PURPOSE

The purpose of this policy is to assist eligible faculty members with the repayment of their student loans.

POLICY STATEMENT

It is the policy of The University of Texas MD Anderson Cancer Center (MD Anderson) to provide support to eligible faculty who qualify and apply for the United States Department of Health and Human Services, Health Resources and Services Administration (HRSA) Faculty Loan Repayment Program (FLRP).

SCOPE

Compliance with this policy is the responsibility of all faculty, trainees/students, and other members of MD Anderson’s workforce.

TARGET AUDIENCE

The target audience for this policy includes, but is not limited to, MD Anderson faculty who come from a Disadvantaged Background and who apply for FLRP.

DEFINITIONS

Disadvantaged Background:

- Comes from an environment that has inhibited an individual from obtaining the knowledge, skill, and abilities to enroll in and graduate from a health professions school or from a program providing education or training in an allied health profession; or
- Comes from a family with an annual income below the established low income thresholds according to family size published by the U.S. Bureau of Census, adjusted annually for changes in the Consumer Price Index, and adjusted by the Secretary of the U.S. Department of Health and Human Services for adaptation to this program.

Faculty Loan Repayment Program (FLRP): A Federal initiative that provides financial incentive for degree-trained health professionals to pursue academic careers.

Health Resources and Services Administration (HRSA): The U.S. Department of Health and Human Services agency that administers the FLRP through the Bureau of Health Professions, Division of Student Assistance. The agency selects up to 25 successful applicants per year.
PROCEDURE

1.0 Requesting Institutional Support of Loan Repayment

1.1 Determining Eligibility:

A. Applicants must provide objective documentation of having been from a Disadvantaged Background.

The graduating school may certify the applicant’s Disadvantaged Background or it may be established by other means.

B. Selected participants of the program must agree to serve as MD Anderson faculty for at least two (2) years.

1.2 Initiating Support:

Department Chairs, Division Heads or faculty who meet eligibility criteria submit to the Vice President for Academic Affairs (VP, AA) a written request for institutional support of application for the FLRP.

1.3 Documentation of Support:

A. VP, AA prepares a letter of support and evidence of employment for approval and signature by the Chief Academic Officer (CAO) and Senior Vice President and Chief Medical Officer (SVP/CMO).

B. The Office of Legal Services prepares the FLRP Agreement.

1.4 Formal Application:

Faculty member obtains the application form from the US Department of Health and Human Services Health Resources and Services Administration: Faculty Loan Repayment Program Application.

1.5 Faculty Member Conveys HRSA Decision to VP, AA:

A. If approved, VP, AA notifies the Chief Financial Offer (CFO) of the decision and requests institutional support.

Loan repayment amount from the US government is a maximum of $40,000, with matching funds to be paid by MD Anderson.

B. If not approved, process terminates.
ATTACHMENTS/LINKS

Faculty Loan Repayment Program.
Faculty Loan Repayment Program Application.

RELATED POLICIES

None.

JOINT COMMISSION STANDARDS / NATIONAL PATIENT SAFETY GOALS

None.

OTHER RELATED ACCREDITATION / REGULATORY STANDARDS

None.

REFERENCES

None.
POLICY APPROVAL

Approved With Revisions Date: 08/07/2017
Approved Without Revisions Date:
Implementation Date: 08/07/2017
Version: 17.0

RESPONSIBLE DEPARTMENT(S)

Academic & Visa Admin: Faculty Academic Affairs