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About the Clinician Dashboards

The Clinician Dashboards are a collection of interactive Tableau Dashboards which analyzes the post-service retention and distribution of BHW Program Alumni. This collection is separated into two distinct components: the Alumni Dashboard and the Unified Dashboard.

The **Alumni Dashboard** displays data on the National Health Service Corps (NHSC) and NURSE Corps (NC) Loan Repayment Program (LRP) and Scholarship Program (SP) alumni and whether they have continued to work in their communities or in other medically underserved communities known as Health Professional Shortage Areas (HPSAs). The clinicians who participated in these programs did so at healthcare sites serving underserved populations in HPSAs for a defined period of time. After their service obligations ended, the clinicians were no longer required to stay and work in these areas. In this case, we refer to the provider as having been "retained" in that area.

There are two retention measures depicted in this tool:

- **HPSA Retention**: Percentage of program alumni who currently work in a Health Professional Shortage Area (HPSA).
- **Community Retention**: Percentage of program alumni who currently work in a HPSA or within the same community where they completed service. Same Community is defined as the same site or same census tract.

In order to determine what areas and populations are currently underserved, HRSA maintains a database of clinician work locations throughout the United States with the Shortage Designation Management System (SDMS). SDMS is regularly updated from both the Centers for Medicare and Medicaid Services (CMS) and state officials who validate the locations where healthcare providers are working. The Clinician Dashboards were developed by performing locational matching between the sites at which providers worked when participating in the NHSC and NC programs and the clinician's current work location from SDMS. Because a provider may be working at multiple locations, all combinations of past and current locations for each provider are considered when calculating the final retention outcome. This analysis is run once annually on October 1st and all address data is used as of that date.

The Clinician Dashboard algorithm measures whether a clinician is currently still in the same site, census tract, or county that they performed their service in, and whether that current location is within a HPSA. The combinations of these measures are arranged in a scale called Community Rank, which has eight potential values as shown in Figure 1. For each clinician, the combination of past and current locations that has the highest Community Rank value is used in the results presented in the dashboards.

Rank 1 | Not In HPSA, Different County

Rank 2 | Not In HPSA, Same County

Rank 3 | Not In HPSA, Same Census Tract

Rank 4 | Not In HPSA, Same Site

Rank 5 | In HPSA & Different County

Rank 6 | In HPSA & Same County

Rank 7 | In HPSA & Same Census Tract

Rank 8 | In HPSA & Same Site

Figure 1. Community Rank values

For example, if a clinician has a Community Rank of 8, that means they are still serving at the same site in which they completed their service and that site is still located in a HPSA. If a clinician has a Community Rank of 4, that means they are still serving at the same site in which they

completed their service, but that site is no longer located in a HPSA. Collectively, ranks 5-8 is known as 'HPSA Retention' and ranks 3-8 is known as 'Community Retention.'

The **Unified Dashboard** visualizes the distribution of BHW program alumni. It exhibits the proportion of alumni who are currently working in a HPSA, currently working in a Maternity Care Target Area (MCTA), currently working in a medically underserved community, or currently working in a rural community. The underlying data spans across four BHW programs: NHSC, Nurse Corps, the Children's Hospitals Graduate Medical Education Payment (CHGME) program, and the Teaching Health Center Graduate Medical Education (THCGME) program.

For additional information on the NHSC, Nurse Corps, CHGME, and THCGME Programs, please refer to the following pages:

- National Health Service Corps (NHSC) - https://bhw.hrsa.gov/loans-scholarships/nhsc
- Nurse Corps (NC) - https://bhw.hrsa.gov/loans-scholarships/nurse-corps
- Children's Hospitals Graduate Medical Education Payment (CHGME) Program - https://bhw.hrsa.gov/grants/medicine/chgme
- Teaching Health Center Graduate Medical Education (THCGME) Program - https://bhw.hrsa.gov/grants/medicine/thcgme

On these dashboards, you can:

- View retention rates for NHSC and Nurse Corps program alumni
- View distribution measures for all BHW program alumni that are included in the current dataset
- Analyze results for specific subsets of the data by filtering on various clinician, program, location, and site attributes
- Analyze retention and distribution results on a map of the United States

Dashboard data source files and metadata: XLSX