

**Georgia Board of Health Care
Workforce Board Meeting Minutes
Virtual Meeting
November 7, 2024
8:01 a.m. – 11:01 a.m.**

Dr. Barber, the Chairman, called the Georgia Board of Health Care Workforce (GBHCW) meeting to order at 8:01 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
Kitty Carter-Walker, MD
Bhuvnendram Indrakrishnan, MD
Joseph Walker, MD
Cecil Barrett, MD

Board Members Absent:

Carolyn Clevenger, DNP
James Smith, MD

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
Lauren Brenneman: Contracts Coordinator

Consultant to the Board:

Dr. Alan Dever, Ph.D., Faculty, WellStar Kennestone Family Medicine

Attorney General's Representative:

Jocelyn Curry, JD

Guests Present:

Victoria Galloway, PA, GAPA, PA Director Barry College

Jon Hoin, Health Policy Specialist, Georgia Dental Association

Sarah Turbow, Director of Public Health, Preventive Medicine Residency Program, Emory University

Becky Hayes, PA-C, Board Member, Georgia Association of Physician Assistants

Alice House, MD, Mercer University School of Medicine

Andrea Mann, DO, FAAP, Dean, Chief Academic Officer, PCOM

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

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

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

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

Martha Elks, MD, Ph.D., FAPC, FACE, Morehouse School of Medicine

Keri Conley, Chief Health Policy Officer, Georgia Hospital Association (GHA)

Jean Sumner, MD, FACP, MSN, BSN, Dean of Mercer School of Medicine

Margie Miller, Vice President of Government Relations, Augusta University

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

Matt Hatchett, Georgia House of Representatives

Approval of Agenda:

Dr. Barber presented the meeting agenda and asked if there were any additions or objections.

Hearing no objection, the November 7, 2024, agenda was adopted by general consent.

Approval of Minutes

Dr. Henson presented the meeting minutes for the July 18, 2024, meeting for review and approval. Dr. Barber asked if there were any corrections.

With no corrections or objections, the July 18, 2024, meeting minutes were approved by general consent.

Introductions:

Ms. Dunbar conducted a roll call of board members and staff. Guests were asked to introduce themselves including the entity they were representing.

Chairman's Report:

Dr. Barber welcomed Dr. Cecil Bennett as the newest board member and expressed his enthusiasm for the board's recent progress. Highlights included:

- New Programs and Allocations: Funding has been allocated to nursing schools for simulators, behavioral health initiatives, and nursing faculty.
- Loan Repayment Applications: There has been a significant increase in loan repayment applications, with 44 new applications in behavioral health alone. Since 2017, 861 loan repayments have been awarded, with GBHCW on track to reach 1,000 soon.
- Recognition of the Data Team: The GBHCW data team recently received an award from the State CIO Association for excellence in visualization tools on their data website.
- Mission Statement: Dr. Barber reaffirmed the board's commitment to addressing healthcare workforce needs, emphasizing underserved communities.

Executive Director's Report:

Mr. Bhasin provided updates on operational and legislative matters:

- Team Capacity: The board and staff have no vacancies. A new researcher role for the data team is expected to be filled shortly.
- Legislation Implementation: HB1013 has introduced workforce surveys as part of licensure renewal requirements for physicians, physician assistants and pharmacists. Surveys will be implemented with the Secretary of State's healthcare licensure boards by 2025.
- Acknowledgments: Mr. Bhasin recognized the efforts of Mrs. Brenneman in processing nearly 300 loan repayment applications and Ms. Moses for promoting programs through social media and professional associations. He also acknowledged partnerships with the Georgia Composite Medical Board, Georgia Board of Pharmacy, and Secretary of State's Office.
- Loan Repayment Updates: The new pathway for dental students offers a four-year loan repayment of \$150,000, and behavioral health programs remain highly subscribed.

Rule Amendments:

Psychiatry Residency Capitation Rules

Mrs. Tucker presented amendments to the psychiatry residency capitation rules, including:

- Adding the acronym ACGME (Accreditation Council for Graduate Medical Education).

- Updating program definitions and removing repetitive language.
- Adjusting terminology (e.g., replacing "psychiatry" with "psychiatric").
- Updating the Board's name by removing physician and adding Health Care.
- Including hospital references in multiple sections.
- Limiting Social Security number requests to the last four digits.

During the discussion, board members noted the importance of aligning terminology with current accreditation standards and ensuring consistency across all sections. Suggestions to further streamline definitions were acknowledged for future revisions.

The proposed amendments to the psychiatry residency capitation rules were adopted by general consent.

Emergency Medicine Residency Capitation Rules

Mrs. Tucker outlined similar changes for the emergency medicine residency capitation rules, including:

- Adding ACGME definitions and removing redundancies.
- Updating the Board's name by removing physician and adding Health Care.
- Updating terminology to include hospitals and medical schools.

The proposed amendments to the emergency medicine residency capitation rules were adopted by general consent.

Data Presentations

Five-Year GME Outcomes

Ms. Harris presented retention data for the 2020-2024 period. Six GME programs failed to meet the 45% retention threshold:

- Atrium Health Navicent (General Surgery): 35.7%
- UGA Medical Partnership at St. Mary's (Internal Medicine and Residency Capitation): 40%
- Houston Healthcare (Family Medicine and Residency Capitation): 39.3%
- Medical College of Georgia (OB/GYN): 40%
- Memorial Health University Medical Center (OB/GYN): 43.8%
- Wellstar MCG Health Inc, (Residency Capitation): 39.5%

Ms. Harris stated all other GME programs exceeded the threshold. Board members discussed adding trend data and comparing retention rates with other states. Dr. McFadden emphasized the

need to understand whether legislative or practice environment factors influence retention rates. Dr. Greenwood agreed to explore adding historical trends in future reports.

The Board approved the release of the Outcomes Report by general consent.

GME Exit Survey Report

Mr. Agbontaen began his report by advising this is the GBHCW's 22nd annual report on physicians graduating from a Georgia GME program. He stated the purpose of the survey is to inform medical education, community, and state healthcare workforce planners about graduates' experiences and the supply and demand for new physicians in the state of Georgia. Mr. Agbontaen advised the survey offers insights into medical resident demographic characteristics, compensation at that level, retention rates, practice plans, assessments of the job markets, and training experiences. He also noted that this year the GME survey responses were collected using an online form. The survey link was sent to all GME directors and coordinators via email.

He reported there were 1,017 graduates from Georgia's GME programs and 937 graduates completed the 2024 exit survey, a 92.2% response rate and a 17.1% increase from the 800 responses received last year. He stated this was the first time in 5 years the GME Exit Survey has had a response rate of over 90%.

Highlighted survey insights:

- Retention: 47.9% of respondents plan to stay in Georgia, with proximity to family, additional training, and better job opportunities cited as reasons for leaving.
- Practice Opportunities: Respondents rated local opportunities as 3.2 and national opportunities as 3.8 with the rating scale being 1 to 5, where 1 means very few jobs and 5 means many jobs.
- Demographics: Female respondents increased to 51.3%, and Black respondents rose to 20.4%.
- Debt: 46% reported educational debt over \$200,000.

Board members suggested further analysis of the reasons cited for leaving Georgia to provide actionable insights for improving retention strategies.

The Board approved the release of the 2024 GME Exit Survey Report by general consent.

Opioid Clinics Dashboard

Dr. Greenwood demonstrated the new opioid treatment facilities dashboard, which integrates data from the Georgia Board of Pharmacy. Dr. Greenwood thanked the Georgia Board of Pharmacy for providing the information on opioid treatment facilities. The Georgia Data Analytic Center, the GBHCW's partner in creating visualization, has put this information with the pain management clinics data from the Georgia Composite Medical Board onto one dashboard since the data is very congruent. Dr. Greenwood demonstrated all the different ways to look at the data on the visualization page.

Old / New Business

No Old / New Business

Adjournment

Dr. Barber announced the meeting proceeded to Executive Session after a short break. Dr. Barber noted there was no additional business to address, and no official business would be conducted during the Executive Session.

With no objection, the November 7, 2024 meeting of the Board was adjourned by general consent at 11:01 a.m.

Respectfully submitted,

DocuSigned by:

Lily Henson

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Secretary-Treasurer

DocuSigned by:

Chet Blasin

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Executive Director