

109TH CONGRESS
1ST SESSION

S. 1575

To amend the Public Health Service Act to authorize a demonstration program to increase the number of doctorally-prepared nurse faculty.

IN THE SENATE OF THE UNITED STATES

JULY 29, 2005

Mr. BINGAMAN (for himself, Mr. CORNYN, Ms. MIKULSKI, Ms. COLLINS, Mr. JEFFORDS, Mrs. MURRAY, Mr. REED, Mr. NELSON of Nebraska, Ms. CANTWELL, Mr. DURBIN, Mr. CORZINE, Ms. LANDRIEU, Mr. KERRY, Mr. LAUTENBERG, and Mr. INOUE) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

A BILL

To amend the Public Health Service Act to authorize a demonstration program to increase the number of doctorally-prepared nurse faculty.

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 Edu-
5 cation Act of 2005”.

6 **SEC. 2. FINDINGS.**

7 Congress makes the following findings:

1 (1) The Nurse Reinvestment Act (Public Law
2 107–205) has helped to support students preparing
3 to be nurse educators. Yet, nursing schools nation-
4 wide are forced to deny admission to individuals due
5 to lack of qualified nurse faculty.

6 (2) According to the February 2004 Monthly
7 Labor Review of the Bureau of Labor Statistics,
8 more than 1,000,000 new and replacement nurses
9 will be needed by 2012.

10 (3) According to the American Association of
11 Colleges of Nursing, in the 2004–2005 academic
12 year, 29,425 individuals, or 35 percent of the quali-
13 fied applicants were not accepted into nursing bacca-
14 laureate programs. 2,748 potential nursing master’s
15 students and over 200 nurses qualified for admission
16 to doctoral programs were not accepted. Estimates
17 from the National League of Nursing indicate that
18 over 123,000 qualified applications could not be ac-
19 commodated in associate degree, diploma, and bac-
20 calaureate registered nurse educational programs in
21 2004.

22 (4) Seventy-six percent of schools report insuffi-
23 cient faculty as the primary reason for not accepting
24 qualified applicants. The primary reasons for lack of
25 faculty are lack of funds to hire new faculty, inabil-

1 ity to identify, recruit and hire faculty in the current
2 competitive job market, and lack of nursing faculty
3 available in different geographic areas.

4 (5) Despite the fact that 75 percent of grad-
5 uates of doctoral nursing program enter education
6 roles (versus about 5 percent of graduates of nurs-
7 ing master's programs), the 93 doctoral programs
8 nationwide produce only 400 graduates. This annual
9 graduation rate is insufficient to meet current needs
10 for nurse faculty. In keeping with other professional
11 academic disciplines, nurse faculty at colleges and
12 universities are typically doctorally-prepared.

13 (6) With the average age of nurse faculty at re-
14 tirement at 62.5 years of age and the average age
15 of doctorally-prepared faculty currently at 53.5
16 years, the health care system faces unprecedented
17 workforce and health access challenges with current
18 and future shortages of deans, nurse educators, and
19 nurses.

20 **SEC. 3. AMENDMENT TO THE PUBLIC HEALTH SERVICE**
21 **ACT.**

22 Part D of title VIII of the Public Health Service Act
23 (42 U.S.C. 296p et seq.) is amended by adding at the end
24 the following:

1 **“SEC. 832. NURSE FACULTY EDUCATION.**

2 “(a) ESTABLISHMENT.—The Secretary, acting
3 through the Health Resources and Services Administra-
4 tion, shall establish a Nurse Faculty Education Program
5 to ensure an adequate supply of nurse faculty through the
6 awarding of grants to eligible entities to—

7 “(1) provide support for the hiring of new fac-
8 ulty, the retaining of existing faculty, and the pur-
9 chase of educational resources;

10 “(2) provide for increasing enrollment and
11 graduation rates for students from doctoral pro-
12 grams; and

13 “(3) assist graduates from the entity in serving
14 as nurse faculty in schools of nursing;

15 “(b) ELIGIBILITY.—To be eligible to receive a grant
16 under subsection (a), an entity shall—

17 “(1) be a school of nursing that offers a doc-
18 toral degree in nursing in a State or territory;

19 “(2) submit to the Secretary an application at
20 such time, in such manner, and containing such in-
21 formation as the Secretary may require;

22 “(3) develop and implement a plan in accord-
23 ance with subsection (c);

24 “(4) agree to submit an annual report to the
25 Secretary that includes updated information on the

1 doctoral program involved, including information
2 with respect to—

3 “(A) student enrollment;

4 “(B) student retention;

5 “(C) graduation rates;

6 “(D) the number of graduates employed
7 part-time or full-time in a nursing faculty posi-
8 tion; and

9 “(E) retention in nursing faculty positions
10 within 1 year and 2 years of employment;

11 “(5) agree to permit the Secretary to make on-
12 site inspections, and to comply with the requests of
13 the Secretary for information, to determine the ex-
14 tent to which the school is complying with the re-
15 quirements of this section; and

16 “(6) meet such other requirements as deter-
17 mined appropriate by the Secretary.

18 “(c) USE OF FUNDS.—Not later than 1 year after
19 the receipt of a grant under this section, an entity shall
20 develop and implement a plan for using amounts received
21 under this grant in a manner that establishes not less than
22 2 of the following:

23 “(1) Partnering opportunities with practice and
24 academic institutions to facilitate doctoral education

1 and research experiences that are mutually bene-
2 ficial.

3 “(2) Partnering opportunities with educational
4 institutions to facilitate the hiring of graduates from
5 the entity into nurse faculty, prior to, and upon
6 completion of the program.

7 “(3) Partnering opportunities with nursing
8 schools to place students into internship programs
9 which provide hands-on opportunity to learn about
10 the nurse faculty role.

11 “(4) Cooperative education programs among
12 schools of nursing to share use of technological re-
13 sources and distance learning technologies that serve
14 rural students and underserved areas.

15 “(5) Opportunities for minority and diverse stu-
16 dent populations (including aging nurses in clinical
17 roles) interested in pursuing doctoral education.

18 “(6) Pre-entry preparation opportunities includ-
19 ing programs that assist returning students in
20 standardized test preparation, use of information
21 technology, and the statistical tools necessary for
22 program enrollment.

23 “(7) A nurse faculty mentoring program.

1 “(8) A Registered Nurse baccalaureate to Ph.
2 D. program to expedite the completion of a doctoral
3 degree and entry to nurse faculty role.

4 “(9) Career path opportunities for 2nd degree
5 students to become nurse faculty.

6 “(10) Marketing outreach activities to attract
7 students committed to becoming nurse faculty.

8 “(d) PRIORITY.—In awarding grants under this sec-
9 tion, the Secretary shall give priority to entities from
10 States and territories that have a lower number of em-
11 ployed nurses per 100,000 population.

12 “(e) NUMBER AND AMOUNT OF GRANTS.—Grants
13 under this section shall be awarded as follows:

14 “(1) In fiscal year 2006, the Secretary shall
15 award 10 grants of \$100,000 each.

16 “(2) In fiscal year 2007, the Secretary shall
17 award an additional 10 grants of \$100,000 each and
18 provide continued funding for the existing grantees
19 under paragraph (1) in the amount of \$100,000
20 each.

21 “(3) In fiscal year 2008, the Secretary shall
22 award an additional 10 grants of \$100,000 each and
23 provide continued funding for the existing grantees
24 under paragraphs (1) and (2) in the amount of
25 \$100,000 each.

1 “(4) In fiscal year 2009, the Secretary shall
2 provide continued funding for each of the existing
3 grantees under paragraphs (1) through (3) in the
4 amount of \$100,000 each.

5 “(5) In fiscal year 2010, the Secretary shall
6 provide continued funding for each of the existing
7 grantees under paragraphs (1) through (3) in the
8 amount of \$100,000 each.

9 “(f) LIMITATIONS.—

10 “(1) PAYMENT.—Payments to an entity under
11 a grant under this section shall be for a period of
12 not to exceed 5 years.

13 “(2) IMPROPER USE OF FUNDS.—An entity
14 that fails to use amounts received under a grant
15 under this section as provided for in subsection (c)
16 shall, at the discretion of the Secretary, be required
17 to remit to the Federal Government not less than 80
18 percent of the amounts received under the grant.

19 “(g) REPORTS.—

20 “(1) EVALUATION.—The Secretary shall con-
21 duct an evaluation of the results of the activities car-
22 ried out under grants under this section.

23 “(2) REPORTS.—Not later than 3 years after
24 the date of the enactment of this section, the Sec-
25 retary shall submit to Congress an interim report on

1 the results of the evaluation conducted under para-
2 graph (1). Not later than 6 months after the end of
3 the program under this section, the Secretary shall
4 submit to Congress a final report on the results of
5 such evaluation.

6 “(h) STUDY.—

7 “(1) IN GENERAL.—Not later than 3 years
8 after the date of the enactment of this section, the
9 Comptroller General of the United States shall con-
10 duct a study and submit a report to Congress con-
11 cerning activities to increase participation in the
12 nurse educator program under the section.

13 “(2) CONTENTS.—The report under paragraph
14 (1) shall include the following:

15 “(A) An examination of the capacity of
16 nursing schools to meet workforce needs on a
17 nationwide basis.

18 “(B) An analysis and discussion of sus-
19 tainability options for continuing programs be-
20 yond the initial funding period.

21 “(C) An examination and understanding of
22 the doctoral degree programs that are success-
23 ful in placing graduates as faculty in schools of
24 nursing.

1 “(D) An analysis of program design under
2 this section and the impact of such design on
3 nurse faculty retention and workforce short-
4 ages.

5 “(E) An analysis of compensation dispari-
6 ties between nursing clinical practitioners and
7 nurse faculty and between higher education
8 nurse faculty and higher education faculty over-
9 all.

10 “(F) Recommendations to enhance faculty
11 retention and the nursing workforce.

12 “(i) AUTHORIZATION OF APPROPRIATIONS.—

13 “(1) IN GENERAL.—For the costs of carrying
14 out this section (except the costs described in para-
15 graph (2), there are authorized to be appropriated
16 \$1,000,000 for fiscal year 2006, \$2,000,000 for fis-
17 cal year 2007, and \$3,000,000 for each of fiscal
18 years 2008 through 2010.

19 “(2) ADMINISTRATIVE COSTS.—For the costs of
20 administering this section, including the costs of
21 evaluating the results of grants and submitting re-
22 ports to the Congress, there are authorized to be ap-
23 propriated such sums as may be necessary for each
24 of fiscal years 2006 through 2010.”.

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