

A summary narrative of the Nurse Faculty Loan Repayment initiative from Blayne Miley

One of the topics assigned to the **Interim Study Committee on Public Health, Behavioral Health, and Human Services** was **health provider shortage in Indiana**. Through discussions with multiple nursing workforce stakeholders over the last few years, including the **Indiana Center for Nursing, the Council of Indiana Nursing Deans & Directors (CINDD), Indiana League for Nursing, and others**, ISNA came to the understanding that a **primary bottleneck limiting Indiana's nursing workforce pipeline is a shortage of faculty**. This situation is likely to be impacted by a high number of nurse retirements, and an even higher proportion of nurse faculty retirements looming.

At the annual meeting for state nursing association lobbyists convened by the American Nurses Association in early September, ISNA was able to dialogue with other state nursing associations regarding state government workforce support. **One of the programs identified was New York's Nursing Faculty Loan Forgiveness Incentive Program:** <https://www.hesc.ny.gov/repay-your-loans/repayment-options-assistance/loan-forgiveness-cancellation-and-discharge/nursing-faculty-loan-forgiveness-incentive-program.html>

At the **Interim Health Committee hearing on September 28th**, ISNA testified on the nursing workforce, providing a handout--**ISNA-Interim-Health-Committee-9.28.17 (attached)**, and offering the **New York program as a model that could be implemented in Indiana to address the nurse faculty shortage**. After the hearing, ISNA spoke with Senator Vaneta Becker (Evansville), who agreed to offer a preliminary draft of legislation to create an Indiana Nurse Faculty Loan Repayment Program for consideration at the final meeting of the Interim Health Committee. ISNA solicited input from its members, CINDD, the Indiana Center for Nursing Board of Directors, and others on the specific parameters of the program, and asked for advocacy assistance in reaching out to legislators on the committee. ISNA then worked with the Legislative Services Agency (LSA) to create draft legislative language that incorporated this feedback. At the **final Interim Health Committee hearing on October 26th**, the committee **unanimously endorsed the preliminary draft legislation creating an Indiana Nurse Faculty Loan Repayment Program**. In their discussion, the **committee members highlighted that in 2016 Indiana prelicensure BSN programs turned away 768 qualified applicants, a data point obtained from the American Association of Colleges of Nursing by Jane Kirkpatrick**. The committee also referenced the letters of support they received from IU School of Nursing and the University of Southern Indiana. The committee made one amendment to the language created by LSA, which was to include BSN-prepared faculty as eligible, at the suggestion of former-Senator Patricia Miller, who was a non-legislator member of the committee. **The endorsement of the Interim Health Committee makes ISNA optimistic that a bill creating an Indiana Nurse Faculty Loan Repayment Program will be introduced in the 2018 legislative session by Senator Becker and also possibly a Representative in the House. Introduction is by no means a guarantee of passage. To increase the likelihood of passage, we need grassroots advocacy to reach all 150 legislators in the Indiana General Assembly before January, as well as during session.**

(continued)

I have included:

- (1) the preliminary draft presented to the Interim Health Committee (the amendment added a BSN degree to Section 2(4)(A) on page 3 of the pdf, which is numbered 2 at the top of the page)
- (2) a primer explaining the general parameters of the program, and
- (3) a template advocacy message.

The template can be personalized and sent to state legislators. **ISNA strongly encourages anyone interested in this initiative to send an advocacy message to their two state legislators before January. It is crucial we demonstrate that (1) there is a problem with our nursing workforce and pipeline justifying legislative action, and (2) this proposal will be successful in aiding the recruitment and retention of nursing faculty, thereby improving Indiana's ability to address access to care barriers created by existing and potential nursing shortages.**

State legislators can be looked up here: <https://iga.in.gov/legislative/find-legislators/>. If anyone has questions or comments about this initiative or if any group would like a presentation on this topic either in person or via phone, please contact Blayne: office 317-299-4575, email bmiley@indiananurses.org, or cell 202-441-0278.

Blayne G. Miley
Indiana State Nurses Association
Director of Policy & Advocacy
2915 N. High School Road
Indianapolis, IN 46224
317.299.4575
bmiley@indiananurses.org

Founded in 1903, ISNA is a leading network of registered nurses dedicated to policy, practice and advocacy.