



Center for Rural Health



## CRH Workforce Efforts- A year in review

Stacy Kusler, Workforce Specialist  
Center for Rural Health/ Primary Care Office



Center for Rural Health

- Established in 1980, at The University of North Dakota (UND) School of Medicine and Health Sciences in Grand Forks, ND
- One of the country's most experienced state rural health offices
- UND Center of Excellence in Research, Scholarship, and Creative Activity
- Home to seven national programs
- Recipient of the UND Award for Departmental Excellence in Research

**Focus on**

- Educating and Informing
- Policy
- Research and Evaluation
- Working with Communities
- American Indians
- Health Workforce
- Hospitals and Facilities

ruralhealth.und.edu

## Workforce Activities

- Marketing Videos – McVile, Langdon, Cooperstown- *Summer 2016*
- 3RNet Recruitment for Retention Academy-  
*October '16 to March '17*
- 3RNet- job postings and candidates- *ongoing*
- Community Showcases- *March/ April 2017*
- TRHE/ Rural Shadowing- *Started in Feb 2017*
- Primary Care Office/ NHSC- *April 2017*



## Marketing Videos

McVile: <https://youtu.be/GDP2Wyp1v4>  
Langdon: <https://youtu.be/7h7idFBVbBY>  
Cooperstown: <https://youtu.be/GtYr8WFJwnI>




**3RNet  
Recruitment for  
Retention  
Academy**




# Community Showcases

March 8: Minot  
March 28: Fargo  
April 5: Grand Forks  
April 6: Bismarck



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# TRHE/ Rural Shadowing

## North Dakota Rural Health Association's Targeted Rural Health Education Project (TRHE)



The Targeted Rural Health Education (TRHE) project, modeled after a similar project done by the Idaho Family Medicine Residency program, will help resident physicians and health profession students take a closer look at the health needs of communities in which they are training. In collaboration with the North Dakota Rural Health Association, the Center for Rural Health at the University of North Dakota School of Medicine and Health Sciences, and the University of North Dakota Department of Family and Community Medicine, TRHE's goal is to help health-professionals-in-training to promote positive health outcomes in rural communities.



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# TRHE/ Rural Shadowing Cont..

Web Writer for RHI hub, Dr. Kay Miller-Temple-advise students on "plain language" writing  
Students/residents pick an identified need from the community's CHNA, and then work with administrator and provider to form article.  
Students/residents are in charge of contacting the local newspaper/news source to get the articles published.  
Articles will be archived within CRH.



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# Primary Care Office- NHSC

North Dakota Dept of Health contracted with the CRH starting April 1.

Bobbie Will at ND Dept of Health will manage State and SLRP loan repayment

I will work with facilities on NHSC site approval and can offer TA to students looking for LRP.



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## Loan Repayment Programs

Program Type	Health Care Professional Student Loan Repayment Program	Federal State Loan Repayment Program (SLRP)	National Health Service Corps (NHSC)															
Program Description	The State of North Dakota has established loan repayment programs for health care professionals willing to provide services in areas of this state that have a defined need for such services.	Federal State partnership to assist sites in the recruitment of health care providers.	The NHSC is part of the Bureau of Health Workforce and coordinates the recruitment and retention of health professionals.															
Eligible Disciplines	<ul style="list-style-type: none"><li>Physicians</li><li>Advanced Practice Registered Nurses</li><li>Physician Assistants</li><li>Clinical Psychologists (licensed by the State Board of Psychologist Examiners)</li><li>Behavioral Health Professionals<ul style="list-style-type: none"><li>Licensed Addiction Counselors</li><li>Licensed Professional Counselors</li><li>Licensed Social Workers</li><li>Registered Nurses</li><li>Specialty Practice Registered Nurses</li></ul></li></ul>	<ul style="list-style-type: none"><li>Allopathic/Osteopathic Medicine</li><li>General Pediatric Dentistry</li><li>Primary Care Nurse Practitioners</li><li>Physician Assistant, Certified Nurse Midwife</li><li>Registered Dental Hygienist</li><li>Health Services Psychologists (Clinical/Counseling), Clinical Social Workers, Licensed Professional Counselor, Marriage and Family Therapist, Psychiatric Nurse Specialist</li><li>Registered Nurse</li><li>Pharmacist</li></ul>	<ul style="list-style-type: none"><li>Primary Care Allopathic or Osteopathic Physicians (MD, DO), OB/GYN, PFT</li><li>Primary Care Nurse Practitioner</li><li>Physician Assistant</li><li>Certified Nurse-Midwife</li><li>Dental Hygienist</li><li>Health Services Psychologists (Clinical/Counseling), Clinical Social Workers, Licensed Professional Counselor, Marriage and Family Therapist, and Psychiatric Nurse Specialist</li></ul>															
Where Providers Serve	Providers must serve in areas of the state with a defined need for such services.	Providers must serve in Health Professional Shortage Areas (HPSAs).	Providers must serve in HPSAs at approved NHSC sites.															
Financial Benefits	Providers can receive up to \$50,000/year for two years. <table><tr><th>Discipline</th><th>Year 1</th><th>Year 2</th></tr><tr><td>Physician</td><td>\$100,000</td><td>\$100,000</td></tr><tr><td>APRN/PA</td><td>\$75,000</td><td>\$75,000</td></tr><tr><td>Clinical Psychologist</td><td>\$40,000</td><td>\$40,000</td></tr><tr><td>Behavioral Health</td><td>\$10,000</td><td>\$10,000</td></tr></table>	Discipline	Year 1	Year 2	Physician	\$100,000	\$100,000	APRN/PA	\$75,000	\$75,000	Clinical Psychologist	\$40,000	\$40,000	Behavioral Health	\$10,000	\$10,000	Providers can receive up to \$50,000/year for two years. <ul style="list-style-type: none"><li>Year 1 and 2: \$50,000 FT</li><li>Year 3: \$25,000 FT</li><li>Year 4: \$12,500 FT</li><li>Year 5: \$6,250 FT</li></ul>	Providers can receive up to \$50,000/year for two years. <ul style="list-style-type: none"><li>Year 1: \$50,000 FT</li><li>Year 2: \$25,000 FT</li><li>Year 3: \$12,500 FT</li><li>Year 4: \$6,250 FT</li></ul>
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Office of Primary Care, Office of Public Health Services and Professional Health Department  
Center for Rural Health, University of North Dakota



Program Type	North Dakota Health Care Professional Student Loan Repayment Program	Federal State Loan Repayment Program (SLRP)	National Health Service Corps (NHSC)
Provider Selection Criteria	<ul style="list-style-type: none"><li>Health care professional's specialty</li><li>Need for the specialty in the area</li><li>Education and experience</li><li>Date of availability and anticipated term of availability</li><li>Willingness to accept Medicaid and Medicare patients</li><li>Length of residency in North Dakota</li><li>Attendance at an in-state or out-of-state institution</li></ul>	<ul style="list-style-type: none"><li>U.S. citizens or U.S. national</li><li>Must not have outstanding contractual obligations for health professional service</li><li>Must not have a judgment lien against their property for a debt to the U.S.</li><li>Must not be excluded, debarred, suspended or disqualified by a Federal agency</li><li>Have signed government or commercial loan for school tuition, reasonable educational expenses, and reasonable living expenses, unrepaid from all other debts</li></ul>	<ul style="list-style-type: none"><li>U.S. citizens or U.S. national</li><li>Currently work, or applying to work, at an NHSC approved site</li><li>Have signed government or commercial loan for school tuition, reasonable educational expenses, and reasonable living expenses, unrepaid from all other debts</li><li>Located to practice in state where employee site is located</li></ul>
Community Selection Criteria	Public and private entities are eligible for this program. Site criteria is based on the following factors: <ul style="list-style-type: none"><li>Located in an area that is medically underserved</li><li>Located at least 20 miles outside the boundary of a city with more than 40,000</li></ul>	<ul style="list-style-type: none"><li>Must be located in HPSA</li><li>Site must be public or nonprofit private entity</li><li>See all patients regardless of ability to pay</li><li>Accept patients covered by Medicaid, Medicare and CHIP</li><li>Not discriminate in the provision of services</li></ul>	<ul style="list-style-type: none"><li>Must be located in HPSA</li><li>See all patients regardless of ability to pay</li><li>Accept patients covered by Medicaid, Medicare and CHIP</li><li>Not discriminate in the provision of services</li></ul>
Service Commitment	Must practice full-time for up to five years.	Must practice a minimum of eight years. Full-time and part-time practice is available.	Must practice a minimum of eight years. Full-time and part-time practice is available.
Payments	Payments are made at the conclusion of each twelve-month period of service directly to the provider.	Long-term payments: \$10,000 per year after the contract start date. Funds provided in SLRP are non-reimbursable.	Long-term payments: \$10,000 per year after the contract start date. NHSC loan repayment is reimbursable.
Application Deadline	Complete applications on or before March 11.	Applications are reviewed quarterly during scheduled State Health Council meetings.	After January 1 each year, sign up at the time you go to be notified when the application cycle is open.
Provisions	No penalties are assessed in payments are made after the service year is provided.	The amount of loan repayment paid to the participant representing any period of obligated service NOT completed, \$1,500 multiplied by the number of months of obligated service NOT completed, AND interest on the above amount at the maximum legal prevailing rate.	The amount of loan repayment paid to the participant representing any period of obligated service NOT completed, \$1,500 multiplied by the number of months of obligated service NOT completed, AND interest on the above amount at the maximum legal prevailing rate.

Updated 11/17

Bobbie Will - bwill@nd.gov - 701.328.4000 - SLRP & North Dakota State Loan Repayment Program  
Nancy Kuehn - nkuehn@nd.gov - 701.775.3300 - NHSC  
<http://www.ndhealth.gov/ndhealth/ndslrp> & <http://www.ndhealth.gov/ndhealth/ndslrp/primary-care-office>

Center for Rural Health



## Contact us for more information!

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