



MISSISSIPPI INSTITUTIONS OF HIGHER LEARNING
OFFICE OF ACADEMIC AND STUDENT AFFAIRS

Financial Aid Study Committee
November 26, 2018

QUESTIONS (10/31/18)

1. Q - As evidenced by the chart, there doesn't appear to be a shortage of students going into the field of nursing – enrollment and degree production both up, so
 - a. Would a loan repayment program be more beneficial?
 - b. Would funds be better allocated for specific nurses?
 - c. Is there a certain field where there are certain areas of need?
 - d. Would like to determine if there is more benefit for loan repayment in specific areas of nursing.A - Dr. McCrory will look into specific shortage fields/positions.
2. Q - Are there areas in the state that has certain shortages compared to others?
A - Dr. McCrory will get information concerning shortages.

NURSING SHORTAGE AREAS (Attachments)

- 1) **Health Professional Shortage Areas (HPSA)** in Mississippi indicate a statewide shortage of nurses (HRSA, 2018).
- 2) **2017 Hospital RN Vacancy Rates** indicates higher vacancy rates in District VIII (10.12%), District IV (9.86%) and District V (8.45%). **2017 Hospital RN Turnover Rates** indicates a range of 14.1% (District II) to 34.7% (District III). The national average is 16.8% (MS Hospital Association Foundation, Center for Quality & Workforce, 2018).

RECOMMENDATIONS

Recommendations from the Office of Academic and Student Affairs, Nursing Education and Nursing Deans and Directors of the 23 Schools of Nursing (Community Colleges; Public/Private Colleges & Universities).

- 1) **Designated line item in Financial Aid Budget for nursing education loan forgiveness program.**
- 2) **Loan forgiveness program with service obligation preferred** over loan repayment program.
Rationale: Loan forgiveness with service obligation provides a continuous supply of graduate level nurses in the state (nurse faculty, nurse practitioners, nurse anesthetists, & nurse administrators/executives). High return on investment (ROI) of nursing forgivable loan programs. 91.2% of graduate level students completed their service obligation, with 94.7% remaining employed in the state five years later (NSPARC, October 2018).
- 3) **Fund graduate degree programs with award amounts based on degree type.**
 - a. **MSN** - \$12,000 over two years of fulltime study (increase of \$2000/year)
 - b. **DNP/PhD** - \$14,000 over two years of fulltime study or \$21,000 over three years of fulltime study (increase of \$2000/year).
 - c. **Nursing Teacher Stipend** – Graduate students who commit to teach in a school of nursing are eligible to receive a stipend of \$1000/mo. for one year (MSN) or \$1000/mo. for two years (DNP/PhD). No increase recommended.
Rationale: Advanced practice nurses must have a graduate degree in nursing (Nurse Faculty, Nurse Practitioners, Nurse Anesthetists and Nurse Administrators/Executives).
- 4) **Service obligation requirement of 2 years of service to the state for each year of award.**
Rationale: Increase in service obligation of 2 years for each year of recommended award amount for graduate degrees, as compared to current requirement of one year of service for each year of award. Continue current service obligation for teacher stipend of two years of service for each year of award.

Janette S. McCrory, DNP, RN
Director of Nursing Education

MS Critical Nursing Shortage Areas

Legend:

NURSE Corps Eligible Sites



HPSA - Primary Care



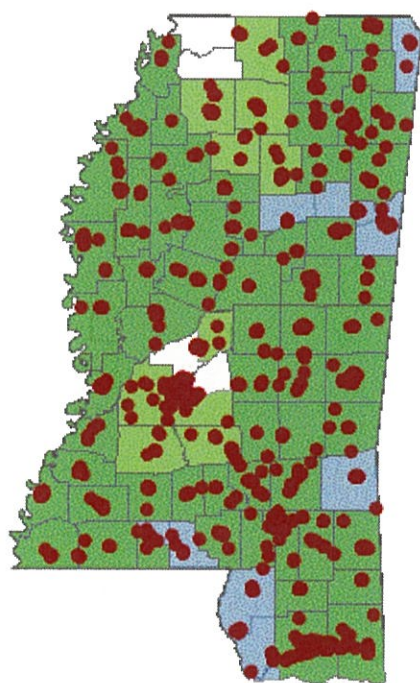
HPSA - Mental Health



Counties



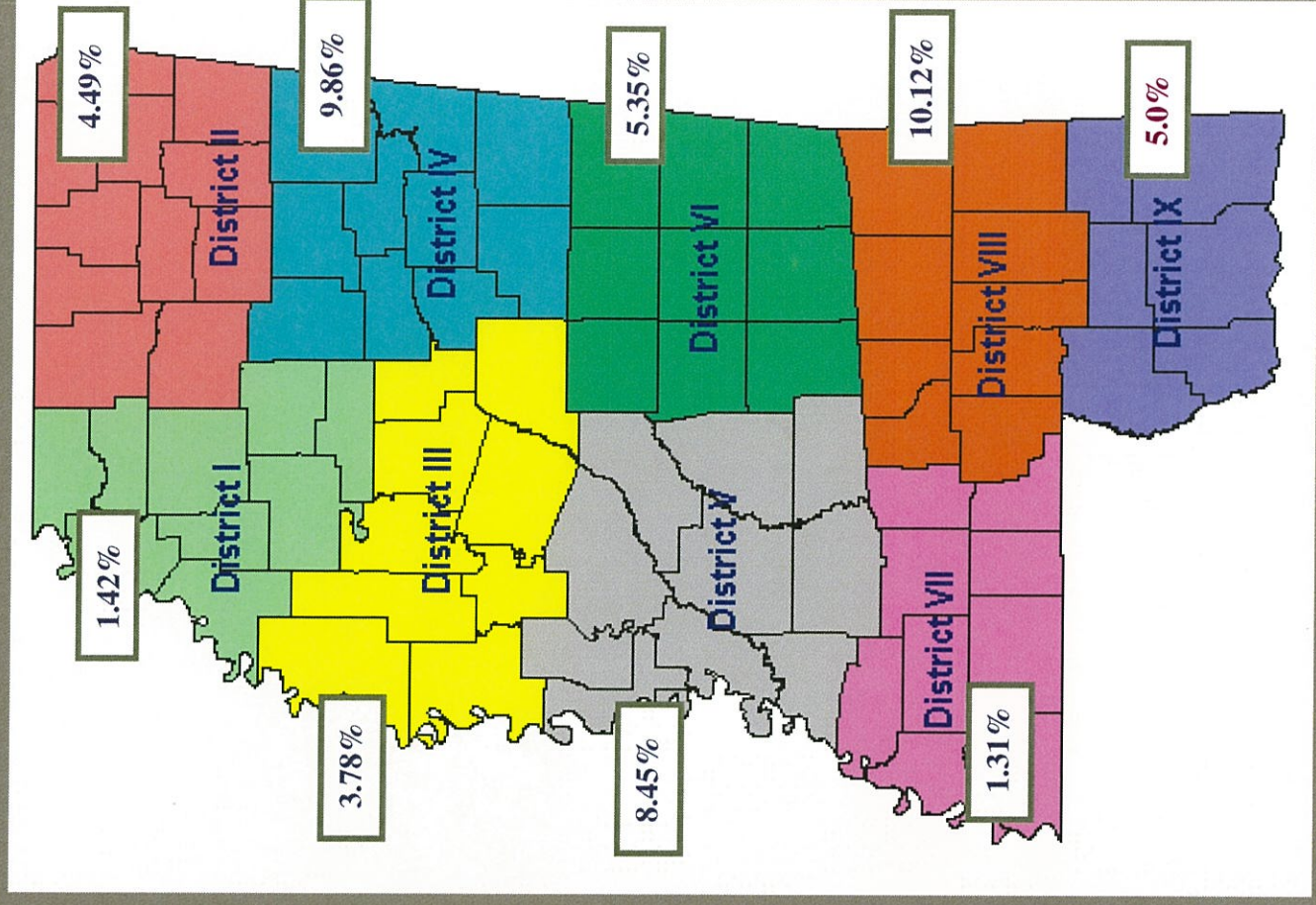
States



0 80 Miles

2017 Hospital RN Vacancy Rates by Public Health Districts

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2017 Hospital RN Turnover Rates by Public Health Districts

National Average RN turnover rate 16.8% (AACN, 2017)
National Nursing Solutions, Inc., 2018, www.nsnursingsolutions.com

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