



NC DEPARTMENT OF
**HEALTH AND
HUMAN SERVICES**

JOSH STEIN • Governor

DR. DEVDUTTA SANGVAI • Secretary

MARGARET L. SAUER MS, MHA • Director, Office of Rural Health

MEMORANDUM

TO: Madhu Vulimiri, Senior Advisor for Health and Families Policy, Office of Governor Stein
Kindl Detar, Senior Policy Advisor, Office of Governor Stein

THROUGH: Karen Wade, NCDHHS Policy Director
Debra Farrington, Deputy Secretary of Health for Dr. Devdutta Sangvai, Secretary

FROM: Margaret L. Sauer, Director Office of Rural Health

RE: 2024 Annual Health Professional Shortage Area Summary Report

Please find attached to this memorandum a summary report of updates made to North Carolina's Health Professional Shortage Areas (HPSA) for calendar year 2024.

HPSA designations are used by the federal National Health Service Corps (NHSC) loan repayment and scholar programs, as well as North Carolina's own state loan repayment program, to identify areas that have shortages of primary care physicians, psychiatrists, or dentists. Some types of HPSA designations also allow physicians practicing in the shortage area to qualify for higher Medicare reimbursement rates. HPSA designation is also one of the criteria for clinics to apply for certified Rural Health Clinic status from the Centers for Medicare & Medicaid Services (CMS). This status may include reimbursement benefits for services provided to Medicare and Medicaid patients. The HPSA program is a vital part of North Carolina's medical provider safety net.

The NCDHHS Office of Rural Health (ORH) is designated as the North Carolina Primary Care Office (PCO) by the United States Department of Health and Human Service's Health Resources and Services Administration (HRSA). As North Carolina's PCO, one of ORH's responsibilities is to collect timely and accurate medical provider information and use this information to review HPSA applications and update designations as needed. HPSA designations address primary care physician, dentist, and psychiatrist shortage areas.

2024 Highlights:

NC DEPARTMENT OF HEALTH AND HUMAN SERVICES • NC OFFICE OF RURAL HEALTH

LOCATION: 805 Ruggles Dr., Haywood Building, Raleigh, NC 27603
MAILING ADDRESS: 2009 Mail Service Center, Raleigh, NC 27699-2009
www.ncdhhs.gov • TEL: 919-527-6440 • FAX: 919-733-2981

AN EQUAL OPPORTUNITY / AFFIRMATIVE ACTION EMPLOYER

- There were 22 HPSA designation changes including three new geographic or population, nine new Auto-HPSA, and one new correctional facility designation.
- The report includes background and summary data tables reflecting changes, current designation maps, and maps showing the relative score increases or decreases for population and geographic HPSAs.

Please note that historically this report is delivered annually to the Governor rather than each time an update is made. However, this is reporting cadence at the discretion of the Governor and can be modified at any time. Should you have any questions regarding the attached report or changes to the cadence for updates, please feel free to contact Margaret (Maggie) Sauer, Director, ORH, at 919-527-6450.

Attachments

cc:

Debra Farrington
Jay Ludlam
Vijay Ramanujam
Janssen White
Karen Wade
Stephanie Nantz



North Carolina's 2024 Annual Health Professional Shortage Area Summary Report

Background

The NC Department of Health and Human Services (NCDHHS) Office of Rural Health (ORH) is designated as the North Carolina Primary Care Office (PCO) by the United States Department of Health and Human Service's Health Resources and Services Administration (HRSA). As North Carolina's PCO, ORH is required to collect timely and accurate medical provider information and use this information to submit new Health Professional Shortage Area (HPSA) applications and update existing HPSA designations. HPSA designations are used by the federal National Health Service Corps (NHSC) loan repayment and scholar programs, as well as North Carolina's own state loan repayment program, to identify areas that have shortages of primary care physicians, psychiatrists, or dentists. Some types of HPSA designations also allow physicians practicing in the shortage area to qualify for higher Medicare reimbursement rates. HPSAs are also one of the criteria for clinics to apply for certified Rural Health Clinic (RHC) status from the Centers for Medicare & Medicaid Services (CMS). RHC certification may include reimbursement benefits for services provided to Medicare and Medicaid patients. The HPSA program is a vital part of North Carolina's medical provider safety net. Communities can discuss their HPSA status by contacting ORH at 919-527-6465. ORH guidelines for requesting a HPSA review designation are included in Appendix 8.

The Secretary of the U.S. Department of Health and Human Services is required to notify the North Carolina Governor about actions taken regarding changes to HPSA status in North Carolina. The Governor's Office can opt to be notified of each individual HPSA action or receive all notifications in an annual summary report. In a May 2015 email to the federal Bureau of Health Workforce/Division of Policy and Shortage Designation, Kristen Jackson, the Governor's Deputy Chief of Staff, notified HRSA that the Governor would prefer to be notified annually. ORH is unable to provide the annual report of HPSA updates until federal and state data are released by HRSA, which historically takes up to a year. Data from 2024 was made available March 2025 and we are now sharing this 2024 report with Madhu Vulimiri, Senior Advisor for Health and Families Policy in the Office of Governor Stein.

The Governor's Office should be aware of substantial changes to the HRSA National Shortage Designation Update (NSDU), which will occur in September 2025. During an NSDU, HRSA

conducts a comprehensive review and updates all current HPSA designations at once. **The 2025 NSDU will include updated demographic data and changes to service area boundaries in several North Carolina counties due to new requirements at the federal level. For this reason, ORH anticipates significant changes in HPSA designations across NC in 2025. ORH will continue to monitor the NSDU in order to mitigate any losses in designated status. Mitigating actions include preemptively updating designations and meeting with stakeholders to inform them of anticipated changes.**

As noted in Appendix 2, there is a score associated with each HPSA designation. This score is used as an indicator of the severity of the shortage, with higher scores indicating a more severe shortage. There are three types of HPSAs that can be used for designations: geographic area, population group, or facility. Geographic area HPSAs demonstrate shortage for the total population residing within an area. Population HPSAs demonstrate a shortage for a particular population group within a geographic area, e.g. low-income population. Facility HPSAs include correctional facilities and other facilities that demonstrate a shortage of providers for their facility, as well as Auto-HPSAs facilities such as Rural Health Clinics and Federally Qualified Health Clinics that are automatically designated as a shortage area by statute. Three scoring criteria shared between all HPSA designations are the population to provider ratio, the poverty level, and the distance to the nearest source of care outside of the designated^{1,2}.

To comply with the memorandum of agreement with the NCDHHS Division of Medical Assistance (NC Medicaid), ORH's primary goal is to help recruit medical providers to improve access for Medicaid and other low-income patients. The NHSC Federal Loan Repayment and Scholar Program awards are based on the HPSA score of the applicant's practice location. Loan Repayment and Scholar Program awards are given first to the applicants with the highest HPSA scores. Awards continue to be given to applicants with lower scores until all the annual funding has been awarded. The minimum competitive score can vary from year to year based on the number of applicants, the number of HPSAs with high scores nationally, and the funding available.

The guidelines for HPSA reviews and applications, as seen in Appendix 8, allow communities, facilities, individuals, or counties to request a review at any time. ORH works closely with the requesting parties to ensure accurate and timely reviews are responsive to community needs. When a request is received, ORH conducts an initial analysis to determine if the service area is eligible, and if a population-based or geographic-based designation would be best to improve provider recruitment and retention in the area. Population-based HPSAs typically score higher than geographic-based and are used more often. Once ORH completes the initial review, it submits an application on behalf of the community in the HRSA Shortage Designation Management System (SDMS) to the HRSA Shortage

¹ The nearest source of care refers to a provider that is not over-utilized, not in a HPSA, and is within traveling distance from the designated area. Over-utilization status is based on population to provider FTE ratio thresholds respective to the HPSA discipline.

Designation Branch for approval. There are counties that remain undesignated across the three disciplines, as denoted in white in Appendices 5-7. Undesignated counties are typically more resourced, remain below population to provider and poverty level eligibility thresholds, and receive fewer community requests. ORH still monitors federal poverty level rates in the undesignated counties and will initiate reviews when needed to help improve access to care for Medicaid and low-income populations. Federal poverty level rates are listed per county in Appendices 2-4.

Summary

Shown in the table below, there were new and updated geographic and population HPSA designations during 2024.

| Summary of HPSA Designation Changes in 2024 | | | | |
|---|-------------------------|-----|-----------|---------|
| Category | Type | New | withdrawn | Updates |
| Primary Care | Geo. Area or Population | 3 | 1 | 6 |
| | Facility | 3 | 0 | 0 |
| | Correctional Facility | 1 | 0 | 0 |
| Dental | Geo. Area or Population | 0 | 0 | 8 |
| | Facility | 3 | 0 | 0 |
| | Correctional Facility | 0 | 0 | 0 |
| Mental Health | Geo. Area or Population | 0 | 0 | 8 |
| | Facility | 3 | 0 | 0 |
| | Correctional Facility | 0 | 0 | 0 |
| Geo. Area or Population 2024 Total | | 3 | 1 | 22 |
| Facility 2024 Total | | 9 | 0 | 0 |
| Correctional Facility | | 1 | 0 | 0 |

ORH continues to update its provider data for primary care physicians, psychiatrists, and general/pediatric dentists. ORH also matches Medicaid paid claims and sliding-fee-scale data to those providers. The Medicaid and sliding fee scale data are required for any population HPSA or Auto HPSA reviews. In addition, ORH updates county water fluoridation rates and substance abuse rates which are used in the dental and mental health reviews, respectively.

To supplement the application for designation, HRSA's Shortage Designation Branch inserts updated population and other demographic data, and the Centers for Disease Control and Prevention (CDC) adds infant mortality and low birthweight data.

Seven appendices follow:

- Appendix 1 is a glossary of terms.
- Appendices 2-4 include three tables showing the current primary care, dental health, and mental health HPSA designations. Notes describing the changes in 2024 are also included.
- Appendices 5-7 include three maps showing current primary care, dental health, and mental health HPSAs. Undesignated counties may have either failed HPSA application criteria during review or may not have had a community request for a HPSA designation review.

ORH is required to update existing HPSAs every three years. However, communities also have the option to submit earlier requests if there are significant changes to local dynamics that may affect the designation. ORH responds to these requests promptly, ensuring that any updates reflect the evolving needs of the community.

Appendix 1

Glossary of Terms

Auto-HPSA Facility - created by Congress as a special class of HPSA designation and includes Federally Qualified Health Centers (FQHCs), Indian Health Service sites, Tribal sites, Urban Indian sites, and some CMS certified Rural Health Clinics (CMS- RHCs). These facilities automatically receive HPSA designation status.

Correctional Facility – a state or federal medium- or maximum-security correctional facility.

Geographic Health Professional Shortage Area (HPSA) - everyone living in the HPSA-defined service area is considered underserved. This designation also qualifies the designated area for a Medicare bonus payment.

Health Professional Shortage Area (HPSA) – a federal designation used by the National Health Service Corps (NHSC) loan repayment and scholar programs, as well as North Carolina’s state loan repayment program, to identify areas that have shortages of primary care physicians, psychiatrists, or dentists.

HPSA score - HPSA scores indicate the severity of the shortage and are used by the NHSC in determining priorities for loan repayment awards and the placement of NHSC Scholars. Scores range from 0 to 25 for primary care and mental health HPSAs and from 0 to 26 for dental HPSAs. The higher the score, the greater the need.

New HPSA designation – a HPSA designation that did not exist previously.

Other Facility – public, private, or non-profit medical facilities demonstrated to serve a designated HPSA area or population group.

Population HPSA - a specific population living within a HPSA-defined service area that is considered underserved. In NC, these population groups are usually low-income populations (< 200% FPL), a subset of that population, or migrant farmworkers. A service area must have a 200% FPL rate of 30% or higher to be considered for a population HPSA designation.

Updated HPSA - a previously existing HPSA that has been reviewed again and remains designated.

Withdrawn – a HPSA designation that has been reviewed and no longer qualifies or has been replaced by a new type of HPSA designation.

Appendix 2

2024 North Carolina Primary Care HPSA Designations Changes

| County | 2024 SDMS % Population at 200% FPL | 200% FPL over or under 30% | County Pop or Geo Designation | County HPSA Score | AUTO HPSA Present (Y = 1) | Correctional Facility Present (Y = 1) | 2024 HPSA Changes |
|------------|------------------------------------|----------------------------|-------------------------------|-------------------|---------------------------|---------------------------------------|---|
| Alamance | 34.35 | over | POP | 16 | | | |
| Alexander | 33.85 | over | POP | 16 | | Y | |
| Alleghany | 45.99 | over | POP | 16 | Y | | |
| Anson | 50.41 | over | GEO | 17 | Y | Y | Change in Geographic Designation type, previously a High-Needs Geographic Designation with score of 16, PCO applying for Geographic Designation increased HPSA score to 17 |
| Ashe | 36.89 | over | POP | 16 | | | |
| Avery | 38.88 | over | POP | 17 | | YY | |
| Beaufort | 36.78 | over | POP | 18 | Y | | |
| Bertie | 47.49 | over | POP | 20 | Y | Y | |
| Bladen | 44.51 | over | POP | 20 | Y | | |
| Brunswick | 24.31 | under | POP | 17 | | | |
| Buncombe | 30.06 | over | POP | 8 | YYY | Y | |
| Burke | 37.31 | over | POP | 18 | | Y | |
| Cabarrus | 23.31 | under | POP | 16 | Y | | |
| Caldwell | 38.49 | over | POP | 14 | Y | | |
| Camden | 19.23 | under | GEO | 14 | | | Increase in score during designation update from 13 to 14 |
| Carteret | 26.46 | under | POP | 15 | | | |
| Caswell | 31.3 | over | POP | 18 | Y | | |
| Catawba | 32.36 | over | POP | 16 | | | |
| Chatham | 25.81 | under | POP | 15 | | | |
| Cherokee | 38.92 | over | POP | 17 | YY | | |
| Chowan | 40.06 | over | POP | 19 | | | |
| Clay | 30.66 | over | POP | 16 | Y | | |
| Cleveland | 41.76 | over | POP | 20 | | | |
| Columbus | 48.46 | over | POP | 19 | | YY | New Low-Income Population Designation, previously a Medically Indigent Population with a score of 21, but is no longer eligible due to decrease in medically indigent population. |
| Craven | 32.9 | over | POP | 17 | Y | Y | |
| Cumberland | 39.57 | over | POP | 19 | Y | | |

| | | | | | | | |
|-------------|-------|-------|------|----------|------|----|--|
| Currituck | 21.26 | under | None | | | | Geographic HPSA Withdrawn due to not meeting provider thresholds for Geographic HPSA, not eligible for a Population HPSA due to low poverty rates |
| Dare | 19.97 | under | none | | | | |
| Davidson | 35.5 | over | POP | 18 | | | |
| Davie | 27.19 | under | none | | | | |
| Duplin | 44.17 | over | POP | 18 | Y | | |
| Durham | 29.41 | under | none | | Y | | |
| Edgecombe | 44.88 | over | POP | 21 | YY | | |
| Forsyth | 33.94 | over | POP | 15 | Y | | |
| Franklin | 31.35 | over | POP | 17 | | | |
| Gaston | 32.4 | over | POP | 13 | Y | | |
| Gates | 30.71 | over | POP | 17 | Y | | |
| Graham | 40.51 | over | POP | 12 | | | |
| Granville | 31.61 | over | POP | 15 | | Y | |
| Greene | 47.03 | over | POP | 18 | Y | YY | |
| Guilford | 33.87 | over | POP | 14 | Y | | |
| Halifax | 49.18 | over | POP | 17 | Y | Y | |
| Harnett | 34.05 | over | POP | 15 | Y | Y | |
| Haywood | 32.8 | over | POP | 15 | Y | | New Auto-HPSA RHC: Mission Community Primary Care - Haywood |
| Henderson | 29.13 | under | POP | 8 | Y | | |
| Hertford | 43.11 | over | POP | 16 | Y | | |
| Hoke | 36.44 | over | POP | 17 | Y | | |
| Hyde | 51.46 | over | GEO | 17 | Y | | |
| Iredell | 24.43 | under | none | | | | |
| Jackson | 39.92 | over | POP | 15 | Y | | New Auto-HPSA RHC: Mission Community Primary Care - Cashiers |
| Johnston | 28.88 | under | POP | 14 | | | |
| Jones | 40.99 | over | POP | 17 | | | |
| Lee | 37.25 | over | POP | 18 | | | |
| Lenoir | 48.42 | over | POP | 18 | Y | | |
| Lincoln | 26.44 | under | POP | 16 | | | |
| Macon | 37.83 | over | POP | 17 | Y | | |
| Madison | 30.96 | over | POP | 14 | Y | | |
| Martin | 39.85 | over | POP | 18 | | | |
| McDowell | 37.86 | over | POP | 19 | YYYY | Y | |
| Mecklenburg | 26.09 | under | POP | 19-17-11 | YYY | | |
| Mitchell | 35.65 | over | POP | 14 | YY | | |

| | | | | | | | |
|--------------|-------|-------|------|----|-----|---|---|
| Montgomery | 38.97 | over | POP | 19 | | | |
| Moore | 24.22 | under | none | | | | |
| Nash | 35.11 | over | POP | 18 | | Y | |
| New Hanover | 29.53 | under | POP | 14 | Y | | |
| Northampton | 41.67 | over | GEO | 19 | | | |
| Onslow | 36 | over | GEO | 11 | | | |
| Orange | 24.8 | under | none | | Y | | |
| Pamlico | 34.38 | over | POP | 15 | | Y | |
| Pasquotank | 32.64 | over | POP | 10 | | Y | |
| Pender | 26.89 | under | POP | 17 | Y | Y | |
| Perquimans | 30.01 | over | POP | 16 | | | Increase in score during designation update from 15 to 16 |
| Person | 33.26 | over | GEO | 10 | Y | | |
| Pitt | 39.94 | over | POP | 20 | | | |
| Polk | 30.23 | over | POP | 8 | | | |
| Randolph | 37.69 | over | POP | 17 | | | |
| Richmond | 45.77 | over | POP | 19 | | Y | |
| Robeson | 53.58 | over | POP | 19 | YYY | Y | |
| Rockingham | 40.15 | over | POP | 18 | | | |
| Rowan | 36.9 | over | POP | 19 | | Y | |
| Rutherford | 41.66 | over | POP | 17 | Y | | New Auto-HPSA RHC: Mission Health Center Rutherford |
| Sampson | 45 | over | POP | 16 | Y | Y | |
| Scotland | 50.63 | over | POP | 22 | YYY | Y | Increase in score during designation update from 18 to 22 |
| Stanly | 31.62 | over | POP | 17 | | | |
| Stokes | 33.98 | over | POP | 14 | | | |
| Surry | 39.87 | over | POP | 18 | | | |
| Swain | 44.73 | over | POP | 17 | | | |
| Transylvania | 31.61 | over | POP | 17 | | | |
| Tyrrell | 37.92 | over | GEO | 17 | | | |
| Union | 20.55 | under | POP | 10 | | | |
| Vance | 43.82 | over | POP | 15 | | | |
| Wake | 19.96 | under | POP | 14 | YYY | Y | New Correctional Facility: CF N.C. Correctional Institution for Women |
| Warren | 47.21 | over | POP | 19 | | Y | |
| Washington | 47.8 | over | GEO | 21 | | | |
| Watauga | 42.06 | over | POP | 18 | Y | | New Low-Income Population Designation, not previously designated |
| Wayne | 39.57 | over | POP | 18 | | | |
| Wilkes | 41.4 | over | POP | 18 | Y | | |

| | | | | | | | |
|--------|-------|------|-----|----|---|--|--|
| Wilson | 43.35 | over | POP | 17 | Y | | |
| Yadkin | 32.62 | over | POP | 18 | | | |
| Yancey | 38.52 | over | POP | 14 | Y | | |

Summary

93 Counties with a Population or Geographic HPSA

85 Population

8 Geographic

59 Counties with an Auto or Correctional Facility HPSA

35 Auto-HPSA Only

11 Correctional Facility Only

13 Both Auto-HPSA and Correctional

7 Counties without a Population or Geographic HPSA

0 are equal or more than 30% of the 200% Poverty Level**

7 are at less than 30% of the 200% Poverty Level

Footnotes:

*Primary Site only, does not include FQHC satellite sites.

**Areas require 30% or higher 200% Federal Poverty Level to be eligible for a population HPSA designation.

Note: Each "Y" represents one facility.

Appendix 3

2024 North Carolina Dental Health HPSA Designation Changes

| County | 2024 SDMS % Population at 200% FPL | 200% FPL over or under 30% | County Pop or Geo Designation | County HPSA Score | AUTO HPSA Present (Y = 1) | Correctional Facility Present (Y = 1) | 2024 HPSA Changes |
|------------|--|--|-------------------------------------|-------------------------|------------------------------------|---|---|
| Alamance | 34.35 | over | POP | 18 | | | |
| Alexander | 33.85 | over | POP | 16 | | Y | |
| Alleghany | 45.99 | over | POP | 20 | Y | | |
| Anson | 50.41 | over | POP | 17 | Y | Y | |
| Ashe | 36.89 | over | POP | 18 | | | |
| Avery | 38.88 | over | POP | 18 | | Y | |
| Beaufort | 36.78 | over | POP | 17 | Y | | |
| Bertie | 47.49 | over | POP | 20 | Y | Y | |
| Bladen | 44.51 | over | POP | 20 | Y | | |
| Brunswick | 24.31 | under | none | | | | |
| Buncombe | 30.06 | over | POP | 15 | YYY | | |
| Burke | 37.31 | over | POP | 17 | | | |
| Cabarrus | 23.31 | under | POP | 15 | Y | | |
| Caldwell | 38.49 | over | POP | 17 | Y | | |
| Camden | 19.23 | under | GEO | 15 | | | Increase in score during designation update from 11 to 15 |
| Carteret | 26.46 | under | none | | | | |
| Caswell | 31.3 | over | POP | 18 | Y | Y | |
| Catawba | 32.36 | over | POP | 15 | | | |
| Chatham | 25.81 | under | POP | 18 | | | |
| Cherokee | 38.92 | over | POP | 18 | YY | | |
| Chowan | 40.06 | over | POP | 17 | | | |
| Clay | 30.66 | over | POP | 16 | Y | | |
| Cleveland | 41.76 | over | POP | 19 | | | |
| Columbus | 48.46 | over | POP | 20 | | Y | |
| Craven | 32.9 | over | POP | 18 | Y | Y | |
| Cumberland | 39.57 | over | POP | 17 | Y | | |
| Currituck | 21.26 | under | GEO | 10 | | | |
| Dare | 19.97 | under | none | | | | |
| Davidson | 35.5 | over | POP | 17 | | | |
| Davie | 27.19 | under | POP | 17 | | | |
| Duplin | 44.17 | over | POP | 20 | Y | | |
| Durham | 29.41 | under | POP | 17 | Y | | |
| Edgecombe | 44.88 | over | POP | 20 | YY | | |

| | | | | | | | |
|-------------|-------|-------|------|----------|------|----|--|
| Forsyth | 33.94 | over | POP | 17 | Y | | |
| Franklin | 31.35 | over | POP | 16 | | Y | |
| Gaston | 32.4 | over | POP | 15 | Y | | |
| Gates | 30.71 | over | POP | 15 | Y | | |
| Graham | 40.51 | over | POP | 18 | | | |
| Granville | 31.61 | over | POP | 16 | | Y | |
| Greene | 47.03 | over | POP | 20 | Y | YY | |
| Guilford | 33.87 | over | POP | 17 | Y | | |
| Halifax | 49.18 | over | POP | 19 | Y | Y | |
| Harnett | 34.05 | over | POP | 17 | Y | | |
| Haywood | 32.8 | over | POP | 16 | YY | | New Auto-HPSA RHC: Mission Community Primary Care - Haywood |
| Henderson | 29.13 | under | none | | Y | | |
| Hertford | 43.11 | over | POP | 20 | Y | | |
| Hoke | 36.44 | over | POP | 19 | Y | | |
| Hyde | 51.46 | over | POP | 19 | Y | | |
| Iredell | 24.43 | under | none | | | | |
| Jackson | 39.92 | over | POP | 18 | Y | | New Auto-HPSA RHC: Mission Community Primary Care - Cashiers |
| Johnston | 28.88 | under | POP | 15 | | | |
| Jones | 40.99 | over | POP | 19 | | | |
| Lee | 37.25 | over | POP | 17 | | | |
| Lenoir | 48.42 | over | POP | 19 | Y | | |
| Lincoln | 26.44 | under | POP | 15 | | | |
| Macon | 37.83 | over | POP | 18 | Y | | |
| Madison | 30.96 | over | POP | 18 | Y | | |
| Martin | 39.85 | over | POP | 19 | | | Increase in score during designation update from 17 to 19 |
| McDowell | 37.86 | over | POP | 18 | YYYY | | |
| Mecklenburg | 26.09 | under | POP | 19-15-15 | YYY | | |
| Mitchell | 35.65 | over | POP | 16 | YY | | |
| Montgomery | 38.97 | over | POP | 17 | | Y | |
| Moore | 24.22 | under | none | | | | |
| Nash | 35.11 | over | POP | 17 | | | |
| New Hanover | 29.53 | under | POP | 17 | Y | | |
| Northampton | 41.67 | over | POP | 20 | | | |
| Onslow | 36 | over | POP | 15 | | | |
| Orange | 24.8 | under | none | | Y | | |
| Pamlico | 34.38 | over | POP | 16 | | Y | |
| Pasquotank | 32.64 | over | POP | 17 | | Y | |

| | | | | | | | |
|--------------|-------|-------|-----|----|-----|----|---|
| Pender | 26.89 | under | POP | 16 | Y | Y | |
| Perquimans | 30.01 | over | POP | 18 | | | |
| Person | 33.26 | over | POP | 18 | Y | | |
| Pitt | 39.94 | over | POP | 19 | | | |
| Polk | 30.23 | over | POP | 16 | | | |
| Randolph | 37.69 | over | POP | 18 | | | |
| Richmond | 45.77 | over | POP | 19 | | | |
| Robeson | 53.58 | over | POP | 19 | YYY | | |
| Rockingham | 40.15 | over | POP | 17 | | | |
| Rowan | 36.9 | over | POP | 17 | | Y | |
| Rutherford | 41.66 | over | POP | 17 | Y | | New Auto-HPSA RHC: Mission Health Center Rutherford |
| Sampson | 45 | over | POP | 20 | Y | Y | |
| Scotland | 50.63 | over | POP | 19 | YYY | | |
| Stanly | 31.62 | over | POP | 15 | | Y | |
| Stokes | 33.98 | over | POP | 15 | | | Decrease in score during designation update from 16 to 15 due to a decrease in physician shortage |
| Surry | 39.87 | over | POP | 18 | | | |
| Swain | 44.73 | over | POP | 17 | | | |
| Transylvania | 31.61 | over | POP | 16 | | | |
| Tyrrell | 37.92 | over | POP | 14 | | | |
| Union | 20.55 | under | POP | 15 | | | |
| Vance | 43.82 | over | POP | 20 | | | |
| Wake | 19.96 | under | POP | 15 | YYY | YY | |
| Warren | 47.21 | over | POP | 17 | | | |
| Washington | 47.8 | over | POP | 19 | | | |
| Watauga | 42.06 | over | POP | 20 | Y | | |
| Wayne | 39.57 | over | POP | 19 | | Y | |
| Wilkes | 41.4 | over | POP | 17 | Y | | |
| Wilson | 43.35 | over | POP | 19 | Y | | |
| Yadkin | 32.62 | over | POP | 18 | | | |
| Yancey | 38.52 | over | POP | 17 | Y | | |

Summary

93 Counties with a Population or Geographic HPSA

91 Population

2 Geographic

58 Counties with an Auto or Correctional Facility HPSA

39 Auto-HPSA Only

11 Correctional Facility Only

8 Both Auto-HPSA and Correctional

7 Counties without a Population or Geographic HPSA

0 are equal or more than 30% of the 200% Poverty Level**

7 are at less than 30% of the 200% Poverty Level

Footnotes:

*Primary Site only, does not include FQHC satellite sites.

**Areas require 30% or higher 200% Federal Poverty Level to be eligible for a population HPSA designation.

Note: Each "Y" represents one facility.

| | | | | |
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| | | | | |
|--|--|--|--|--|

Appendix 4

2024 North Carolina Mental Health HPSA Designation Changes

| County | 2024 SDMS % Population at 200% FPL | 200% FPL over or under 30% | County Pop or Geo Designation | County HPSA Score | AUTO HPSA Present (Y = 1) | Correctional Facility Present (Y = 1) | 2024 HPSA Changes |
|------------|------------------------------------|----------------------------|-------------------------------|-------------------|---------------------------|---------------------------------------|-------------------|
| Alamance | 34.35 | over | POP | 17 | | | |
| Alexander | 33.85 | over | POP | 16 | | Y | |
| Alleghany | 45.99 | over | GEO | 15 | Y | | |
| Anson | 50.41 | over | POP | 16 | Y | Y | |
| Ashe | 36.89 | over | GEO | 17 | | | |
| Avery | 38.88 | over | POP | 14 | | YY | |
| Beaufort | 36.78 | over | POP | 17 | Y | | |
| Bertie | 47.49 | over | POP | 16 | Y | Y | |
| Bladen | 44.51 | over | GEO | 19 | Y | | |
| Brunswick | 24.31 | under | GEO | 12 | | | |
| Buncombe | 30.06 | over | POP | 16 | YYY | Y | |
| Burke | 37.31 | over | POP | 18 | | Y | |
| Cabarrus | 23.31 | under | none | | Y | | |
| Caldwell | 38.49 | over | POP | 17 | Y | | |
| Camden | 19.23 | under | GEO | 13 | | | |
| Carteret | 26.46 | under | GEO | 17 | | | |
| Caswell | 31.3 | over | POP | 15 | Y | Y | |
| Catawba | 32.36 | over | POP | 16 | | | |
| Chatham | 25.81 | under | POP | 16 | | | |
| Cherokee | 38.92 | over | POP | 16 | YY | | |
| Chowan | 40.06 | over | GEO | 17 | | | |
| Clay | 30.66 | over | POP | 11 | Y | | |
| Cleveland | 41.76 | over | POP | 17 | | | |
| Columbus | 48.46 | over | GEO | 19 | | YY | |
| Craven | 32.9 | over | POP | 18 | Y | Y | |
| Cumberland | 39.57 | over | POP | 17 | Y | | |
| Currituck | 21.26 | under | GEO | 14 | | | |
| Dare | 19.97 | under | GEO | 16 | | | |
| Davidson | 35.5 | over | POP | 17 | | | |
| Davie | 27.19 | under | POP | 16 | | | |
| Duplin | 44.17 | over | GEO | 19 | Y | | |
| Durham | 29.41 | under | POP | 18 | Y | | |
| Edgecombe | 44.88 | over | POP | 17 | YY | | |
| Forsyth | 33.94 | over | POP | 18 | Y | | |
| Franklin | 31.35 | over | POP | 16 | | Y | |
| Gaston | 32.4 | over | POP | 13 | Y | | |

| | | | | | | | |
|-------------|-------|-------|------|----------|------|----|--|
| Gates | 30.71 | over | POP | 11 | Y | | |
| Graham | 40.51 | over | GEO | 14 | | | |
| Granville | 31.61 | over | POP | 16 | | Y | |
| Greene | 47.03 | over | POP | 16 | Y | YY | |
| Guilford | 33.87 | over | POP | 18 | Y | | |
| Halifax | 49.18 | over | POP | 18 | Y | Y | |
| Harnett | 34.05 | over | POP | 18 | Y | Y | |
| Haywood | 32.8 | over | POP | 16 | YY | | New Auto-HPSA RHC: Mission Community Primary Care - Haywood |
| Henderson | 29.13 | under | POP | 16 | Y | | |
| Hertford | 43.11 | over | POP | 15 | Y | | Increase in score during designation update from 13 to 15 |
| Hoke | 36.44 | over | POP | 18 | Y | | |
| Hyde | 51.46 | over | GEO | 16 | Y | | |
| Iredell | 24.43 | under | POP | 10 17 | | | |
| Jackson | 39.92 | over | GEO | 7 | Y | | New Auto-HPSA RHC: Mission Community Primary Care - Cashiers |
| Johnston | 28.88 | under | POP | 16 | | | |
| Jones | 40.99 | over | POP | 15 | | | |
| Lee | 37.25 | over | POP | 17 | | | |
| Lenoir | 48.42 | over | POP | 15 | Y | | |
| Lincoln | 26.44 | under | POP | 16 | | | |
| Macon | 37.83 | over | POP | 17 | Y | | |
| Madison | 30.96 | over | POP | 16 | Y | | |
| Martin | 39.85 | over | POP | 16 | | | |
| McDowell | 37.86 | over | POP | 17 | YYYY | Y | |
| Mecklenburg | 26.09 | under | POP | 16-17-18 | YYY | | |
| Mitchell | 35.65 | over | POP | 16 | YY | | |
| Montgomery | 38.97 | over | POP | 17 | | Y | |
| Moore | 24.22 | under | none | | | | |
| Nash | 35.11 | over | POP | 17 | | Y | |
| New Hanover | 29.53 | under | POP | 19 | Y | | |
| Northampton | 41.67 | over | POP | 16 | | | |
| Onslow | 36 | over | GEO | 17 | | | |
| Orange | 24.8 | under | none | | Y | | |
| Pamlico | 34.38 | over | POP | 11 | | Y | |
| Pasquotank | 32.64 | over | POP | 18 | | Y | |

| | | | | | | | |
|--------------|-------|-------|-----|----|-----|---|--|
| Pender | 26.89 | under | POP | 17 | Y | Y | |
| Perquimans | 30.01 | over | GEO | 15 | | | |
| Person | 33.26 | over | POP | 17 | Y | | |
| Pitt | 39.94 | over | POP | 17 | | | |
| Polk | 30.23 | over | POP | 16 | | | |
| Randolph | 37.69 | over | POP | 17 | | | |
| Richmond | 45.77 | over | GEO | 19 | | Y | |
| Robeson | 53.58 | over | GEO | 19 | YYY | Y | |
| Rockingham | 40.15 | over | POP | 18 | | | |
| Rowan | 36.9 | over | POP | 17 | | Y | |
| Rutherford | 41.66 | over | POP | 16 | Y | | New Auto-HPSA RHC: Mission Health Center Rutherford |
| Sampson | 45 | over | GEO | 19 | Y | Y | |
| Scotland | 50.63 | over | GEO | 19 | YYY | Y | |
| Stanly | 31.62 | over | POP | 12 | | Y | |
| Stokes | 33.98 | over | POP | 17 | | | |
| Surry | 39.87 | over | POP | 17 | | | |
| Swain | 44.73 | over | POP | 14 | | | |
| Transylvania | 31.61 | over | POP | 16 | | | |
| Tyrrell | 37.92 | over | POP | 12 | | | |
| Union | 20.55 | under | POP | 15 | | | |
| Vance | 43.82 | over | POP | 19 | | | |
| Wake | 19.96 | under | POP | 17 | YYY | | |
| Warren | 47.21 | over | GEO | 14 | | Y | |
| Washington | 47.8 | over | GEO | 16 | | | |
| Watauga | 42.06 | over | POP | 17 | Y | | |
| Wayne | 39.57 | over | POP | 18 | | Y | |
| Wilkes | 41.4 | over | POP | 17 | Y | | |
| Wilson | 43.35 | over | POP | 19 | Y | | |
| Yadkin | 32.62 | over | POP | 17 | | | |
| Yancey | 38.52 | over | POP | 16 | Y | | |

Summary

97 Counties with a Population or Geographic HPSA

75 Population

22 Geographic

63 Counties with an Auto or Correctional Facility HPSA

35 Auto-HPSA Only

15 Correctional Facility Only

13 Both Auto-HPSA and Correctional

3 Counties without a Population or Geographic HPSA

0 are equal or more than 30% of the 200% Poverty Level**

3 are at less than 30% of the 200% Poverty Level

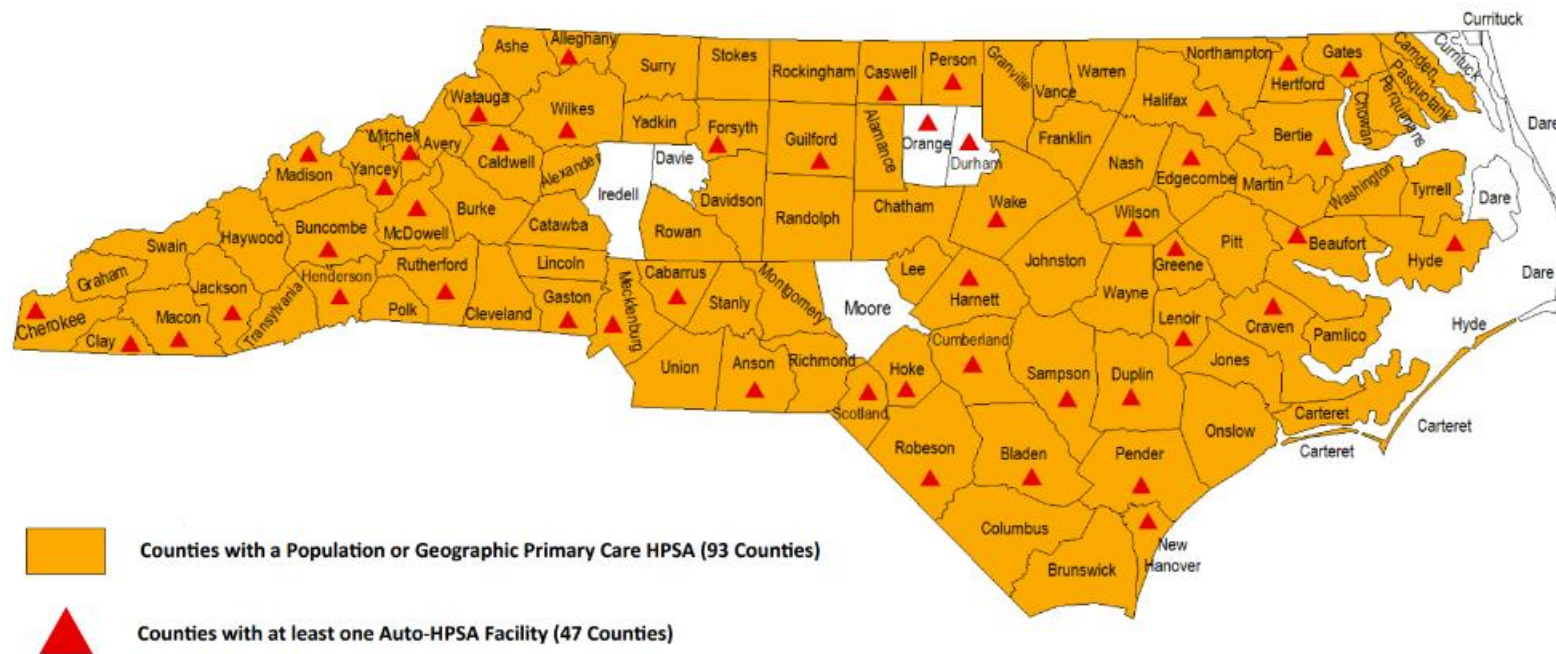
Footnotes:

*Primary Site only, does not include FQHC satellite sites.

**Areas require 30% or higher 200% Federal Poverty Level to be eligible for a population HPSA designation.

Note: Each "Y" represents one facility.

North Carolina Office of Rural Health Primary Care—Health Professional Shortage Areas (HPSA)



Disclaimers:

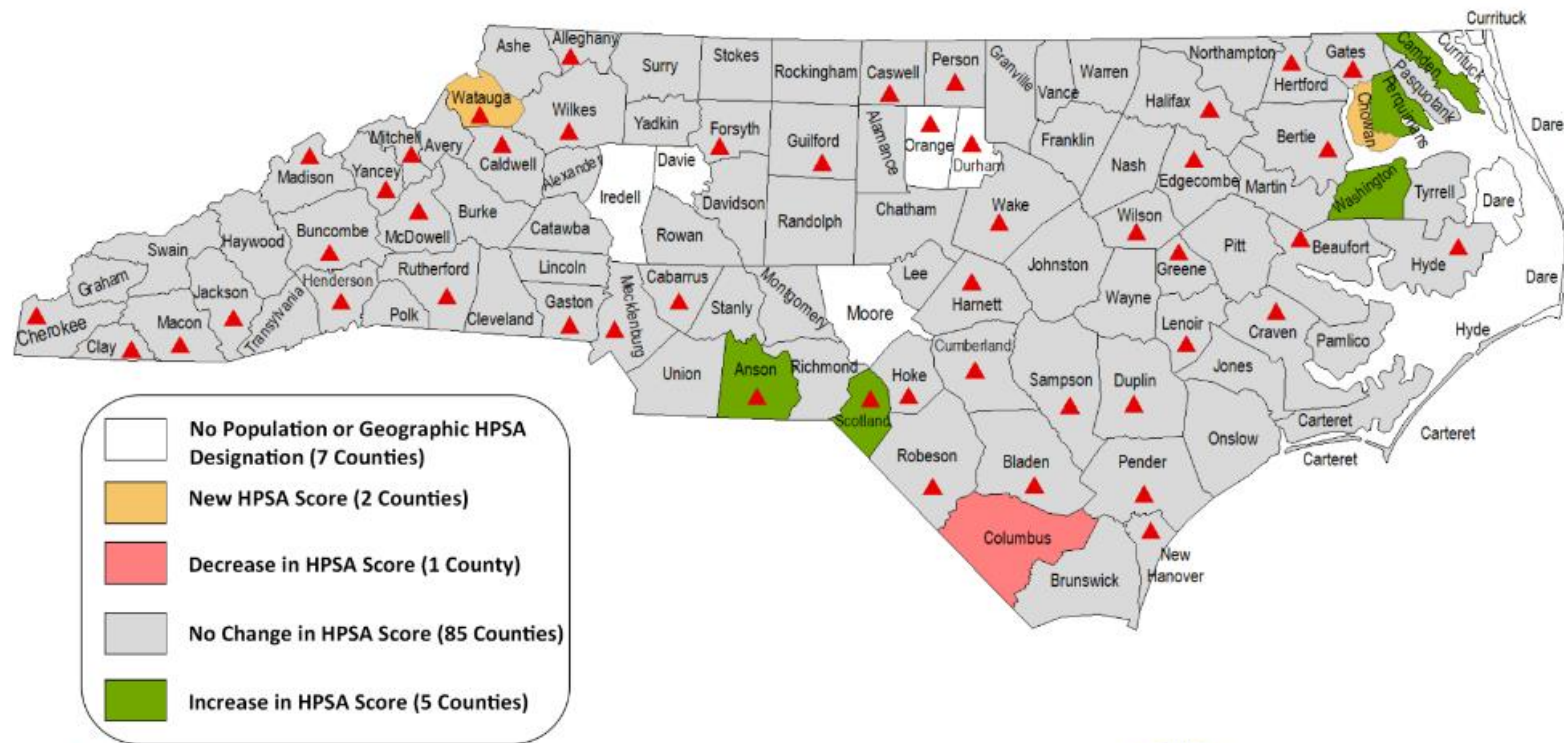
- ▲ Primary site only, does not include Correctional Facilities or Federally Qualified Health Center (FQHC) satellite sites
- Shortage area may be a whole county, a population group or a geographic area within a county
- Counties in white do not have a geographic or population HPSA designation. Those counties either do not meet the criteria for HPSA designation or have not been reviewed.



NC DEPARTMENT OF
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Office of Rural Health

Data as of June 10, 2025

North Carolina Office of Rural Health Primary Care — Health Professional Shortage Areas (HPSA) Changes



Counties with at least one Auto-HPSA Facility (47 Counties)

Disclaimers:

- Primary site only, does not include Correctional Facilities or Federally Qualified Health Center (FQHC) satellite sites
- Shortage area may be a whole county, a population group or a geographic area within a county
- Counties in white do not have a geographic or population HPSA designation. Those counties either do not meet the criteria for HPSA designation or have not been reviewed.

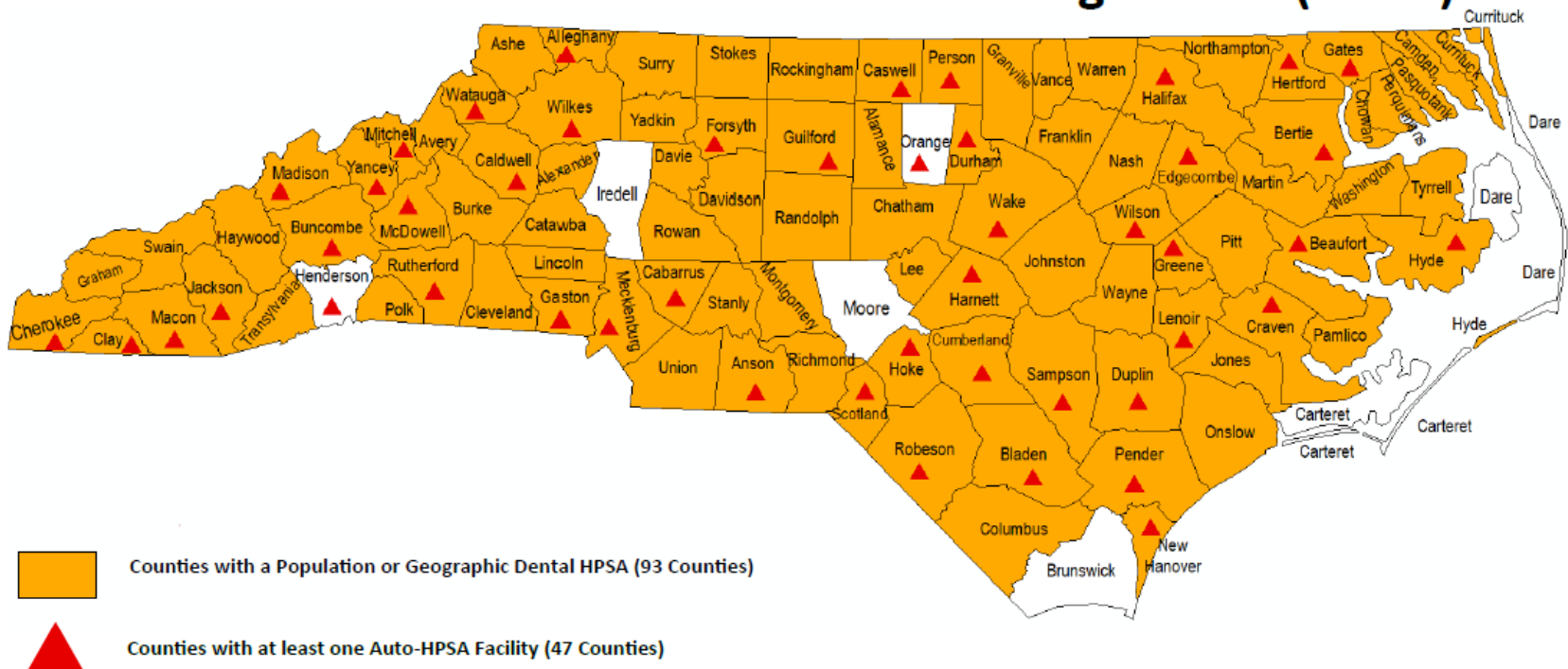


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Data as of June 10, 2025

Appendix 5 Primary Care Undesignated Counties in White: Dare, Davie, Durham, Iredell, Moore, and Orange counties were not formally reviewed in 2024 because there were no community requests for these counties. These counties fall below the population-based eligibility criteria for the rate of people living below 200% of the federal poverty level within the county and therefore remain ineligible. Since population-based HPSAs typically score higher than geographic-based, reviewing poverty rates and maintaining current designations are prioritized to improve provider recruitment and retention. Currituck's designation status was not eligible to be renewed during its update due to the population to provider ratio falling below the eligibility threshold. Similar to the other counties in white, it is also ineligible for a population designation due to lower federal poverty level rates.

North Carolina Office of Rural Health Dental Health—Health Professional Shortage Areas (HPSA)



Disclaimers:

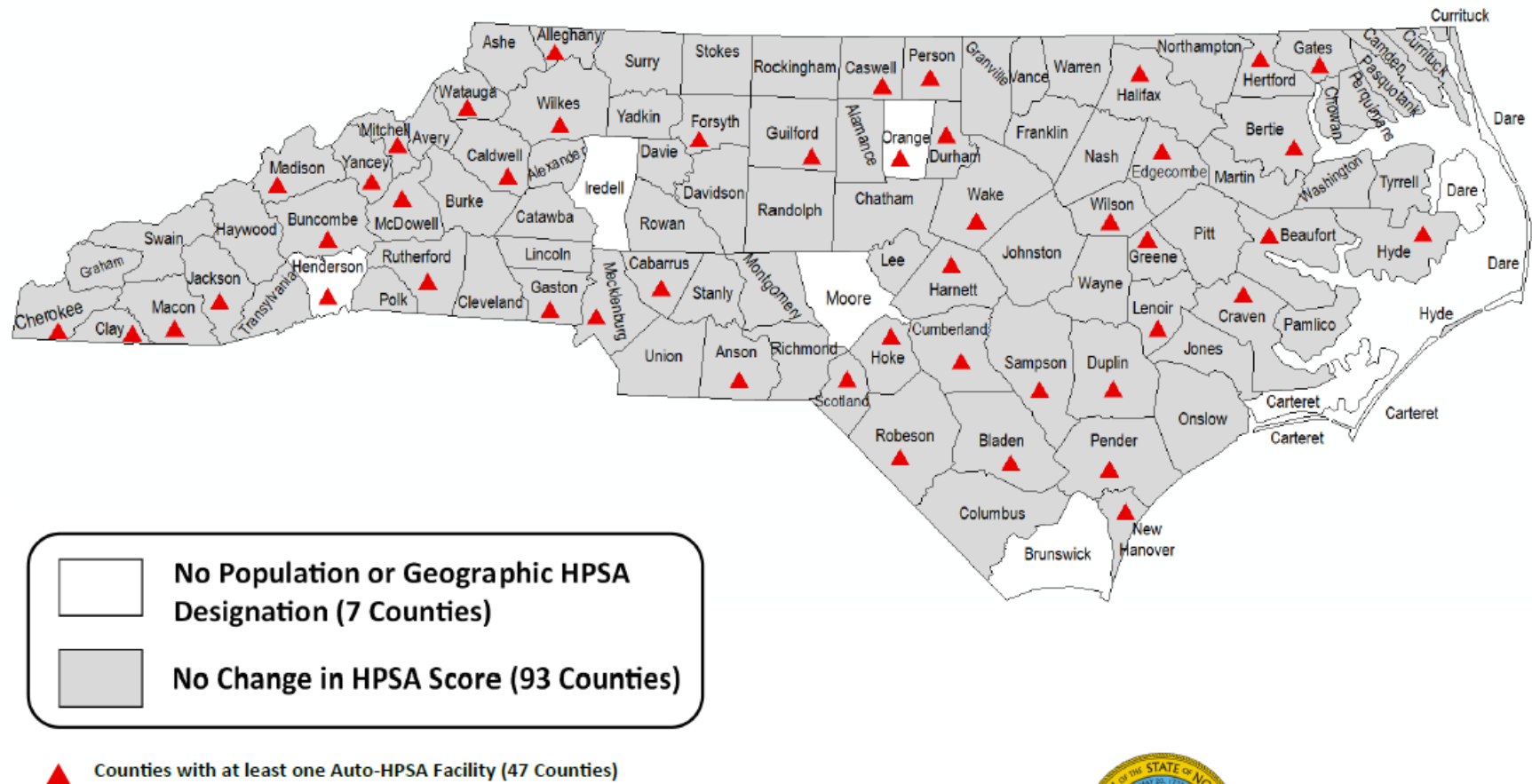
- ▲ Primary site only, does not include Correctional Facilities or Federally Qualified Health Center (FQHC) satellite sites
- ■ Shortage area may be a whole county, a population group or a geographic area within a county
- Counties in white do not have a geographic or population HPSA designation. Those counties either do not meet the criteria for HPSA designation or have not been reviewed.



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Data as of March 5, 2025

North Carolina Office of Rural Health Dental Health—Health Professional Shortage Areas (HPSA) Changes



Disclaimers:

- Primary site only, does not include Correctional Facilities or Federally Qualified Health Center (FQHC) satellite sites
- Shortage area may be a whole county, a population group or a geographic area within a county
- Counties in white do not have a geographic or population HPSA designation. Those counties either do not meet the criteria for HPSA designation or have not been reviewed.

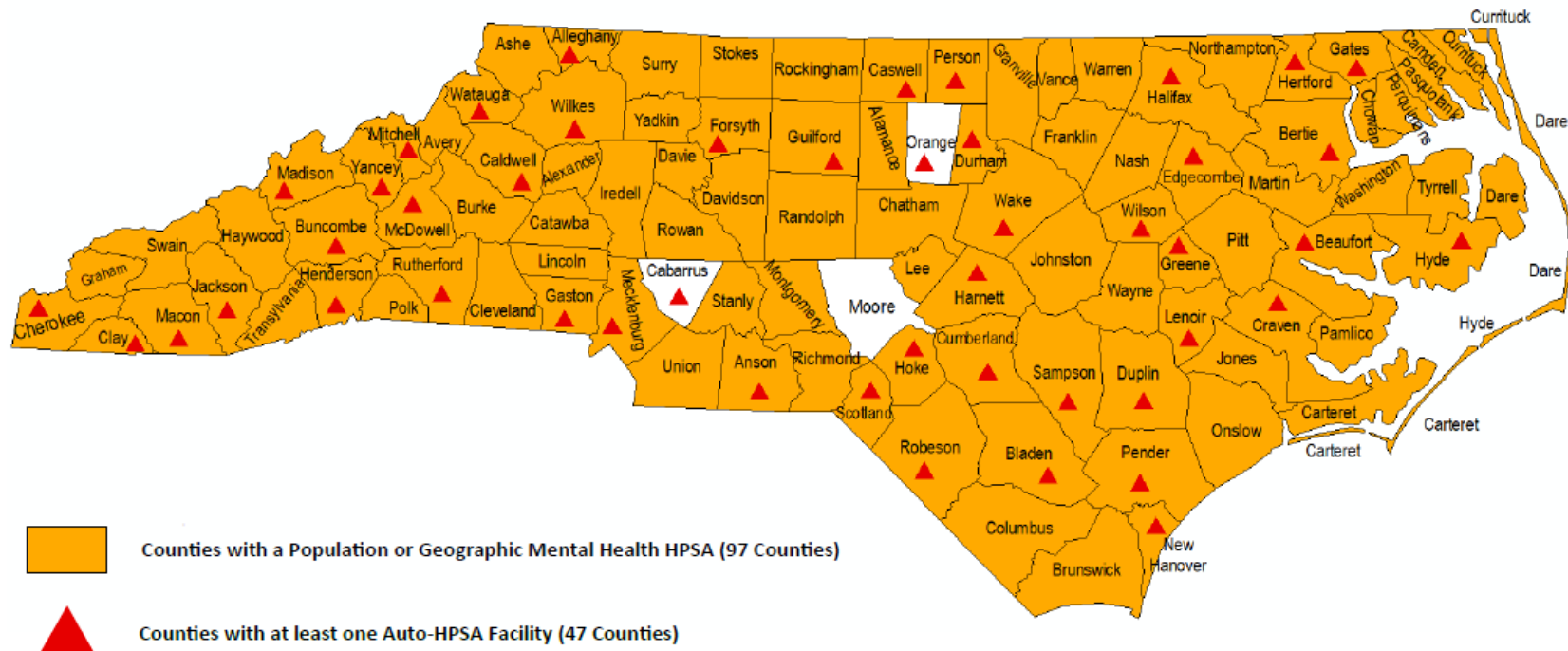


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Data as of March 5, 2025

Appendix 6 Dental Health Undesignated Counties in White: Brunswick, Carteret, Dare, Henderson, Iredell, Moore, and Orange counties were not formally reviewed in 2024 because there were no community requests for these counties. These counties fall below the population-based eligibility criteria for people living below 200% of the federal poverty level within the county and therefore remain ineligible. Since population-based HPSAs typically score higher than geographic-based, reviewing poverty rates and maintaining current designations are prioritized to improve provider recruitment and retention.

**North Carolina Office of Rural Health
Mental Health—Health Professional Shortage Areas (HPSA)**



Disclaimers:

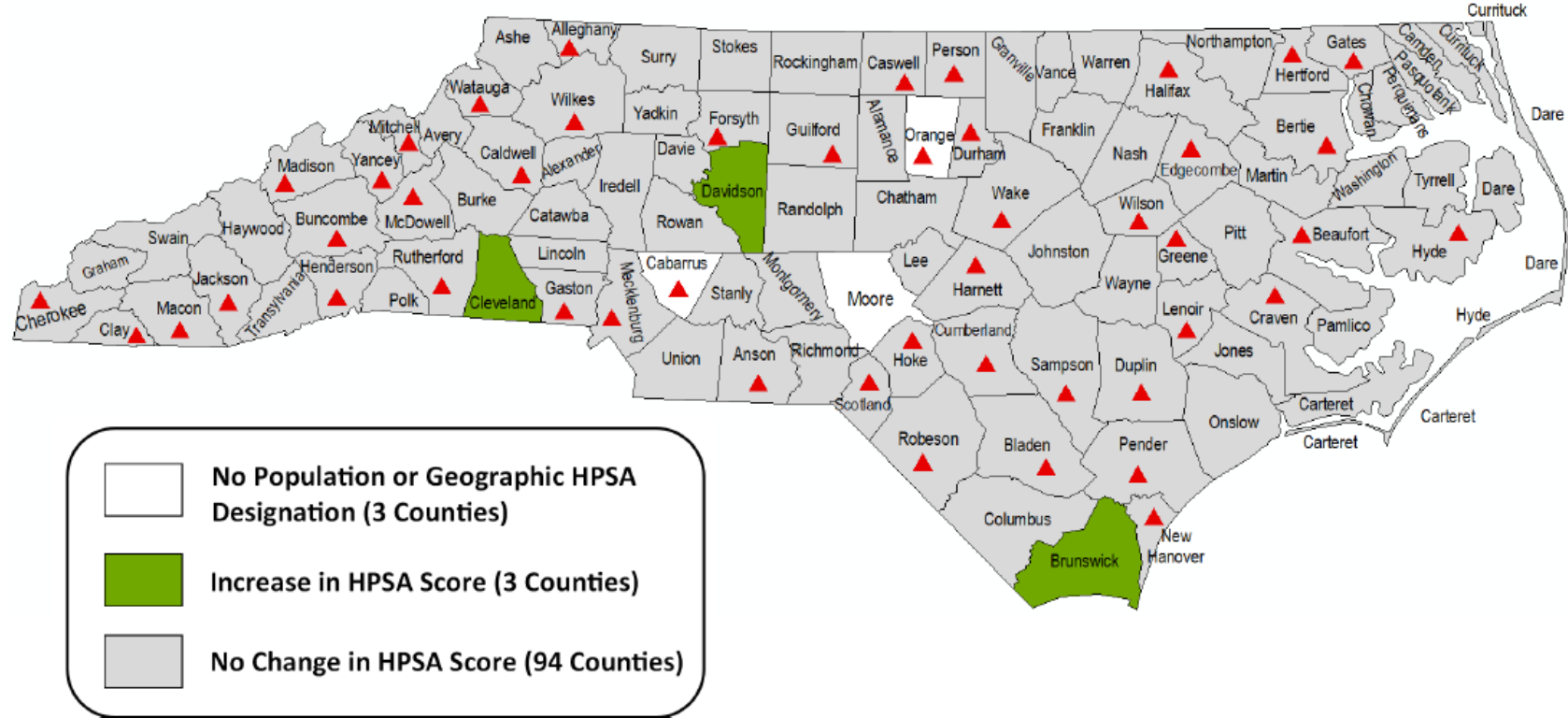
- ▲ Primary site only, does not include Correctional Facilities or Federally Qualified Health Center (FQHC) satellite sites
- ■ Shortage area may be a whole county, a population group or a geographic area within a county
- Counties in white do not have a geographic or population HPSA designation. Those counties either do not meet the criteria for HPSA designation or have not been reviewed.



NC DEPARTMENT OF
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Data as of March 5, 2025

**North Carolina Office of Rural Health
Mental Health—Health Professional Shortage Areas (HPSA) Changes**



Counties with at least one Auto-HPSA Facility (47 Counties)

Disclaimers:

- Primary site only, does not include Correctional Facilities or Federally Qualified Health Center (FQHC) satellite sites
- Shortage area may be a whole county, a population group or a geographic area within a county
- Counties in white do not have a geographic or population HPSA designation. Those counties either do not meet the criteria for HPSA designation or have not been reviewed.



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Office of Rural Health

Data as of March 5, 2025

Appendix 7 Mental Health Undesignated Counties in White: Cabarrus, Moore, and Orange counties were not formally reviewed in 2024 because there were no community requests for review. These counties fall below the population-based eligibility criteria for the rate of people living below 200% of the federal poverty level within the county and are therefore ineligible. Since population-based HPSAs typically score higher than geographic-based, reviewing poverty rates and maintaining current designations are ORH’s priority for improving provider recruitment and retention.

Appendix 8

Office of Rural Health (ORH) Guidelines for Health Professional Shortage Area (HPSA) Reviews and Applications

- Requests for HPSA reviews must originate in a North Carolina community and should be in the form of a written request signed by the person making the request and should name the geographic area to be reviewed, the HPSA category of interest (primary care, behavioral health, or dental), the program of interest that requires a HPSA designation (for example, National Health Service Corps (NHSC) educational loan forgiveness or scholar, Medicare bonus, CMS certified Rural Health Clinic, etc.), and a local contact person. The name, phone number and email address of the contact person should be included. Ideally, the local contact person should be familiar with the local providers in the category of interest and may be required to help gather or review the information needed to complete the HPSA application. Electronic request letters may be used if they include an electronic signature.
- The order of HPSA reviews will be determined by the date the written request is received. Exceptions to this can only be made by the director of ORH when special circumstances exist.
- An applicant may apply for only one HPSA review at a time. If an applicant would like to apply for more than one area or facility to be reviewed, subsequent reviews will be queued one at a time after the initial or previous review has been completed and submitted to the federal Shortage Designation Branch (SDB). The order will be based on a priority list provided by the applicant. A written request (described above) is required for each individual HPSA review.
- There are four parts to the HPSA application process: collection of data, analysis of data, and application to the federal Shortage Designation Branch by ORH staff; an automatic 30-day waiting period for public comment by SDB; a primary review by SDB; and a secondary review by SDB. Only those applications determined to meet the federal HPSA designation criteria by ORH staff will be submitted to SDB.
- To comply with the memorandum of agreement with the NCDHHS Division of Medical Assistance (N.C. Medicaid), ORH's primary goal is to help recruit medical providers to improve access for Medicaid and other low-income patients. For example, ORH will not replace a population-based HPSA with a geographic-based HPSA if it is detrimental to existing NHSC approved loan repayment sites or to those practices that intend to apply for that status. Since population-based HPSAs usually score higher than geographic-based, a conflict of local interests sometimes happens. A higher HPSA score increases the chances that an approved site can obtain federal loan repayment for a health care provider. A high HPSA score is also required for NHSC scholar placement.
- ORH is required to update existing HPSAs every three years. All geographic and population HPSAs are cycled based on a scheduled update determined by the federal Bureau of Clinician Recruitment and Service (BCRS) and is called the National Shortage Designation Update (NSDU).

Meeting this deadline is a requirement of ORH's cooperative agreement with BCRS. Completion of the NSDU will take priority over any new HPSA requests, when necessary, to meet this deadline.

- Reviews for the purpose of trying to achieve a higher score will not be considered during the first year after the last designation date. Reviews for rescores during the second year after the last designation date will be considered at the discretion of the director of ORH based on evidence provided by the applicant of significant changes in the number of local providers in the category of interest. During the third year after the last designation date, reviews will be performed automatically as part of the annual review.

Last updated April 2024.