multiple health care needs and the use of key quality improvement practices, including health information technology, health centers reduce health disparities.

<https://findahealthcenter.hrsa.gov/>

Other Technical Assistance Resources

Below you will find examples of helpful resources for NFLP Program and Technical Assistance

[HRSA's Guide for Rural Health Care Collaboration and Coordination](#)

[Rural Referral Centers](#)

[Community Health Needs Assessments](#)