



Board of Regents
University System of Georgia
Task Force on Health Professions Education
Meeting Notes – 2.21.2008

Attendees: **Linda Bleicken**, Provost - Georgia Southern University, **Annie Hunt Burriss**, Special Assistant to the President, Medical College of Georgia & Senior Vice Chancellor for Health & Medical Programs, USG, **Shelley Conroy**, Dean - College of Health Professions, Armstrong Atlantic State University, **Becky Corvey**, Dean, School of Nursing & Health Sciences - Macon State University, **Joan Darden**, Vice-President for Academic Affairs - Darton College, **Terry Durden**, Interim Assistant Vice Chancellor, Office of Economic Development, USG, **Barbara Frizzell**, Vice President, Academic Affairs - Macon State College, **Sandra Gangstead**, Dean of Health Sciences Professor of Kinesiology - Georgia College & State University, **Barry Goldstein**, Provost - Medical College of Georgia, **Valerie Hepburn**, Assistant Dean & Assistant Professor of Health Policy - University of Georgia, **Cathie Mayes Hudson**, Vice Chancellor for Research & Policy Analysis, USG, **John Hutcheson**, Vice President for Academic Affairs - Dalton State College, **Ron Jackson**, Commissioner, Georgia Dept of Technical & Adult Education, **Joyce Johnson**, Dean, College of Sciences and Health Professions - Albany State University, **Susan Kelley**, Dean, College of Health and Human Sciences - Georgia State University, **Denise Kornegay**, Program Director Statewide AHEC Network, **Louis Levy**, Vice President, Academic Affairs - Valdosta State University, **Deborah Lyons**, Director of Workforce Development, **Lucy Marion**, Dean, School of Nursing - Medical College of Georgia, **Linda Matzigkeit**, Senior Vice President, Human Resources Children's Healthcare of Atlanta, **Libby Morris**, Co-Principal Investigator, Professor Institute of Higher Education - University of Georgia, **Vi Naylor**, Executive Vice President, Georgia Hospital Association, **Dara O'Neil**, Director of Healthcare Workforce Research, Office of Research and Policy Analysis, USG, **Daniel W. Rahn**, President, Medical College of Georgia & Senior Vice Chancellor, Health & Medical Programs, USG, **Larry Rivers**, President - Fort Valley State University, **Benjamin Robinson**, Executive Director, Georgia Board for Physician Workforce, **Melinda Spencer**, Chief of Staff, Academic Affairs, University System of Georgia, **Flora Tydings**, President - Athens Technical College

1. Updates: To be found on future website

2. Facilitated Discussion Summary:

What did we learn "from" the last Task Force?

- Research/data issues:
 - Research capacity is missing
 - Lack of data is a challenge
 - Need for "right" surveys that link education/system data to workforce data; put supply and demand data together
 - Shortages in workforce supply are getting worse – previous calculations underestimated supply and demand conditions for Georgia as the nation's 3rd fastest growing state.
 - Issues with knowing what data is needed
 - Data has been driven by compliance - not strategic planning
- Collaboration/coordination
 - USG nor private providers are as coordinated as we need to be
 - Have lots of resources --- do we know what they are and how to use them
 - Limited by number of clinical sites for placement
- Other challenges:
 - Regional differences in supply/demand
 - Supply models for health workforce vary due to accreditation, and clinical requirements, etc.
 - Academic capacity issues exist due to cohort approaches and clinical availability



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What did we learn “since” the last Task Force?

- **Environmental factors**
 - Health education condition has not improved
 - Continuous market changing
 - Workforce supply declining and demand increasing → affecting academic faculty retention
 - Economic conditions declining
 - Financial/funding limitations
 - More private partnerships
- **Educational factors**
 - Academic program loss e.g., audiology
 - USG performs no gap analysis e.g., no identification of strategic or emergent academic program needs (who, what, when and where)
 - Transition from AS → BS RN degrees manifest reduced nurse workforce development (results in a year loss in new workforce) driven by accreditation issues
 - Growing concerns for the decline in students’ reading, math, science, and communication skills
 - Need to review academic program development e.g., traditional versus non-traditional students, and continuing education program design
- **Improvements**
 - Developed a system view of students applying/accepted/enrolled to nursing programs
 - Obtained foundation funding to help through 2010
 - Develop a strategic plan
 - Change conceptualization – embrace long term - avoid one shot solutions
 - Provide continuity and data driven decision making

What would success look like?

- **Short-term:**
 - Structure of Task Force
 - Work with health professions committee of USG for:
 - 1) data analysis;
 - 2) broad perspective
 - Act as strategic advisors to professional staff
 - Harness and utilize team player skills - identify healthcare professional characteristics – incorporate into common culture
 - Focus areas
 - Include behavioral health
 - Address gaps in programs needed and continuing education offerings
 - Address diversity issues: best and brightest are going elsewhere to other schools because of the need for scholarships, etc.
 - Define the “elephant” through task force that incorporates USG institutional types and stakeholders



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- Focus and coalesce efforts: smaller success would build greater success
 - Need to decide where to focus efforts first
 - Conduct feasibility and environmental scanning (DTAE as model)
 - Provide top-down by issuing RFPs/RFAs to institutions in order to encourage innovation and build programs
- Measures of success
 - Implement strategic planning and evaluation methodologies
 - Provide helpful report
 - Incorporate regular, rigorous, analysis of academic programs -
 - Document capacity building through out-come measures
- **Long-term:**
 - Structure of Task Force
 - Deploy USG workforce research center (WRC) for work; task force acts to advise two to four times a year
 - Establish WRC as permanent structure to attack the problem
 - Establish Task Force permanency and ensure it mirrors USG stakeholders
 - Hire WRC project manager - should have complementary skill set as well as project management experience
 - Rankings
 - Georgia moves in rankings according to population and demographic profiles
 - Strategic planning
 - Be proactive rather than reactive
 - Ensure focus is an ongoing, long-term endeavor
 - Pursue strategic findings
 - Brand Georgia as a leader in this area
 - Capacity building
 - Develop capacity to establish and implement recommendations
 - Create collaborative conditions so that Task Force enables participation from all parties involved in healthcare education
 - Recognize disciplinary silos exist - build effective bridges to link and leverage academic programs
 - Develop dashboard indicators to track conditions and progress

Next Meeting:

**Tuesday, April 22, 2008
11:30 am - 3:30 pm (working lunch)
Board of Regents of the University System of Georgia,
Conference Room, #7059
270 Washington Street, SW
Atlanta, GA 30334**

Directions: (<http://www.usg.edu/directions/>).