

Health Works Commission

Tuesday, October 11, 2022

1:00-3:00 p.m.

Iowa Room, 1st Floor of the Claiborne Building
1201 North 3rd St.
Baton Rouge, LA 70802

CALL TO ORDER

Dr. Susannah Craig called the meeting of the Health Works Commission (HWC) to order at 1:08 p.m. on October 11, 2022.

ROLL CALL

The roll was called by Ms. Mellynn Baker. A quorum was established.

Members Present	Affiliation
Tari Dilkes (designee)	Louisiana Association of Nurse Practitioners
Dr. Bronwyn Doyle	Nursing Supply & Demand Council*
Dr. Sandra Brown	Southern University System*
Wes Hataway	Louisiana Nursing Home Association*
Dr. Chaquetta Johnson	Louisiana Department of Health
Dr. Jeannine Kahn	University of Louisiana System*
Dr. Tina Holland	LAICU*
Rep. Chris Turner	House Committee on Health and Welfare
Dr. Susannah Craig	Louisiana Board of Regents*
Dr. Kristi Anderson	Senate Committee on Health and Welfare
Bethany Thomas (designee)	Occupational Forecasting Conference
Dr. Michelle Dennis	Louisiana Community and Technical College System*
Dr. Sharon Dunn	LSUHSC-Shreveport*
Claire Stevenson	Governor's Office
Aimee Cloyd	Louisiana Hospital Association*
Jeffery Williams	Louisiana State Medical Society*
Christina Costanza	Louisiana State Board of Practical Nurse Examiners (LSBPNE)
Members Not Present	Affiliation
Dr. Ram Paragi	Medical Education Commission
Ragan LeBlanc	Family Physicians*
Dr. Demetrius Porche	LSUHSC-New Orleans*
Dr. Karen Lyon	Louisiana State Board of Nursing

Dr. Ahnyel Burkes (designee)	Louisiana Nurses Association
VACANT	LSUHSC School of Dentistry
Kellie Taylor-White	Louisiana Workforce Commission
Ad-Hoc Member Present	Affiliation
Dr. Lisa Broussard	Simulation Council**

APPROVAL OF JUNE 28, 2022 MINUTES

Dr. Susannah Craig asked for a motion to approve the minutes of the June 28, 2022 Health Works Commission meeting. On the motion of Rep. Turner, seconded by Dr. Doyle, the Health Works Commission voted to approve the minutes.

HEALTH WORKS COMMISSION FUNDING BUDGET REVIEW AND REVISIONS

Dr. Craig noted the first item on the agenda is a review of the funding budget for FY 2023. Dr. Craig called on Ms. Mellynn Baker, Assistant Commissioner at the Board of Regents, to provide the first part of the update.

Ms. Baker began with basic information about the process and revisions from previous cycles, reminding the Commission that a work group was formed to prioritize recommendations of this Commission. The prioritized recommendations are:

- 1) Advocating for funding for academic practice partnerships
- 2) Addressing the nurse faculty salary disparity
- 3) Supporting funding opportunities to decrease tuition costs for nursing students
- 4) Reinstating the tuition stipend program
- 5) Standardizing roles and regulatory requirements for healthcare occupations
- 6) Expanding the capitation programs

Ms. Baker provided a refresher on FY 2023, noting that \$4.251 million remains in the H.E.R.O Fund and the Commission has until 2026 to spend these funds. She added that \$3.6 million has been allocated to the capitation programs. Ms. Baker noted that the goal for this meeting is to discuss revisions to the current budget.

With the \$3.6 million from State General Fund, there have been changes in the capitation program since the last meeting. One higher education system is no longer participating in the program, which has left \$1 million available to be spent. Ms. Baker noted that contracts that are currently out for nurse capitation equal about \$1.6 million, with allied health capitation at \$1.3 million and LACANE at \$200,000. She noted that the Simulation Council did not use its entire allocation of \$85,000, but will utilize only \$31,900. She added that LCTCS will continue with its Nurse Aide testing and waivers for Prometric testing, budgeted at \$50,000. After allocating all these State General Fund, a \$100,000 gap remains. She indicated that Dr. Craig would provide an overview of a healthcare open education resource (OER) pilot, a potential item that could be beneficial.

Dr. Craig then discussed this pilot and provided context related to successful efforts conducted in this arena undertaken by a program of the Board of Regents, the Louisiana Library Network (LOUIS). LOUIS has been participating in two very successful federal grants that are working to scale open education

resources (OER) for multiple courses to be used across systems. LCTCS directly reached out to BoR about the possibility of creating OER materials for healthcare courses. At this time, feedback is being collected on the exact courses to be incorporated into this pilot. Funds will be utilized to target a few common healthcare courses and develop open education resources for each selected course. OER allows faculty members to reuse resources, mix resources, redistribute, or revise materials at no cost to the student. Dr. Craig proposed that the Commission create a pilot program that would allow access to these materials and eliminate textbook costs. Research related to OER usage has found that improvements in student performance in courses that use OER especially affect Pell recipients, part-time students and those who are historically underserved. Dr. Craig added that courses selected for this pilot could be those with high-cost textbooks or high enrollment, such as medical terminology and anatomy and physiology. Dr. Doyle asked who will develop these courses and materials; Dr. Craig responded that faculty experts will be the developers, as they are experienced in helping students preparing for exams and they would be compensated for developing this. After inquiry from a member, Dr. Craig stated that staff from the LOUIS team could provide additional information, and she was given additional courses that would be useful for this pilot from members.

REGIONAL HEALTHCARE INNOVATION PARTNERSHIP APPLICATION DISCUSSION

Ms. Baker transitioned to discuss the H.E.R.O. fund and provided a brief overview of the creation of this fund and how it can be utilized. The proposal today would be to set aside \$1.5 million to reinstate the tuition stipend program to be utilized by those who are not presently faculty, and the other proposal would be to create regional healthcare innovation partnership grants as the first recommendation of the Commission was advocating for funding for academic practice partnerships. She proposed an application to be distributed to institutions using information from this Commission to create a grant program. The objectives she outlined are having entities come together to form partnerships, or building from past partnerships, where higher education institutions, healthcare providers and/or not-for-profit organizations come together to create a plan to increase the number of healthcare graduates in the state. Successful applications can look like many different things but would include demonstrating clear and measurable goals, articulating who is the lead entity and other entities in this program, any other financial matching occurring, and helping them understand their partnership. Examples could be additional student support, tutoring, smaller class sizes, preceptor incentives, partnerships with providers and faculties of the institution, or being creative with clinical hours.

Ms. Baker then asked Dr. Dunn to discuss what this looks like at in the Shreveport region, specially at LSUHSC-S. Dr. Dunn began by giving some brief historical context in that their institution was struggling as their first partner did not have the capital to sustain them after they were prioritized under former Governor Bobby Jindal. Then, in December 2018, Governor Edwards, the Ochsner System and LSU system came together to create a partnership where they have gone from two hospitals in north Louisiana to four hospitals. She added that Ochsner Systems donated \$15 million to a new medical education building on the LSUHSC-S campus and they have provided scholarships to increase diversity, equity, and inclusion of students while helping expand residency positions. The revenue growth has gone from \$575 million to \$1.1 billion with the workforce at OLHS is at 4,200 healthcare providers. She noted that what OLHS is doing is providing a scholarship for nursing students in exchange for 3-5 years of service. Dr. Dunn noted that in different regions of the state there are partnerships that would be successful on many levels, and we could be creative with this money.

Ms. Baker asked if there were any thoughts or questions before they bring this recommendation forward. Dr. Tina Holland responded that this would have an excellent impact, even if just to get the wheels spinning and to look at opportunities where they would not have to pay entirely out of pocket with these funding opportunities to offset the cost. She asked if there would be a way to take H.E.R.O. funds that are purposed for increasing workforce in allied health and have more emphasis on using funds to help increase awareness and commitment on hiring partners. She noted that dual enrollment with postsecondary and industry partners

is a great example.

Ms. Baker responded that there is an apprentice program where Delgado is partnering with Ochsner and this shows that some of this is happening in the state. She followed by noting that this did not have to be limited to dual enrollment as the postsecondary institutions could link with industry partners to form these pathways as based on the needs of the region. She noted that dual enrollment students are college students so they could take advantage of these potential programs without them being limited to a “dual enrollment” course. Members voiced their agreement with this.

Ms. Baker reiterated the present budget spread for the H.E.R.O. fund with \$1.5 million set aside for the tuition stipend program, \$1.5 million allocated for the healthcare innovation partnership grants and that leaves a remaining balance of \$1.251 million. Depending on the decision of the Commission, if applications for this grant exceeded the \$1.5 million then they could decide to extend funding for this program as long as it was spent by Fiscal Year 2026. Mr. Hataway asked if money has been spent out of the H.E.R.O. fund and Ms. Baker responded that some funding was allocated to the first year of allied health capitation which is the reason the Fund currently sits at \$4.251 million. Mr. Hataway asked, with the tuition stipend program, whether there could be mechanisms used to ensure a certain percentage would go to nursing and another percentage to allied health. Ms. Baker responded that they could do this if this is what is recommended by the Commission. As it related to the healthcare innovation partnership grants, Ms. Baker stated that if the Commission would like to prioritize nursing, then they can establish this, and Ms. Brasseaux followed up that it should also fit what the regions are in need of. Ms. Baker noted that distribution of funds will be based on the applications received from each region.

Dr. Doyle expressed excitement that the Commission is looking at innovative ways to utilize the funding and create partnerships. She noted that discussions are focused how the scoring would work and noted open-ended funding is helpful, but should have limits to keep people tethered to a path. Dr. Craig noted that if the regions were to be allocated equal funding, each would receive \$187,000, which is not a significant amount. Dr. Doyle then asked about eligibility for new programs and Mr. Hataway noted that new programs should have preference, but funding should not be limited to new partnerships. Ms. Baker suggested that existing partnerships should share with the Commission, in their applications, how the funding would expand the existing partnership. Dr. Holland added that it would be beneficial for grant applications to provide a sustainability plan detailing how partnerships will be maintained after funding ends. Mr. Hataway asked whether there are thoughts about taking a partnership example in one region and implementing this plan in another region to replicate success and Ms. Baker responded that there has been discussion of this within this Commission. Dr. Doyle responded that this year could be an opportunity to see what plans are developed and what methods are successful, to adopt in other areas.

Ms. Baker provided a tentative timeline for the process of issuing a request for applications for these grants. She noted that, in a perfect world, the RFA would be distributed by the end of the month and remain open until December. Funding notifications would be sent in January, with contracting beginning in February; if more funding became available then another round of grant applications could follow. She noted that this is a quick timeline, but there is urgency if funding is to be utilized. Dr. Doyle asked if there are any restrictions on funds; Ms. Baker responded that the H.E.R.O. Fund explicitly states that dollars cannot be used for capital outlay and equipment. Dr. Doyle asked whether there will be goals and metrics to be met by funded projects. Ms. Baker said a key component of the applications will be demonstrating clear and measurable partnership goals to increase capacity in the region. Representative Turner asked what the greatest need at the moment and members identified faculty as a strong need. Dr. Dennis noted that recruitment of faculty has been difficult as industry is compensating at a higher rate. Representative Turner asked where the money should be spent to best meet needs: on faculty or on students. Dr. Craig responded that flexibility is a benefit, allowing each region to decide on its greatest need and structuring the funding to address this need. Dr. Doyle added that much of this funding will likely go to faculty growth and

improvement, though it is hoped it will not only address only this. Members discussed the capacity of students and Dr. Dunn noted that there cannot be one type of application, since each region has differences in need. Ms. Constanza noted the increase of 1,000 students in LPN programs since July and said more RN faculty are needed, rather than those with master's degrees. She added that, since July, 15 high schools have participated in these programs through dual enrollment.

Ms. Baker reviewed the budget spread, with the \$4.251 million in the H.E.R.O. Fund, and \$3.6 million in State General Funds. For the combined funds, 48% will be used for capitation programs (21% of this for allied health capitation), 23% for reinstating the tuition stipend program, 23% for creating the new health care innovation grants, 3% for LACANE, 3% for the OER pilot, and 1% for the Simulation Council and Nurse Aide testing. She noted that Dr. Tina Gunaldo would present a proposal to fund a \$14,000 program later in the meeting.

Ms. Mellynn Baker asked for a motion to approve the State General Fund and H.E.R.O. Fund budgets for Fiscal Year 2023 and allow the Board of Regents to make programmatic adjustments as needed. On motion of Dr. Doyle, seconded by Dr. Brown, the Health Works Commission voted to approve the State General Fund and H.E.R.O. Fund budgets.

LEGISLATIVE SESSION 2022 UPDATES

Dr. Craig updated the Commission on legislation passed (House Resolution 155 and Senate Resolution 129) during the 2022 Regular Legislative Session. Ms. Baker noted that in advance of this meeting Dr. Palermo shared that the study group for House Resolution 155 has met twice, August 18 and September 26, and a few members of this Commission may also be participating in this study group. Mr. Jeffrey Williams, a member of this Commission, gave a brief update and noted that many items that this group is trying to address are also being discussed by the Health Works Commission and others. Accordingly, the group has been careful to not "reinvent the wheel". He noted that while nursing is clearly the largest shortage area, HR 155 is aiming to focus more on allied health. Dr. Holland noted that she is on a very broad subgroup with Mr. Williams, and this has been helpful in gaining more insight. Mr. Williams added that faculty is clearly an issue, with partnerships between public and private institution being a solution. Related to the healthcare innovation partnership grants discussed earlier in the meeting, Mr. Williams added that some individuals may not submit a grant proposal but would implement a program if they were told what to do. His group has discussed providing those who volunteer to go back and teach an opportunity to participate in a version of an income tax incentive. Dr. Holland added that other states are offering this to healthcare providers to provide clinical rotations so that institutions do not pay and pass this financial burden onto students. Dr. Holland said that another item to consider is that the burden is not solely on educational institutions, but also on service providers as they create environments in which graduates want to work. She also suggested a need to acknowledge that environments and graduates are different post-COVID and that retention of nurses will depend on treating them differently.

Ms. Baker reviewed Senate Resolution 129, authored by Senator Hewitt, that requested the Nursing Supply and Demand Council to study and make recommendations to improve statewide nurse retention in response to the nursing workforce shortage. Dr. Doyle, Chair of the Nursing Supply and Demand Council, said the Council plans to send a survey called AACN Healthy Work Environment Survey. She hoped to bring information back to the Nursing Supply and Demand Council as well as the Health Works Commission, in December.

COUNCIL UPDATES

Ms. Baker announced that the next item encompassed updates on the work of several Councils related to the Health Works Commission.

Ms. Baker invited Dr. Doyle, Chair of the Nursing Supply and Demand Council, to share an update. Dr. Doyle noted no new information to share as the Council has not met since the last Health Works Commission meeting. She indicated the Council is moving forward with work related to Senate Resolution 129.

Ms. Baker then asked Dr. Tina Gunaldo to provide updates on behalf of the recently formed Louisiana Interprofessional Consortium (LIC), noting that at its June meeting the HWC voted to allow this group to provide updates at its meetings. Dr. Gunaldo indicated that LIC has brought forth a budget request, included in the meeting materials, for HWC's review. Dr. Gunaldo described the work of the Consortium and stated that LIC asks HWC's approval of a \$14,000 funding request, which would allow Regents staff to work with LIC to move forward in the contracting process. These funds would be allocated from the State General Fund.

Ms. Mellynn Baker asked for a motion to approve the Louisiana Interprofessional Consortium's funding request of \$14,000, allowing the Board of Regents staff to work with LIC and move forward in the contracting process. On motion of Dr. Dunn, seconded by Dr. Johnson, the Health Works Commission voted to approve the funding request.

Ms. Baker noted the upcoming Louisiana Synergy Summit, held November 10-11, 2022, at the Pennington Biomedical Research Center, which will collaboratively address the challenges facing Louisiana's nursing workforce. Dr. Cynthia Bienemy added that the Summit's first day is virtual.

As Chair Lisa Broussard had stepped out of the Commission meeting, Ms. Baker provided updates on the work of the Simulation Council. She noted that the subcommittee met to review proposals and make funding recommendations. The proposal awarded was Camp Fast Forward, which is a free summer camp geared toward middle school students to expose them to simulation and healthcare-related careers.

PUBLIC COMMENTS

There were no public comments.

NEXT STEPS & ADJOURNMENT

Ms. Baker stated that the next Health Works Commission meeting will be held in person on Tuesday, December 13, 2022, at 1:00 p.m. At this meeting, the Commission will review the annual Nursing Supply and Demand report before submission to the Legislature. The Commission will also discuss any needed priorities in the upcoming year. Members were urged to make certain they can be present at the December 13 meeting to ensure quorum.

With no further comments or discussion, the meeting was adjourned at 2:36 p.m.

ADDITIONAL ATTENDEES & GUESTS

Name	Affiliation
Mellynn Baker	Board of Regents
Tina Gunaldo	Louisiana Interprofessional Consortium