

Georgia Board of Health Care Workforce

Board Meeting Minutes

January 30, 2025 | 8:00 AM – 11:00 AM

Location: GBHCW Administrative Office
2 Martin Luther King, Jr. Dr., SE
East Tower, 11th Floor, Atlanta, GA

Chairman: James Barber, M.D.

Executive Director: Chet Bhasin, FACHE

1. Call to Order

Dr. James Barber, Chairman, called the meeting to order at **8:07 AM**.

2. Approval of Agenda

There being no objections, the agenda was adopted by general consent.

3. Approval of Minutes

The minutes of the November 7, 2024 meeting were adopted by general consent.

4. Roll Call & Introductions

Kimberly Rogers conducted the roll call. The following individuals were present (*P*) or absent (*A*):

Board Members:

- James Barber, MD, Chairman (*P*)
- William Kemp, Vice Chairman (*P*)
- Lily Jung Henson, MD, Secretary/Treasurer (*P*)
- Terry McFadden, MD, Immediate Past Chair (*P*)
- Indra Indrkrishnan, MD (*P*)
- William Fricks, MD (*P*)
- Garrett Bennett, MD (*P*)
- Kitty Carter-Wicker, MD, (*P*)
- Steve Gautney, (*P*)
- Cecil Bennett, MD (*P*)
- Carolyn Clevenger, DPN, (*P*)
- James Smith, Jr., MD, (*P*)
- Amy Reeves, PA-C, (*P*)
- Michael Groover, DMD, (*P – Virtual*)
- Joseph Walker, MD, (*A*)

Staff:

- Chet Bhasin, Executive Director (*P*)
- Freeman Montague, Financial and Budget Manager (*P*)
- Kimberly Rogers, Financial and Budget Administrative Assistant (*P*)
- Alexandria Moses, Legislative and Communication Lean (*P*)

- Lauren Brennaman, Contract Coordinator (*P*)
- Leanna Greenwood, PhD, Data Team Manager, (*P*)
- Augustine Agbontaen, Data Analyst (*P*)
- Brianna Harris, Data Analyst (*P*)
- Cherri Tucker, Staff Consultant (*P*)
- Anita Dunbar, Office Coordinator (*A*)

Consultant to the Board:

- Alan Dever, MD, Ph.D., Faculty WellStar Kennestone Family Medicine

Attorney General's Representative:

- Jocelyn Curry, JD

Guests Present:

- Chelsea Hagopian, DNP, APRN, AGACNP-BC –Assistant Professor, Clinical Track, Emory University
- Sara Turbow, MD, MPH, Director, Emory Public Health and General Preventive Medicine Residency Program
- Adrian Tyndall, MD, Executive Vice President for Health Affairs and Dean of Morehouse School of Medicine
- Riba Kelsey, MD, MSCR, Department of Family Medicine, Morehouse School of Medicine
- Sarah Poole, Consultant, Sellers Dorsey
- Bailee Lindeborg, Fellow, Attorney General's Office
- LePrissa Moore,
- Luke Ray, Assistant Director State Government Relations, Augusta University
- Becca Hallum – Associate General Counsel, Georgia Hospital Association
- Helen Sloat – Director of Georgia State Policy and Government Relations, Lobbyist, Nelson Mullins
- Jill Brazell, MHA, Director, GME Operations, St. Francis Emory Healthcare
- Betsy Bates – Bates and Associates, Morehouse School of Medicine, Georgia Chapter of American Academy of Pediatrics
- Dean Burke, MD, Chief Medical Officer, GA Department of Community Health
- Russell Carlson, Commissioner, GA Department of Community Health
- Chinedu Ivonye, MD, Associate Dean of Graduate Medical Education, Morehouse School of Medicine
- Laura Nunley, Director of Clinical Strategy and Transformation in Nursing and Community Engagement, Morehouse School of Medicine
- Mark Sanders, Government Relations, PCOM-Georgia Campus
- Michael J. Parkerson, Chief Government and External Relations Officer, PCOM-Georgia Campus
- Shelly Ann McKenzie, Help for Healthcare Professionals

5. Chairperson's Report

Dr. Barber began his report by emphasizing the Board's mission of identifying and addressing healthcare workforce needs with a focus on underserved communities. He highlighted the Board's achievements and expressed gratitude for the Governor's and Legislature's support. He stressed that the Board is data-driven and accountable for every dollar allocated. He praised the dedicated staff and board members for their service and encouraged members to continue advocating for increased funding and awareness of Georgia's healthcare workforce needs.

6. Executive Director's Report

Mr. Bhasin reported on the following topics:

- **Staffing:** There are currently no vacant staff positions. He reported a new data researcher, Ms. Moore, will be joining the staff on February 3, 2025.
- **Legislative Updates:** Two bills, approved by the Governor's office, are expected to be introduced soon. They focus on data collection enhancements, definition revisions within one of our GME funding sub-programs and creating a new physician loan repayment program to include residents/fellows in their final year of training.
- **Data Expansion:** New optometry and nursing workforce surveys have been integrated into licensure renewals.
- **Technology Improvements:** The agency continues leveraging technology to streamline processes and improve efficiency.
- **Acknowledgments:** Mr. Bhasin recognized Dr. Greenwood and her team, noting that when he started with the Board, Dr. Greenwood was the only member of the data team and she did a lot of excellent work but needed help due to the increase in data projects. Mr. Agbontaen was hired as a data analyst, then Ms. Harris joined the staff in 2024 as a data analyst and now Ms. Moore will be joining the staff in 2025 as a data researcher. He continued stating the board is known for the quantity, quality, and breadth of what we do with data.
- He also acknowledged the Medical Composite Board, Board of Pharmacy, Board of Nursing, and the Secretary of State for their collaboration in supporting workforce data collection.

7. Budget Update –

Mr. Montague provided a detailed breakdown of the FY2025 budget:

- \$81.8 million has been expended or encumbered, leaving \$38.5 million remaining.
- The primary expenditures or encumbrances to date were for Operating Grants, Medical School Capitation Program and the miscellaneous GME grants the Board administers. The next big expenditure will be the loan repayment awards the Board is approving later in the meeting.

- Operational efficiency: There is now a financial section to the Board's website which has resources for general inquiries and invoice information. There is also a new portal for loan recipients to submit the required documents for processing the awards. Ninety-nine (99%) of budgeted funds are allocated to programs, with only one (1%) of funds used for administrative costs.
- Mercer & Morehouse Medical Schools: The Governor's Recommendations included \$25 million each in one-time funding for the medical schools.
- Board members discussed the importance of continued fiscal responsibility and maximizing program efficiency.

8. Medical School Scholarship Past Due Accounts

Mr. Bhasin informed the Board there are several past-due accounts involving old scholarship recipients and loan repayment recipients who defaulted on their obligation to practice in rural Georgia. Mr. Bhasin stated staff would need a motion to submit these accounts to the Attorney General's Office for collection, starting with demand letters. After discussion, the Chairman called for a motion.

On Motion (McFadden/Henson), the Board unanimously approved the submission of the Medical School Scholarship and Loan Repayment Past Due Accounts to the Attorney General's Office for collection.

9. Data Report - Match & GME Online Data Repository

Dr. Greenwood presented the newly developed Match & GME Dashboard, which:

- Tracks match trends from 2015-2024;
- Displays residency specialty selections and locations;
- Provides an interactive visualization of residency trends; and
- Highlights the percentage of graduates staying in Georgia.

After lengthy discussion, Dr. Barber called for a motion to approve the Match and GME Online Data Repository for publication.

On Motion (Henson/Indrakrishnan), the Board unanimously approved the Match and GME Online Data Repository for publication.

10. Outreach Reports

Ms. Moses presented the following reports:

FY 2024 Annual Report

Ms. Moses presented the Annual Report and reviewed the key accomplishments for the fiscal year, including:

- Monies for all loan repayment programs improved access to care for Georgia residents in 68 counties;

- Introduced a multi-year loan repayment program for physicians and made 8 awards for physicians to practice in rural areas for 4 years;
- Introduced a new Nurse Faculty Loan Repayment program and made awards to 22 recipients;
- Doubled the Advanced Practice Registered Nurses loan repayment awards to 81;
- Awarded four Graduate Medical Education (GME) Grants of \$75,000 each
- Administered \$3,000,000 for Nursing School Grants to eight institutions across Georgia with additional capacity needs and waitlists;
- The Board's data team was named an honoree of the Georgia Technology Authority's (GTA) 2024 Technology Innovation Showcase; and
- The Medical School Graduate Survey was updated and expanded on factors influencing medical school graduates choice in specialties and the selection of residency locations.

Dr. Barber thanks Ms. Moses for her report and call for a motion to publish the report.

On Motion (Indrkrishnan/Gautney), the Board unanimously approved the FY2024 Annual Report for publication.

FY 2024 Awards Report

Ms. Moses also reviewed the FY2024 Awards Report.

- Physicians for Rural Areas Assistance Program: provided awards to 35 physicians in 27 rural counties in Georgia;
- Georgia Physician Education Loan Repayment Program: provided 8 multi-year awards to physicians in 8 rural counties;
- Dentist for Rural Areas Assistance Program: provided awards to 10 dentists in 8 rural Georgia counties;
- Physician Assistant Loan Repayment Program: provided 20 awards to P.A.'s in 14 rural Georgia counties;
- Advanced Practice Registered Nurse Loan Repayment Program: provided 81 awards to APRN's in 39 rural counties of Georgia; and
- Nurse Faculty Loan Repayment Program: provided awards to 22 recipients across 19 Georgia counties.

On Motion (Henson/Indrkrishnan), the Board unanimously approved the FY2024 Awards Report for publication.

11. Loan Repayment Applications

Ms. Brenneman presented the following loan repayment program applications, as identified in each motion, with each program requiring individual votes:

- a. **On Motion (Clevenger/Henson)** the Board unanimously approved the list of Nurse Faculty Loan Repayment Applicants to receive awards.

- b. **On Motion (Gautney/McFadden)**, the Board unanimously approved the list of Behavioral Health Loan Repayment Applicants to receive awards.
- c. **On Motion (Gautney/G. Bennett)**, the Board unanimously approved the list of Physician Assistant Loan Repayment Applicants to receive awards.
- d. **On Motion (Smith/Henson)**, the Board unanimously approved the list of Nurse Practitioner Loan Repayment Applicants to receive awards.
- e. **On Motion (Kemp/McFadden)**, the Board unanimously approved the list of Dentists for Rural Areas Assistance Applicants to receive awards (Single-Year Awards).
- f. **On Motion (G. Bennett/Fricks)**, the Board unanimously approved the list of Georgia Dentist Education Loan Repayment Program Applicants to receive awards (Multi-Year Awards).
- g. **On Motion (Henson/Smith)**, the Board unanimously approved the list of Physicians for Rural Areas Assistance Applicants to receive awards (Single-Year Awards)
- h. **On Motion (Smith/Henson)**, the Board unanimously approved the list of Georgia Physician Education Loan Repayment Program Applicants to receive awards (Multi-Year Awards)

12. Obstetrics/Gynecology and Pediatrics Workforce Assessment

Mr. Martin Bloomenkranz and Mr. Vivek Shah from Huron Consulting Group presented the final report summary on the Physician Workforce Assessment on General Pediatrics and Obstetrics / Gynecology. After a brief question and answer period, the Chairman accepted the report for information only requiring no Board action.

13. Old Business/New Business

Dr. Barber asked if there was any old or new business to come before the Board. Hearing none, he called on Dr. Dever to make a few remarks.

Dr. Dever stated he wanted to say it has been an honor to work with the Board for over 40 years and how passionate he is about data the Board reports. He noted the very first report was released in 1987 and has evolved over time. He noted it wasn't all automated and wasn't on the internet back then. There was a small office where all the paper licensure documents came in and staff would drive down and take the boxes of documents back to the Board's office for staff to input into excel spreadsheets. It was a long, tedious process, but the Board still produced a decent report. The Board has had 10 different executive directors over these 40 years. What is important is what each of those directors did at those points in time using what they had available. Since Mr. Bhasin has been director, he has been provided resources to hire staff and automate resources and this has just mushroomed into a tremendous data set that is one of the premier data sets in the country. He also commended Dr. Greenwood stating since she has come on board, she has built a great data team, who work with her in different capacities, to present this data. Lastly, he said sometimes we need to

recognize the history of what we have and how we got to where we are today. We have a great Board and great staff who are willing to carry out the mission of the Board.

Dr. Barber thanked Dr. Dever for his comments.

14. Adjournment

Dr. Barber stated there was no other business to come before the Board and asked for a motion to adjourn.

On Motion (Gautney/McFadden), the Board unanimously voted to adjourn the meeting.

The meeting was adjourned by Dr. Barber at 11:10 AM.

Respectfully submitted,

DocuSigned by:

Lily Henson

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Lily J. Henson, M.D.

Secretary Treasurer

DocuSigned by:

Chet Bhasin

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Chet Bhasin

Executive Director