Please read the entire document before applying to the Faculty Loan Repayment Program

Application Submission Deadline: June 30, 2016, 7:30 pm EST

U.S. Department of Health and Human Services
Health Resources and Services Administration
Bureau of Health Workforce
5600 Fishers Lane
Rockville, Maryland 20857

Authority: Section 738(a) of the Public Health Service Act (42 USC 293b(a)), as amended. Future changes in the governing statute and Application Program Guidance may also be applicable to Faculty Loan Repayment Program participants.
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PRIVACY ACT NOTIFICATION STATEMENT

General
This information is provided pursuant to the Privacy Act of 1974 (Public Law 93-579), as amended, for individuals supplying information for inclusion in a Federal government system of records.

Statutory Authority
Section 738(a) of the Public Health Service Act (42 United States Code, Section 293b(a)), as amended.

Purpose and Uses
The purpose of the Faculty Loan Repayment Program (FLRP) is to increase the recruitment and retention of faculty members from disadvantaged backgrounds with eligible health professions degrees or certificates to serve at eligible academic institutions. The goal of the FLRP is to decrease the economic barriers associated with pursuing such careers. The information applicants provide will be used to evaluate their eligibility to participate in the FLRP. Additional information from other sources will also be considered (e.g., credit bureau reports).

An individual’s FLRP contract, application, supporting documents, correspondence and related data are maintained in a system of records to be used within the U.S. Department of Health and Human Services (HHS) to monitor FLRP-related activities. The information may also be disclosed outside HHS, as permitted by the Privacy Act and Freedom of Information Act, to the Congress, the National Archives, the Government Accountability Office, and pursuant to court order and various routine uses (see http://www.hrsa.gov/about/privacyact/09150037.html).

Effects of Non-Disclosure
Disclosure of the information sought is voluntary; however, if not submitted, except for the replies to questions related to Race/Ethnicity (Part II of the online application), an application will be considered incomplete and the applicant will not be considered for a FLRP award.

Paperwork Reduction Act Public Burden Statement
An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a current OMB control number. The current OMB control number for information collected through this application process is 0915-0150 and expires on 04/30/2017. Public reporting burden for this collection is estimated to average six (6) hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Please send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to HRSA Reports Clearance Office, 5600 Fishers Lane, Room 14N39 Rockville, Maryland 20857.

Discrimination Prohibited
In accordance with applicable Federal laws and the U.S. Department of Health and Human Services (HHS) policy, HHS does not discriminate on the basis of any non-merit factor, including race, color, national origin, religion, sex, sexual orientation, gender identity, disability (physical or mental), age, status as a parent, or genetic information.
PROGRAM OVERVIEW

INTRODUCTION

What is the Faculty Loan Repayment Program (FLRP)?

The FLRP is administered by the Bureau of Health Workforce (BHW) in the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS). The FLRP provides individuals who have an interest in eligible health profession careers with the opportunity to receive loan repayment while serving as faculty members at accredited and eligible health professions schools. FLRP participants contribute to HRSA’s goal of increasing the recruitment and retention of health professions faculty members by encouraging students to pursue faculty roles in their respective healthcare fields. This is vital for preparing and supporting the next generation of educators.

Benefits of the FLRP

(1) **Mentoring the future healthcare workforce.** By joining the past and current FLRP participants across the country, participants have the opportunity to educate and train the next generation of health professionals.

(2) **Loan Repayment.** The FLRP provides funds to participants to repay qualifying educational loans. The FLRP awards a lump sum, up to a maximum of $40,000, for a two-year service obligation. All loan repayments paid to the participant must be used to repay qualifying educational loans.

(3) **Tax Assistance Payment.** To assist participants in meeting their tax burden, an additional amount (equal to 39 percent of the loan repayment amount) is also provided. FLRP withholds the additional 39 percent and pays it directly to the Internal Revenue Service (IRS) on the participant’s behalf.

ELIGIBILITY REQUIREMENTS, FUNDING PREFERENCES AND APPLICATION PROCESS

All FLRP applicants must come from an economically or environmentally disadvantaged background (see definition below), have eligible health professions degrees or certificates, and have an employment commitment to be faculty members at approved health professions institutions for a minimum of two (2) years.

**Economically Disadvantaged** – An individual who comes from a family with an annual income below a level based on low-income thresholds according to family size published by the U.S. Bureau of the Census, adjusted annually for changes in the Consumer Price Index, and adjusted by the Secretary, HHS, for use in health professions and nursing programs.

**Environmentally Disadvantaged** – An individual who comes from an environment that has inhibited the person from obtaining the knowledge, skill and abilities required to enroll in, and graduate from, an undergraduate or graduate school based on a number of factors.

(See p. 25, Definitions, “Individual from a Disadvantaged Background” for full explanation).
Eligibility Requirements

To be eligible for a FLRP award, all applicants must:

(1) Be a U.S. citizen (either U.S. born or naturalized), U.S. National or Lawful Permanent Resident. A Lawful Permanent Resident is any person not a citizen of the U.S. who is residing in the U.S. under legally recognized and lawfully recorded permanent residence as an immigrant. A Lawful Permanent Resident is also known as a "Permanent Resident Alien," "Resident Alien Permit Holder," or "Green Card Holder." Please note that a State Driver’s License, Nursing License, or Social Security Card will not be accepted as proof of U.S. citizenship or status as a U.S. National or Lawful Permanent Resident.

(2) Provide certification from a health professions school (previously attended by the applicant) that identifies the individual as coming from an economically or environmentally disadvantaged background. Applicants also have the option of submitting additional documentation which satisfies any of the environmental factors listed on pages 25-26. (For more details, refer to the Definitions section, “Individual from a Disadvantaged Background”).

(3) Have a degree or certificate in one of the following eligible health profession disciplines:
   a. Allopathic Medicine;
   b. Osteopathic Medicine;
   c. Podiatric Medicine;
   d. Veterinary Medicine;
   e. Dentistry;
   f. Respiratory Therapy;
   g. Pharmacy;
   h. Optometry;
   i. Nursing (RN or Advanced Practice RN);
   j. Public Health (graduate level only);
   k. Physician Assistant;
   l. Behavioral and Mental Health: clinical psychology, clinical social work, professional counseling, or marriage and family therapy (graduate level only); or
   m. Allied Health Professions: dental hygiene, medical laboratory technology, occupational therapy, physical therapy, radiology technology, speech pathology, audiology, and registered dietitians (baccalaureate or graduate level) (see Definitions, page 24).

An applicant in the final year of study or in an approved graduate training program must submit a letter of good standing from the Program Director indicating the expected date of graduation by the application deadline of June 30, 2016. The individual must graduate no later than July 2, 2016 to be eligible for the FLRP in Fiscal Year (FY) 2016. Degrees or certificates obtained after the applicant has applied for a specific eligible health professions discipline will not be eligible.
(4) Have an employment commitment from an eligible health professions school for a full-time or part-time (as defined by the school) faculty position for a minimum of two years with employment to commence on or before June 30, 2016.

Eligible health professions schools must be located in a State and be an accredited public or private non-profit school (see exceptions below):
   a. Allopathic or osteopathic medicine;
   b. Dentistry;
   c. Nursing;
   d. Pharmacy;
   e. Allied health;
   f. Podiatric medicine;
   g. Optometry;
   h. Veterinary medicine;
   i. Public health (graduate level);
   j. A school offering respiratory therapy education programs;
   k. A school offering physician assistant education programs; or
   l. A school offering graduate programs in behavioral and mental health.

**Exception:** Schools of nursing and schools offering physician assistant education programs may be one of the following: public, private non-profit, or private for profit. All other schools listed above must be public or private non-profit institutions.

(5) Have a written agreement with an eligible health professions school that has agreed to pay principal and interest for the applicant's educational loans in an amount equivalent to the loan repayments made by HHS under the FLRP. If the school has been granted a full or partial waiver, this is not a requirement. This is in addition to the salary that the faculty member will receive from the employing institution.

Applicants must provide an official agreement from the employing institution stating the type of match (full or partial) that it will provide to the employee for the two-year service period. For institutions that are unable to provide matching loan repayments, applicants must provide an official letter from the employer requesting a full or partial waiver with supporting documentation indicating the undue financial hardship.

Applicants will be deemed ineligible if they:
   (1) Have any judgment liens arising from a Federal debt;
   (2) Have an outstanding contractual obligation or existing service obligation (e.g., under the National Health Service Corps Loan Repayment Program, the State Loan Repayment Program, the NURSE Corps Loan Repayment Program, the Nurse Faculty Loan Program, any local or State-sponsored loan repayment or forgiveness program, any employer-sponsored scholarship or recruitment/retention incentive programs, or Active Duty military obligation) that will not be satisfied by the application submission deadline;
(3) Have defaulted on any Federal payment obligations (e.g., Health Education Assistance Loans, FHA Loans, Federal income tax liabilities, federally-guaranteed/insured loans such as student loans or home mortgage loans, etc.) or non-Federal payment obligations (e.g., court-ordered child or spousal support payments, etc.);

(4) Have defaulted on a prior service obligation to the Federal, State or local governments, including the HHS/HRSA/BHW NURSE Corps Loan Repayment Program or NURSE Corps Scholarship Program, even if they subsequently satisfied that obligation through service, monetary payment or by other means;

(5) Had any Federal or non-Federal debt written off as uncollectible or had any Federal service or payment obligation waived;

(6) Are currently excluded, debarred, suspended, or disqualified by a Federal agency from participating in a covered transaction; or

(7) Have failed to apply all FLRP funds previously received towards the qualifying educational loans. Payment histories from the lender(s) will be required.

Types of Qualifying Educational Loans

FLRP participants will receive up to $40,000 for two years of service to repay the outstanding principal and interest of qualifying educational loans (see Definitions, page 24). The qualifying educational loans must be obtained prior to the application deadline of June 30, 2016. Loans incurred after the application deadline will not be considered for loan repayment under a 2016 FLRP contract but could be considered under a subsequent FLRP application and contract.

(1) Qualifying Educational Loans - include the actual costs of loans obtained from government (Federal, State or local) or commercial lenders;
   a. Tuition, fees, and other reasonable educational expenses (see Definitions) for undergraduate and graduate education; and
   b. Reasonable living expenses (see Definitions) incurred while enrolled in undergraduate and graduate education.

Examples of qualifying educational loans include: Federal Perkins student loans that are ineligible for cancellation, Stafford Loans, and commercial Supplemental Loans for Students.

(2) Consolidated Loans - may also be eligible within the following guidelines:
   a. The consolidated or refinanced loan must be from a government (Federal, State, or local) or private commercial lender and must include only the applicant’s qualifying educational loans;
   b. If an applicant’s qualifying educational loan is consolidated or refinanced with ineligible non-qualifying debt (such as loans of another individual), the entire consolidated or refinanced loan is ineligible for loan repayment; and
   c. The original loan dates for the loans that are consolidated or refinanced must coincide with the time period of the applicant’s qualifying health professions education.
(3) **Non-Qualifying Loans** include, but are not limited to:

a. Loans for undergraduate or graduate education for which the supporting documentation does not identify the loan as applicable for an eligible health profession;

b. Loans obtained from family members or from private institutions, lenders or other entities that are not subject to Federal or State examination and supervision as lenders;

c. Loans that have been paid in full;

d. Parent PLUS Loans (made to parents);

e. Credit Card debt or Personal Lines of Credit;

f. Loans subject to cancellation (e.g., Federal Perkins loans subject to cancellation for faculty employment at Tribal College or University; Nursing Faculty Loan Program loans subject to cancellation for faculty employment at a school of nursing), unless the applicant can provide documentation as indicated in the Instructions for Supporting Documentation and Supplemental Forms (page 18), that such loans are not subject to cancellation; and

g. Loans made after the applicant’s qualifying health professions education.

| NOTE: Loan repayments are subject to periodic verification. Applicants must submit all supporting documentation for verification of qualifying educational loans which will be verified via the applicant’s credit report or by contacting the lenders and loan holders. The original date of the applicant’s qualifying educational loans must occur prior to, or within three months from, the date the health professions degree or certificate was received. |

### Requirements of the FLRP Employing Institution

The employing institution must be an eligible health professions school and must satisfy the following requirements:

1. **Employment Contract (required for applicants serving as non-tenured faculty members).** The employing institution must provide a contract to the applicant stating that the individual will serve as a full-time or part-time (as defined by the school) faculty member for a minimum of two years. The contract must be submitted as part of the FLRP application;

2. **Letter of Employment (required for applicants serving as tenured and non-tenured faculty members).** The employing institution must provide a letter on official letterhead to indicate that the applicant will serve as a full-time or part-time (as defined by the school) faculty member for a minimum of two years and must be submitted as part of the FLRP application; and

3. **Loan Repayment Agreement or the Waiver of an Employer’s Match Loan Repayment Requirement.** The employing institution must enter into a written agreement with the applicant to match loan repayments in the same amount made by the FLRP or the employing institution must request and be granted a full or partial waiver of the loan repayment requirement.
a. **Loan Repayment Agreement.** The employing institution’s loan repayment agreement must provide that:

i. The employing institution will make payments of principal and interest due on the educational loans of the faculty member in the same amount as made by HHS under the two-year FLRP contract (the maximum amount is $40,000 for two years);

ii. In addition to the loan repayments, the faculty member will receive a salary from the employing institution. The amount of the faculty member’s salary will be determined without regard to the amount of the payments made by HHS under the two-year FLRP contract.

b. **Waiver of Employer’s Loan Repayment Match Requirement.** The Secretary of HHS or his/her designee may waive all or part of the employing institution’s match requirement if the school submits documentation justifying it would impose an undue financial hardship. The following items are examples of documentation that would support such a waiver request:

i. Documentation of diminished financial resources (*e.g.*, consistent budget cuts, reduced earnings on endowments, or unexpected expenditures), such that payment of all or part of the matching loan repayment funds would impose an undue financial hardship; or

ii. Documentation showing that the institution is engaged in collective bargaining agreement(s) that either prohibits such differential compensation or that would require the institution to provide a similar amount of support for faculty not covered under the FLRP.

In instances where a partial waiver is requested, the employing institution must also enter into a written agreement with the applicant to pay the remaining portion of the loan repayment match amount outlined in subsection (3) a. above.

(4) **Completion of “Institution Employment/Loan Repayment Verification Form.”** The employing institution must complete the Employment/Loan Repayment Verification Form and return it to the applicant. The form provides employment information and verification that the applicant will serve as a faculty member for a minimum of two years and information regarding the institution’s ability to make loan repayments.

**NOTE:** Applicants previously given a FLRP award who are reapplying for the current cycle must provide documentation (*i.e.*, an official record/receipt from the applicant’s former employing institution) that indicates that previous payments were made in accordance to the specific match promised by the employer. If the institution defaulted on the agreement to match loan repayments in the same amount made by the FLRP, future applicants will not be eligible to apply if they are still employed at that specific institution.
Award Process and Funding Preferences

The Program uses funding preferences to determine the sequential order in which awards are made to qualified applicants. A funding preference will be given based on the applicant’s employing eligible health professions school’s institutional match status. There are three match statuses, full or partial matching of the HHS level of loan repayments, or no match. For the "partial match” and “no match" statuses, the applicant’s employing school must have received approval for a partial or full waiver of the matching requirement.

Applicants will be grouped into one of the funding preference levels described below. Awards will be made to applicants, starting with the first preference level, in order of decreasing financial need until all funds are expended. Priority will also be given to faculty members serving full-time and to those who demonstrate a commitment to promoting health care careers.

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<thead>
<tr>
<th>FUNDING PREFERENCE LEVEL</th>
<th>INSTITUTIONAL MATCH</th>
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<tbody>
<tr>
<td>First Preference</td>
<td>Full Time with Full (100%) Match</td>
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<tr>
<td></td>
<td>Part Time with Full (100%) Match</td>
</tr>
<tr>
<td>Second Preference</td>
<td>Full Time with Partial (1-99%) Match/Waiver</td>
</tr>
<tr>
<td></td>
<td>Part Time with Partial (1-99%) Match/Waiver</td>
</tr>
<tr>
<td>Third Preference</td>
<td>Full Time with No (0%) Match/Waiver</td>
</tr>
<tr>
<td></td>
<td>Part Time with No (0%) Match/Waiver</td>
</tr>
</tbody>
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Before You Apply

Please read the Application and Program Guidance (APG) in its entirety before proceeding with the application. Applicants are strongly encouraged to print and retain a copy of the APG for future reference. The APG explains the contractual obligations between the Secretary of HHS and FLRP participants. Be sure you understand the FLRP contract and the obligation to serve full-time for two years (or the part time equivalent) at an eligible health professions school and the financial consequences of defaulting on the obligation. Only the Secretary of HHS or his/her designee can execute a FLRP award. An award cannot be guaranteed by an employing institution, or by any other person or entity. Individuals who are uncertain that they will be able to fulfill the entire service obligation are advised not to apply.

What to Expect after Submitting the FLRP Application

The FLRP frequently corresponds with applicants by e-mail and via the Program Portal. It is critical that applicants identify and maintain a current email address in their profile. Please check your emails during the application process for correspondence from the FLRP and make certain to disable SPAM blockers or check your SPAM folder.

If you are selected as a potential recipient of a FLRP award, you will be notified by email or via the Program Portal no later than September 30, 2016. At that time, you will be required to verify that you are still working at the eligible health professions school identified in your online application. In addition, you will be required to complete the additional required forms (e.g., FLRP contract and banking information) to facilitate the electronic transfer of funds via the Program Portal. This notification does not guarantee a FLRP award.
The FLRP contract becomes effective when it is countersigned and executed by the Secretary of HHS or his/her designee. If your FLRP contract is countersigned, you will receive a FLRP award notice instructing you to download the following documents from the Program Portal:

1. Award Letter  
2. Welcome Packet  
3. Participant Award Worksheet (PAW)  
4. FLRP Signed Contract  
5. FLRP Site Letter

Applicants not selected for a FLRP award will be so notified no later than September 30, 2016.

**What to Expect after Receiving a FLRP Award**

Award payments will be provided in one lump sum through an electronic funds transfer to the participant’s checking or savings account identified on the banking information submitted by the participant. A direct deposit is made approximately 90 days after the effective date of the FLRP contract.

If, for any reason, a participant does not receive the scheduled lump sum payment, the participant should immediately contact the FLRP via the Program Portal or Customer Care Center at 1-800-221-9393.

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**TAX NOTICE:** The FLRP payments are subject to Federal income tax and Federal Insurance Contributions Act (FICA) taxes. All FLRP payments and Federal taxes withheld will be reported to the participant, and the IRS, on a Form W-2 after the end of the tax year. Loan repayments may also be subject to State and local income tax. Loan repayments paid to the participant after Federal tax withholding can only be used to repay qualifying educational loans.

Each January, participants will receive a W-2 Wage and Tax Statement for the taxable income received under the FLRP during the prior tax year. You may sign up to have your W-2 form posted in your Program Portal account. W-2 forms will be posted online no later than January 30th of each year. If a participant’s W-2 Wage and Tax Statement are not available by that date, please submit an inquiry via the Program Portal. You may also choose to have your W-2 mailed to the address you provided in the Program Portal. It is critical that your name, mailing and email addresses, and banking information are kept up to date.

Under the Treasury Offset Program, the Treasury Department is authorized to offset the FLRP payments for delinquent Federal and State debts such as delinquent child support.

**Important Notes:**

1) Participants must use the FLRP payments to pay the lenders or holders of their qualifying educational loans listed on the Payment Authorization Worksheet (PAW) provided with the award notice. The FLRP will contact a participant’s lenders or holders to verify that award payments have been applied to approved qualifying loans.

2) Participants can update their personal information, name changes, email and mailing addresses,
telephone numbers or banking information at any time via the Program Portal. If a participant has a name change, the FLRP must be notified immediately to ensure uninterrupted disbursements of loan repayment funds. A participant must submit legal documentation, such as a copy of a marriage certificate, before the FLRP will make a name change.

Participants must also notify the FLRP of changes in employment status including extended periods of leave. Participants must request a transfer if considering changing schools. This request must be made at least one month in advance of the proposed change. To be approved, the transfer must comply with all eligibility requirements. Previous FLRP participants may reapply for a new two-year contract if they have:

1) Completed the previous FLRP service obligation in good standing;
2) Remaining qualifying educational loans; and
3) Provided a payment history showing that all previously awarded FLRP funds were applied to approved qualifying educational loans.

SERVICE REQUIREMENTS

Service Requirements
A FLRP participant must provide full or part-time service (as defined by the school) as a faculty member at an eligible health professions school for a period of two consecutive years beginning on the effective date of the contract. Under the guidelines of the FLRP, it is expected that a participant will fulfill the service obligation at the employing institution identified in the online application. A faculty member position must primarily consist of teaching (as defined by the employing academic institution).

Service Obligation Start Date
A participant’s start date will be the date the Secretary of HHS or his/her designee countersigns the FLRP contract, or the date the participant commences employment at the eligible health professions school, whichever is later. An applicant’s signature alone on the FLRP contract does not constitute a contractual agreement. Employment prior to the Secretary’s countersigning of the FLRP contract does not count toward the fulfillment of the service obligation.

Salary and Benefits
The academic institution cannot guarantee a FLRP contract. FLRP participants will receive a salary and benefits from the employing health professions school. Employment compensation packages including salary may be negotiated between the participant and the employer. However, FLRP loan repayments should not be a part of the compensation negotiations.

Absences and Service Credit
No more than seven (7) weeks (35 work days) of the applicant’s scheduled work period (9 to 12 months) per service year can be spent away from the health professions school for vacation, holidays, continuing education, illness, maternity/paternity/adoption, or for any other reason. Program-approved absences totaling greater than 7 weeks (35 work days) during the scheduled work period of a service year will require an extension of the service obligation end date.
SERVICE VERIFICATION

Verification of Service
The FLRP verifies a participant’s compliance or noncompliance with the service obligation through the In-Service Verification (ISV) process every six months. The ISV must be completed by the approved health professions school through the Program Portal. By completing the ISV process, the school is certifying a participant’s compliance or non-compliance status with the service obligation for that six-month period. The ISV also records the amount of time a participant is away from the school during the six-month period. It is the participant’s responsibility to make sure the employer completes the ISV every six months.

Failure of the employing institution to complete the six-month ISV process when due may jeopardize the participant’s ability to receive service credit and may lead to a recommendation for default (see section on Breaching the Contract). Late submission of ISVs may also impact the eligibility for a future contract.

TRANSFER REQUESTS

How to Request a Transfer
The FLRP expects that a participant will fulfill the service obligation at the initial health professions school. If a participant needs to transfer to another site, the participant must notify the FLRP by submitting a request through the Program Portal or by calling the Customer Care Center at 1-800-221-9393. The request should include: (a) the reason for the transfer; and (b) a letter or certification from the participant’s prospective health professions school verifying that the school is eligible, including whether it is public, private non-profit, or private for-profit; and indicate what type of discipline the participant will be teaching. Participants will receive an official decision from the FLRP via the Program Portal regarding the approval or denial of the transfer request.

Leaving the approved health professions school without prior FLRP approval or failure to request or receive written approval for a transfer may result in a recommendation for default. If a transfer is approved once the participant starts service at the new eligible health professions school, the participant’s service end date will be extended if there was a break in service. The new employing institution must agree to meet all the FLRP requirements for the applicant’s employing institution outlined in the section “Requirements of the FLRP Employing Institution.”

If a transfer is approved and the participant does not resume service at the approved eligible health professions school within 60 days after ceasing employment at the initial employing institution, the participant may be recommended for default of the FLRP contract.

BREACHING THE CONTRACT

Consequences of Breaching the FLRP Contract
Participants should contact FLRP immediately if a situation arises in which a participant is potentially unable to fulfill the service obligation. The FRLP will work with participants to assist them in fulfilling
the service obligation to the extent possible to avoid defaulting or breaching the FLRP contract. A participant who breaches the FLRP contract by failing to begin or complete the two-year service obligation will be placed in default and will be liable to pay an amount equal to the sum of the following:

1. The amount of loan repayments paid to the participant representing any period of obligated service not completed, plus 39 percent of that amount (representing the amount paid and withheld for Federal taxes on that amount); and
2. $1,000 multiplied by the number of months of obligated service not completed.

Please note that a breach of the contract will permanently disqualify the individual from receiving future awards under the FLRP and some other Federal programs.

Any amounts the United States is entitled to recover, as set forth above, must be paid within 30 days from the mailing date of HHS’s first demand letter. If these amounts are not repaid by the due date, interest and other delinquent charges will be assessed as provided by 45 Code of Federal Regulations Section 30.18.

Failure to pay the FLRP debt by the due date also has the following consequences:

1. **Report to Credit Agencies** – The debt will be reported to credit reporting agencies as “delinquent.”
2. **Debt Collection** – Any FLRP debt past due for 45 days will be referred to a debt collection agency. If the debt collection agency is unsuccessful in collecting payment in full, the debt will be referred to the Department of Justice for enforced collection.
3. **Administrative Offset** – Federal and State payments due to the participant (e.g., an IRS or State income tax refund) may be offset by the Department of Treasury to repay a delinquent FLRP debt. Also, recovery through Administrative Wage Garnishment may be enforced to repay a delinquent FLRP debt.
4. **Bankruptcy** – A financial obligation under the FLRP may only be discharged in bankruptcy if the discharge is granted more than seven years after the due date and only if a bankruptcy court determines that the non-discharge of the debt would be unconscionable.
SUSPENSION AND WAIVER

Cannot Continue the Service or Payment Obligation
The Secretary of HHS may, under certain circumstances, suspend (put “on hold”) or waive (excuse) the FLRP service or payment obligation. A request for a suspension or waiver must be submitted through the Program Portal. Additional supporting documentation will be required following submission of the request.

1) Suspension – This mechanism provides temporary relief to a participant if the individual has a short-term (not permanent) circumstance that currently makes compliance with the obligation impossible or would involve an extreme hardship such that enforcement of the obligation would be unconscionable. Periods of approved suspension will extend a participant’s FLRP service obligation end date. All periods of time away from the approved academic institution should be documented by the employer through the six-month In-Service Verification process. If the total time a participant is away from the site, including the period of suspension, exceeds 7 weeks (35 work days) per service year (See “Service Requirements” section) the service obligation end date will be extended accordingly.

The major categories of service suspensions are:

a. Leave of Absence for Medical or Personal Reasons – A suspension may be granted, for up to one service year, if the participant provides independent medical documentation of a physical or mental health disability, or personal circumstances, including a terminal illness of an immediate family member (e.g., parent, child or spouse, including same-sex spouse regardless of where the couple lives), which results in the participant’s temporary inability to perform the FLRP obligation. Upon receipt of the suspension request, the FLRP will notify the participant of the instructions for submitting the supporting documentation.

b. Maternity/Paternity/Adoption Leave – Participants must notify the FLRP of pending maternity/paternity/adoption leave and provide appropriate documentation. Maternity/paternity/adoption leave of 12 weeks or less will be automatically approved, if properly documented. If the participant’s maternity/paternity/adoption leave will exceed 12 weeks during that service year, a suspension may be granted by the FLRP based on documented medical need or if additional parental leave time is permitted under State law.

c. Call to Active Duty in the Armed Forces – Participants who are also military reservists and are called to active duty will be granted a suspension, for up to one year, beginning on the activation date described in the reservist’s call to active duty order. In addition to the written request for a suspension, a copy of the order to active duty must be submitted to the FLRP. The suspension will be extended if the applicable Armed Forces entity continues the period of active duty. The period of active military duty will not be credited toward the FLRP service obligation.
(2) **Waiver** – A waiver permanently relieves the participant of all or part of the FLRP obligation. A waiver will be granted only if the participant demonstrates that compliance with the obligation is (a) permanently impossible or (b) would involve an extreme hardship such that enforcement of the obligation would be unconscionable. A waiver request must be submitted by uploading a signed request letter, including the reason(s) the waiver is being sought, as an inquiry to the FRLP through the Program Portal. The participant will be contacted by the Legal and Compliance Branch regarding the medical and financial documentation necessary to complete the waiver request, and this documentation can be submitted through the Program Portal. **Note that waivers are not routinely granted, and require a demonstration of compelling circumstances.**

**Cancellation of a Service Obligation**

A participant’s obligation will be cancelled only in the unfortunate event of death. No liability will be transferred to the participant’s heirs.
TIPS AND IMPORTANT DATES

General Information
FLRP is a highly competitive program. In FY 2015, FLRP received 137 applications and made 21 awards to faculty members working at eligible health professions schools. Awards are subject to the availability of funds. Applicants will be notified by September 30, 2016, as to whether they have been selected for a FLRP award.

When is the Application Deadline?
A complete electronic application must be submitted by June 30, 2016, 7:30 pm EST, via the Program Portal. All supporting documentation for the application must be uploaded before you can submit a complete application package with a handwritten signature. Also, the Institution Employment/Loan Repayment Verification Form must be completed before an applicant can submit the application. Upon completion and submission of the online application, applicants will receive a printable receipt indicating a successful submission.

What materials will I need when I apply?
To apply to the FLRP, you must submit a complete application package consisting of:

1. **Online Application**
   The information collected in the online application will provide an initial ranking of your application based on funding preferences, as outlined on page 11.

2. **Supporting Documentation and Supplemental Forms**
   1. Copy of an employment contract and letter of employment are required for non-tenured faculty members. Tenured applicants are required to submit a letter of employment;
   2. Proof of U.S. Citizenship or U.S. National status (e.g., copy of birth certificate, certificate of citizenship, passport, or naturalization certificate) or Lawful Permanent Resident status;
   3. Proof of Disadvantaged Background from an official at the health professions school that the applicant attended;
   4. Copy of health professional degree or certificate OR, if you are in the last year of a course of study in an eligible discipline, a letter of good standing from your Program Director which indicates your expected graduation date;
   5. Curriculum Vitae (CV)/Resume;
   6. Transcript(s) reflecting completion of your eligible professional degrees or certificates;
   7. Copy of a full or partial loan repayment match agreement OR a request for a waiver of the loan repayment requirement from the employing institution.
   8. **Authorization to Release Information** Form
   9. **Certification Regarding Debarment, Suspension, Disqualification, and Related Matters** Form
   10. **Institution Employment/Loan Repayment Verification** Form
   11. Loan Documentation
If applicable, the following is also required:

12. A complete copy of a loan payment history of previously awarded funds (applicable only to previously awarded FLRP recipients).

Incomplete application packages with missing, illegible, or incomplete application materials will not be considered for a FLRP award and will be deemed ineligible.

Applicants are strongly encouraged to upload all supporting documents in a PDF format to expedite processing of the application. You will be able to view the uploaded documents; it is the applicant's responsibility to ensure that the information uploaded is accurate and viewable. When uploading documents to your online application, please be sure that they do not exceed 5MB as the system cannot handle larger documents. Multiple-paged documents should be scanned and saved into one document.

Supporting Documents and Supplemental Forms

(1) Employment Contract \textit{(required only if the applicant is serving as a non-tenured faculty member)}. The applicant must submit a copy of the contract to validate the full-time or part-time employment with the academic institution. The contract should document the individual’s effective start and end dates, in addition to the base salary. If the employment contract is not submitted at the time of application, the faculty member will be deemed ineligible for this FLRP.

\textit{OR}

Letter of Employment \textit{(required for applicants serving as tenured and non-tenured faculty members)}. The applicant must submit a letter of employment on an official school letterhead to validate full-time or part-time employment for a minimum of two years at an academic institution.

(2) Proof of U.S. Citizenship, U.S. National or Lawful Permanent Resident. Applicants must provide proof of U.S. citizenship or status as a U.S. National or Lawful Permanent Resident (e.g., U.S. birth certificate, a copy of a certificate of citizenship or nationalization, U.S. passport ID page, or Green Card).

(3) Proof of Disadvantage Background. An official document on school letterhead from the health professions school previously attended by the applicant, signed and authorized by a program or school administrator indicating that the applicant was economically and/or environmentally disadvantaged (see Definitions).

(4) Health Profession Degree or Certificate. A copy of the applicant’s official health professions degree(s) or certificate(s) as awarded by the accredited institution(s) must be provided. The document must include the applicant’s name, type of degree, date conferred, and signature by an authorized Program Director, dean, or other school official.

\textit{OR}

Letter of Good Standing. For applicants in the final year of approved graduate training or study, an official letter from the Program Director which indicates the expected date of graduation.
(5) **Curriculum Vitae/Resume.** Individuals are required to submit a Curriculum Vitae (CV), which documents all education, training, degrees and accounts for all time periods and employment since the applicant’s completion of a qualifying health professions education.

(6) **Transcripts.** Applicants must submit transcript(s) from each college, university or health professions school attended for all health profession education coursework directly related to the attainment of their degree(s) or certificate(s), if the applicant is seeking repayment for loans incurred while attending that institution. The transcript must state the name of the institution, dates of attendance, and courses taken. If a degree was obtained, the transcript must include the type of degree and the date it was conferred. Unofficial and official transcripts are acceptable.

(7) **Employer’s Agreement to Loan Repayment Match/Request for a Waiver of the Loan Repayment Match.** The applicant must submit the documentation outlined in (a), (b) or (c) below:
   a) A copy of the employer’s written agreement to pay the applicant a loan repayment amount equal to the HHS/FLRP loan repayment amount;
   b) A request from the applicant’s employer for a full waiver requirement to match the HHS/FLRP loan repayment amount with supporting documentation of undue financial hardship; OR
   c) A request from the applicant’s employer for a partial waiver requirement to match the HHS/FLRP loan repayment amount with supporting documentation of undue financial hardship and a copy of the employer’s written agreement to pay the remainder of the loan repayment match amount.

(8) **Authorization to Release Information Form.** This form authorizes HHS, and its contractors, to release information that identifies the applicant for purposes of obtaining educational loan information from lenders. It also authorizes any program to which the applicant owes a health profession service obligation to release information to HHS and its contractors. This form must be uploaded and submitted with the online application. Please see the “FLRP Supplemental Forms” package for more details.

(9) **Certification Regarding Debarment, Suspension, Disqualification, and Related Matters Form.** This form contains a certification regarding whether an applicant is barred by Federal law from participating in “covered transactions” or has been convicted of, or indicted for, certain offenses. Applicants should read the entire form and sign the certification at the bottom of the form that is applicable to their situation.

(10) **Institution Employment/Loan Repayment Verification Form.** The applicant’s employer must fill out this form and return it to the applicant. The form must be uploaded and submitted with the online application.
   a) Name of the Institution refers to the employing university or college where the applicant will work to fulfill the FLRP service obligation.
   b) Employment start date is the actual date the applicant will begin or began the faculty appointment. Faculty employment prior to the effective date of the FLRP contract will not count toward the fulfillment of the two-year service obligation.
(11) **Loan Documentation.** All loan documentation must come from the lender. Please review the types of qualifying and non-qualifying loans (see Eligibility Requirements on page 6). Applicants must include all loans for undergraduate and graduate education they wish to be considered for repayment. If an applicant has multiple loans with the same servicing lender, you must enter documentation for each loan. To verify and determine the eligibility of all submitted loans, FLRP will contact lenders and check the applicant’s credit report.

In order to successfully complete all FLRP loan documents, you must include all the identifiable information, name, lender name and account number on all your loan documentation. For each loan, provide the following:

**a) Account Statements** must be current within 30 days of the date of the application and contain:
- Applicant Name
- Lender Name
- Account Number
- Current Balance (Principal and Interest)

To obtain a copy of your account statements, visit the lender’s website or call your lender.

**b) Disbursement Report (or Aid Summary Report)** must contain:
- Type of Loan
- Original Loan Date
- Original Loan Amount
- Consolidation Dates If Applicable

NOTE: For Federal loans, the Aid Summary Report on the National Student Loan Data System (NSLDS) website, [http://www.nslds.ed.gov](http://www.nslds.ed.gov) is considered a disbursement report.

For private commercial loans, there are several types of documents that provide disbursement information:
- Promissory notes
- Disclosure statements
- Letters directly from the lender containing the pertinent information

Applicants may also obtain disbursement information for private loans on the lender’s website or they can call the lender. **All documentation must come from the lender.**

Please note that all loans subject to cancellation (e.g., Perkins loans) are not eligible unless the applicant can provide documentation stating that such loans are no longer subject to cancellation.
<table>
<thead>
<tr>
<th>Loan Type</th>
<th>Account Statement</th>
<th>Disbursement Report</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Individual Federal Loans</strong></td>
<td>The most recent account statement for each loan showing the current balance (call or visit your lender’s website).</td>
<td>The main or landing page of your Aid Summary Report from the NSLDS website ONLY. If you have multiple federal loans, <strong>only one report is required for submission.</strong></td>
</tr>
<tr>
<td><strong>Consolidated Federal Loans</strong></td>
<td>The most recent account statement for each consolidation loan that has a current balance (call or visit your lender’s website).</td>
<td>An Aid Summary Report from the NSLDS website. <strong>Only one report is required for submission, it must clearly show all loans in the consolidation.</strong></td>
</tr>
<tr>
<td><strong>Individual Private Loans</strong></td>
<td>The most recent account statements for each loan that has a current balance (call or visit your lender’s website).</td>
<td>A disbursement report(s) from the lender, showing the loan type, original loan amount and original loan date. <strong>You may need to submit more than one type of disbursement report per loan to meet the requirements.</strong></td>
</tr>
<tr>
<td><strong>Consolidated Private Loans</strong></td>
<td>The most recent account statement for each consolidation loan that has a current balance. Call or visit your lender’s website.</td>
<td>A disbursement(s) report clearly showing all the loans in the consolidation. Each loan must have its original loan amount and the original loan date indicated.</td>
</tr>
<tr>
<td><strong>Any loans that are subject to cancellation</strong></td>
<td>The most recent account statements for each loan with a current balance (call or visit your lender’s website).</td>
<td>A disbursement report(s) from the lender, showing the loan type, original loan amount and original loan date. <strong>You may need to submit more than one type of disbursement report per loan to meet the requirements.</strong></td>
</tr>
</tbody>
</table>

Documentation from the school showing that the loans are not subject to cancellation under 34 CFR Part 674.

**OR**

Documentation from the current lender indicating that the loans were consolidated and paid off.

The FLRP will contact lenders/holders and check the applicant’s credit report to determine repayment eligibility of submitted loans.

**12** Previous Payment History (If applicable). Applicants must submit a payment history from their lender/holder for each loan that was included on the PAW for their previous 2-year FLRP contract. The document must include the lender’s/holder’s name, account holder’s name, and account number. This submission must reflect the total award received has been applied to the approved loan(s). Payments beginning earlier than the original FLRP service start date will not be considered.
INSTRUCTIONS

Instructions for Online Application
Before attempting to complete the online application, it is strongly recommended that you:

(1) Review the APG completely;
(2) Download and complete all required Supplemental Documents and Forms;
(3) Develop a list of all institutions (diploma school, college, university) for all loans that will be submitted for loan repayment towards eligible health profession degrees or certifications. Applicants will be required to provide the type of degree received, the school name, address, the start and end dates of attendance, the graduation date, if applicable; and
(4) Develop a Curriculum Vitae (CV) or Resume which documents all education, training and degrees accounting for all time periods of employment since the completion of the eligible health professions education.

Upon completion and submission of the online application, applicants will receive an email confirming a successful submission.

CHANGE IN STATUS DURING APPLICATION PROCESS

Changing Jobs
Applicants may switch to a position at another eligible health professions school prior to submitting their online application and still be considered for a FLRP award. However, the employment information in the online application must match the information on the Employment Verification (EV) Form. Therefore, if an applicant changes jobs and the online application is not updated or a completed EV is not uploaded from the corresponding facility by the deadline date, the applicant will not be considered for a FLRP award.

Withdrawing the Application
The FLRP contract becomes effective on the date it is countersigned by the Secretary or his/her designee. An applicant may withdraw the application at any time prior to the Secretary signing the contract and remain eligible to apply for the FLRP in the future. Once the contract becomes effective, the applicant is obligated to provide two years of full or part-time service at the health professions school identified in the application. If an applicant fails to commence service on the effective date of the contract, the applicant will be in breach of the contract, placed in default, and will be permanently disqualified from receiving future awards under the FLRP and some other Federal programs.

Once applicants become aware that they will not be able to commence service at the health professions school identified in the application, the applicant should submit a request to withdraw the application through the Program Portal.

Consolidation of Educational Loans
Loan consolidation or refinances before the application deadline are acceptable, provided that the applicant submits loan documentation for the consolidated or refinanced loan(s) before the application deadline of
June 30, 2016. If the loan documentation is not received by the application deadline and the consolidated loan does not appear on the online application, the consolidated or refinanced loan(s) will not be considered for loan repayment. If the applicant has consolidated otherwise qualifying educational loans with any other debt or with the loans of another individual, the entire consolidated loan is ineligible.

Loans that are consolidated or refinanced after the application deadline and prior to the date an award is made will not be considered for loan repayment.

ADDITIONAL MATERIALS RESOURCES FOR APPLICANTS
Any individual with questions about the FLRP may contact the BHW Customer Care Center, Monday through Friday (except Federal holidays), from 8:00 am to 8:00 pm, EST.
1-800-221-9393
TTY – 1-877-897-9910
DEFINITIONS

Commercial Loans – Loans made by banks, credit unions, savings and loan associations, insurance companies, schools, and other financial or credit institutions are subject to examination and supervision in their capacity as lenders by an agency of the United States or of the State in which the lender has its principal place of business.

Default of Payment Obligation or Debt – An individual is more than 120 days past due on the payment of a financial obligation.

Default of Service Obligation – Failure to begin or complete a contractual service commitment.

Eligible Disciplines – Applicants with degrees or certificates in the following health profession disciplines are eligible to apply for a FLRP award: allopathic, osteopathic, podiatric or veterinary medicine, dentistry, pharmacy, optometry, nursing (RN or Advanced Practice RN), public health (graduate level only), physician assistants, graduate programs in behavioral and mental health (clinical psychology, clinical social work, professional counseling, and marriage and family therapy), and allied health (baccalaureate or graduate degree programs of dental hygiene, respiratory therapy, medical laboratory technology, occupational therapy, physical therapy, radiologic technology, speech pathology, audiology, and registered dietitians).

Eligible Health Professions Schools – Public or private nonprofit schools located in a State with accredited schools or have accredited programs of: allopathic, osteopathic, podiatric or veterinary medicine, dentistry, pharmacy, optometry, public health, behavioral and mental health, or allied health. Public, private nonprofit or private for profit schools located in a State with accredited schools or have accredited programs of nursing or physician assistant.

Existing Service Obligation – An obligation which is owed to, and provided for, under an agreement with a Federal, State, or local government or any other entity (e.g., under the National Health Service Corps Loan Repayment Program, the Nursing Scholarship Program, the State Loan Repayment Program, the Nurse Faculty Loan Program, any local or State-sponsored loan repayment or forgiveness program or an employer-sponsored scholarship or recruitment or retention incentive program or an Active Duty military obligation).

Faculty Loan Repayment Program – The FLRP is authorized by Section 738(a) of the Public Health Service Act, as amended. Under the FLRP, eligible individuals from disadvantaged backgrounds provide service as a faculty member at eligible health professions schools in exchange for funds for the repayment of their qualifying educational loans.

Family and Family Member – As used in this Guidance and for the purposes of the FLRP, “family member” includes spouses, as well as unmarried partner (both same-sex and opposite-sex).

Federal Judgment Lien - A lien that is placed on an individual’s home or property when a court-ordered judgment is entered against the individual for an unpaid Federal debt (e.g., a Federal student
loan or a federally-insured home mortgage). An IRS tax lien that is not created pursuant to a court-ordered judgment is not a Federal judgment lien.

**Fiscal Year (FY)** – The Federal FY is October 1\(^{st}\) through September 30\(^{th}\).

**Funding Preferences** – The funding of a specific category or group of approved applicants ahead of other categories or group of approved applicants. See page 11 in this Guidance.

**Government Loans** – Loans made by Federal, State, county or city agencies authorized by law to make such loans.

**Individual from a Disadvantaged Background** – An individual who has been certified by the health professions school (previously attended by the applicant) as having come from a “disadvantaged background” based on economic or environmental factors.

*Economically Disadvantaged* - the individual comes from a family with an annual income below a level based on low-income thresholds according to family size published by the U.S. Bureau of the Census, adjusted annually for changes in the Consumer Price index, and adjusted by the Secretary of the HHS, for use in health professions and nursing programs.

- Pell grants will be considered as proof of an economic disadvantaged background.

*Environmentally Disadvantaged* – the individual comes from an environment that has inhibited the person from obtaining the knowledge, skill, and abilities required to enroll in, or graduate from, an undergraduate or graduate school based on factors including, but not limited to, the following:

- Graduated from (or last attended) a high school from which a low percentage of seniors received a high school diploma;

- Graduated from (or last attended) a high school at which, many of the enrolled students are eligible for free or reduced price lunches;

- Comes from a family that receives public assistance (e.g., Temporary Assistance to Needy Families (TANF), food stamps, Medicaid, public housing);

- Comes from a family that lives or lived in an area that is designated under section 332 of the Public Health Service Act as a Health Professional Shortage Area or is designated as a Medically Underserved Area;

- Participated in an academic enrichment program funded in whole or in part by the Health Careers Opportunity Program, authorized by section 739 of the Public Health Service Act;
o Is a high school drop-out who received an AHS diploma or GED or has received or is receiving public assistance;

o Comes from a school district where 50 percent or less of graduates go to college or where college education is not encouraged;

o Is the first generation to attend college;

o Has a diagnosed physical or mental impairment that substantially limits the person’s participation in educational experiences and opportunities offered by the college;

o English is not the primary language and took a Test of English as a Foreign Language (TOEFL) before entering health professions school; or

o Was accepted to the health professions program after academic reassessment at the completion of remedial courses.

**Lender** – The commercial or government institution that initially made the qualifying educational loan (e.g., Department of Education). As used in this Application and Program Guidance (APG), the “lender” also includes “holder,” which is the commercial or government institution that currently holds the promissory note for the qualifying educational loan (e.g., Sallie Mae).

**Qualified Applicant** – A person who meets all of the eligibility requirements of the FLRP

**Qualifying Educational Loans** - Government and commercial loans for actual costs paid for tuition, and reasonable educational and living expenses related to the undergraduate or graduate education of the participant. Such loans must have been incurred prior to the application deadline, and there must be documentation to support that the loans were contemporaneous with the education received. Participants will receive funds for repayment of qualifying educational loans that are still owed. If the applicant has consolidated otherwise qualifying educational loans with any other debt, or consolidated his/her loans with loans of another individual, the consolidated loan is ineligible. Residency relocation loans are not eligible.

**Reasonable Educational Expenses** – The costs for books, supplies, laboratory expenses, clinical travel, educational equipment and materials for qualifying education which do not exceed the school’s estimated standard student budget for educational expenses for the participant’s degree program and for the year(s) of that participant’s enrollment.

**Reasonable Living Expenses** – The costs of room and board, transportation and commuting costs, and other costs which do not exceed the school’s estimated standard student budget for living expenses at that school for the participant’s degree program and for the year(s) of that participant’s enrollment.

**Spouse and Marriage** – As used in this Guidance and for the purposes of the FLRP, “spouse” includes
same-sex married couples as well as opposite-sex married couples. In accordance with the Supreme Court decisions in United States v. Windsor and in Obergefell v. Hodges, the Department of Health and Human Services will treat as valid marriages of same-sex couples. The term “spouse” does not include individuals in registered domestic partnerships, civil unions or similar formal relationships recognized under state law as something other than a marriage.

State – As used in this APG, State includes the 50 States, the District of Columbia, the Commonwealth of Puerto Rico, the Commonwealth of the Northern Mariana Islands, the U.S. Virgin Islands, Territory of American Samoa, Territory of Guam, Republic of Palau, Republic of the Marshall Islands, and Federated States of Micronesia.

Suspension – A temporary status. A suspension of the service or payment obligation will be granted if compliance with the obligation by the participant (1) is temporarily impossible or (2) would involve a temporary extreme hardship such that enforcement of the obligation would be unconscionable. All requests for a suspension must be submitted in writing via the Program Portal and be supported by full medical and financial documentation.

Waiver (Employer) – The employing institution’s matching requirement may be waived by the Secretary of HHS or his/her designee in full or part as the Secretary or designee determines, based on documentation submitted by the employing institution, that the requirement will impose an undue financial hardship on the employing institution.

Waiver (Participant) – A permanent status is a waiver of the service or payment obligation will only be granted if compliance with the obligation by the participant (1) is permanently impossible or (2) would involve a permanent extreme hardship such that enforcement of the obligation would be unconscionable. All requests for a waiver must be submitted via the Program Portal and be supported by full medical and financial documentation.