



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),<sup>1</sup> 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."<sup>2</sup> 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."<sup>3</sup> Further, the American Association of Colleges of Nursing reported that the most critical issue to faculty recruitment is noncompetitive salaries.<sup>4</sup> 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.

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

<sup>2</sup> 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>

<sup>3</sup> 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>

<sup>4</sup> 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 students<sup>5</sup>, 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).<sup>6</sup> 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](mailto: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

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<sup>5</sup> 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>

<sup>6</sup> 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