

**PSYCHIATRIC
MENTAL HEALTH
NURSE PRACTITIONER
FELLOWSHIP**

Webinar

**August 16th,
2023**

10:00 AM

Via ZOOM



Tan Chingfen
Graduate School
of Nursing



WELCOME

The Psychiatric Mental Health Nurse Practitioner (PMHNP) Fellowship Program is a statewide fellowship program based in community health centers designed to prepare and transition PMHNP graduates and PMHNP students into an integrated CHCs practice setting. As an employee of the CHC, graduate fellows will commit to one year of service while PMHNP students can participate on a semester-long basis.

Program Introduction

In response to Massachusetts' (MA) increasing demand for psychiatric and mental health services, the **Executive Office of Health and Human Services (EOHHS)** utilized funds received from the U.S. Department of the Treasury from the **Fiscal Recovery Fund (FRF)** to establish a **Psychiatric Mental Health Nurse Practitioner (PMHNP) Fellowship Program (Program)**.

The PMHNP fellowship program is managed by **UMass Chan Tan Chingfen Graduate School of Nursing (UMass Chan GSN)** in partnership with the **Massachusetts League of Community Health Centers (MLCHC)**.

The PMHNP Fellowship is supported by the Commonwealth of Massachusetts with funds received from the U.S. Department of the Treasury from the Fiscal Recovery Fund, established under Section 602 of the SSA, as added by Section 9901 ARPA.

Program Administration

Massachusetts League of Community Health Centers

- Rebecca Lewis
- Emily Price

UMass Chan Tan Chingfen Graduate School of Nursing

- Leanne Winchester
- Mechelle Plasse
- Anne Reardon

Goal for Today's Webinar

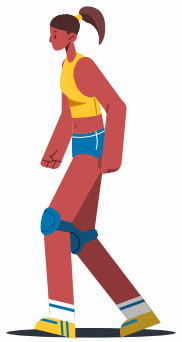
Participating community health centers will receive a detailed review of the RFP and the application process.

This webinar will be recorded. Due to the RFP process, no questions will be answered during this webinar. All questions should be posted to the pmhnpfellowship@massleague.org email

We are excited for the launch!



Program Intent



The MA PMHNP Fellowship Program aims to:

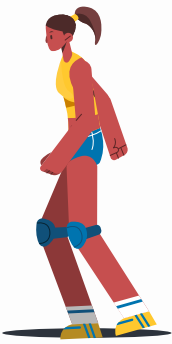
- recruit, train, engage, and retain PMHNPs at CHCs.
- offer additional advanced and structured training to prepare PMHNP's for successful practice in community-based settings.
- integrate retention strategies to ensure the sustainability of the program at CHCs and create a career pathway for practitioners.

- in the first year fund at least six graduates and 16 students across at least four health centers, with at least one being a rural health center.**

CHCs that serve diverse communities, rural communities, or are in a federally designated Health Professional Shortage Area (HPSA) or a Mental Health Professional Shortage Area are strongly encouraged to apply.

Types of Fellows

Refer to page 8 of the RFP for complete criteria



Graduate Fellows

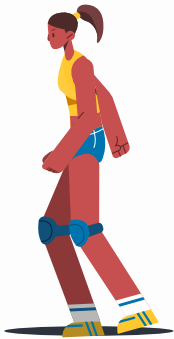
- 12-Month Service Commitment
- Have completed a PMHNP program*
- Will be employed by the CHC during the 12-month Fellowship.
- Priority will be given to those who have graduated within 18 months of 7/1/23 and/or reflect the population served by the CHC.

Student Fellows

- Semester-long fellowship with the option to extend to an additional semester, with approval as needed
- Enrolled either part-time or full-time in a PMHNP program*
- CHC's will work closely with student's academic placement coordinators to ensure program requirements are met.

*The PMHNP program may provide a master in science (MS) with PMHNP specialization; a Doctor of Nursing practice (DNP) with PMHNP specialization; or a post-graduate certificate (PGC) with PMHNP specialization for those board-certified as NPs in a specialty other than psychiatry and mental health (i.e., family nurse practitioners).

General Guidelines



Guidelines for CHCs

All MA CHCs that meet the criteria as an FQHC are eligible to apply for funding

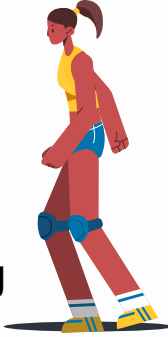
CHCs that serve diverse communities, rural communities, or are in a federally designated Health Professional Shortage Area (HPSA) or a Mental Health Professional Shortage Area are strongly encouraged to apply.

Guidelines for Fellows

All applicants must meet the minimum eligibility criteria for the fellowship.

Graduates and students who are bilingual and/or reflect the population served by a community health center (e.g., languages spoken, lived experience in urban or rural underserved communities) are strongly encouraged to apply.

Selection Priorities



CHCs will be selected and evaluated for funding based on their demonstrated capacity to provide the following,

- A commitment to building a culturally diverse psychiatric workforce both by prioritizing hiring qualified PMHNP candidates who reflect the patient population's cultural and linguistic backgrounds and providing services to a diverse and underserved population in the community.
- Capacity and capability to precept all Fellows.
- Capacity to provide adequate clinical supervision of prescriptive practice for PMHNP graduate Fellows.
- Ability to ensure adequate patient panels for Fellows in terms of size, diversity, and clinical complexity.
- Ability to ensure adequate care team support (e.g., medical assistants, registered nurses, community health workers, behavioral health clinicians, psychiatrists, or experienced PMHNPs for consult support, and support staff) for Fellows.
- Ability to provide adequate physical space (e.g., exam/treatment rooms) for Fellows.
- Ability to provide coverage and systems to ensure that the clinical needs of patients are met in the Fellows' absence (e.g., sick day, vacation time, etc.).
- Ability to ensure that Fellows work as part of a multi-disciplinary care team.

Program staffing requirements



A portion of participating staff's time will be compensated by the grant. Staff must be able to provide sufficient time and effort to fulfill program requirements

-Program Director

The program director will be responsible for meeting the obligations and Terms and Conditions of the Fellowship and other administrative requirements related to reporting, evaluation, and financial reports

-Preceptor

Required for student Fellows

-Clinical Supervisor

Only required for graduate Fellows, will support psychopharm prescribing

The Preceptor and Clinical Supervisor may be the same person.

Preceptors



* Some providers, such as individually licensed PMHNPs, may fulfill both the preceptor and clinical supervisor roles.

Licensing Requirements: Student preceptors must be *licensed mental health providers* (e.g., PMHNP, psychiatrist, psychologist, LICSW, LMHC, etc.). Note that some Graduate Schools of Nursing may have specific requirements for the preceptor's licensing.

Preceptor Responsibilities:

Assist the Fellows in meeting their learning needs

Provide consultation for each new patient

Continued consultation when appropriate to ensure patient care quality

Responsible for bi-monthly performance evaluations.

Preceptors with diverse backgrounds are encouraged.

Supervisors



* Some providers, such as individually licensed PMHNPs, may fulfill both the preceptor and clinical supervisor roles.

Licensing Requirements: A clinical supervisor is a Qualified Healthcare Professional (QHP) who is eligible to provide clinical supervision of prescriptive practice for the graduate fellow, a state regulation for the first 2 years post-certification.

- Licensed certified nurse practitioners with board certification as an advanced practice psychiatric nurse (PMHNP or PMHCNS) who has met the criteria for independent practice.
- Licensed physician, MD or DO, who is board certified in psychiatry “ABPN” or those with a specialty in addiction medicine with the added credentials of “FASAM” or “DFASAM” (Fellow of American Society of Addiction Medicine or Distinguished Fellow of American Society of Addiction Medicine).

Supervisor Responsibilities

The fellow and the clinical supervisor will develop mutually agreed-upon guidelines that outline the mechanism for ongoing supervision, the duration and scope of the supervision, and the clinical circumstances that require consultation and/or referral.

If a CHC is unable to provide supervision, a written request must be submitted to UMass Chan GSN for remote clinical supervision support.

Grant Objective

Anticipated Project Outcomes:

A total of **32 graduate and 29 student Fellow slots** at up to **22 health centers**

Timeline:

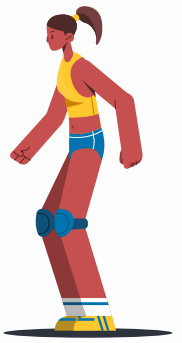
all funds expended by **12/31/26**

Year One of the Project:

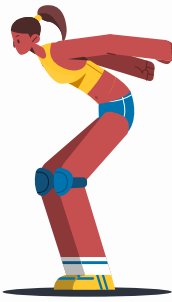
At least **six graduates and 16 students**

at least **four health centers** with at least one being a rural health center funded each year of the program

A CHC applicant may apply for more than one Fellow. Based on the response and number of Fellow applications we will seek to be fair and equitable with placements across health centers.



Grant Award Graduate Fellows



Funding Category	Available Funding
PMHNP graduate salary and fringe support	Up to \$137,500/year for each PMHNP graduate
Infrastructure support: in-state travel to training sites, laptop, and/or EMR license.	Up to \$2,475/year for each PMHNP graduate
Administrative costs: a portion of salary and fringe for fellowship director, administrator support, PMHNP preceptor, and/or clinical supervisor, as applicable	Up to \$64,919 per year
Additional preceptor support for CHCs accepting more than one PMHNP graduate	Up to \$16,250 per year

Graduate Retention Incentives



Health centers may request additional funding to incentivize PMHNP graduate fellows' to continue their employment at the CHC beyond the one-year Fellowship experience.

Funding Category	Available Funding
Offers CHC funds towards a recruitment incentive for permanent hires following completion of 12-month service commitment. (Sign-on bonus, relocation costs, etc.).	\$10,000/Fellow
Grant incentive for graduate Fellows who complete the 12-month service commitment, become permanent hires, and remain engaged in the Fellowship by completing preceptor training through UMass Chan GSN and supporting new incoming Fellows.	\$5,500 per graduate Fellow/year for up to 2 years

Grant Award Student Fellows



Funding Category	Available Funding
PMHNP Student Preceptor Support	Up to \$4,875 for the academic year
Stipend for students at the beginning of each semester.	Up to \$1,000 per semester per student.
Incentive for students at the end of the semester who continue an additional semester at a CHC, with approval as needed.	Up to \$1,500 at the end of semester per student.

Submitting a Proposal

Proposal application is posted on the Mass League website

<https://www.massleague.org/Programs/PMHNPFellowshipProgram/PMHNP.php>

The application is a fillable PDF with text boxes for all your responses, there will be character limits for each text box.

Submitting a Proposal

Please email your completed proposal application as a PDF along with PDFs of all required attachments to

pmhnpfellows@massleague.org

MLCHC staff will send a “receipt of proposal” email if you don’t receive this email, please contact eprice@massleague.org directly

Application Screening and Review Process



Application Processing

Applications will be reviewed by a diverse committee that includes representatives from the MLCHC and UMass Chan GSN. All awards are subject to review by EOHHS.

Compliance Screening

Submissions will be screened for completeness, conformity to program requirements, and timeliness of response.

Review Process and Selection Committee

All submissions that are confirmed as complete per program requirements and delivered on time will be reviewed. The MLCHC reserves the right to reject all applications, in whole or in part, if deemed to be in the interest of the MLCHC to do so. This RFP does not commit the MLCHC to award any contracts. Upon submission, all applications become the property of the MLCHC. The MLCHC reserves the right to request additional information from any CHC applicant or partner referenced in the proposal to ensure that the review committee has a complete understanding of the proposed Program and the qualifications of the CHC applicant.

Review Criteria



Review Criteria	Point Value
<p>C.1 CHC Overview and Rationale for Request</p> <p>Demonstrated commitment and involvement of CHC leadership. (C.1)</p> <p>A clear description of how this Fellowship will align with a CHC priority to promote racial equity. (C.1)</p> <p>Description of how the Fellowship ties into broader CHC strategic goals. (C.1)</p> <p>The extent to which the request for one or more Fellow slots is reasonable given the resources and capacity of the CHC. (C.1)</p>	10



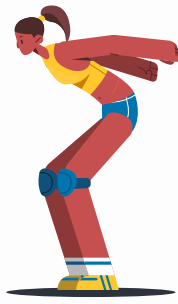
<p>C.2 Model of Care</p> <p>A thoughtful plan outlining how the Fellow will be utilized in the health center and integrated into the behavioral health model of care. (C.2)</p>	10
<p>C.3 Experience</p> <p>CHC's experience precepting fellows or residents (C.3)</p> <p>The depth and extent of prior NP training and/or NP residency experiences and how the organization learns from past experiences to improve. (C.3)</p> <p>Demonstrated ability to support PMHNP Fellow(s) related to clinical experience, staff support and physical, technological, and administrative infrastructure (C.3)</p> <p>The proposed strategy to precept the Fellow(s). (C.3)</p> <p>The proposed strategy and deliverables for supporting Fellows didactic learning. (C.3)</p>	10

<p>C.4 Evaluation of PMHNP Fellows Performance</p> <p>A plan to implement the CHC’s proposed evaluation plan of the Fellowship. Including but not limited to surveys, evaluations, pre-post competency surveys of Fellows, and feedback from CHC Fellowship Staff and Fellows used to track deliverables or outcomes of the Fellow and Fellowship Program. (C.4)</p>	<p>10</p>
<p>C.5 Specialty Rotations</p> <p>The appropriateness of identified specialty rotations sites regarding the behavioral health needs of the patient population. <i>CHCs needing assistance with identifying specialty rotations should include their plan to request assistance. (C.5)</i></p> <p>Goals and/or skills for the Fellow to learn at each specialty rotation are clearly described. (C.5)</p>	<p>10</p>

<p>C.6 Sustainability</p> <p>The proposed strategy for sustaining the PMHNP Fellowship at the CHC beyond program funding. (C.6)</p>	<p>10</p>
<p>D.1 Work plan</p> <p>The extent to which the proposed work plan clearly defines the required goals/activities and detailed task and outlines measurable outcomes. (D.1)</p>	<p>20</p>

<p>D.2 Staffing plan</p> <p>Qualifications of the proposed Program Director and Clinical Supervisors, Preceptors, and other key staff critical to the success of the Fellowship. (D.2)</p> <p>Expertise and capabilities of any proposed partners or consultants. (D.2)</p>	<p>20</p>
<p>E.1 and E.2 Budget Template and Budget Narrative</p> <p>Budget template and budget narrative need to be included for a complete application.</p>	<p>Not scored</p>

CHC Administrative Responsibilities



Needs Assessment

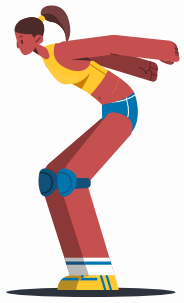
Upon issuance of the contract, a needs assessment will be conducted by UMass Chan GSN and the MLCHC to determine the CHC's strengths and weaknesses as it relates to implementing the PMHNP Fellowship Program.

Engagement Requirements

Post-award CHCs will:

- work with MLCHC and UMass Chan GSN and provide input into fellow matches, conduct interviews with fellows, and hire and onboard PMHNP Fellows. Work with students' academic institutions.
- reach out to MLCHC for support with ongoing fellowship infrastructure and if any issues with fellowship implementation arise, as needed.
- participate in all required meetings with MLCHC, and, as needed, with EOHHS

CHC Administrative Responsibilities



Program and Fiscal Monitoring Requirements

- Meet the terms of the award outlined in the contract with MLCHC, and
- Expend grant funds only for allowable activities

Evaluation Requirements

- Completing electronic surveys twice over the funded period.
- Participating in qualitative focus group discussions 1-2 times over the funded period.

Reporting Requirements

- Quarterly Expenditure Report
- Bi-annual and Final Report
- Monitoring Fellow Compliance and Payments

Awards and Contracts

Graduate Fellows: once matches between the CHC and the Fellow(s) have been made, CHCs will interview graduate Fellow(s) and the hiring process will take place, contracts will be signed between CHCs and MLCHC.

Student Fellows: once matches have been made, CHCs will communicate with academic placement coordinators at the student's programs. Interviews with students will depend on the policies of the student's programs. Contracts will be signed between CHCs and MLCHC.

Project Terms and Conditions

Applicants awarded funding will be required to abide by the MLCHC's Standard Contract Terms and Conditions. These Terms and Conditions can be found at the end of the RFP.

All final contracts are subject to the successful negotiation of a definitive statement of work and budget.

The MLCHC reserves the right to consider other criteria in making competitive awards among comparably qualified applicants and make the final determination of awards.

Timeline

Event	Date
Kick off Informational Session	June 20, 2023
Request for Proposals Released	August 14th, 2023
Webinar	August 16th, 2023 10am EST
Deadline for Submission of Questions <i>No questions will be accepted beyond this date</i>	August 28th 11:59 PM EST
Posting of Answers to Questions.	September 11th, 2023
Applications Due	September 25th, 2023 11:59 PM EST
Notice of Acceptance (with conditions)	Fall 2023
Fellowship Year Starts	Anticipated Start date January 2024 or upon identification of student or graduate fellow and signing of the contract.

Any questions about what we have covered so far

please email:
pmhnpfellows@massleague.org

Questions related to the RFP/CHC application will be collected until August 28th, 2023 and all answers to these questions will be posted by September 11th, 2023

General PMHNP program questions can be sent by email throughout the program duration and answers to these will be posted on a rolling basis.

<https://www.massleague.org/Programs/PMHNPFellowshipProgram/PMHNP.php>

Thank You!

Thank you all for joining us!

We look forward to reviewing your proposals.

Please don't hesitate to contact us if you have any other questions.

pmhnpfellows@massleague.org

