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

- 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/](http://www.usg.edu/directions/).