

Agenda Item 12:

Solutions for Health Professions Faculty Recruitment and Retention

Presenter: Diane Rittenhouse, Senior Fellow, Mathematica

Solutions for Health Professions

Faculty Recruitment and Retention

- At previous Council Meetings, behavioral, nursing, and GME panelists from education and employer organizations shared their perspectives about barriers recruiting and retaining the health workforce across various health professions
- Among the barriers, panelists noted that faculty shortages impact a programs ability to expand capacity

Solutions for Health Professions

Faculty Recruitment and Retention: Behavioral Health

- Behavioral Health panelists identified several opportunities to address faculty shortages
 - More funding and support services for faculty
 - Offset the impact of student loans
 - Offer faculty retreats
 - Reduce burn-out and improve wellness
 - Ensure that faculty has protected time
 - Devote time exclusively to trainees
- At the March meeting, the Council approved HCAI's recommendation to expand existing behavioral health loan repayment programs to include faculty as eligible applicants

Solutions for Health Professions

Faculty Recruitment and Retention: Nursing

- Nursing panelists identified opportunities to address faculty shortages:
 - Increase compensation for nurse faculty to address the wage gap
 - Entry level nurses working in a hospital earn more than an entry level educator with a Ph.D.
 - Support and fund programs that drive the transition of the nurse into an educator role
 - More faculty is needed to shepherd the undergraduate (faculty fellowship programs)
 - More faculty is needed to provide clinical and didactic training

Solutions for Health Professions

Faculty Recruitment and Retention: Nursing

- Support preceptorships
 - Offer incentives to bring in more preceptors to train nurses
 - Removes the financial burden placed on the employer to pay the preceptor for training and supervising
 - Offer incentives for nurse educators that train and care for sicker patients
- Fund programs
 - Pilot new programs that incentivize nurses to become educators
 - Support existing programs to incentivize nurses to become educators
 - Consider faculty loan repayment programs

Solutions for Health Professions

Faculty Recruitment and Retention

- Loan Repayment Programs

- What we know:

- Loan repayment programs work to incentivize professionals to practice in particular settings for a finite period in exchange for loan repayment
 - Loan repayment programs attract individuals with high levels of educational debt
 - Most evidence on effectiveness is from the National Health Service Corps – focused on recruiting physicians to practice in underserved settings
 - Retention data are limited – long term retention data are especially limited

Solutions for Health Professions

Faculty Recruitment and Retention

- Faculty Loan Repayment Programs

- What we know:

- Several federal programs exist; all are relatively small in terms of \$\$ and people served
 - No evaluation data is available from HRSA
 - Several states have implemented faculty loan repayment programs as part of a larger nursing recruitment and retention strategy that includes financial incentives such as loan repayment, direct incentives, and scholarships
 - Evidence suggests that these financial incentives have played a major role in retaining nurse faculty and allowing faculty to upgrade their educational credentials (through tuition assistance) but played a somewhat smaller role in expanding the pool of nurse educators through recruitment into the field

Solutions for Health Professions

Faculty Recruitment and Retention

■ Discussion:

- Should HCAI implement a faculty loan repayment program for nursing and GME now or in the future?
- What other policies could HCAI consider that – taken together -- would create an effective and cohesive strategy for recruitment and retention of health professions faculty in California?
- What additional policies or strategies could be adopted by HCAI's employer or educational partners that would help to address the health professional faculty recruitment and retention?
- What additional data/research/information is needed on this topic?