

**Georgia Board of Health Care Workforce  
Board Meeting Minutes  
Crisp Regional Hospital  
Cordele, GA  
July 18, 2024  
8:05 a.m. – 10:10 a.m.**

Dr. Barber, the Chairman, called the Georgia Board of Health Care Workforce (GBHCW) meeting to order at 8:05 a.m. with the following board members present:

**Board Members Present**

Chairman – James Barber, MD  
Vice Chairman – William Kemp  
Secretary/Treasurer – Lily Henson, MD  
Terri McFadden, MD  
Garrett Bennett, MD  
Steven Gautney, MSHA  
Michael Groover, DMD  
William Fricks, MD  
Amy Reeves, PA-C  
James Smith Jr, MD  
Kitty Carter-Walker, MD  
Bhuvnendram Indrakrishnan, MD  
Joseph Walker, MD

**Board Member Absent**

Carolyn Clevenger, DNP

**Staff Present**

Chet Bhasin – Executive Director  
Cherri Tucker – Board Consultant  
Anita Dunbar – Office Coordinator  
Leanna Greenwood – Data Team Supervisor  
Augustine Agbontaen – Data Analyst  
Kimberly Rogers – Finance & Data Administrative Assistant  
Alexandria Moses – Communications Coordinator  
Freeman Montaque – Finance & Budget Manager  
Briana Harris – Data Analyst

### **Consultant to the Board**

Al Dever, MD, Ph.D., Faculty WellStar Kennestone Family Medicine

### **Attorney General's Representative**

Jocelyn Curry, JD

### **Guests Present**

Marilane Bond – EdD, MEd, MBA– Associate Dean, Medical Education, Emory University

Hugh Sosebee – VP, External Relations, Mercer School of Medicine

Chelsea Hagopian, DNP, APRN, AGACNP-BC –Assistant Professor, Clinical Track, Emory University

Morgan Hall – Budget and Policy Analyst, House Budget Research Office

Gillian Brazell, MHA, CMPE – GME Director at St. Francis-Emory Healthcare

Becca Hallum – Associate General Counsel, Georgia Hospital Association

Margie Miller –Vice President of Government Relations, Augusta University

Erica Sutton, MD. – Sr. Associate Dean, Undergraduate Medical Education, Morehouse School of Medicine

Jacqueline Nikpour – PhD, RN – Assistant Professor of Nursing, Emory University School of Nursing, Georgia Nursing Workforce Center Advisory Board

Helen Sloat – Director of Georgia State Policy and Government Relations, Lobbyist, Nelson Mullins

Betsy Bates – Bates and Associates, Morehouse School of Medicine, Georgia Chapter of American Academy of Pediatrics

Shawn Little – Associate Vice Chancellor for Health Care Education, AVP Health Care, University System

Bryan Ginn – Chief Campus Officer, Philadelphia College of Osteopathic Medicine (PCOM)

Kevin Smith – Associate Dean for Academic Programs Affiliations, Morehouse School of Medicine

Jon Hoin – Health Policy Specialist, Georgia Dental Association

### **Approval of Agenda**

Dr. Barber presented the meeting agenda and asked if there were any additions to it at this time.

Dr. Barber stated there were no additions to the agenda and asked if there was an objection to adopting the agenda by general consent.

**With no objection, the July 18, 2024, agenda was adopted by general consent.**

### **Approval of Minutes**

Dr. Henson presented the meeting minutes for the April 18, 2024, meeting for review and approval. Dr. Barber asked if there were corrections to the minutes. Dr. Barber then stated that

since there were no corrections to the minutes, is there an objection to adopting the minutes by general consent?

**With no objection, the April 18, 2024, meeting minutes were approved as written by general consent.**

### **Introductions**

Dr. Barber asked to conduct a roll call among board members, staff, and guest attendees.

### **Chairman's Report**

Dr. Barber began his report with the 2024 University of Wisconsin Population Health Institute Report results. The report listed the counties in Georgia and ranked them by life expectancy. Miller County ranked 67.6 for life expectancy which is lower than the national average. Along with Miller were Quitman, Ben Hill, and Candler counties. All ranked lower than the national average. Dr. Barber stated this report proves there is a need to provide healthcare in rural Georgia. He concluded his report by thanking the governor and legislators for funding the Loan Repayment Programs.

### **Executive Director's Report**

Mr. Bhasin began his report by thanking Mr. Gautney for hosting the 07/18/2024 GBHCW board meeting at Crisp Regional Hospital in Cordele, GA and commending the Budget and Finance team for closing FY24 and transitioning smoothly to FY25.

Mr. Bhasin also commended Alexandria Moses, the GBHCW Communication Coordinator, who uses LinkedIn as a platform to increase awareness of who and what GBHCW does. He stated her use of LinkedIn advises when grant applications are opening and when loan repayment season is coming up, among other news regarding GBHCW.

Mr. Bhasin advised the board that one vacant Contract Coordinator position exists. He stated that an offer had been extended to a candidate for the position.

Mr. Bhasin concluded his report by announcing adjustments will be made to the Loan Repayment Programs application and contract process. He stated that this was necessary to create a more digital experience that includes a user-friendly, tractable, and seamless process.

### **Updated Mission Statement**

Dr. Barber presented GBHCW's current mission statement as outdated and stated the Executive Committee had worked on a new proposed mission statement. He advised the new proposed statement would better reflect what the GBHCW is doing and give more flexibility in the future. Dr. Barber proposed a motion from the Executive Committee to adopt the new mission statement.

**With no objection, the Updated Mission Statement was adopted by general consent.**

The new mission statement is as follows:

*“The Georgia Board of Health Care Workforce (GBHCW) identifies and improves healthcare workforce needs with an emphasis on underserved communities.”*

### **Annual Election**

Dr. McFadden announced the following candidates for FY25 board election:

1. James Barber, MD – Chair
2. William Kemp – Vice Chair
3. Lily Henson, MD – Secretary

### **Rule Proposals**

Mrs. Tucker presented amendments to the Medical School Capitation Rules. Mrs. Tucker advised the amendment would be due to the definition in the GBHCW’s definition of medical school. She stated the Doctor of Osteopathic Medicine is not listed, and the GBHCW provides funding for the program for the Philadelphia College of Osteopathic Medicine (PCOM). She then advised this amendment was added to the first definition. Mrs. Tucker advised the next amendment would be to delete the LCME definition for MD or the AOA. The next amendment Mrs. Tucker spoke about was Social Security because some schools submit identifiers instead of Social Security numbers, which would be changed in the rules.

**On Motion (Dr. Bennett/Mr. Gautney)**, the Board unanimously approved the Medical School Capitation Rules amendments.

Mrs. Tucker next presented a new set of rules for the Neurology Residency Capitation; she reported the General Assembly added funding for Neurology residents at Morehouse School of Medicine. She informed the Board the program rules are basically identical to other GME program rules. She also reported the acronym for the board would also be amended from the GBPW to GBHCW.

**On Motion (Dr. McFadden/Dr. Henson)**, the Board unanimously approved the Neurology Residency Capitation program rules.

Mrs. Tucker presented revisions to General Definitions section of the Administration Rules. The first amendment was to the definition of the Board to update it to reflect the wording in the law that governs the Board. Mrs. Tucker next stated that the definition of Georgia resident be removed from the administrative section because it was already in the Medical Student Capitation rule section to which it belonged.

On **Motion (Dr. Fricks/Dr. Henson)**, the Board unanimously approved the amendments to the Administration Rules of the Board.

Mrs. Tucker next presented a new program that the general assembly funded. Mrs. Tucker advised that the new program is titled the Georgia Dental Education Loan Repayment Loan Program. Mrs. Tucker reported that this program would allow 4th-year dental students to apply to help recruit into rural areas. She reviewed a few corrections to the document as follows: 195-26-.01(15) add “which” before means; 195-26-.02(1)b. change the wording in the parenthesis to “as defined in Rule 195-26-.01(19); 195-26-.03(1)a)8 add “if required” at the end; 195-26-.04(2) add a space between so and choose; 195-26-.05(1) replace the ! with 1; and in 195-26-.06(1)(d) change wording in the parenthesis to “as defined in Rule 195-26-.01(19).

On **Motion (Dr. Groover/Dr. Henson)**, the Board unanimously approved adopting the Georgia Dental Education Loan Repayment Program Rules.

Mr. Gautney inquired about loan balances. Is the loan balance the one-time initial loan balance for subsequently, and will each balance on board be reduced? If it is reduced, GBHCW would never get up to the 150,000.

Mr. Bhasin stated if someone applies and is awarded the award, the award would be based on the amounts in the rules. If the loan balance at the time of the award is \$150,000 or above, they would receive the dollar amount listed for years 1 – 4. If the loan balance at the time of the award is below \$150,000 they would receive the percentages listed for years 1 – 4.

Mrs. Tucker presented the Behavioral Health Provider Loan Repayment Program for approval. This is another newly funding program that will start in FY25 and has its own law which was amended into the GBHCWs laws. She stated under 195-27-.01(14) “Award Amount” a couple of providers were omitted and needed to be added. the psychiatrist (MD or DO) will get \$150,000; the Psychiatric Mental Health Care Nurse Practitioners/DPNs who hold doctoral degrees in behavioral health will be added to the list that receives \$80,000. and non-doctoral mental health nurse practitioners will be added to the list that receives \$40,000.

On **Motion (Dr. Walker/Dr. Carter-Wicker)**, the Board unanimously approved adopting the rules for the Behavioral Health Provider Loan Repayment Program.

### **Budget Overview**

Mr. Montaque began the Budget Overview report by presenting slides showing how FY24 ended. He advised that some loan recipients did not need the maximum amount of funds they received or were no longer qualified for the loan program.

Mr. Montaque reported that 98.84 percent of the budget had been spent.

Mr. Montaque stated that there was no change from the April 18, 2024, board meeting, and the FY25 budget was slightly over \$120M.

### **Annual Election**

Mr. Montaque tallied the votes for the election of officers and announced the following board election winners for FY25:

1. James Barber, MD – Chair
2. William Kemp – Vice Chair
3. Lily Henson, MD – Secretary

Dr. McFadden called for the **Motion** and second on the vote (**Dr. Walker/Dr. Carter-Wicker**), the Board unanimously approved the winners of the Annual Election.

### **Data Presentations**

Mr. Agbontaen began the Data Presentation with the 2024 Georgia Medical School Graduate Survey Report (MSG). He advised the GBHCW has conducted an annual survey of graduating medical students from each of Georgia's medical schools since 2008.

Mr. Agbontaen advised 515 medical school graduate survey responses were received in 2024, with a completion rate of 70.1%.

Mr. Agbontaen reported:

Emory University School of Medicine had a total of 134 graduate students, and 113 survey completions, with a completion rate of 84.3%

Medical College of Georgia at Augusta University had 245 graduate students, 67 survey completions, and a completion rate of 27.3%.

Mercer University School of Medicine had 99 graduate students, 98 survey completions, and a completion rate of 99.0%.

Morehouse School of Medicine had 74 graduate students, 67 survey completions, and a 90.5% completion rate.

Philadelphia College of Osteopathic Medicine-Georgia had 183 graduate students, 170 survey completions, and a 92.9% completion rate.

Mr. Agbontaen then reported on each school's demographics, citizenship, and race/ethnicity, Hispanic ethnicity.

Mr. Agbontaen reported on which GME specialties programs respondents matched to as well as which Georgia GME programs were in the respondents top 3 choices by primary care/core specialty.

Ms. Greenwood reported on the 2021-2022 Physician Workforce Visualization Report

(Person who asked the question is not identifiable) The question was asked for the reasons why the Undergraduate Medical Education (UME) graduates leave the state of GA?

Ms. Greenwood presented a slide giving the top reasons for leaving Georgia for Residency. The reasons are as follows:

- Preferred a highly reputable program out of state in the specialty area
- Family reasons
- Desire to stay in Georgia, but did not match a Georgia program
- Quality of Georgia residency programs
- Higher resident salary
- Specialty not offered in Georgia

Dr. Barber thanked the data team for their presentations and asked if there was an objection to adopting the two reports by general consent.

**With no objection, the 2024 MSG Report and the 2021-2022 Physician Workforce Visualization Report were approved for publication by general consent.**

**New Medical/Dental School Update Presentation**

Dr. Shawn Little, the Associate Vice Chancellor of Healthcare Education, introduced herself and provided updates in terms of the University System of Georgia (USG) Dental and Medical Schools

**Old/New Business**

No Old/New Business

Dr. Barber asked if, since there was no other business to come before the board, there was an objection to adjourning by general consent.

**With no objection, the July 18, 2024, meeting of the Board was adjourned by general consent at 10:10 a.m.**

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Secretary/Treasurer

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*Chet Bhasin*  
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Executive Director