



GEORGIA BOARD OF HEALTH CARE WORKFORCE

ANNUAL REPORT

FISCAL YEAR

20

23

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 Georgia Board of Health Care Workforce

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Message from our Executive Director

The Board members and staff are pleased to present the 2023 Annual Report of the Georgia Board of Health Care Workforce.

Among this year’s highlights, most notably would be updating the GBHCW’s online data visualization tool with newer data to more accurately display the supply and distribution of Georgia’s actively practicing healthcare workforce, which includes physicians, physician assistants, and nurses.

In this annual report, it is my great pleasure to recognize the hard work of the Board members as well as the members of the Board’s advisory committees. These men and women work tirelessly and without compensation to fulfill our mission. Their contribution of time represents no small sacrifice, and our state is fortunate to have these individuals as public servants. I must also thank the dedicated staff of the Board, who are determined to give excellent service to their fellow citizens. I am honored and humbled to serve with this group of committed individuals.

Would you or someone you know want to know more about the GBHCW and the important work we do to improve the health care needs of rural Georgia? Then, please visit us online at <https://healthcareworkforce.georgia.gov/>. The website is an invaluable resource for both health care professionals and interested consumers.

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Executive Director

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The Georgia Board of Health Care Workforce

The Georgia Board of Health Care Workforce (GBHCW) works to see Georgia communities, especially in medically underserved areas, have improved access to needed physicians and other health care practitioners, thereby enhancing the health and well-being of Georgia's citizens. It fulfills this vision by identifying and meeting the health care workforce needs of Georgia communities through the support and development of medical education programs.

The GBHCW is administratively attached to the Georgia Department of Community Health. The Board meets quarterly to address the challenges presented above. Meetings times and location may vary. Agendas, minutes, and additional meeting information can be found on the Board's website.

Originally started in 1978 as the Joint Board of Family Practice, the Board changed its name to the Georgia Board for Physician Workforce in 1999. In 2011, the powers and duties of the State Medical Education Board were transferred to the GBPW. Loan repayment programs for dentists were added to the Board in 2016, and programs for physician assistants (PA) and advanced practice registered nurses (APRN) were officially added under the Board's jurisdiction in 2017. To reflect its more inclusive nature of health care professions, the Board's name changed to the Georgia Board of Health Care Workforce in 2019.



Our Dedicated Board members



The Georgia Board of Health Care Workforce is comprised of 15 members appointed by the Governor and confirmed by the State Senate. The Board consists of ten physicians, one dentist, one physician assistant, one advanced practice registered nurse, one hospital/health system executive and one consumer member.

James Barber, M.D.
Chair
Coffee County

William R. Kemp
Vice Chair
Lowndes County

Lily Jung Henson, M.D.
Secretary/ Treasurer
Greene County

Kitty Carter-Wicker, M.D.
Fulton County

Amy Reeves, PA-C
Cobb County

Carolyn Clevenger, DNP
Gwinnett County

Terri McFadden-Garden, M.D.
Fulton County

Steven Gautney, MSHA
Crisp County

Joseph L. Walker, M.D.
Seminole County

William Fricks, M.D.
Coweta County

Michael J. Groover, D.M.D.
Chatham County

Indran Indrakrishnan, M.D.
Gwinnett County

Garrett Bennett M.D.
Early County

W. Scott Bohlke M.D.
Bulloch County

James Lofton Smith, Jr., M.D.
Gwinnett County



Notable Accomplishments

Operations

- The Board held four quarterly board meetings to discuss board business and other healthcare workforce matters. One meeting took place at Emory University's Nell Hodgson Woodruff School of Nursing. Onsite meetings provide valuable insights into context of each institution. The remaining three meetings were virtual.
- Office moved from 2 Peachtree Street to Twin Towers across the street from the State Capitol.

Loan Repayment Programs / Grants

- All four loan repayment programs (Physician, Dentists, Physician Assistants, and Advanced Practice Registered Nurses) improved access to care for Georgia residents in 45 rural counties.
- \$6.5 million dollars was added to the Board's budget to offer competitive grant for nursing schools that have a waitlist to aid nursing program expansion, benefitting 17 Nursing Programs in Georgia.
- The Advanced Practice Registered Nurses Loan Repayment Program awarded contracts to 44 recipients, doubling the number compared to fiscal year 2022.

Data

- The Data Team continues to survey and publish reports that are relevant to multiple stakeholders including a Georgia Physician Assistant Workforce Report, Match Report of Georgia Medical School Graduates, and Graduate Medical Education Exit Survey Report.
- Continues to update data visualization page on the Georgia Board of Health Care Workforce website in partnership with the Georgia Data Analytic Center.
- Concerted efforts are being made to have Behavioral Health Care Workforce data accessible online, which will be available in early/mid 2024.
- The Medical School Graduate Survey Report has been updated and expanded on factors influencing medical school graduates choice in medical specialties and the selection of residency locations. Medical schools surveyed include Emory, MCG, Mercer, Morehouse, and PCOM (Georgia Campus).



Financial Summary 2023





Appropriated Funds in 2023

The GBHCW operates with a budget appropriated by the General Assembly. All state funding for medical education, with the except of money appropriated through the Board of Regents, is administered by GBHCW.

In fiscal year 2023, the Board’s appropriated budget was **\$108,813,396** which is used to enhance the health and well-being of Georgia’s citizens through various medical education and health care workforce programming.

The Board’s budget includes six programs:

- Administration
- Graduate Medical Education
- Mercer School of Medicine Grant
- Morehouse School of Medicine Grant
- Physicians for Rural Areas Assistance
- Undergraduate Medical Education

Appropriation Figure Breakdown

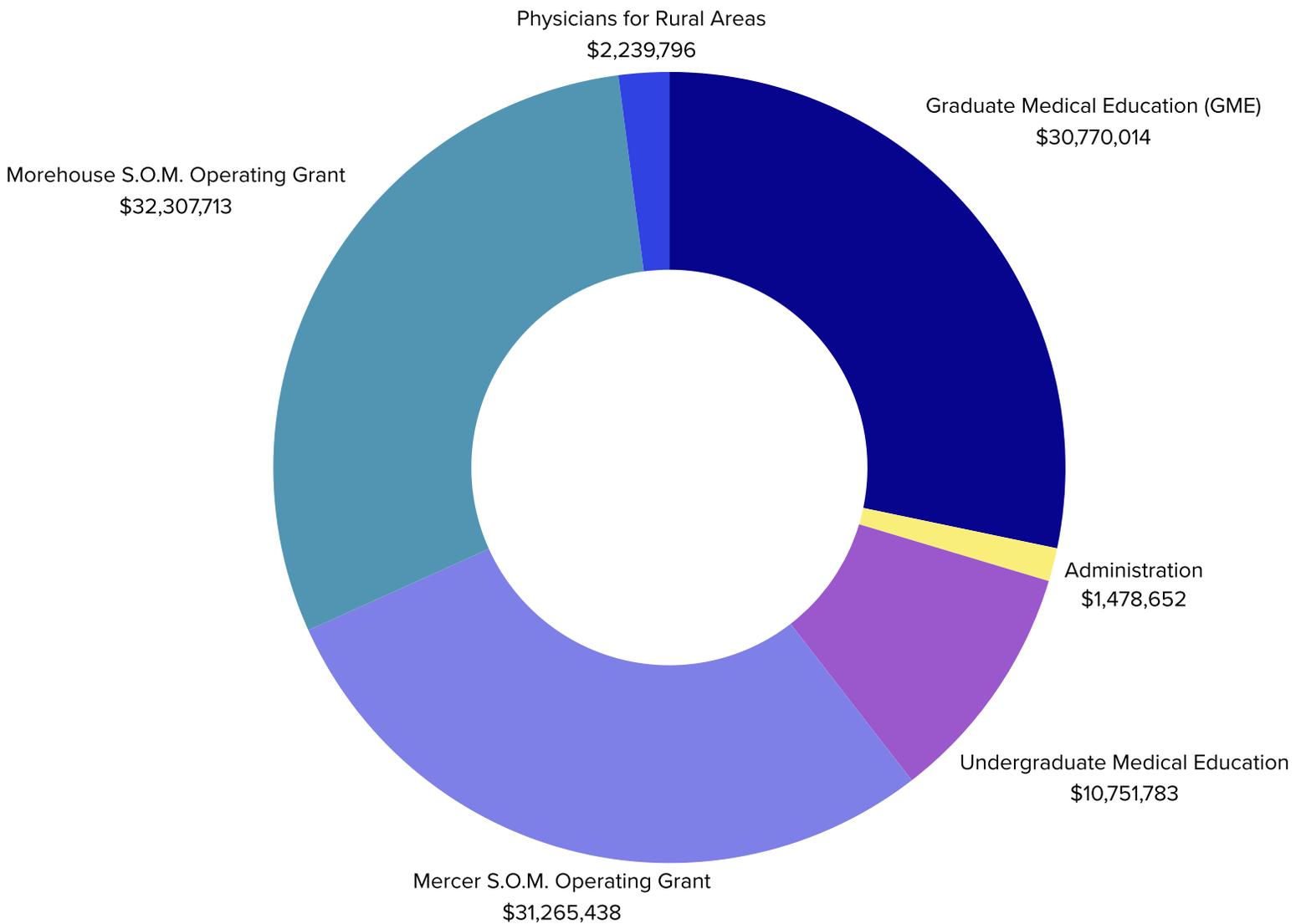
GBHCW Programs	FY 2023	AFY 2023
Administration	\$1,478,652	\$1,478,652
Graduate Medical Education	\$30,532,048	\$30,770,014
Undergraduate Medical Education	\$7,195,783	\$10,751,783
Mercer S.O.M. Operating Grant	\$31,265,438	\$31,265,438
Morehouse S.O.M. Operating Grant	\$32,307,713	\$32,307,713
Physicians For Rural Areas	\$2,150,000	\$2,239,796
Total	\$104,929,634	\$108,813,396



Fiscal year 2023

Appropriation figure

- Graduate Medical Education (GME)
- Administration
- Undergraduate Medical Education
- Mercer S.O.M. Operating Grant
- Morehouse S.O.M. Operating grant
- Physicians for Rural Areas





Undergraduate Medical Education

State funding for undergraduate medical education plays a crucial role in securing a sufficient pool of primary care and essential physician specialists, facilitated through collaborative partnerships with four private medical schools in Georgia.

The Medical Student Capitation Program provides funding to Emory University School of Medicine, Mercer University School of Medicine, Morehouse School of Medicine, and Philadelphia College of Osteopathic Medicine for a designated number of Georgia residents enrolled in each medical school. The level of funding is determined by the General Assembly, and in FY 2023, the funding for up to **569** students (Mercer – 210; Emory – 113; Morehouse – 96; and Philadelphia College of Osteopathic Medicine – 150). The capitation rate was **\$6,363** per student certified as a resident of Georgia, which is a similar payment rate from the previous fiscal years. The contracts stipulate that at least 50 percent of the medical schools’ graduates must enter a primary care or core specialty. Over the past five years, the rate of graduates entering primary care and core specialties for the participating schools combined was **73.3** percent.

The GBHCW considers seven specialties as “primary care and core specialties,” which include: family medicine, internal medicine, pediatrics, obstetrics/gynecology, emergency medicine, general surgery and psychiatry.

\$6,363

Capitation rate

73.3%

Rate of graduates entering primary care or core specialties

Grads entering Core Specialties / Total Grads Entering Residency

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Emory	82/143	90/123	98/139	78/122	87/149	85/125
Mercer	74/102	81/108	86/114	106/126	79/107	107/130
Morehouse	59/76	55/73	69/87	64/79	62/84	60/87
PCOM	95/122	91/122	104/120	97/129	90/121	116/160
Totals	310/443	317/426	357/460	345/456	318/461	368/502
Total %	69.97%	74.41%	77.60%	75.65%	68.98%	73.30%



Mercer SOM Operating Grant

The purpose of the Mercer University School of Medicine Operating Grant is to educate physicians and health professionals to meet the primary care and health care needs of rural and medically underserved areas of Georgia.

With **557** total students (all students are Georgia residents), Mercer University School of Medicine is spread over three campuses in Georgia:

- Macon, which houses the school’s traditional campus;
- Savannah, which started as a clinical campus and is now a four-year campus; and
- Columbus, which also started as a clinical campus but has recently transitioned into a four-year campus.

This operating grant helps to fund several initiatives at the school, including clinical rotations for students at rural practice locations and an expansion of its Primary Care Accelerated Track program which condenses medical school to three years and transitions graduates into primary care residency programs at Memorial Health University Medical Center in Savannah, Atrium Health Navicent Medical Center in Macon and Piedmont Columbus Regional Hospital in Columbus.

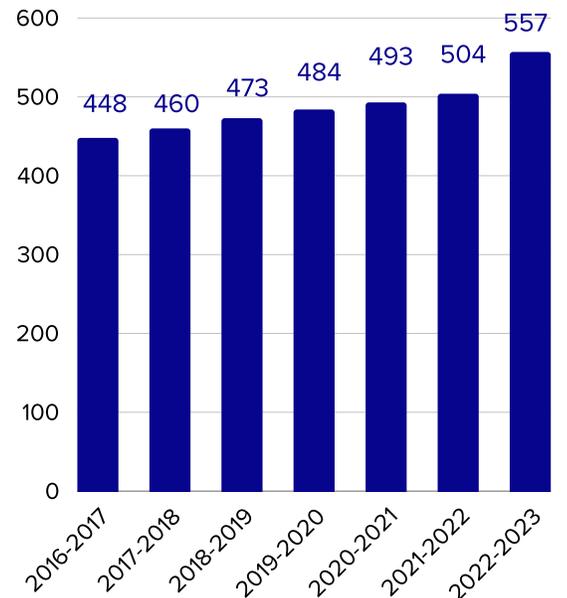
Mercer Graduates

Year	2018	2019	2020	2021	2022	2023
Percentage of graduates entering core specialties	72.50%	75.00%	75.44%	84.13%	73.80%	82.30%
Percentage of graduates now practicing in Georgia	53.23%	59.64%	56.91%	57.95%	55.02%	53.93%

82.3%

Rate of graduates entering primary care or core specialties

Number of Medical Students Enrolled at Mercer University School of Medicine





Morehouse SOM Operating Grant

The purpose of the Morehouse School of Medicine operating grant is to educate physicians and other health professionals to address primary healthcare needs with an emphasis on people of color and the underserved urban and rural populations throughout Georgia.

With **459** total students (306 of whom are Georgia residents), Morehouse School of Medicine’s campus is located in Atlanta.

This investment from the state through the operating grant allows the school to continue increasing the enrollment of the medical school and its residency programs even more, as well as ensure increased access to innovative and critical health services for the citizens of our state. In 2018, Morehouse SOM welcomed an incoming class of 100 medical students, a first in its 40+ year existence, and continues to grow accepting 127 students into the first-year class in 2023.

Also, the operating grant provides funding for upgrades to the equipment and simulation labs, which provide hands-on learning opportunities for medical students to start developing their clinical skills

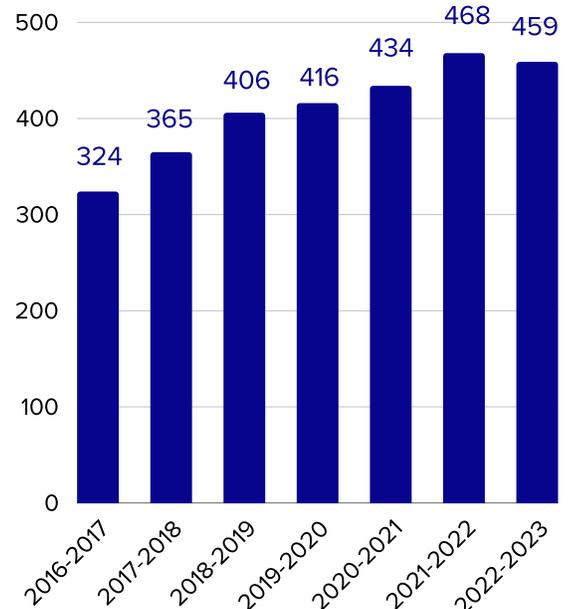
Morehouse Graduates

Year	2018	2019	2020	2021	2022	2023
Percentage of graduates entering core specialties	78.90%	75.30%	79.31%	81.01%	73.80%	69.00%
Percentage of graduates now practicing in Georgia	43.44%	43.00%	43.04%	42.00%	42.00%	43.00%

69.0%

Rate of graduates entering primary care or core specialties

Number of Medical Students Enrolled at Morehouse School of Medicine





Empowering Partnerships, Driving Results





Graduate Medical Education (GME)

The GME Program collaborates with the state's designated teaching hospitals and Graduate Medical Education (GME) programs, commonly referred to as "residency," to ensure an ample supply of primary care and essential physician specialists. The Board allocates state funding to assist in mitigating the expenses associated with training physicians in select teaching hospitals within the state.

Research indicates that resident physicians are inclined to practice within a 100-mile radius of their GME training location. Consequently, investing in GME programs is viewed by the State of Georgia as a strategic measure to fortify the state's physician workforce.

In fiscal year 2023, the Board allocated **\$30,770,014** to 27 institutions, enhancing Georgia's medical education initiatives and strengthening the physician workforce.

Fiscal Year 2023 Specialty and Number of Residents Under Contract

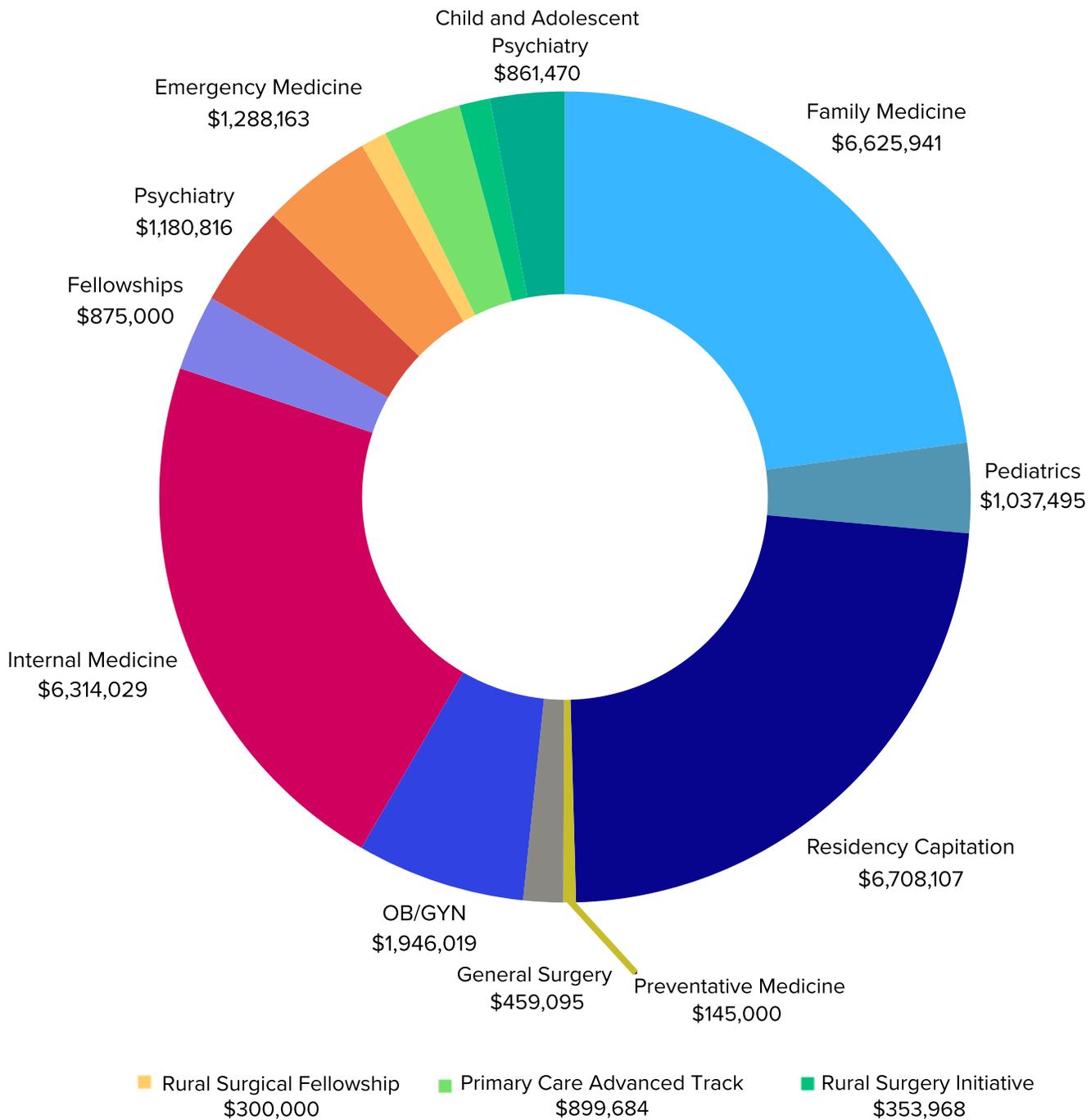
Specialty	Number of Residents Under Contract in FY2023
Rural Surgical Fellowship	2
Fellowships - Vision, Cancer, Neurology	7
Family Medicine	334
Pediatrics	61
Preventive Medicine	10
General Surgery	28
OB/GYN	120
Internal Medicine	398
Psychiatry	77
Emergency Medicine	84

Note : Residency Capitation included 2,140



Fiscal Year 2023

GME Appropriation





Physicians for Rural AREAS





Physicians for Rural Areas

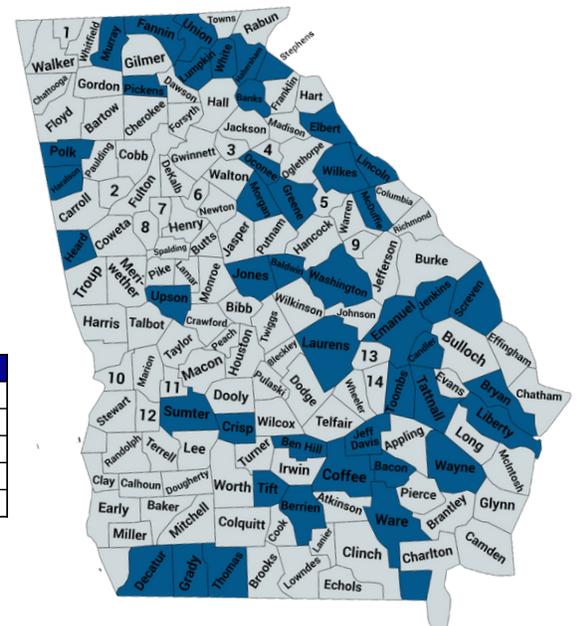
GBHCW administers service-cancelable loan repayment programs for physicians, dentists, physician assistants and advanced practice registered nurses that assist in paying debt incurred for tuition, fees, and other expenses associated with the completion of the aforementioned degrees. Practitioners must agree to practice at least 40 hours per week in an underserved, rural county in Georgia with a population of 50,000 or less.

The Physicians for Rural Areas Assistance Program provide up to \$25,000 a year in student loan repayment in return for a 12- month commitment to practice in a rural community. Recipients may receive a maximum of four loans and a maximum total student loan repayment of \$100,000. The Dentists for Rural Area Assistance program offers the same contract to dentists in return for their rural dental practice.

In 2017, the Board implemented the Physician Assistant and Advanced Practice Registered Nurse loan repayment programs, which are the PA and APRN versions of the PRAA and are similar in program structure and requirements to the PRAA offering \$10,000 per year, for a maximum of \$40,000 over four years.

Since 1990, this program has proven to retain talent here in Georgia. About 88.94 percent of the program’s participants remained in Georgia to practice after completing their obligation. Additionally, around 72.25% of former program participants in Georgia continue to practice in a qualifying county.

Loan Repayment Program	Number of awarded Recipients
Physicians for Rural Areas Assistance	38
Dentists for Rural Loan Repayment	12
Physician Assistant Loan Repayment	21
APRN Loan Repayment	45
Total	116



Loan repayment programs improved access to care for Georgia residents in 45 rural counties as noted in dark blue



Outlook for Fiscal year 2024

- Continue working with the Governor's Office, General Assembly, health care organizations and medical trade associations to address Georgia's healthcare workforce needs.
- The Board is approaching the final stages of integrating live data from HB1013. Coordinating this intricate task requires the integration of multiple datasets from the Secretary of State's Office, the Georgia Board of Pharmacy, and the Georgia Composite Medical Board. Data is expected to be available online gradually starting 2024.
- Continue to collaborate with Medical Education Advisory Committee (MEAC).
- Administer competitive Nursing Schools Grant of \$3,000,000 to programs with waitlists and committed to expanding nursing enrollment and graduating more skilled nurses in Georgia.
- Collaborate with nursing licensure board and other clinical licensure boards.
- Work with regional players for greater awareness with potential outlets.
- Continuously strategize on how to increase residency and fellowship programs in Georgia.
- Announce the initial awardees of the Nurse Faculty Loan Repayment Program. This newly established program seeks to alleviate the loan debt incurred during educational programs for individuals employed within certain qualifying institutions.
- Collaborate with Graduate Medical Education Programs to organize a plan for the return of the Practice Opportunity Fair. In the past, this event has created opportunities to build relationships between resident physicians and hospitals/clinics in Georgia.
- Announce the recipients of three Graduate Medical Education Grants, each amounting to \$75,000.



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Questions or feedback?

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