



February 13, 2024

The Honorable Dick Durbin
711 Hart Senate Office Building
United States Senate
Washington, DC 20510

The Honorable Suzanne Bonamici
2231 Rayburn House Office Building
United States House of Representatives
Washington, DC 20515

Dear Senator Durbin and Congresswoman Bonamici:

On behalf of the 51 undersigned organizations representing the Nursing Community Coalition (NCC), we would like to thank you for introducing the Nurse Faculty Shortage Reduction Act (S.2815/H.R.7002). The NCC is a cross section of education, practice, research, and regulation within the nursing profession representing Registered Nurses (RNs), Advanced Practice Registered Nurses (APRNs),¹ nurse leaders, boards of nursing, students, faculty, and researchers. Together, we urge Congress to include the bipartisan Nurse Faculty Shortage Reduction Act in any health care or workforce package and pass this legislation before the end of the year.

Last month, the National Advisory Council on Nurse Education and Practice (NACNEP) released their 19th Annual Report, "Mitigating Nursing Workforce Challenges and Optimizing Learning Environments."² In this report NACNEP recognized the nurse faculty shortage as one of four immediate needs for federal investment and suggested that steps need to be taken, "to close the salary gap between nurse faculty and similarly-credentialed advanced practice nurse clinicians to attract more educators and strengthen nursing education, research, and scholarship."³ Further, the American Association of Colleges of Nursing reported that the most critical issue to faculty recruitment is noncompetitive salaries.⁴ The Nurse Faculty Shortage Reduction Act would help address this issue by providing much needed grant funding to close the pay gap and support our faculty so they can help educate our future nursing workforce.

¹ APRNs include certified nurse-midwives (CNMs), certified registered nurse anesthetists (CRNAs), clinical nurse specialists (CNSs) and nurse practitioners (NPs)

² National Advisory Council on Nurse Education and Practice (NACNEP), (January 2024). Mitigating Nursing Workforce Challenges and Optimizing Learning Environments. (Report No. 19). Retrieved from: <https://www.hrsa.gov/sites/default/files/hrsa/advisory-committees/nursing/reports/nacnep-19th-report.pdf>

³ National Advisory Council on Nurse Education and Practice (NACNEP), (January 2024). Mitigating Nursing Workforce Challenges and Optimizing Learning Environments. (Report No. 19). Page 8. Retrieved from: <https://www.hrsa.gov/sites/default/files/hrsa/advisory-committees/nursing/reports/nacnep-19th-report.pdf>

⁴ American Association of Colleges of Nursing. Special Survey on Vacant Faculty Positions for Academic Year 2023-2024. Retrieved from: <https://www.aacnnursing.org/Portals/0/PDFs/Data/Vacancy23.pdf>

As one of the primary barriers to accepting qualified nursing students⁵, addressing the nurse faculty shortage is imperative. We applaud the Senate Health, Education, Labor, and Pensions Committee for prioritizing and advancing investment in nursing faculty by including language from this bill in Section 206 of the Bipartisan Primary Care and Health Workforce Act (S.2840).⁶ We urge the House of Representatives to follow suit and encourage Congress to pass S.2815/H.R.7002 today.

The NCC appreciates your leadership on this issue and ardent support for our current and future nursing workforce. We look forward to working to advance the bipartisan Nurse Faculty Shortage Reduction Act and ensure it is included in any health care or workforce package passed this year. If the Nursing Community Coalition can be of any assistance to you or your staff, please do not hesitate to contact the coalition's Executive Director, Rachel Stevenson, at rstenenson@thenursingcommunity.org.

Sincerely,

Academy of Medical-Surgical Nurses
Academy of Neonatal Nursing
American Academy of Ambulatory Care Nursing
American Academy of Emergency Nurse Practitioners
American Association of Colleges of Nursing
American Association of Critical-Care Nurses
American Association of Heart Failure Nurses
American Association of Neuroscience Nurses
American Association of Nurse Anesthesiology
American Association of Nurse Practitioners
American Association of Occupational Health Nurses
American Association of Post-Acute Care Nursing
American Nephrology Nurses Association
American Nurses Association
American Organization for Nursing Leadership
American Society for Pain Management Nursing
American Society of PeriAnesthesia Nurses
Association for Radiologic and Imaging Nursing
Association of Community Health Nursing Educators
Association of Pediatric Hematology/Oncology Nurses
Association of periOperative Registered Nurses
Association of Public Health Nurses
Association of Rehabilitation Nurses
Association of Women's Health, Obstetric and Neonatal Nurses
Commissioned Officers Association of the U.S. Public Health Service
Dermatology Nurses' Association
Friends of the National Institute of Nursing Research
Gerontological Advanced Practice Nurses Association
Hospice and Palliative Nurses Association

⁵ American Association of Colleges of Nursing. (2023) New Data Show Enrollment Declines in Schools of Nursing, Raising Concerns About the Nation's Nursing Workforce. Retrieved from: <https://www.aacnnursing.org/news-data/all-news/article/new-data-show-enrollment-declines-in-schools-of-nursing-raising-concerns-about-the-nations-nursing-workforce>

⁶ Bipartisan Primary Care and Health Workforce Act (S.2840). Sec. 206. Nurse Faculty Demonstration Program. Retrieved from: <https://www.congress.gov/118/bills/s2840/BILLS-118s2840rs.pdf>

International Society of Psychiatric-Mental Health Nurses
National Association of Clinical Nurse Specialists
National Association of Hispanic Nurses
National Association of Neonatal Nurse Practitioners
National Association of Neonatal Nurses
National Association of Nurse Practitioners in Women's Health
National Association of Pediatric Nurse Practitioners
National Association of School Nurses
National Black Nurses Association
National Forum of State Nursing Workforce Centers
National Hartford Center of Gerontological Nursing Excellence
National League for Nursing
National Nurse-Led Care Consortium
National Organization of Nurse Practitioner Faculties
Nurses Organization of Veterans Affairs
Oncology Nursing Society
Organization for Associate Degree Nursing
Pediatric Endocrinology Nursing Society
Preventive Cardiovascular Nurses Association
Society of Pediatric Nurses
Society of Urologic Nurses and Associates
Wound, Ostomy, and Continence Nurses Society

cc:

Senator Lisa Murkowski
Representative David Joyce
Representative Lauren Underwood
Representative Jen Kiggans
Chairwoman Cathy McMorris Rodgers, House Energy and Commerce Committee
Ranking Member Frank Pallone, House Energy and Commerce Committee
Chairman Bernie Sanders, Senate Committee on Health, Education, Labor, and Pensions
Ranking Member Bill Cassidy, Senate Committee on Health, Education, Labor, and Pensions