

MINUTES
STATE UNIVERSITY SYSTEM OF FLORIDA
BOARD OF GOVERNORS
HEALTH INITIATIVES COMMITTEE WORKSHOP
UNIVERSITY OF CENTRAL FLORIDA
ORLANDO, FL
MAY 18, 2015

Video or audio archives of the meetings of the Board of Governors and its Committees are accessible at <http://www.flbog.edu>

1. Call to Order

Chair Ed Morton convened the workshop at 1:07 p.m. on May 18, 2015, with the following members present and answering roll call: Governor Beard, Governor Carter, Governor Levine and Governor Robinson. A quorum was established.

2. Gap Analysis for Health Occupations

Governor Morton introduced a presentation by Amy Beaven on an update to the findings of a health-related gap analysis for the state of Florida. The presentation was a summary of a 165 page report covering 23 occupations and their aligned health programs.

Ms. Beaven informed the Committee that feedback on contextual factors at the January 2015 workshop had guided further analysis. The updated results had also been reviewed by the Committee's Advisory Group members in the previous weeks of May 2015 and their suggestions had been incorporated into the latest draft report. The findings of the report could be grouped into four categories of occupations: occupations most likely undersupplied, occupations sufficiently supplied by annual license-holders, occupations sufficiently supplied by new or overlapping sources of supply, and occupations sufficiently supplied by Florida's graduates.

Governor Robinson asked if the new findings accounted for out-migration. Ms. Beaven responded that FETPIP data was included in the report to show the number of graduates found working in the state within one year of graduation or continuing education. Those not found were assumed to be not working or to have moved out of the state. As another source of out-migration data, the status change for license-holders was evaluated for multiple years to assess how many professionals no longer hold a Florida practice address and are assumed to move out of state each year.

Ms. Beaven presented the occupations grouped into each of the four categories. Physicians and nurses (including registered nurses, nurse practitioners, and nurse anesthetists) are most likely undersupplied. Ms. Beaven noted that the supply estimates for nursing were refined with data provided by Mary Lou Brunell from the Florida Center for Nursing and with surveys to the SUS nursing programs. However, questions remain about the accuracy of the nursing demand estimates without the consideration of additional contextual factors. The Florida Center for Nursing will convene healthcare industry leaders over the next year and will produce reports that offer finer detail on the nursing demand.

Governor Morton commented that shifts in healthcare will require additional skills and critical thinking qualifications and demand for the Bachelor of Science in Nursing. Currently the preponderance of nursing graduates comes from colleges and private schools and earn degrees at the associates degree level.

Ms. Beaven referenced information gathered on physician supply and demand and the conclusions of a report by IHS Global on behalf of the Florida Safety Net Hospital Alliance. The Committee discussed these conclusions and the implications for additional graduate medical education (GME). Governor Beard asked how the Board can influence the availability of GME in the state. Dr. Alma Little provided information on the match rate for this year's medical school graduates, and she noted that Florida's medical schools are key resources and can offer infrastructure assistance to hospitals who have never before offered GME. President Hitt of UCF agreed that UCF's medical school was serving that role by providing structure, administration, and faculty support in efforts to create 200 new residency positions.

Ms. Beaven identified pharmacists, physical therapists, occupational therapists, and veterinarians as the occupations sufficiently supplied by annual license-holders. Currently, the number of licenses issued each year to Florida's graduates as well as to professionals migrating into the state exceeds the projected annual openings for each of those occupations. Slightly less in-migration or increased demand could mean an under-supply in physical therapy or occupational therapy and these occupations should be monitored over the next few years.

The third category includes occupations with sufficient supply due to the establishment of new programs, which significantly increase the number of graduates, such as dentists. Some occupations also draw professionals from overlapping sources of supply, such as therapists and counselors. Eleven occupations fell into the last category and had a sufficient number of program graduates in Florida to meet the projected number of job openings.

Several Committee members commented on the regional distribution of healthcare occupations and the geographic and financial barriers to access of some practitioners,

especially dentists. Dr. Jan Ignash commented that these questions came up during the Access and Attainment Commission's work. Specifically, are we producing enough, not keeping them, or not keeping them where they are needed? The Health Initiatives Committee can consider these questions as part of the second year's work. Are the occupations of interest sufficiently supplied everywhere and what can we do about it? Dr. Ignash also noted that the gap analysis was a large effort to go through but it sets a foundation for good policy. The findings of being sufficiently supplied for many of the health occupations means we may be right-sized in many areas and the SUS has done a good job in meeting demand.

Governor Tripp expressed interest in the inequality of care across the state and looking at program incentives to get graduates to fill unmet needs in underserved areas. Governor Morton and Governor Levine suggested that the gap analysis be revisited in the future and incorporate workforce shifts that are due to changes in healthcare delivery.

3. Closing Remarks and Adjournment

Chair Morton thanked members for their participation and adjourned the meeting at 2:20 p.m.

Ed Morton, Chair

Amy Beaven,
Director, STEM and Health Initiatives