

U.S. Department of Health and Human Services



NOTICE OF FUNDING OPPORTUNITY

Fiscal Year 2023

Bureau of Health Workforce

Division of Nursing and Public Health

Nurse Faculty Loan Program

Funding Opportunity Number: HRSA-23-006

Funding Opportunity Type(s): Competing Continuation, New

Assistance Listings Number: 93.264

Application Due Date: May 1, 2023

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 may take up to 1 month to complete.

MODIFIED March 15, 2023: Instructions on Application Page Limit, page 6

Issuance Date: February 28, 2023

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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, email or call one of the HRSA staff listed in [Section VII. Agency Contacts](#).

EXECUTIVE SUMMARY

The [Health Resources and Services Administration \(HRSA\)](#) is accepting applications for the fiscal year (FY) 2023 Nurse Faculty Loan Program (NFLP). The purpose of this program is to increase the number of qualified nursing faculty nationwide by providing [low interest](#) loans for individuals studying to be nurse faculty and loan cancellation for those who then go on to work as faculty. A robust, geographically dispersed nurse faculty workforce is essential to producing the nursing workforce needed to meet US health care needs. Successful applicants establish and operate a student loan program including maintaining a fund, providing loans to students enrolled in advanced education nursing degree programs, and monitoring compliance with program requirements. In exchange for completion of up to four years of post-graduation full-time nurse faculty employment in an accredited school of nursing, graduates receive cancellation of up to 85 percent of the original student loan amount (plus interest thereon) as authorized by the program. NFLP also encourages Advance Practice Registered Nurses (APRNs) to serve as full-time preceptors within an academic-practice partnership framework in an effort to expand clinical training opportunities for nursing students.

Funding Opportunity Title:	Nurse Faculty Loan Program
Funding Opportunity Number:	HRSA-23-006
Due Date for Applications:	May 1, 2023
Anticipated FY 2023 Total Available Funding:	\$26,500,000
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, 2023, through June 30, 2024 (1 year)

Eligible Applicants:	See Section III.1 of this notice of funding opportunity (NOFO) for complete eligibility information.
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Application Guide

You (the applicant organization/agency) are responsible for reading and complying with the instructions included in this NOFO and in [HRSA's SF-424 R&R Application Guide](#). Visit [HRSA's How to Prepare Your Application page](#) for more information.

Technical Assistance

HRSA will hold a pre-application technical assistance (TA) webinar for applicants seeking funding through this opportunity. The webinar 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 to learn more about the resources available for this funding opportunity.

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I. Program Funding Opportunity Description

1. Purpose

The Nurse Faculty Loan Program (NFLP) seeks to increase the number of qualified nursing faculty nationwide by providing [low interest](#) loans for individuals studying to be nurse faculty and loan cancellation for those who then go on to work as faculty. A robust, geographically dispersed nurse faculty workforce is essential to producing the nursing workforce needed to meet US health care needs. Successful applicants establish and operate a student loan program including maintaining a fund, providing loans to students enrolled in advanced education nursing degree programs, and monitoring compliance with program requirements. In exchange for completion of up to four years of post-graduation full-time nurse faculty employment in an accredited school of nursing, graduates receive cancellation of up to 85 percent of the original student loan amount (plus interest thereon) as authorized by the program. NFLP also encourages Advance Practice Registered Nurses (APRNs) to serve as full-time preceptors within an academic-practice partnership framework in an effort to expand clinical training opportunities for nursing students.

Program Goals

The goals of this program are to expand the nation's capacity to train nurses by:

1. Increasing the number of adequately prepared and qualified nursing faculty nationwide by supporting training of advanced education nursing students who will serve as nurse faculty upon graduation, with a focus on doctorate preparation;
2. Decreasing the financial barrier of serving as nurse faculty through loan cancellation; and
3. Expanding clinical training capacity, by increasing access to designated joint nurse faculty (serving as APRN preceptors, etc.).

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;
- Disburse loans to students enrolled in accredited/approved advanced nurse education training programs, who will serve as nurse faculty upon graduation;
- Operate a NFLP loan fund, collect on loans borrowed, manage cancellations and repayments, monitor compliance, and provide accurate programmatic and financial data to show successful project implementation; and
- Provide up to 85 percent loan cancellation of the original loan amount (plus interest thereon) upon completion of up to four years of post-graduation full-time nurse faculty employment (20% of the principal and the interest on the amount of the unpaid loan balance upon completion of each of the first, second, and third year of full-time faculty employment; and 25% of the principal and the interest on the amount of the unpaid loan balance upon completion of the fourth year of full-time faculty employment).

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

2. Background

HRSA projections show shortages and maldistribution of the nursing workforce supply across the United States as the need for health care grows.^{1,2} In addition, the recent Coronavirus Disease 2019 (COVID-19) pandemic that has had a significant impact on the nursing workforce and nursing schools across the country.³

Shortages and maldistribution are partially attributed to nursing school faculty shortages, which affect nursing program enrollments.⁴ The American Association of Colleges of Nursing found that over 80,000 qualified applicants were turned away from baccalaureate and graduate nursing programs due, in part, to faculty shortages.⁵ Nursing schools have reported a shortage of faculty and/or clinical preceptors as top reasons for not accepting all qualified applicants into their programs. Effective tools to encourage nurses to become nurse faculty include student support and mentorship, adequate nurse educator preparation, and monetary support to pursue education, including fellowships and loan forgiveness.

Nurses have long held faculty roles in both academic and clinical settings, and support for them has become even more vital. The emotional and physical toll on nurses and other health care workers including those who are clinical preceptors working as faculty in direct care patient environments, has been well documented, especially in the wake of the COVID-19 pandemic. This highlights the importance of training and retention of nurse faculty and clinical preceptors who teach and practice in environments that support their own and their students' wellness and share their knowledge, expertise, and strategies aimed at promoting wellness and resiliency with the next generation of nurses.

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](#).

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. (2020). Fact Sheet: Nursing Shortage. Washington, DC. <https://www.aacnursing.org/Portals/42/News/Factsheets/Nursing-Shortage-Factsheet.pdf>

³ American Association of Colleges of Nursing. (2020). Fact Sheet: Nursing Shortage. Washington, DC. <https://www.aacnursing.org/Portals/42/News/Factsheets/Nursing-Shortage-Factsheet.pdf>

⁴ American Association of Colleges of Nursing. (2020). Fact Sheet: Nursing Shortage. Washington, DC. <https://www.aacnursing.org/Portals/42/News/Factsheets/Nursing-Shortage-Factsheet.pdf>

⁵ American Association of Colleges of Nursing. (2020). Fact Sheet: Nursing Faculty Shortage. Washington, DC. <https://www.aacnursing.org/Portals/42/News/Factsheets/Faculty-Shortage-Factsheet.pdf>

II. Award Information

1. Type of Application and Award

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

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

2. Summary of Funding

HRSA estimates approximately \$26,500,000 to be available annually to fund 80 recipients. 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, 2023, through June 30, 2024 (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 domestic 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.

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 2023 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.

2. 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 296b(b) (Public Health Service Act 803(b)). 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 based on the ICC contributed to the prior fiscal year and the estimated ICC amount for the next fiscal year.

HRSA will enforce statutory MOE requirements through all available mechanisms.

Beneficiary Eligibility Requirements

An eligible beneficiary receiving support from grant funds under this program must be a citizen, non-citizen national of the United States, an individual lawfully admitted for permanent residence to the United States, or any other “qualified alien” under section 431(b) of the Personal Responsibility and Work Opportunity Reconciliation Act of 1996, Pub. L. 104-193, as amended. Individuals on temporary or student visas are not eligible to participate and cannot receive NFLP support. Students enrolled in post-master’s nursing certificate programs and Clinical Nurse Leader (CNL) programs are eligible for NFLP funding.

Multiple Applications

Multiple applications from an organization are not allowed. An organization is an entity with its own [Unique Entity Identifier](#) (UEI). Applicants can submit only one application per campus. A campus is defined as a division of a university that has the same name yet has a separate UEI and is separate with its own grounds, buildings (e.g., school of nursing), and faculty. For example, the University of Homestate at Smalltown and the University of Homestate at Anytown can each submit an application for this program.

HRSA will only accept and review your **last** validated electronic submission, under the correct funding opportunity number, before 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.**

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 [Grants.gov: HOW TO APPLY FOR GRANTS](https://www.grants.gov). If you use an alternative electronic submission, see [Grants.gov: APPLICANT SYSTEM-TO-SYSTEM](https://www.grants.gov).

Form Alert: For the [Project Abstract Summary](#), applicants using the SF-424 R&R Application Package are encountering a “Cross-Form Error” associated with the Project Summary/Abstract field in the “Research and Related Other Project Information” form, Box 7. To avoid the “Cross-Form Error,” you must attach a blank document in Box 7 of the “Research and Related Other Project Information” form and use the Project Abstract Summary Form in workspace to complete the Project Abstract Summary. See Section IV.2.i [Project Abstract](#) for content information.

The NOFO is also known as “Instructions” on Grants.gov. You must select “Subscribe” and provide your email address for HRSA-23-006 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* <http://apply07.grants.gov/search/spoExit.jsp?p=search-grants.html> *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, and certifications. You must submit the information outlined in HRSA [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 this NOFO and HRSA’s [SF-424 R&R Application Guide](#). You must submit the application in the English language and budget figures expressed in 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 to assist you in completing your application.

Application Page Limit

The total number of attachment pages that count toward the page limit shall be no more than **40 pages** when we print them. HRSA will not review any pages that exceed the page limit. Using the pages within the page limit, HRSA will determine eligibility using Section 3. Eligibility Information of the NOFO.

These attachments don't count toward the page limit:

- Standard OMB-approved forms you find in the NOFO's workspace application package
- Abstract (standard form (SF) "Project_Abstract Summary")
- Indirect Cost Rate Agreement
- Proof of non-profit status (if it applies)

If there are other attachments that don't count toward the page limit, we'll make this clear in Section IV.2.vi Attachments.

If you use an OMB-approved form that isn't in the HRSA-23-006 workspace application package, it may count toward the page limit. We recommend you only use Grants.gov workspace forms related with this NOFO to avoid going over the page limit.

Applications must be complete and validated by Grants.gov under HRSA-23-006 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. § 3354).
- 3) If you are unable to attest to the statements in this certification, you must include an explanation 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.

Program Requirements and Expectations

Applicants funded under this funding opportunity will be required to implement the following:

1. Establish, if not already established, and maintain an interest-bearing student loan fund, and deposit in the student loan fund account:
 - (a) the Federal capital contribution (FCC) (this is the federal award made to the institution),
 - (b) an amount equal to not less than one-ninth of such Federal capital contributions, contributed by such school, referred to as Institutional capital contribution (ICC),
 - (c) collections of principal and interest on loans made from the fund, and
 - (d) any other earnings on the loan fund such as interest borne on the account.
2. Develop a standard operating procedure to guide project administration.
3. Draw down, within 60 days of receipt of the FCC, the entire FCC amount, contribute the ICC amount and deposit both the FCC and ICC funds into a distinct, interest bearing NFLP student loan fund account.
4. Actively recruit eligible registered nurses to enroll in the advanced education nursing degree program that prepares them to become nurse faculty.
5. Conduct active training to increase competence and prepare students who will serve as nurse faculty/preceptor, on how to deliver didactic and clinical curricula that reflects best practices in teaching and care delivery. This includes providing support for student nurse educator development activities within the course of study, as a reasonable educational expense. Student nurse educator development activities include but are not limited to, completion of nurse educator courses, mentorship, teaching practicum, nurse education focused workshops, and certification.
6. Disburse NFLP loan funds to advanced education nursing students. NFLP loans should be used to pay the cost of tuition, fees, books, laboratory expenses, other reasonable education expenses and costs of collection of loaned principal, accrued interest and/or penalty, in accordance with NFLP's purpose, objectives, and goals. 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.
7. 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 reasonable costs for personnel and third-party servicers.

8. 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 fulltime nurse faculty employment (see below).
 - a) 20% of the principal and the interest on the amount of the unpaid loan balance upon completion of each of the first, second, and third year of full-time faculty employment; and
 - b) 25% of the principal and the interest on the amount of the unpaid loan balance upon completion of the fourth year of full-time faculty employment.

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 NFLP, the institution which provided NFLP support to a borrower is responsible for making the determination about students' meeting the full-time employment requirement. This must 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 preceptor for an accredited school of nursing, within an academic-practice partnership framework.

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.⁶ 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 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.
2. The NFLP institution that provided NFLP support to the borrower is responsible for making the determination about borrowers' meeting the full-time employment requirement for preceptorship service consistent with the requirements outlined in this funding opportunity.

⁶ 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

3. The school of nursing whose students are being precepted must provide the designation of nurse faculty for the NFLP graduate, and complete all required documentation (e.g., employment certification and documentation of full-time status) 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 formally documented 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.⁷

Program-Specific Instructions

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

Applicants/award recipients are encouraged to:

- Establish collaborative partnerships or engagements to recruit students, provide access to training resources, and connect graduates with post-graduation employment opportunities. This includes engaging and/or partnering with community-based entities, such as HRSA-supported health centers and other HRSA-funded sites and connecting students and graduates with HRSA training and employment resources.

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.⁸ Collaborative academic partnerships with preceptors/health facilities provide crucial access to preceptors

⁷ 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 health care 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; and Affiliate Clinical Faculty appointments which are offered to select 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.

⁸ American Association of Colleges of Nursing. (2019). Special Survey on Vacant Faculty Positions for Academic Year 2018-2019. Washington, DC.

and clinical training opportunities for APRN students/graduates, foster clinical innovation, and promote continuing education. For the purposes of this NOFO, academic partnership activities may include innovative networking opportunities, training, student nurse educator development activities, and nurse faculty employment post-graduation opportunities. Please note that 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).

- Enhance the didactic and experiential training curriculum and activities to develop competencies of NFLP beneficiaries to address health disparities, social determinants of health, health equity, and behavioral health integration for populations they serve upon graduation.
- Recruit, train, support and graduate students including those from diverse populations, such as those from disadvantaged backgrounds and underrepresented racial and ethnic minorities.
- Support an organizational culture of wellness using evidence-based/evidence-informed strategies aimed at promoting resiliency and reducing burnout in the nursing workforce.

i. *Project Abstract*

Use the Standard OMB-approved Project Abstract Summary Form that is included in the workspace application package. Do not upload the abstract as an attachment or it may count toward the page limit. See [Form Alert](#) in Section IV.1 of this NOFO. 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.
- Specific, measurable objectives that the project will accomplish.
- 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.
- If applicable, the priority being requested.

ii. *Project Narrative*

This section provides a comprehensive description of all aspects of the proposed project. It should be succinct, self-explanatory, consistent with forms and attachments, and 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 and how your proposal will increase full-time nurse faculty and support increased training of new nurses.
- 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 how your program will improve workforce retention and wellness as well as improve the nursing workforce's knowledge of SDOHs.

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

▪ (a) *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.
- As appropriate, include development of effective tools and strategies for ongoing staff training, outreach, collaborations, clear communication, and information sharing/dissemination.
- If applicable, include a plan to disseminate reports, products, and/or project outputs so that key target audiences receive the project information. Include a description of any innovative methods that you will use to address the stated needs.

▪ (b) *WORK PLAN*

Provide a detailed work plan that demonstrates your ability to implement a project of the proposed scope. 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 complete and include the work plan template above in the Application, and include a brief work plan narrative that summarizes the following:

- 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 the collaborative academic or academic-practice partnership formed to encourage and support training, student nurse educator development, faculty employment and service obligation, if applicable.

▪ *(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:

- Establishing confirmation of students' understanding of the commitment involved in receiving the loan and the requirement to be employed as full-time nurse faculty in order to receive cancellation of up to 85 percent of the original student loan amount (plus interest thereon).
- 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.
- Tracking and supporting NFLP-supported graduates with 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*

- Describe the plan for the program performance evaluation that will contribute to continuous quality improvement. The program performance evaluation should monitor ongoing processes and the progress towards meeting the goals and objectives of the project. Include descriptions of the inputs (e.g., organizational profile, collaborative partners, key personnel, budget, and other resources), key processes, variables to be measured, and expected outcomes of the funded activities. Demonstrate evidence that the evaluative measures selected will be able to assess: 1) the extent to which the program objectives have been met, and 2) the extent to which these can be attributed to the project.
- Describe the systems and processes that will support your organization's collection of HRSA's performance management requirements through effective tracking of performance outcomes, including a description of how the

organization will collect and manage data (e.g., assigned skilled staff, data management software) in a way that allows for accurate and timely reporting of performance outcomes. At the following link, you will find the required data forms for this program: <http://bhw.hrsa.gov/grants/reporting/index.html>.

- Describe the data collection strategy to accurately collect, analyze and track data to measure process and impact/outcomes, and explain how the data will be used to inform program development and service delivery.
- 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.
- 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.

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
- Amount of loan disbursed to each student & total funds disbursed

Supply

- Total number of enrolled & graduated students, by type of degree
- Number of NFLP students who are enrolled full-time & part-time, by program type
- NFLP student demographics (race, ethnicity, age, sex etc.)
- Number of URM, disadvantaged, and rural background students

Quality

- Number and types of student nurse educator development activities (student support services, educator courses, mentoring, practicum, etc.)
- Number trained in health equity/social determinants of health, wellness and resiliency, behavioral and maternal health care.
- Number of graduates engaged in further training
- Number and types of collaborative partnerships or consortia, including with HRSA-supported health centers and other HRSA-funded sites, to connect students and graduates with training and employment resources

Distribution

- Types of graduate (borrower) degree specialties
- Types of borrower employment
- Location of employment, including zip code and type of employment (e.g. academic institution, or clinical site)
- Type of employment setting (e.g., teaching/working in rural and underserved settings)

Access

- Number of graduates who obtain full-time nurse faculty employment within 12 months
 - Number of URM, disadvantaged, and rural background graduates who obtain full-time nurse faculty employment
 - 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*
- Propose a clear plan for project sustainability to continue supporting the number of qualified nursing faculty, including a description of specific actions you will take to maintain support for students. The description should include sources of supplemental funding to maintain your training efforts. NFLP projects are required to maintain federal funding efforts with an amount equal to not less than one-ninth of Federal Capital Contributions.
 - Discuss challenges that are likely to be encountered in maintaining or sustaining the program and approaches that will be used to resolve such challenges.

ORGANIZATIONAL INFORMATION, RESOURCES, AND CAPABILITIES

- Succinctly describe your organization's current mission, structure, and scope of current activities and how these elements all contribute to the organization's ability to implement the program requirements and meet program expectations.
- Discuss how your organization will follow the approved plan, as outlined in the application.
- Discuss staff ability to properly account for the federal funds and document all costs to avoid audit findings. Describe how you will routinely assess and improve the unique needs of target populations of the communities served.

The **Project Director** for the proposed project must have at a minimum an advanced education preparation with a master's or doctoral level degree. HRSA encourages applicants to select Project Directors who are nursing educators/nursing education administrators with demonstrated competence, appropriate academic preparation,

experience as an educator, and administrative expertise (including but not limited to fiduciary oversight of loan funds, preparation and submission of the Annual Performance Reports). NOTE: If the Project Director is not a nurse educator/administrator, then he/she must have direct affiliation with the nursing education unit at the institution. There may only be one Project Director for the NFLP project.

Financial management staff. NFLP projects should include a financial management role that provides oversight of the fiduciary components of the NFLP funds. The financial management staff is responsible for coordinating activities related to loan fund account establishment/maintenance, loan provision to students, loan cancellation and write-off, loan repayment and collection, and financial record keeping. The financial management staff will also be responsible for data collection and ensuring timely reporting of data to HRSA. NFLP funds may be used to cover the costs of collection of NFLP loans including designated institutional structures to collect costs such as reasonable costs for personnel and third-party servicers.

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 NOFO. The NFLP Tables are essential in determining the award calculation. Therefore, incomplete or missing data may result in HRSA deeming the application nonresponsive to the funding opportunity and the application might not be considered for funding.

Refer to HRSA's [SF-424 R&R Application Guide](#) for instructions on the document submission process for Grants.gov.

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 limit](#).** Your indirect cost rate agreement 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. HRSA and the objective review committee will not open/review any *hyperlinked* attachments.

Attachment 1: Accreditation Documentation – Required

Schools of nursing or other programs (EdD, PhD, ScD etc.) affiliated with the proposed project that provide formal degree programs must be accredited/approved 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 or advanced education for nurses. Applicants must submit appropriate accreditation or approval documentation to be deemed eligible. Applicants must submit documentation that (1) demonstrates continuing accreditation/approval from the relevant accrediting/approval body and are not on probation, (2) the name of the accrediting/approval body, (3) the date of initial accreditation/approval, (4) the date of the next expected accrediting/approval body review (or expiration date of current accreditation) as applicable, and (5) a web link to the accreditation information on the accrediting body website (if available). Applicants on provisional accreditation status must provide proof of this status. Applicants whose accreditation/approval status cannot be verified will be considered nonresponsive and deemed ineligible under this funding notice.

Substantive Change Notification

Accredited nursing programs that modify (for example, a change to a BSN-DNP program) or add a nursing specialty that requires substantive change notification to the national nursing accrediting body, must include documentation of such approval of the change from the accrediting agency.

Newly Established Programs of Nursing Accreditation

A new program of nursing that, by reason of an insufficient period of operation, is not, at the time of the submission of an application, eligible for accreditation by such a recognized body or bodies or State agency, shall be deemed accredited for the purposes of this program if the Secretary of Education finds, after consultation with the appropriate recognized State approval or accrediting body or bodies, that there is reasonable assurance that the program will meet the accreditation standards of such body or bodies prior to the beginning of the academic year following the normal graduation date of students of the first entering class in such a program. The Letter of Reasonable Assurance from the U.S. Department of Education must be submitted with the application.

Attachment 2: Biographical Sketch- Required

Upload a biographical sketch for the Project Director and other key staff (as applicable), not to exceed two pages in length. 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. 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

Attachment 3: Maintenance of Effort Documentation - Required

You must provide 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. **For NFLP, the MOE is based on the ICC contributed for the prior fiscal year and the estimated ICC amount for the next fiscal year.**

NON-FEDERAL EXPENDITURES	
FY 2022 (Actual)	FY 2023 (Estimated)
Actual FY 2022 non-federal funds, including in-kind, expended for activities proposed in this application. Amount: \$ _____	Estimated FY 2023 non-federal funds, including in-kind, designated for activities proposed in this application. Amount: \$ _____

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 received under previous grant awards: 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 that demonstrates how they will 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 graduates serving as APRN preceptors in order to receive loan cancellation.

Attachment 7-15: 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. Unique Entity Identifier (UEI) and System for Award Management (SAM)

Effective April 4, 2022:

- The UEI assigned by [SAM](#) has replaced the Data Universal Numbering System (DUNS) number.
- Register at [SAM.gov](#) and you will be assigned a UEI.

You must register with SAM and continue to maintain active SAM registration with current information at all times when you have: an active federal award, an active application, or an active 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 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 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 the registration is still active and that the Authorized Organization Representative (AOR) has been approved.

The Grants.gov registration process requires information in two separate systems:

- System for Award Management (SAM)
(<https://www.sam.gov/https://sam.gov/content/home> | [SAM Knowledge Base](#))
- Grants.gov (<http://www.grants.gov/>)

Effective March 3, 2023, individuals assigned a SAM.gov Entity Administrator role must be an employee, officer, or board member, and cannot be a non-employee. This change is to ensure entities are in control of who has permission to control roles within their entity.

Here's what this means:

- Entity Administrators assigning roles to non-employees will only be able to assign a Data Entry role or lower.
- Any entities assigning Entity Administrator roles using an Entity Administrator Role Request Letter (formerly called "notarized letter") will no longer be able to assign the Entity Administrator role to a non-employee.

- Entity Administrator roles assigned to non-employees will be converted to Data Entry roles. With a Data Entry role, non-employees can still create and manage entity registration data entry but cannot manage roles.

If you are an entity using a non-employee or if you are a non-employee working with an entity to manage registrations, please read (and share) more about this change on the BUY.GSA.gov blog to know what to expect. For more details, see Section 3.1 of HRSA's [SF-424 R&R Application Guide](#).

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 application due date under this NOFO is **May 1, 2023 at 11:59 p.m. ET**. HRSA suggests you submit your application to Grants.gov at least **3 calendar days before the deadline** to allow for any unforeseen circumstances. Summary of emails from Grants.gov in HRSA's [SF-424 R&R Application Guide, Section 8.2.5](#) for additional information.

5. Intergovernmental Review

The NFLP grant program is not 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 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 in subsequent budget years 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 \$40,000 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, 2023](#) (P.L. 117-328) apply to this program. See Section 4.1 of HRSA's [SF-424 R&R Application Guide](#) for additional information. Note that these and other restrictions will apply in the following fiscal years, as required by law.

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 specific uses of funding. It is imperative that you review and adhere to the list of statutory restrictions on the use of funds detailed in Section 4.1 of HRSA's [SF-424 R&R Application Guide](#). Like 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](#).

If funded, for-profit organizations are prohibited from earning profit from the federal award (45 CFR § 75.216(b)). 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](#).

V. Application Review Information

1. Review Criteria

NFLP 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 funds are distributed among eligible entities as formula-payment based awards according to data supplied in your application. HRSA will calculate FY 2023 award amounts based on the following:

- 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.

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. For this program, HRSA will use a statutory funding priority.

To ensure compliance, HRSA program staff will also review complete applications as part of the funding determination.

For continuation (renewal) applicants, the application review and award determination process will 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 also be considered in determining NFLP award decisions. Continuation applicants/current awardees that are above the default rate threshold (greater than 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 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 2 consecutive years or greater.

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, including those requiring just-in-time submissions. 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 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, 2023. 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 2023 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 (PMS) 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.

Remedies for Non-Compliance

Institutions will be considered non-compliant with NFLP requirements for the following reasons:

- Failure to draw down funds from the PMS within 60 days.
- Failure to disburse funds and make loans to students for 2 consecutive years or greater.
- Use of NFLP loan funds for purposes other than the allowable expenses outlined in the [program requirements](#).

Institutions deemed noncompliant will be considered ineligible for future funding or be subject to additional penalties, up to and including, remittance of unobligated funds as well as 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 2 consecutive years or greater.

If a non-Federal entity fails to comply with Federal statutes, regulations, or the terms and conditions of a Federal award, HRSA may impose additional conditions, as described in 45 C.F.R. § 75.207 or take specific action for non-compliance, as detailed in 45 C.F.R. § 75.371 and § 75.207. If HRSA determines that noncompliance cannot be remedied by imposing additional conditions, HRSA may take one or more of the following actions, as appropriate in the circumstances:

(a) Temporarily withhold cash payments pending correction of the deficiency by the non-Federal entity or more severe enforcement action by the HHS awarding agency or pass-through entity.

(b) Disallow (that is, deny both use of funds and any applicable matching credit for) all or part of the cost of the activity or action not in compliance.

(c) Wholly or partly suspend (suspension of award activities) or terminate the Federal award.

(d) Initiate suspension or debarment proceedings as authorized under 2 CFR part 180 and HHS awarding agency regulations at 2 CFR part 376 (or in the case of a pass-through entity, recommend such a proceeding be initiated by a HHS awarding agency).

(e) Withhold further Federal awards for the project or program.

(f) Take other remedies that may be legally available

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 (OCR) provides guidance on complying with civil rights laws enforced by HHS. See [Providers of Health Care and Social Services](#) and [HHS Nondiscrimination Notice](#).

- 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 [Fact Sheet on the Revised HHS LEP Guidance](#) and [Limited English Proficiency](#).
- For information on your specific legal obligations for serving qualified individuals with disabilities, including reasonable modifications and making services accessible to them, see [Discrimination on the Basis of Disability](#).
- HHS-funded health and education programs must be administered in an environment free of sexual harassment. See [Discrimination on the Basis of Sex](#). <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 [Conscience Protections for Health Care Providers](#) and [Religious Freedom](#) <https://www.hhs.gov/conscience/religious-freedom/index.html>.

Please contact the [HHS Office for Civil Rights](#) for more information about obligations and prohibitions under federal civil rights laws or call 1-800-368-1019 or TDD 1-800-537-7697.

The HRSA Office of Civil Rights, Diversity, and Inclusion (OCRDI) offers technical assistance, individual consultations, trainings, and plain language materials to

supplement OCR guidance and assist HRSA recipients in meeting their civil rights obligations. Visit [OCRDI's website](#) to learn more about how federal civil rights laws and accessibility requirements apply to your programs, or contact OCRDI directly at HRSACivilRights@hrsa.gov.

Executive Order on Worker Organizing and Empowerment

Pursuant to the Executive Order on Worker Organizing and Empowerment (E.O. 14025), 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

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) **Performance Reports**. 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 (APR) 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.** Not required for this program.
- 5) **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.
- 6) **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 noncompliant status will be placed in a termination status.

- v. **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.
- vi. **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](#).

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:

Timothy Coyle
Grants Management Specialist
Division of Grants Management Operations, OFAM
Health Resources and Services Administration
Phone: 301-443-4243
Email: Tcoyle@hrsa.gov

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

Nawall Kertache
Project Officer, Division of Nursing and Public Health
Attn: Nurse Faculty Loan Program
Bureau of Health Workforce
Health Resources and Services Administration
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

Phone: 1-800-518-4726 (International callers dial 606-545-5035)

Email: support@grants.gov

[Self-Service Knowledge Base](#)

Successful applicants/recipients may need assistance when working online to submit information and reports electronically through [HRSA's Electronic Handbooks \(EHBs\)](#). Always obtain a case number when calling for support. For assistance with submitting 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

Phone: (877) 464-4772 / (877) Go4-HRSA

TTY: (877) 897-9910

Web: <http://www.hrsa.gov/about/contact/ehbhelp.aspx>

VIII. Other Information

Technical Assistance

See [TA details](#) in Executive Summary.

Tips for Writing a Strong Application

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

Appendix: A Sample NFLP Terms

1. **Under the Nurse Faculty Loan Program (“NFLP”) HRSA-23-006, 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:

- o The FCC,
- o An ICC equal to not less than one-ninth of the FCC,
- o Collections of principal and interest on NFLP loans made from the Fund, and
- o 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 may 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 \$40,000 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.

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 NFLP, the institution which provided NFLP support to a borrower makes the determination about meeting the full-time employment requirement. This must 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 preceptor for an accredited school of nursing, within an academic-practice partnership framework.

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.
- Prevailing market rate 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 consistent with the NOFO definition 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, break in service, 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.

Failure to meet NFLP requirements may impact future NFLP grant funding per applicable grant regulations at 45 CFR § 75.371. 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.

- j. FEDERAL CAPITAL CONTRIBUTION (FCC): This award represents the HHS/HRSA share of the funds, specifically the FCC award amount is made available to establish or continue the NFLP loan fund at your institution.
- k. 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.
- l. 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.

Remedies for Non-Compliance

Institutions will be considered non-compliant with NFLP requirements for the following reasons:

- Failure to draw down funds from the PMS within 60 days.
- Failure to disburse funds and make loans to students for 2 consecutive years or greater.
- Use of NFLP loan funds for purposes other than the allowable expenses outlined in the [program requirements](#).

Institutions deemed noncompliant will be considered ineligible for future funding or be subject to additional penalties, up to and including, remittance of unobligated funds as well as 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 2 consecutive years or greater.

If a non-Federal entity fails to comply with Federal statutes, regulations, or the terms and conditions of a Federal award, HRSA may impose additional conditions, as described in § HRSA 75.207. If

HRSA determines that noncompliance cannot be remedied by imposing additional conditions, HRSA may take one or more of the following actions, as appropriate in the circumstances:

- (a) Temporarily withhold cash payments pending correction of the deficiency by the non-Federal entity or more severe enforcement action by the HHS awarding agency or pass-through entity.
- (b) Disallow (that is, deny both use of funds and any applicable matching credit for) all or part of the cost of the activity or action not in compliance.
- (c) Wholly or partly suspend (suspension of award activities) or terminate the Federal award.
- (d) Initiate suspension or debarment proceedings as authorized under 2 CFR part 180 and HHS awarding agency regulations at 2 CFR part 376 (or in the case of a pass-through entity, recommend such a proceeding be initiated by a HHS awarding agency).
- (e) Withhold further Federal awards for the project or program.

Appendix B: NFLP Program Specific Data Form

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:				

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 Loan Repayment and 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 receiving 4 years of loan cancellation under the NFLP.

<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 receiving 4 years of loan cancellation under the NFLP.

<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 receiving 4 years of the loan cancellation under the NFLP.

<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 healthcare 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](#)

Appendix D: Page Limit Worksheet

The purpose of this worksheet is to give you a tool to ensure the number of pages uploaded into your application is within the specified [page limit](#). ([Do not submit this worksheet as part of your application.](#))

The Standard Forms listed in column 1 do not count against the page limit; however, attachments to the Standard Forms listed in column 2 do count toward the page limit. For example, the Budget Narrative Attachment Form does not count, however the attachment uploaded in that form does count against the page limit.

Standard Form Name (Forms themselves do not count against the page limit)	Attachment File Name (Unless otherwise noted, attachments count against the page limit)	# of Pages Applicant Instruction – enter the number of pages of the attachment to the Standard Form
Application for Federal Assistance (SF-424 R&R - Box 18)	SFLLL (Disclosure of Lobbying Activities)	<i>My attachment = ____ pages</i>
Application for Federal Assistance (SF-424 R&R - Box 21)	Cover Letter Attachment	<i>My attachment = ____ pages</i>
RESEARCH & RELATED Senior/Key Person Profile)	Biographical Sketch	<i>My attachment = ____ pages</i>
Project/Performance Site Location(s)	Additional Location(s)	<i>My attachment = ____ pages</i>
RESEARCH & RELATED BUDGET – A. Senior/Key Person	Additional Senior Key Persons	<i>My attachment = ____ pages</i>
RESEARCH & RELATED BUDGET – C. Equipment Description	Additional Equipment	<i>My attachment = ____ pages</i>
RESEARCH & RELATED BUDGET – L. Budget Related	Budget Justification	<i>My attachment = ____ pages</i>
RESEARCH & RELATED Other Project Information	8. Project Narrative	<i>My attachment = ____ pages</i>
RESEARCH & RELATED Other Project Information	9. Bibliography & References Cited	<i>My attachment = ____ pages</i>
RESEARCH & RELATED Other Project Information	10. Facilities & Other Resources	<i>My attachment = ____ pages</i>

Standard Form Name (Forms themselves do not count against the page limit)	Attachment File Name (Unless otherwise noted, attachments count against the page limit)	# of Pages Applicant Instruction – enter the number of pages of the attachment to the Standard Form
RESEARCH & RELATED Other Project Information	11. Equipment	<i>My attachment = ____ pages</i>
RESEARCH & RELATED Other Project Information	12. Other Attachments	<i>My attachment = ____ pages</i>
NFLP Program Specific Form	Attachment 1:	<i>My attachment = ____ pages</i>
Attachments Form	Attachment 2:	<i>My attachment = ____ pages</i>
Attachments Form	Attachment 3:	<i>My attachment = ____ pages</i>
Attachments Form	Attachment 4:	<i>My attachment = ____ pages</i>
Attachments Form	Attachment 5	<i>My attachment = ____ pages</i>
Attachments Form	Attachment 6	<i>My attachment = ____ pages</i>
Attachments Form	Attachment 7	<i>My attachment = ____ pages</i>
Attachments Form	Attachment 8	<i>My attachment = ____ pages</i>
Attachments Form	Attachment 9	<i>My attachment = ____ pages</i>
Attachments Form	Attachment 10	<i>My attachment = ____ pages</i>
Attachments Form	Attachment 11	<i>My attachment = ____ pages</i>
Attachments Form	Attachment 12	<i>My attachment = ____ pages</i>
Attachments Form	Attachment 13	<i>My attachment = ____ pages</i>
Attachments Form	Attachment 14	<i>My attachment = ____ pages</i>
Attachments Form	Attachment 15	<i>My attachment = ____ pages</i>

Standard Form Name <i>(Forms themselves do not count against the page limit)</i>	Attachment File Name <i>(Unless otherwise noted, attachments count against the page limit)</i>	# of Pages <i>Applicant Instruction – enter the number of pages of the attachment to the Standard Form</i>
# of Pages Attached to Standard Forms		Applicant Instruction: Total the number of pages in the boxes above.
Page Limit for HRSA-23-006 is 40 pages		My total = ____ pages