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(Original Signature of Member)

119TH CONGRESS
2D SESSION

H. R. _____

To provide for a wage differential program to support new nursing school
faculty members.

IN THE HOUSE OF REPRESENTATIVES

Ms. BONAMICI introduced the following bill; which was referred to the
Committee on _____

A BILL

To provide for a wage differential program to support new
nursing school faculty members.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Nurse Faculty Short-
5 age Reduction Act of 2026”.

6 **SEC. 2. NURSE FACULTY DEMONSTRATION PROGRAM.**

7 Section 846A of the Public Health Service Act (42
8 U.S.C. 297n–1) is amended—

1 (1) by amending subsection (a) to read as fol-
2 lows:

3 “(a) IN GENERAL.—To increase the number of quali-
4 fied nursing faculty, the Secretary may—

5 “(1) enter into an agreement with any accred-
6 ited school of nursing for the establishment and op-
7 eration of a student loan fund in accordance with
8 subsection (b); and

9 “(2) award nurse faculty grants in accordance
10 with subsection (c).”;

11 (2) in subsection (b)—

12 (A) by redesignating subparagraphs (A)
13 through (D) of paragraph (2) as clauses (i)
14 through (iv), respectively, and adjusting the
15 margins accordingly;

16 (B) by redesignating paragraphs (1)
17 through (5) as subparagraphs (A) through (E),
18 respectively, and adjusting the margins accord-
19 ingly;

20 (C) in subparagraph (C), as so redesign-
21 ated, by striking “subsection (c)” and insert-
22 ing “paragraph (2)”; and

23 (D) by striking “(b) AGREEMENTS.—Each
24 agreement entered into under subsection (a)
25 shall—” and inserting the following:

1 “(b) SCHOOL OF NURSING STUDENT LOAN FUND.—

2 “(1) IN GENERAL.—Each agreement entered
3 into under subsection (a)(1) shall—”;

4 (3) in subsection (c)—

5 (A) by striking “subsection (a)” each place
6 it appears and inserting “subsection (a)(1)”;

7 (B) in paragraph (3), by redesignating
8 subparagraphs (A) and (B) as clauses (i) and
9 (ii), respectively, and adjusting the margins ac-
10 cordingly;

11 (C) in paragraph (6), by redesignating
12 subparagraphs (A) and (B) as clauses (i) and
13 (ii), respectively, and adjusting the margins ac-
14 cordingly;

15 (D) by redesignating paragraphs (1)
16 through (6) as subparagraphs (A) through (F),
17 respectively, and adjusting the margins accord-
18 ingly; and

19 (E) in subparagraph (F)(ii), as so redesign-
20 ated, by striking “subsection (e)” and insert-
21 ing “paragraph (4)”;

22 (4) in subsection (e), by striking “subsection
23 (c)(6)(B)” and inserting “paragraph (2)(F)(ii)”;

1 (5) by redesignating subsections (c) through (e)
2 as paragraphs (2) through (4), respectively, and ad-
3 justing the margins accordingly; and

4 (6) by adding at the end the following:

5 “(c) NURSE FACULTY DEMONSTRATION PRO-
6 GRAM.—

7 “(1) IN GENERAL.—The Secretary shall estab-
8 lish and carry out a demonstration program de-
9 scribed in subsection (a)(2) under which eligible
10 schools of nursing receive a grant for purposes of
11 supplementing the salaries of eligible nursing faculty
12 members to enhance recruitment and retention of
13 nursing faculty members.

14 “(2) ELIGIBLE ENTITIES.—To be eligible to re-
15 ceive a grant under this subsection, an entity shall—

16 “(A) be a school of nursing; and

17 “(B) submit an application to the Sec-
18 retary, at such time, in such manner, and con-
19 taining such information as the Secretary may
20 require, including—

21 “(i)(I) to the extent such information
22 is available to the school of nursing, the
23 salary history of nursing faculty at such
24 school who previously were nurses in clin-
25 ical practice, for the most recent 3-year pe-

riod ending on the date of application, adjusted for inflation as appropriate and broken down by credentials, experience, and levels of education of such nurses; or

“(II) if the information described in subclause (I) is not available, information on the average local salary of nurses in clinical practice, adjusted for inflation as appropriate and broken down by credentials, experience, and levels of education of the individual nurses, in accordance with such requirements as the Secretary may specify;

“(ii) an attestation of the average nursing faculty salary at the school of nursing during the most recent 3-year period prior to the date of application, adjusted for inflation, as appropriate, broken down by credentials, experience, and levels of education of such faculty members;

“(iii) the number of nursing faculty member vacancies at the entity at the time of application, and the entity’s projection of such vacancies over the ensuing 5-year period; and

1 “(iv) a description of the entity’s
2 plans to identify funding sources to
3 sustainably continue, after the 3-year
4 grant period, the salary available to the eli-
5 gible nursing faculty member pursuant to
6 the program under this subsection during
7 such grant program and to retain eligible
8 nursing faculty members after the end of
9 the grant period.

10 “(3) AWARDS.—A grant awarded under this
11 subsection, with respect to supporting eligible nurs-
12 ing faculty members, shall—

13 “(A) be awarded to the school of nursing
14 to supplement the salaries of eligible faculty
15 members at the school of nursing, annually, for
16 up to a 3-year period, in an amount equal to,
17 for each eligible nursing faculty member at the
18 eligible entity during the grant period, the dif-
19 ference between—

20 “(i) the average salary of nurses in
21 clinical practice, as submitted under sub-
22 clause (I) or (II) of paragraph (2)(B)(i);
23 and

24 “(ii) the greater of—

1 “(I) the salary for the eligible
2 nursing faculty member at the school
3 of nursing; or

4 “(II) the average nursing faculty
5 salary, as submitted under paragraph
6 (2)(B)(ii) for faculty members with
7 the same or similar credentials and
8 level of education;

9 “(B) notwithstanding section 803(a), be
10 used in its entirety to supplement the eligible
11 faculty member’s salary; and

12 “(C) be conditioned upon the school of
13 nursing maintaining, for each year in which the
14 award is made as described in subparagraph
15 (A), a salary for such faculty member at a level
16 that is not less than the greater of the amount
17 under subclause (I) or (II) of subparagraph
18 (A)(ii).

19 “(4) PRIORITY.—In awarding grants under this
20 subsection, the Secretary shall ensure the equitable
21 geographic distribution of awards, and shall give pri-
22 ority to applications from schools of nursing that
23 demonstrate—

24 “(A) the greatest need for such grant,
25 which may be based upon the financial cir-

1 cumstances of the school of nursing, the num-
2 ber of eligible nurse faculty members, the
3 planned number of students to be trained or ad-
4 mitted off a wait list;

5 “(B) training or partnerships to serve vul-
6 nerable patient populations, such as through
7 the location or activity of a school in a health
8 professional shortage area (as defined in section
9 332); or

10 “(C) recruitment and retention of faculty
11 from underrepresented populations.

12 “(5) RULE OF CONSTRUCTION.—Nothing in
13 this subsection precludes a school of nursing or an
14 eligible nursing faculty member receiving an award
15 under this section from obtaining or receiving any
16 other form of Federal support or funding.

17 “(6) REPORT.—Not later than 3 years after the
18 date of enactment of the Nurse Faculty Shortage
19 Reduction Act of 2026, the Secretary shall submit to
20 the Committee on Finance and the Committee on
21 Health, Education, Labor, and Pensions of the Sen-
22 ate and the Committee on Ways and Means and the
23 Committee on Energy and Commerce of the House
24 of Representatives, a report that evaluates the pro-
25 gram established under this subsection, including—

1 “(A) the impact of such program on re-
2 cruitment and retention rates of nursing fac-
3 ulty, as available, and specifically for each fac-
4 ulty member participating in the program; and

5 “(B) recommendations and considerations
6 for Congress on continuing the program under
7 this subsection.

8 “(7) DEFINITIONS.—In this subsection:

9 “(A) ELIGIBLE NURSING FACULTY MEM-
10 BER.—The term ‘eligible nursing faculty mem-
11 ber’ means a nursing faculty member who—

12 “(i) was hired by a school of nursing
13 within the 2-year period preceding the sub-
14 mission of an application under paragraph
15 (2), or a prospective nursing faculty mem-
16 ber;

17 “(ii) is currently employed at the
18 school of nursing and who demonstrates
19 the need for such support;

20 “(iii) previously worked as a nurse in
21 clinical practice or as a nurse faculty mem-
22 ber at another school of nursing; or

23 “(iv) may work on a part-time basis
24 as a nursing faculty member, for whom
25 such award amounts described in para-

1 graph (3) shall be prorated relative to the
2 amount of time participating in part-time
3 teaching.

4 “(B) INFLATION.—The term ‘inflation’
5 means the Consumer Price Index for all urban
6 consumers (all items; U.S. city average).

7 “(8) AUTHORIZATION OF APPROPRIATIONS.—
8 To carry out this subsection, there is authorized to
9 be appropriated \$15,000,000 for each of fiscal years
10 2027 through 2031.”.