

118TH CONGRESS
2D SESSION

H. R. 7002

To provide for a wage differential program to support new nursing school
faculty members.

IN THE HOUSE OF REPRESENTATIVES

JANUARY 17, 2024

Ms. BONAMICI (for herself, Mr. JOYCE of Ohio, Ms. UNDERWOOD, and Mrs.
KIGGANS of Virginia) introduced the following bill; which was referred to
the Committee on Energy and Commerce

A BILL

To provide for a wage differential program to support new
nursing school faculty members.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Nurse Faculty Short-
5 age Reduction Act of 2024”.

6 **SEC. 2. NURSE FACULTY GRANT PROGRAM.**

7 Section 846A of the Public Health Service Act (42
8 U.S.C. 296n–1) is amended—

1 (1) in the section heading, by adding “**AND**
2 **NURSING FACULTY GRANT PROGRAM**” after
3 “**LOAN PROGRAM**”;

4 (2) by amending subsection (a) to read as fol-
5 lows:

6 “(a) **IN GENERAL.**—To increase the number of quali-
7 fied nursing faculty, the Secretary, acting through the Ad-
8 ministrators of the Health Resources and Services Admin-
9 istration, may—

10 “(1) enter into an agreement with any accred-
11 ited school of nursing for the establishment and op-
12 eration of a student loan fund in accordance with
13 subsection (b); and

14 “(2) award nurse faculty grants in accordance
15 with subsection (c).”;

16 (3) in subsection (b)—

17 (A) by redesignating clauses (A) through
18 (D) of paragraph (2) as clauses (i) through
19 (iv), respectively, and adjusting the margins ac-
20 cordingly;

21 (B) by redesignating paragraphs (1)
22 through (5) as subparagraphs (A) through (E),
23 respectively, and adjusting the margins accord-
24 ingly;

1 (C) in subparagraph (C), by striking “sub-
2 section (c)” and inserting “paragraph (2)”; and

3 (D) by striking “(b) AGREEMENTS—Each
4 agreement entered into under subsection (a)
5 shall—” and inserting the following:

6 “(b) SCHOOL OF NURSING STUDENT LOAN FUND.—

7 “(1) IN GENERAL.—Each agreement entered
8 into under subsection (a)(1) shall—”;

9 (4) in subsection (c)—

10 (A) by striking “subsection (a)” each place
11 it appears and inserting “subsection (a)(1)”;

12 (B) in paragraph (3), by redesignating
13 subparagraphs (A) and (B) as clauses (i) and
14 (ii), respectively, and adjusting the margins ac-
15 cordingly;

16 (C) in paragraph (6), by redesignating
17 subparagraphs (A) and (B) as clauses (i) and
18 (ii), respectively, and adjusting the margins ac-
19 cordingly;

20 (D) by redesignating paragraphs (1)
21 through (6) as subparagraphs (A) through (F),
22 respectively, and adjusting the margins accord-
23 ingly; and

1 (E) in subparagraph (F)(ii), as so redesignig-
2 nated, by striking “subsection (e)” and insert-
3 ing “paragraph (4)”;

4 (5) in subsection (e), by striking “subsection
5 (e)(6)(B)” and inserting “paragraph (2)(F)(ii)”;

6 (6) by redesignating subsections (c) through (e)
7 as paragraphs (2) through (4), respectively, and ad-
8 justing the margins accordingly; and

9 (7) by adding at the end the following:

10 “(c) NURSE FACULTY GRANT PROGRAM.—

11 “(1) IN GENERAL.—The Secretary shall estab-
12 lish and carry out a program described in subsection
13 (a)(2) under which eligible schools of nursing receive
14 a grant for purposes of supplementing the salaries
15 to enhance recruitment and retention of nursing fac-
16 ulty members.

17 “(2) ELIGIBLE ENTITIES.—To be eligible to re-
18 ceive a grant under this subsection, an entity shall—

19 “(A) be a school of nursing; and

20 “(B) submit an application to the Sec-
21 retary, at such time, in such manner, and con-
22 taining such information as the Secretary may
23 require, including—

24 “(i)(I) to the extent such information
25 is available to the school of nursing, the

1 salary history of nursing faculty at such
2 school who previously were nurses in clin-
3 ical practice, for the most recent 3-year pe-
4 riod ending on the date of application, ad-
5 justed for inflation as appropriate and bro-
6 ken down by credentials, experience, and
7 levels of education of such nurses; or

8 “(II) if the information described in
9 subclause (I) is not available, information
10 on the average local salary of nurses in
11 clinical practice, adjusted for inflation as
12 appropriate and broken down by creden-
13 tials, experience, and levels of education of
14 the individual nurses, in accordance with
15 such requirements as the Secretary may
16 specify;

17 “(ii) an attestation of the average
18 nursing faculty salary at the school of
19 nursing during the most recent 3-year pe-
20 riod prior to the date of application, ad-
21 justed for inflation, as appropriate, broken
22 down by credentials, experience, and levels
23 of education of such faculty members;

24 “(iii) the number of nursing faculty
25 member vacancies at the entity at the time

1 of application, and the entity’s projection
2 of such vacancies over the ensuing 5-year
3 period; and

4 “(iv) a description of the entity’s
5 plans to identify funding sources to
6 sustainably continue, after the 3-year
7 grant period, the salary available to the eli-
8 gible nursing faculty member pursuant to
9 the program under this subsection during
10 such grant program and to retain eligible
11 nursing faculty members after the end of
12 the grant period.

13 “(3) AWARDS.—A grant awarded under this
14 subsection, with respect to supporting eligi-
15 ble nursing faculty members, shall—

16 “(A) be awarded to the school of nursing
17 to supplement the salaries of eligible faculty
18 members at the school of nursing, annually, for
19 up to a 3-year period, in an amount equal to,
20 for each eligible nursing faculty member at the
21 eligible entity during the grant period, the dif-
22 ference between—

23 “(i) the average salary of nurses in
24 clinical practice submitted under subclause
25 (I) or (II) of paragraph (2)(B)(i); and

1 “(ii) the greater of—

2 “(I) the salary for the eligible
3 nursing faculty member at the school
4 of nursing; or

5 “(II) the average nursing faculty
6 salary submitted under paragraph
7 (2)(B)(ii) for faculty members with
8 the same or similar credentials and
9 level of education;

10 “(B) notwithstanding section 803(a), be
11 used in its entirety to supplement the eligible
12 faculty member’s salary; and

13 “(C) be conditioned upon the school of
14 nursing maintaining, for each year in which the
15 award is made as described in subparagraph
16 (A), a salary for such faculty member at a level
17 that is not less than the greater of the amount
18 under subclause (I) or (II) of subparagraph
19 (A)(ii).

20 “(4) PRIORITY.—In awarding grants under this
21 subsection, the Secretary shall ensure the equitable
22 geographic distribution of awards, and shall give pri-
23 ority to applications from schools of nursing that
24 demonstrate—

1 “(A) the greatest need for such grant,
2 which may be based upon the financial cir-
3 cumstances of the school of nursing, eligible
4 nurse faculty members, the planned number of
5 students to be trained or admitted off a wait
6 list;

7 “(B) training or partnerships to serve vul-
8 nerable patient populations, such as through
9 the location or activity of a school in a health
10 professional shortage area;

11 “(C) recruitment and retention of faculty
12 from underrepresented populations; or

13 “(D) other particular need for such grant,
14 including public institutions of higher education
15 that offer 4-year degrees but at which the pre-
16 dominant degree awarded is an associate de-
17 gree.

18 “(5) RULE OF CONSTRUCTION.—Nothing in
19 this subsection precludes a school of nursing or an
20 eligible nursing faculty member receiving an award
21 under this section from obtaining or receiving any
22 other form of Federal support or funding.

23 “(6) REPORT.—Not later than 3 years after the
24 date of enactment of the Nurse Faculty Shortage
25 Reduction Act of 2023, the Secretary shall submit to

1 the Committee on Finance and the Committee on
2 Health, Education, Labor, and Pensions of the Sen-
3 ate and the Committee on Ways and Means and the
4 Committee on Energy and Commerce of the House
5 of Representatives, a report that evaluates the pro-
6 gram established under this subsection, including—

7 “(A) the impact of such program on re-
8 cruitment and retention rates of nursing fac-
9 ulty, as available, and specifically for each fac-
10 ulty member participating in the program; and

11 “(B) recommendations and considerations
12 for Congress on continuing the program under
13 this section through the Medicare program
14 under title XVIII of the Social Security Act.

15 “(7) DEFINITIONS.—In this subsection:

16 “(A) ELIGIBLE NURSING FACULTY MEM-
17 BER.—The term ‘eligible nursing faculty mem-
18 ber’ means a nursing faculty member who—

19 “(i) was hired by a school of nursing
20 within the 2-year period preceding the sub-
21 mission of an application under paragraph
22 (2), or a prospective nursing faculty mem-
23 ber;

1 “(ii) is currently employed at the
2 school of nursing and who demonstrates
3 the need for such support;

4 “(iii) previously worked as a nurse in
5 clinical practice or as a nurse faculty mem-
6 ber at another school of nursing; or

7 “(iv) may work on a part-time basis
8 as a nursing faculty member, for whom
9 such award amounts described in para-
10 graph (3) shall be prorated relative to the
11 amount of time participating in part-time
12 teaching.

13 “(B) INFLATION.—The term ‘inflation’
14 means the Consumer Price Index for all urban
15 consumers (all items; U.S. city average).

16 “(8) AUTHORIZATION OF APPROPRIATIONS.—
17 To carry out this subsection, there is authorized to
18 be appropriated \$28,500,000 for each of fiscal year
19 2024 through 2028.”.

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