

# Georgia Board of Health Care Workforce

Board Meeting Via Microsoft Teams July 28, 2022

## Minutes

Dr. McFadden, Chairperson, called the meeting to order at 8:30 a.m. with the following Board members present:

James Barber, MD, Vice-Chairman  
Garrett Bennett, MD  
Scott Bohlke, MD  
Carolyn Clevenger, DNP  
Steven Gautney, MSHA  
Michael J. Groover, DMD  
Lily J. Henson, MD  
Indran Indrakrishnan, MD  
William Kemp, Secretary-Treasurer  
Amy Reeves, PA-C  
James L. Smith, Jr., MD  
Joseph L. Walker, MD

### **Staff Present**

Chet Bhasin  
Freeman Montaque  
Leanna Greenwood  
Yvette Speight  
Cherri Tucker  
Aybriel Beckham  
Jocelyn Hart

### **Consultants to the Board**

Emily Harris, JD, Georgia Attorney General's Office  
Al Dever, MD, PhD, Faculty WellStar Kennestone Family Medicine Program

### **Guests**

Tara Boockholdt, Senior Budget & Policy Analyst, GA House of Representatives  
Becca Hallum, Georgia Hospital Association  
Chadburn Ray, MD, Medical College of Georgia  
Jean Sumner, MD, Dean, Mercer University School of Medicine  
Betsy Bates, Morehouse School of Medicine  
Bryan Ginn, Chief Campus Officer, PCOM Georgia  
Hugh Sosebee, JD, Mercer University  
Brent Churchwell, Interim Director, Senate Budget Evaluation Office

Denise Curran, Division Director for Student Affairs, PCOM Georgia  
Sydney Wilkins, Assistant Director State Affairs, Emory University  
Andrea Mann, DO, Dean and Chief Academic Officer, PCOM Georgia  
Alexandra Ritter, Transitional Resident at Northside Gwinnett  
Helen Sloat, Legislative Consultant St. Francis Hospital, Columbus  
Bill Craver, DO, Dean and Chief Academic Officer, PCOM South Georgia  
Bethany Sherrer, Director of Government Relations and General Counsel, Medical Association of GA  
Joel Truss, Government Affairs Coordinator Tanner Health System  
Margie Miller, Government Relations, August University  
Lucy Marion

### **Approval of Agenda**

Dr. McFadden presented the agenda for the meeting to the Board for approval.

**On Motion (Barber/ Indrkrishnan)**, the Board unanimously approved the agenda for April 28, 2022, meeting.

### **Approval of Minutes**

Mr. Kemp presented April 28, 2022, meeting minutes for review and approval.

**On Motion, (Indrkrishnan, /Barber,)** the Board unanimously approved the minutes for April 28, 2022, board meeting.

### **Introductions**

Freeman Montaque conducted a roll call of board members, staff, and guests.

### **Chairperson's Report**

Dr. McFadden began her report by thanking Freeman Montaque for all of his hard work serving as Interim Executive Director while maintaining his Budget Director position. She also thanked Cherri Tucker who stepped in to assist as needed during the transition, the Executive Committee for guiding staff during this time, the search committee for their work in selecting a new executive director, and she thanked the staff for their hard work during the past 9 months.

Dr. McFadden informed the Board Dr. George M. McCluskey resigned from the Board due to increased responsibilities in his practice. Staff has informed the Governor's office of his resignation and we are waiting for a replacement to be appointed.

Dr. McFadden reviewed Governor Kemp's Executive Order from April 21, 2022, establishing the Healthcare Workforce Commission to address challenges in the hiring and retention of healthcare workers, including nurses, physicians, respiratory therapists, emergency medical personnel, and other clinical and nonclinical personnel. The 15-member commission will examine current needs and identify strategies for workforce recruitment and retention. The

commission must submit a report of findings to the Governor by December 21, 2022. She noted that Dr. Bohlke was appointed to the Commission.

Next she stated the October meeting will be more of a “Board School” due to the many new members now on the Board. Dr. McFadden noted the Board had been a board of transition for many years first as the Physician Workforce Board and since 2019 as the Health Care Workforce Board with the addition of nursing and dental colleagues and now with HB1013 mental health has been added to the Board’s duties. She said Dr. Clevenger and Dr. Groover have stepped up to represent the groups they are representing and have asked them to speak to the Board regarding the nursing and dental programs.

Dr. Clevenger presented a proposal for advisory group for nursing data. She stated the Georgia Nursing Leadership Coalition (GNLC) was founded in 2011 and exists to transform nursing practice, education and health policy by utilizing valid and reliable data for effective workforce and policy making and that has close alignment with the goals of this Board. She reviewed the list of members of the GNLC Data Advisory Committee and said the committee has a history of working with the GBHCW with the nursing data and also offered their expertise when the APRN loan repayment program started. Dr. Clevenger would like the Board to consider utilizing the Data Advisory group as it thinks about the obligation to monitor and evaluate the supply and distribution of physicians and health care practitioners. The Board does have the authority to contract with the advisory committee through OCGA 49-10-4. She stated this is a ready-made group of individuals who meet every 2 weeks for 2 hours at a time and as needed. She said she spoke with Dr. McFadden and Mr. Bhasin about possibility of using this group as an option to meet the expectations as far as the advanced practice nursing workforce goes and wanted to bring it to the full board for discussion.

Dr. Groover informed the Board in reviewing the Dental Loan Repayment Program he noticed there are barely enough applications received each year. He stated the program rules state the dentist has to be a dental school graduate, licensed and have a Medicaid number to apply for the loan. He said this could be the issue since the students normally make their practice location choices during their 4<sup>th</sup> year of dental school. He is asking the Board to review the program and allow dental students to apply at the beginning of their 4<sup>th</sup> year which would let the students consider the rural areas of the program as practice locations as well. Dr. Groover believes these changes to the rules of the program will increase applicants. He stated the actual payment of the award would be contingent on students receiving their dental license and receiving their Medicaid number.

Dr. McFadden thanked Dr. Clevenger and Dr. Groover for their comments.

Dr. McFadden introduced the new Executive Director, Chet Bhasin.

### **Executive Director’s Report**

Mr. Bhasin began his report by introducing himself to the full board and providing a brief background of his employment history. He stated he has been very busy during the month since he started. He stated shortly after starting, OPB contacted him for the Board’s strategic plan

submission, he has been scheduling introduction meetings with Board members and individuals the board and staff interacts with, composed a presentation for the Healthcare Workforce Commission to introduce commission members to the Board, and has been working with HR to hire an office coordinator to support staff.

Mr. Bhasin continued by informing the Board that he and Leanna Greenwood have had early conversations with the directors of the state boards impacted by HB1013, the Mental Health Parity Act, which adds a new chapter to O.C.G.A. 49-10 (the Board's law) "for the establishment of a Behavioral Health Care Workforce Data Base by the Georgia Board of Health Care Workforce."

Mr. Bhasin let the Board know the office will be moving at the end of the year to the Twin Towers across the street from the street from the State Capitol.

Mr. Bhasin stated 3 million dollars was added to the Board's budget to create a competitive grant for nursing schools that have a waitlist. Staff will start drafting an application and will bring it to the Board at a later date.

Mr. Bhasin and Ms. Greenwood have talked with Georgia Data Analytic Center staff regarding leveraging their platform to get a more accessible and visually appealing look for the data visualization of the physician, physician assistant and nursing data sets.

Mr. Bhasin completed his report by stating he and Ms. Beckham are working on putting more Board information out to the public on all social platforms.

### **Budget Items**

Mr. Montaque gave a summary review of the FY 2022 Budget now that the fiscal year has ended. Overall 99.37% of the budget was expended during the year which is in line with previous years.

Mr. Montaque reviewed the FY2023 budget. He noted some of the bigger additions were \$400,000 was added to the Administration budget for the implementation of the Behavioral Health Care Workforce Database, \$5.4 million was added to the Graduate Medical Education program for new residency slots and new program development, \$3 million for nursing school grants for those schools with wait lists, and \$3 million for Morehouse School of Medicine or clinical campus expansion.

### **Rules (Senate Bill 340)**

Mr. Bhasin presented a rule change after the passage of SB340 which was legislation the Board requested to bring language O.C.G.A 31-7-95 up to date in regard to the accrediting body and changing the provision requiring a designated teaching hospital to have 50 residents to having one ACGME accredited residency program. The rule change is for 195-2-.01(3) and (4) as noted below:

- (3) "Designated Teaching Hospital" means a teaching hospital operated by other than a hospital authority, which hospital agrees to contract with the state to offer or continue to offer a residency program approved by the ~~American Medical Association~~ Accreditation Council for Graduate Medical Education (ACGME), which program has at least ~~50 residents~~ one ACGME accredited residency program, excluding any stand-alone fellowship program, and which hospital operates a 24 hour, seven-day-per week emergency room open to the public, and which hospital files a semiannual statistical report consistent with those filed by other state funded tertiary, neonatal obstetrical centers with the Family Health Section of the Department of Human Resources.
- (4) "Medical Education and Training" consists of an ~~AMA~~ ACGME approved residency program, one year or longer in duration, which prepares graduates of medical schools to practice in a general or specialty field of medicine or surgery.

**On Motion, Barber/Gautney**, the Board unanimously approved the rule change to be released for public comment.

### **Data Presentations**

Ms. Hart reviewed the 2022 Georgia Medical School Graduate Survey Report. The 2022 report is the 14<sup>th</sup> year the Board has surveyed graduating students from Georgia's five medical schools. The purpose of the survey is to provide insight on why medical students chose a specialty and residency site and how many intend to ultimately practice in Georgia when training is completed. She is discussing why residents choose a certain specialty and residency site and how many students plan to practice in the state of Georgia after their training is complete. She highlighted the following areas:

- On page 4, table 1 of the report stated Philadelphia College of Osteopathic Medicine had the highest completion rate of 100% and the Medical College of Georgia at Augusta University had the lowest at 52.9%. In total 73.3 completion rate which is a slight increase from last year's numbers.
- On page 14, table 7 of the report "Specialty Matched to in Post Graduate Year 1" 82.9% of the respondents indicated they matched into a primary care or core specialty program for PGY1 with Internal Medicine being the highest at 25.3 percent. In table eight the intended career specialty is 56.6% entering a primary care/core specialty and 43.8 nonprimary care/core specialty.
- On page 15, figure 3 of the report, most graduates made their decision in year three on what specialty to pursue.
- On page 17, figure 4 breaks down the important factors students keep in mind when determining their specialty. The top three strong influences were lifestyle, mentor/role model, and options for fellowship training. These were also the top three influences from last year's report.

- On page 20, table 11 “In-State (Georgia) or Out-of-State Match” 77.2% matched out-of-state and 22.8% matched in Georgia and is shown by medical school. Page 21 breaks the percentages down in a pie chart format by school.
- On page 25, figure 7 “Georgia GME Programs in Respondents’ Top Three Choices in Match” 52.4% said there were no Georgia GME programs in their top 3 choices in the match and 48.3% said they did include a Georgia GME program in their top 3 choices in the match.
- On page 27, the chart covers the primary reason for leaving Georgia. A few of the top reasons were preferring a highly reputable program out of state in specialty area, did not match a Georgia program, family reasons, and quality of Georgia residency programs.
- On page 30, the graph shows the overall perception of Georgia’s Residency Programs in Respondent’s Specialty. The average is a very positive range.
- On page 35, table 18 shows responses to open-answered text to explain factors that contributed to their choice of a Georgia residency program.

### **Loan Repayment Programs Medicaid Provision**

Mr. Bhasin stated he had been asked if the Board’s loan repayment contracts had a threshold provision for acceptance of Medicaid. He presented a possible change to the language to address this. The board reviewed the information and will review again at the October board meeting.

### **Jason W. Kimbell – PRAA Loan Repayment**

Mr. Bhasin presented PRAA loan recipient Jason Kemble. Dr. Kimbel graduated from residency during the first few months of Covid and accepted a position at Tift Regional as his wife’s job had become remote during the pandemic. He recently moved back to the Columbus area which breaks his contract however no money has been issued to Dr. Kemble. According to Emily Harris, JD, Assistant Attorney General, since no money has been received the contract can be rescinded with a vote from the board.

**On Motion, Barber/Gautney**, the board voted to rescind the Dr. Kimbel’s contract.

### **Practice Approval Requests**

Ms. Beckham presented a practice approval request for Evan Fountain.

**Evan Fountain, MD** - Dr. Fountain’s practice approval request was presented to the Board at the April 28, 2022 Board meeting. The Board voted to deny his request based on Glynn County not meeting the population requirement of the program. While preparing to notify Dr. Fountain of the Board’s decision, a law change from 2014 was identified that could impact that decision and staff decided to bring his request back to the Board. Ms. Beckham presented the Scholarship Regional Bulletin to the Board which was created after the 2014 law went into effect. The regions were created and approved by the Board and then approved by the Commissioner of Public Health and the Commissioner of the Department of Community Health as required. A

map for Dr. Fountain's specialty of Pulmonary Medicine/Critical Care has been added to the bulletin based on the guidelines approved by the Board.

HB998 passed the General Assembly has been signed by the Governor. The effective date of the law change was July 1, 2014. The law allowed GBHCW Scholarship recipients, **who received their initial award prior to July 1, 2014**, the following 3 options for fulfilling their service obligation: 1) by practicing his or her profession in an area of the state which is rural and underserved by primary care physicians as determined by the Board (adopted in GBHCW Rules and Regulations as Georgia counties with a population of 50,000 or less for family medicine, internal medicine and pediatrics), 2) in a regional area of Georgia composed of rural counties where an unmet need for certain primary care and other critical need specialty physicians exists as determined by the Board and approved by the commissioners of community health and public health (adopted in GBHCW rules as primary care specialty of Obstetrics/Gynecology and other critical need specialty physicians as approved by the Board) and 3) at any hospital or facility operated by or under the jurisdiction of the Department of Public Health, the Department of Behavioral Health and Developmental Disabilities, the Department of Corrections, or the Department of Juvenile Justice.

The maps show what criteria will be used for determining practice site eligibility. Per the rules of the program, the groupings accepted are as follows:

1. For Family Medicine, Internal Medicine, and Pediatrics, the acceptable practice location remains the same: A county with a 50,000 or less population based on the most recent census.

2. For OB/GYN, Emergency Medicine\*, and General Surgery, the acceptable practice locations are based on the PCSA grouping map. Any PCSA with at least one county with a population of 50,000 or less qualifies. The eligible areas are those shaded in red.

\*This designation only applies to physicians who have completed an emergency medicine residency. It does not apply to doctors who completed a residency in other specialties and are practicing emergency medicine.

3. For all other specialties, the acceptable practice locations will be based on Secondary Care Service Areas. For each specialty, the rate will be calculated based on the most recent physician data available. The first map is a blank map showing the groupings. The second, third, and fourth maps are made for specific specialties (Pathology, Psychiatry, and Pulmonary/Critical Care Medicine). The eligible areas are shaded in red.

4. Other maps will be created as needed based on previously existing contracts.

After discussion, it was determined based on the provisions of HB998, as outlined in the Scholarship Regional Bulletin, the practice location Dr. Fountain proposed qualifies.

**On Motion (Barber/Gautney)**, the Board unanimously voted to rescind the denial of Dr. Fountain's practice approval request from April 2022.

**On Motion (Bohlke/Smith)**, the Board unanimously approved the practice location request of Dr. Evan Fountain.

**Jasmine Shell, MD**, - Ms. Beckham updated the Board on the practice approval request of Dr. Jasmine Shell. The Board tabled her request in April to get additional information on the facilities and the time she will be working at each one listed in her request.

**Presented at April 28, 2022 Board Meeting:**

Jasmine Shell, MD

At the April 28, 2022, meeting of the Board, the practice approval request for Jasmine Shell, MD was tabled by the Board in order to get additional information regarding her work hours at the facilities in Augusta. Dr. Shell sent the information below regarding her practice hours (full email correspondence included in the packet materials). Dr. Shell's first contract was executed in 2009 which would place her request under the parameters of the 2014 law change. Dr. Shell recently completed an addiction medicine fellowship. There is no specialty for "addiction medicine" in the data collected by the Board. Staff also requested a copy of her contracts with the facilities in her practice approval request.

Dr. Shell sent an email stating after discussing the inquiry with her supervisor, she would like to make a correction to the email sent on 5/12/22. She corrected the number of hours as averaging at least 40 hours per week (83% at the Charlie Norwood Veterans Affairs Medical Center and 17% at Augusta University Medical Center), instead of the previously quoted 80 hours per week. She stated she will be working primarily in Addiction Medicine in a joint position with Augusta University Medical Center and Charlie Norwood Veterans Affairs Medical Center and her work would fall under only one position at the different sites under the same supervisor and the Addiction Medicine team. She said many of the patients come from rural areas and the patient population served would include but is not limited to the following counties: Richmond, Columbia, Lincoln, Burke, Wilkes, Lincoln, McDuffie, Washington, Jefferson, Greene, and Elbert as well as adjacent counties. She noted that as an Addiction Medicine physician, she will be working in the arena of Mental and Behavioral Health."

Dr. Shell received \$80,000 from the Country Doctor Scholarship Program. She appeared before the Board in October 2017 to inform the Board she was no longer in the general surgery GME program and was completing a preventive medicine fellowship. The Board approved the deferment of her obligation until which time she completed the fellowship with the understanding that she needs to return to GA to fulfill her obligation. In January 2021, Dr. Shell requested to change to an addiction medicine fellowship. The Board approved the request but noted this was the last time they would defer her obligation for a fellowship. She completes the addiction medicine fellowship in July 2022. She has submitted a practice approval form to practice addiction medicine in Augusta Georgia at the Charlie Norwood Veterans Affairs Medical Center and as an attending through Augusta University Medical Center serving various locations which are considered part of the Georgia Department of Behavioral Health and



Developmental Disabilities. The contracts do state "...or when approved by the Board and employed on a full-time basis at any facility operated by or under the jurisdiction of the state Department of Behavioral Health and Developmental Disabilities, ... as approved by the Board, the applicant shall receive credit for the amount of the scholarship received during any one year in medical school."

**On Motion (Bohlke/Barber)**, the Board unanimously voted to deny Dr. Shell's practice approval request based on the population of Richmond County being over the population limit outlined in her contracts.

### **Old/New Business**

No new or old business however many board members want to meet in person for the October meeting and Dr. McFadden is shooting for in-person board school.

### **Adjournment**

**On Motion (Kemp/Barber)**, there being no further business, the Board moved to adjourn the meeting at 10:52 am.

Respectively Submitted,



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William R. Kemp  
Secretary-Treasurer



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Chet Bhasin, FACHE  
Executive Director