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Georgia Board for Physician Workforce Meeting Minutes

Thursday, October 26, 2017
8:30 a.m.

MCG at Augusta University
1301 R.A. Dent Blvd Room#330
Augusta, GA

Board Members Present:

Antonio Rios, M.D.; Mark Hanly, M.D.; David Kay, M.D.; Scott Bohlke, M.D., George McCluskey, M.D., Thomas Hatchett, M.D.; Indran Indrakrishnan, M.D.; Will Kemp, Steven Gautney, Terri McFadden-Garden, M.D. (teleconference)

Staff Present:

LaSharn Hughes; Daniel Dorsey; Yvette Speight; Penny Hannah, Georgia Department of Law;

Guests Present:

Brooks Keel, MD, Augusta University; David Hess, MD, MCG at Augusta University; Lucy Marion, MD, AU College of Nursing; Lester Pretlow, MD, AU College of Allied Health Sciences; Beth Nesmith, Augusta University; Bill Hamilton, Augusta University; Marilane Bond, Emory School of Medicine; Hugh Sosebee Jr., Mercer University School of Medicine; Joseph Hobbs, M.D., Medical College of Georgia at Augusta University; Keri Conley, Georgia Hospital Association; Bethany Sherrer, MAG; Laura Bland, Mercer School of Medicine; Betsy Bates, Morehouse School of Medicine; Andrea Thomas, Augusta University; Jean Pawl, Augusta University; Margie Miller, Augusta University

CALL TO ORDER

Dr. Rios called the Board Meeting to order at 8:30 a.m.

APPROVAL OF AGENDA

On Motion (Indrakrishnan/Hanly), the Board unanimously approved the agenda of the October 26, 2017 meeting.

APPROVAL OF MINUTES

Dr. Hatchett presented the minutes from the July 27, 2017 and the minutes from the August 24, 2017 Conference Call for approval.

On **Motion (Hanly/Indrakrishnan)**, the Board unanimously approved the minutes from July 27, 2017 meeting and the August 24, 2017 Conference Call.

WELCOME TO AUGUSTA UNIVERSITY- DR. BROOKS KEEL- PRESIDENT

Dr. Keel welcomed and thanked the Board for allowing Augusta University to host the Board meeting on their campus. He stated The Medical College of Georgia and Augusta College as merged to become Augusta University and is the eighth largest medical school in the United States and thirteenth oldest. He thanked the Board for their important role played in Georgia providing guidance, so that Augusta University can do its best satisfying the state and trying to provide physicians to practice in rural Georgia.

PRESENTATIONS

DR. DAVID HESS- DEAN, MCG AT AUGUSTA UNIVERSITY

Dr. Hess presented an overview of The Medical College of Georgia. MCG has the largest Graduate Medical Education program with over 510 residents excluding fellows. The average debt of a MCG student is \$160,000. Medical College of Georgia is expanding all over Georgia with campuses now in Athens, Rome, Brunswick, and Atlanta.

DR. LUCY MARION- DEAN, AU COLLEGE OF NURSING

Dr. Marion thanked the Board for allowing her to be the advisor of the APRN Loan Repayment Program. She shared with the Board that the AU College of Nursing have three campuses with four degrees. The values of the AU College of Nursing are the same as Augusta University, with the mission to educate, product research and provide community service.

DR. LESTER PRETLOW-INTERIM DEAN, AU COLLEGE OF ALLIED HEALTH SCIENCE

Dr. Pretlow informed the Board that AU College of Allied Health Science current enrollment has been the largest with over 800 students, 85 % of those students are from Georgia. Enrollment has increased due to the new programs the college offers, which are most accredited. The biggest factor of all programs are to provide clinical internships for students. The retention rate is 95% with 99% of the students already employed by graduation. AU College of Allied Health Science are actively recruiting students in different counties by attending graduate recruiting fairs.

BOARD BUSINESS

Chairman's Report

Dr. Rios thanked everyone for the presentations. He then informed the Board that there are four vacant spots and reminded everyone the meeting dates for 2018.

Executive Director's Report

Mrs. Hughes informs the Board that the Open Data Project is now live. Ms. Summer's presentation was so good that on October 30, it will be presented at the Lieutenant Governor's Health Care Task Force meeting. Last week, she and Dr. Kay attended an interesting presentation at Hometown Health, where they learned more about what a Community Service Board does, and challenges hospitals face especially in rural areas. Mrs. Hughes shared that the Code Section combination has been passed to the Legislature committee to get them all in one chapter.

TOP DOC'S RADIO UPDATE

Dr. Hanly shared that the show was great experience and opportunity to inform physicians what the Board did. He added it was a chance for the Board to be highlighted.

BUDGET UPDATE

Mr. Kemp shared with the Board the GME slot FY2019 and FY2018 funding.

MEAC UPDATE

Mrs. Hughes presented the amended Graduate Education (GME) survey for next year.

On **Motion (Bohkle/Kay)**, the Board unanimously approved the new GME Survey.

AUDIT REPORT

Mrs. Hughes distributed copies of the final Audit Report for review. For instance, the audit suggested that the Board look at other ways to rank physicians for the upcoming year. Using HPSA scores and possibly even providing more money to physicians in counties where there is a greater need.

SCHOLARSHIP PRACTICE REQUEST

Daphne Chambliss Esho requested to practice at Hometown Pediatrics, Watkinsville, GA, and Oconee County.

On **Motion (Hanly/Indrakrishnan)**, the Board unanimously approved the request of Ms. Esho to practice at Hometown Pediatrics.

REQUEST FOR PRACTICE APPROVAL

Lauren Sack, PA-C requested to practice at Optim Orthopedics in Bulloch, Jenkins and Emanuel Counties.

On **Motion (McCluskey/ Hatchett)**, the Board tabled the request to practice at Optim Orthopedics in several locations. The Board requested additional information regarding the percentage of time she will practice at all locations.

REPAYMENT PROPOSAL

Joanna Bayles, DO proposed a repayments of \$15,000 every two months and one last check for \$9,067.83 on month 24, starting January 2018.

On **Motion (McCluskey/ McFadden)**, the Board unanimously approved Dr. Bayles proposal.

SCHOLARSHIP DEFERMENT APPEAL

Timothy Fuller, MD, had a representative as well as several letters of support to appeal the denial of his request to complete vascular surgery fellowship after completion of his general surgery residency.

On **Motion (Hanly/Hatchett)**, the Board unanimously approved his two additional years of vascular surgery fellowship.

SITE VISIT FOLLOW-UP

When visiting the practice location for Dr. Moore, she was no longer practicing there and last day of work was February 28, 2017. Dr. Moore provided additional information on her current practice.

On **Motion (Gautney/Bohkle)**, the Board unanimously requested additional information verifying her practice.

Mr. Dorsey provided the Board with Samuel Williams's employment verification at McKinney Medical Center; 276 days of part-time practice at 14 hours per week.

On **Motion (Hanly/Kay)**, the Board unanimously approved his practice in Ware County at McKinney Medical Centerl

BOARD MARKETING

Dr. Kay and Mr. Dorsey met to come up with suggested marketing strategies for the Board:

- GBPW to meet with Georgia Department of Economic Development's Workforce Division to see how we can collaborate
- "Profile a practitioner" on our website
- GBPW to work with local chambers of commerce and development authorities on recruitment strategies for attracting and retaining a physician
- Partner with a University of Georgia Public Broadcasting to create a "hype video" on rural health care
- Work with State Office of Rural Health to push residents and hospitals to utilize the 3RNet platform for accessing and posting information on job opportunities

RULES DISCUSSION

Due to time constraints, Mrs. Hughes will discuss the 35,000 Rule at the next meeting in January.

AHEC LEGISLATIVE REPORT- DENISE KORNEGAY

Ms. Kornegay provided the Board with the following information : What are the primary challenges and solutions in recruiting, training and retaining physician workforce in rural communities?

Challenges- Recruiting: Identifying qualified applicants

- "Rural Background Effect" – growing body of evidence demonstrates that medical students with rural background are more likely to practice in rural areas.
- Requires focused recruiting, such as pipeline programs targeting rural and disadvantaged communities, to expose youth early and frequently to health career options
- Need to create/ support/ expand Medical School Rural Admissions Tracks

Challenges- Recruiting: Declining interest in primary care as a career choice

- Linked to growing disparity between pay for primary care practitioners and for specialists.
- Today's specialist can earn more than 3x the annual income of a primary care practitioner.
- In 2016, Medical school debt averaged around \$180,000 in Georgia, a further deterrent to choosing primary care.

Solutions- Recruiting

- Capitalize on the "Rural Background Effect" by encouraging the addition of rural physicians to admissions committees at any school receiving state funds.

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- Emphasize clinical training in rural and/or disadvantaged areas
 - Incentive creation and expansion of Rural Admissions Tracks at Georgia medical and osteopathic schools.
 - Establish/Continue health workforce programs that recruit students from communities where providers are needed most.

Challenges: Retaining: Non-clinical skills training for residents and students needed

- Preparedness for medical conditions encountered in rural practice was less important for retention than preparedness for rural living
- Preparedness for rural culture, rural community leadership and community engagement have been identified as the three most important non-clinical competencies needed for retention.

Challenges: Retaining: Practicalities

- Concerns about family life, employment opportunities and children's education
- Professional isolation
- Financial costs of establishing a practice or in paying back student loans
- Issues with billing for telemedicine and telehealth services- both invaluable in rural practice

Solutions- Retaining

- Invest in a single program to offer annual programs in addition to live and asynchronous training opportunities
- Provide spousal employment assistance through a onetime grant to purchase employment search assistance.
- Incentivize engagement of rural community based faculty with population based researchers at academic centers through a small grants program.
- Continue to offer Rural Provider Tax Credits and increase the marketing of this resource.
- Increase state reimbursement to primary care providers practicing in rural Georgia.
- Provide practice barriers for health care practitioners who provide telehealth services.

PRACTICE OPPORTUNITY FAIR UPDATE

Below are the numbers of exhibitors and residents that participated in the following fairs we hosted this Fall in conjunction with GME programs.

- Navicent Health in Macon (October 5)
22 exhibitors
46 residents

- Memorial Health in Savannah (October 11)
20 exhibitors
62 residents
- Augusta University in Augusta (October 25)
27 exhibitors
60 residents

NEW BUSINESS

The next meeting will be held on January 25, 2018 at GBPW Administrative Office.

ADJOURNMENT

The Board meeting adjourned at 12:04 pm.

Respectfully Submitted,

Thomas Hatchett, MD
Secretary-Treasurer

LaSharn Hughes
Executive Director

Recorded by:

Yvette Speight
Legal Secretary