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Federal Support For Faculty Recruitment And Retention

Even with the growing evidence that health professions institutions are facing a shortage of qualified educators, there are currently very few programs that support the recruitment and retention of health professions faculty. AACP's principles for healthcare reform attempt to bring the need for faculty recruitment and retention into the healthcare reform discussions that will take place during the 111th Congress. AACP focuses its advocacy on federal public health agencies that administer programs that bolster support for new faculty and therefore help retain them within the Academy. The National Institutes of Health (NIH), through its five loan repayment programs, and the Health Resources and Services Administration (HRSA), through its faculty loan repayment program, create opportunities for new faculty to maintain their interest and success in an academic career.

Public Health Service Act Title VII health professions education programs include a faculty loan repayment program [<http://bhpr.hrsa.gov/DSA/flrp/1.htm>].

Pharmacy faculty from disadvantaged backgrounds are eligible to apply for the faculty loan repayment program. The program will pay up to \$20,000 per year for the repayment of loans the faculty member incurred while pursuing their pharmacy degree. The program also provides 39 percent of the loan repayment total for federal tax payment. This program is need-based and requires dollar for dollar matching support from

the faculty member's institution unless a waiver is granted by the U.S. Department of Health and Human Services. Applicants must sign a two-year service contract and complete the service with the institution with whom they are employed at the time their application is submitted.

The faculty loan repayment program received appropriations totaling \$1.26 million dollars in FY08. The 2008 cycle for applications has closed. To sign up for alerts for the 2009 submission cycle go to:

http://answers.hrsa.gov/cgi-bin/hrsa.cfg/php/enduser/std_adp.php?p_faqid=328.

The National Institutes of Health recognizes the need for our nation to create more clinical researchers. The NIH administers several loan repayment programs for clinical researchers. Individuals with a Doctor of Pharmacy degree are eligible to participate in the pediatric research, clinical researchers from disadvantaged backgrounds and the health disparities research loan repayment programs [<http://www.lrp.nih.gov/about/5lrps.htm>]. The contraception and infertility researcher and the clinical researcher loan repayment programs are open to Ph.D.-level scientists, graduate students or postgraduate research fellows training in the health professions. All five programs offer up to \$35,000 per year, federal tax payment, with varying research time commitments.