



**DSRIP Statewide Investments**  
**Investments in Community-Based Training and Recruitment Program**  
**Community Mental Health Center Behavioral Health Recruitment Fund**

**Program Overview**

The Massachusetts League of Community Health Centers (MassLeague) is administering the MassHealth Delivery System Reform Incentive Payment (DSRIP) Statewide Investment programs focused on the community-based primary care and behavioral health workforce and community health center readiness on behalf of the Commonwealth of Massachusetts Executive Office of Health and Human Services (EOHHS) Office of Medicaid (MassHealth) following a competitive procurement. The Statewide Investments funding stream is one component of MassHealth's \$1.8 billion DSRIP program authorized under the Medicaid Section 1115 Waiver and comprises eight initiatives over the five-year DSRIP program. The community-focused primary care and behavioral health workforce programs and the community health center readiness program will support Accountable Care Organizations (ACOs), Community Partners (CPs), and Community Service Agencies (CSAs) by building and strengthening their capacity to advance the goals of MassHealth payment and care delivery restructuring.

The Investments in Community-based Training and Recruitment Program aims to expand the pool of providers committed and well-prepared to care for MassHealth members in community settings. The program accomplishes this through two funding streams – 1) Family Medicine and Nurse Practitioner Residency Training, and 2) the Community Mental Health Center (CMHC) Behavioral Health (BH) Recruitment Fund.

**General Description**

The CMHC BH Recruitment Fund component of the Investments in Community-based Training and Recruitment Program aims to increase the number of psychiatrists and nurse practitioners (NPs) with prescribing privileges working at community mental health centers (CMHCs). The program accomplishes this goal by providing recruitment packages to CMHCs to enable them to overcome some of the obstacles known to deter psychiatrists and NPs from taking on roles in community settings.

The CMHC BH Recruitment Fund will support approximately fifteen psychiatrist recruitment packages and seven NP recruitment packages over two years. Please note that the actual number of recruitment packages awarded in each application cycle will depend on the mix and quality of applications received.



The recruitment package for psychiatrists will total \$150,000 over two years. Recruitment packages for psychiatrists will be comprised of up to \$50,000 per recruited psychiatrist to support student loan repayment and up to \$50,000 per recruited psychiatrist per year over two years to support a provider-led special project related to accountable care.

The recruitment package for NPs with prescribing privileges will total \$110,000 over two years. Recruitment packages for NPs with prescribing privileges will be comprised of up to \$30,000 per recruited NP to support student loan repayment and up to \$40,000 per recruited NP per year over two years to support a provider-led special project related to accountable care.

All providers who accept loan repayment through the CMHC BH Recruitment Fund must commit to practicing in a CMHC for four years.

Please note that CMHCs that plan to leverage recruitment funds to: (1) advance the integration of mental health and substance use disorder (SUD) treatment services within their organizations, and/or; (2) address a particular cultural competency need will be prioritized for funding.

### **Eligibility**

The CMHC BH Recruitment Fund is open to CMHCs that are seeking to recruit psychiatrists and NPs with prescribing privileges. For the purposes of this program, CMHCs include any organization included on the [Eligible Organizations List](#). Please be sure to confirm your organization's eligibility before starting your application.

### **Selection Criteria**

All CMHC BH Recruitment Fund applications will be reviewed by a committee with representation from MassLeague, MassHealth, the Association for Behavioral Healthcare (ABH), and other experts in the field of community-based behavioral health. Selection criteria will include, but not be limited to: expressed need of the organization in regards to addressing recruitment needs specific to behavioral health clinical providers; the quality and feasibility of the organization's plan for retaining new providers; and the quality of the special project examples outlined in the application, including feasibility, relevance to identified organization and community needs, and potential to advance the organization in its transition to an accountable care environment. Selection criteria also include geographic distribution of awards and the availability of funds.

**Please note that CMHCs that plan to leverage recruitment funds to: (1) advance the integration of mental health and SUD treatment services within their organizations, and/or; (2) address a particular cultural competency need will be prioritized for funding.** Applicants should be sure to clearly communicate how recruitment funds will advance their efforts to better integrate mental health/SUD treatment services and/or address a particular cultural competency need.



**Application Requirements**

To be considered for the CMHC BH Recruitment Fund, the following materials are required:

- CMHC BH Recruitment Fund Program Application (available [HERE](#))
  - Section A: Completed Organization Information
  - Section B: Completed Vacancy and Staffing Information for Site
  - Section C: Attached Statement of Organization Need
  - Section D: Attached Organization Retention Plan
  - Section E: CMHC Special Project Descriptions

There is no limit on the number of recruitment packages an applicant may request. However, a compelling case must be made for each recruitment package requested. Awarded recruitment packages (s) may not be applied to NPs with prescribing privileges or psychiatrists already working at the organization prior to the award notification.

Application Deadline	April 18, 2019
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**Only complete applications received by the application deadline will be considered for awards.**

*Please note: The question and answer deadline is April 5<sup>th</sup>, 2019 at 5:00 PM EST. Any questions received after this date may not be answered.*

Applications can be submitted via email to [statewideinvestments@massleague.org](mailto:statewideinvestments@massleague.org) or mailed to the following address:

Massachusetts League of Community Health Centers  
Attn: Madison Schmitt, Manager, Behavioral Health Workforce Initiatives  
40 Court Street, 10<sup>th</sup> Floor  
Boston, MA 02108

**Communication with Applicants**

Due to limited funding and anticipated high demand, the DSRIP Statewide Investments CMHC BH Recruitment Fund is likely to be highly competitive. The review process includes:

1. Notification to the applicant that the application and supporting materials were received. (NOTE: this notification does not necessarily mean that all materials were complete or supplied correctly.)



2. Following the application deadline, an internal audit of all applications and materials will be conducted. Applicants will be notified if they are ineligible due to missing or incomplete information. (NOTE: There will not be an opportunity to submit any missing information – if an application is submitted with missing or incomplete information, the applicant will not be eligible for review by the Review Committee.)
3. Notification to the applicant of the Review Committee’s decision on the application.

### **Implementation**

Detailed guidance will be provided to successful applicants regarding the implementation of awarded recruitment packages. Generally speaking, no funds will be disbursed until the CMHC has notified MassLeague of a new hire supported by the CMHC BH Recruitment Fund. The CMHC will have the opportunity to work closely with MassLeague throughout the recruitment process to ensure that all recruited providers and associated special project plans meet the requirements of the program.

***Please note: All recruitment slots awarded to CMHCs must be utilized by June 30th, 2020.***

#### Student loan repayment:

In order to be eligible for the student loan repayment component of the CMHC BH Recruitment Fund, potential new hires must meet the following criteria:

- *Psychiatrists* must have outstanding educational debt and be willing to commit to working full-time or part-time (as defined in Attachment A) in the identified CMHC for a minimum of four years. The program will provide up to \$50,000 in student loan repayment funds per recruited provider over a two-year period. For psychiatrists engaged in part-time practice, the total loan repayment amount will be pro-rated accordingly.
- *Prescribing NPs* must have outstanding educational debt and be willing to commit to working full-time or part-time (as defined in Attachment A) in the identified CMHC for a minimum of four years. The program will provide up to \$30,000 in student loan repayment funds per recruited providers over a two-year period. For nurse practitioners engaged in part-time practice, the total loan repayment amount will be pro-rated accordingly.

Please note: Any service obligation to the National Health Service Corp, the MDPH State Loan Repayment Program, or other loan forgiveness program must be completed in order for recruited providers to be eligible for this program.



All recruited providers accepting student loan repayment from the CMHC BH Recruitment Fund must complete student loan repayment forms and provide associated student loan documentation to MassLeague. Upon MassLeague's review and approval of these materials, the recruited provider will be required to enter into a contract with MassLeague that obligates them to practice at the CMHC for four years in exchange for student loan repayment. MassLeague will disburse funds directly to student loan servicers on behalf of all recruited providers that satisfactorily complete these steps.

Please note: Attachment A defines full-time/part-time practice for the purposes of this program. Attachment B defines the types of loans eligible for repayment under this program.

#### Special Projects:

CMHCs are expected to partner closely with their recruited provider(s) to identify a special project that matches well with the provider's unique professional goals and interests. In most cases, special projects will be drawn from the list of potential special projects included in the CMHC's application. However, CMHCs and providers may also develop a new project idea as long as the new project clearly addresses an identified organization and/or community need and advances the organization's transition to an accountable care environment. More details about special project eligibility can be found in Attachment C.

All special projects must be approved by MassHealth and MassLeague prior to the disbursement of any funds. The CMHC and recruited provider will be required to submit a detailed special project proposal that outlines project goals and objectives and includes a work plan, budget, and description of the need for the project and its anticipated impact. Specific guidance as to the format of special project proposals will be provided to successful applicants upon notification of award. MassHealth and MassLeague will either approve the special project based on the proposal or request additional clarification or details.

The CMHC and the recruited provider will have up to six months after the provider's start date to submit a special project proposal to MassLeague. This extended window is intended to allow new providers sufficient time to gain the understanding of the CMHC's community and patient population and form the trusting relationships with colleagues that are typically pre-requisites for successful projects. The first year of special project funds (up to \$40,000 for NPs and up to \$50,000 for psychiatrists depending on the recruited provider's full-time or part-time status) will be disbursed directly to the CMHC upon MassHealth/MassLeague approval of the special project proposal.

The second year of special project funding will be dependent upon successful completion of year one project goals and MassHealth/MassLeague approval of a detailed plan for year two.



**Contact Information:**

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**Attachment A  
DSRIP Statewide Investments  
Community Mental Health Center Behavioral Health Recruitment Fund**

**ELIGIBLE DISCIPLINES**

Eligible disciplines are defined as psychiatrists and NPs with prescribing privileges.

**DEFINITION OF FULL/PART TIME PRACTICE**

**Full-time clinical practice** is a full-time equivalent between 80% and 100%. Full-time clinicians will be required to maintain a minimum of six clinical sessions (based on four-hour sessions) or 24 hours of direct on-site patient care per week or time seeing patients. Case management time is NOT included in the 24 clinical-hour required minimum.

**Part-time clinical practice** is a full-time equivalent below 80% and not less than 60%. Part-time clinicians will be required to maintain a minimum of five clinical sessions (based on four-hour sessions) or 20 hours of direct on-site patient care per week or time seeing patients. Case management time is NOT included in the 20 clinical-hour required minimum. On-call time may not offset weekly work hours in the office. Please note that on-site and on-call requirements do not apply to clinicians working in ESPs. For psychiatrists, awards are prorated to a maximum of up to \$40,000 for a four-year commitment. For nurse practitioners with prescribing privileges, awards are prorated to a maximum of up to \$30,000 for a four-year commitment.

*\*Please note that special project funding is expected to support a reduction in clinical sessions for psychiatrists and NPs recruited for both full-time and part-time clinical practice. For example, a psychiatrist or NP recruited for a part-time role may reduce his or her clinical sessions to fewer than five clinical sessions per week in order to plan and lead special project work associated with this program.*



**Attachment B  
DSRIP Statewide Investments  
Community Mental Health Center Behavioral Health Recruitment Fund**

**DEFINITION OF ELIGIBLE LOANS**

Funds awarded by MassLeague to participants through this DSRIP Statewide Investments CMHC BH Recruitment Fund will be applied to the principal, interest, and related expenses of government (Federal, State, or local) and commercial loans obtained by the participant for:

- a. Tuition and required fees for schools for undergraduate or graduate education leading to a degree qualifying the participant to serve as a psychiatrist or NP with prescribing privileges.
- b. Reasonable and related education expenses – including fees, books, supplies, educational equipment and materials, related clinical travel not exceeding standard costs.
- c. Reasonable and related living expenses – costs of room and board, transportation and commuting expenses not exceeding standard student costs.

**Qualified Educational Loans**

Educational loans qualified for the loan repayment program will have been made by government or commercial entities for the above listed purposes supporting the applicant in completing academic and professional training leading to service as a psychiatrist or nurse practitioner with prescribing privileges. Documentation must be provided showing evidence that loans were made at the time that related education was received. If an eligible educational loan is consolidated or refinanced with other non-education debt, the loan will not be eligible for loan repayment. Paid loan amounts are not eligible.

**Related Definitions**

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

*Government Loans* – Eligible government loans include loans authorized to be made by Federal, State, county or city agencies and entities for the purpose of educational support.

*Academic Institution Loans* – Loans made by the educational institution conferring a degree qualifying the participant to serve as a psychiatrist or nurse practitioner with prescribing privileges.



## **Definitions of Ineligible Loan Types**

Ineligible loans are those that do not directly relate to a person's educational experience. Some examples of ineligible loans include but are not limited to:

*Credit Card Loans* – loans taken out by the applicant through the usage of a private credit card.  
*Refinanced Personal Property Loans* – loans taken out by the applicant through refinancing any type of personal property (home, car, etc.).



**Attachment C  
DSRIP Statewide Investments  
Community Mental Health Center Behavioral Health Recruitment Fund**

**DEFINITION OF ELIGIBLE PROJECTS**

MassLeague will accept special project proposals for the CMHC BH Recruitment Fund that fall into one of the following categories:

**A. Special Projects:**

Time limited activity that is of interest to the clinician and will enhance the services or operations of the CMHC. The time period can be more intensive for a short period (for example full time for six to eight weeks) or less intensive over the year (eight hours per week for 12 months). Projects need to be structured within a value-based environment, examples include: innovative enhancement of primary care/behavioral health integration, value-based health care delivery research projects, development/implementation efforts for services addressing social determinants of health, and development/implementation efforts for training clinical leaders on improving member engagement in a team-based model of care. Please note that training associated with development and implementation of a special project initiative may also be included as a budget expense.

**B. Mini Fellowships:**

Time limited activity that is of interest to the clinician and will enhance/expand the services the CMHC may provide to the member population or the management capacity of the CMHC, especially in regards to accountable care. The time period can be more intensive for a short period (full time for a month) or less intensive over the year (eight hours per week for 12 months). Examples might include (but need not be limited to): training in data analytics, training in a particular area or areas of cultural competency, training specific to substance use treatment approaches, and so on.

Funds awarded by the DSRIP Statewide Investments CMHC BH Recruitment Fund may be applied to support:

- Salary, taxes and fringe benefits for the provider
- Tuition or other program fees (see details above)
- Clinical coverage expenses
- Administrative and capital expenses beyond allowable overhead and equipment expenses (see above budget guidance for limitations)

Funds may not be used for lost revenue except in the case of salary replacement for the lead provider and, if applicable, for other members of the project team.