November 1, 2023

CALL TO ORDER: 5:45 PM
TYPE OF MEETING: In-Person at ArMA Office

ATTENDEES:
Christina Coerieri, HAWC cochair
Sara Salek, MD, HAWC cochair, AHCCCS
Marisa Domino, PhD, ASU College of Health Solutions
Suzanne Pfister, Vitalyst Health
Karen Tepper Hoffman, Terros Health
Dan Derksen, MD, AzCRH
Bill Thompson, MD, ArMA
Vicki Buchda, MS, RN, AzHHA
Keith Frey, MD, Wellbeing Collaborative
Lisa Villarroel, MD, ADHS
Miriam Anand, MD, Private Practice Rep.
Kathy Busby, AzNA
Candy Espino, Arizona Council of Human Service Providers
Antonio Hernandez, ADHS
Zaida Dedolph, Governor’s Office

STAFF:
Libby McDannell, ArMA CEO
Hayley Chicoine, HAWC Project Manager

Welcome & Introductions | Presenter: Dr. Salek
Discussion:
- Dr. Salek welcomed the group to the final HAWC meeting and requested everyone introduce themselves to the group.

Call to Order & Approval of 7.18.23 Meeting Minutes | Presenter: Dr. Salek
Discussion:
- The meeting was called to order by Dr. Salek at 5:45PM.
- Dr. Salek requested a motion to approve the 7.18.23 meeting minutes. A motion was made and a second, approving the 7.18.23 meeting minutes.

Recap of HAWC’s Purpose & Efforts | Presenter: Ms. McDannell
Discussion:
- Ms. McDannell thanked everyone for participating in the coalition.
- Ms. McDannell shared a recap of HAWC’s purpose and efforts. These purpose and efforts included:
  - A robust review of other states and challenges/successes in the area of healthcare workforce.
  - An inventory of all current healthcare workforce initiatives in Arizona.
  - The development of short-, mid- and long-term strategies to address the current shortages in Arizona.

Presentation of AZhealthworkforce.org | Presenter: Ms. Chicoine
Discussion:
- Ms. Chicoine provided a presentation on the healthcare workforce compendium website that was created.
  - It was stated that the site is still being edited and if members wished to volunteer to assist with the website editing process it was requested, they reach out to Ms. Chicoine.
Education & Training Workgroup Presentation & Discussion | Presenter: Ms. Coerieri & Dr. Thompson

Discussion:
- Dr. Thompson presented on the workgroup’s first strategy, preceptorship grant program expansion.
  - It was suggested the funding for this program be extended with additional elements incorporated into the program.
  - The presentation was followed by a group discussion on how this program can be modified and strengthened in the future.
- Ms. Coerieri presented on the workgroup’s second strategy, the insurance premium tax proposal.
  - This proposal was suggested as the backbone of funding future healthcare workforce efforts in Arizona.
  - The presentation was followed by questions and discussion from the group to determine how this strategy could be implemented.

Workplace Culture Workgroup Presentation & Discussion | Presenter: Ms. Espino & Dr. Frey

Discussion:
- Ms. Espino presented the workgroup’s first strategy, the wellness enrichment initiative.
  - It was discussed how important a focus of wellbeing is for healthcare staff.
  - The presentation was followed by questions and a discussion by the group on how a program like this could impact the workforce.
- Dr. Frey touched on the workgroup’s second strategy, stating the first strategy focuses on healthcare staff and the second focuses on patients and rebuilding trust.

Recruitment & Retention Presentation & Discussion | Presenter: Ms. Pfister

Discussion:
- Ms. Pfister presented the workgroup’s strategy, an accelerated licensing initiative.
  - Ms. Pfister touched on how this initiative could get providers into the workplace quicker.
  - A discussion was then held where group members discussed how an initiative like this could be expanded to multiple health professions to impact the healthcare workplace. The struggles applicants and the licensing boards face was also discussed.

Reimbursement & Monetary Incentives Presentation & Discussion | Presenter: Dr. Derksen & Dr. Anand

Discussion:
- Dr. Derksen presented the workgroup’s first strategy, an expansion of healthcare provider tax credits.
  - Dr. Derksen discussed surrounding state's programs and how they can be implemented in Arizona.
  - The group discussed the impacts a program like this makes but also the challenges that would be faced when implementing this program.
- Dr. Derksen presented the workgroup’s second strategy, enhanced GME and GNE funding.
  - The critical need for well-trained healthcare professions in Arizona was discussed and how this strategy would help retain those professionals.
  - The group held a discussion surrounding the impacts of GME and GNE spots in Arizona.
- Dr. Anand presented the workgroup’s final strategy, medical assistant recruitment and retention.
  - The importance of medical assistants was discussed and how this shortage impacts practices.
  - The group discussed how a strategy like this could be expanded to include additional healthcare support staff.

Overall Discussion & Strategy Selection | Presenter: Dr. Salek

Discussion:
- Dr. Salek requested that each member place their votes on which presented strategies they feel should be prioritized.
  - The members placed their votes and then each was totaled.
- Insurance Premium Tax Proposal – 24 votes
- Enhanced GME & GNE funding Strategy – 12 votes
- Preceptorship Grant Program Expansion – 9 votes
- Provider Tax Credit Expansion Strategy – 9 votes
- Medical Assistant Workforce Recruitment & Retention Strategy – 9 votes

- Dr. Salek and Ms. McDannell stated that next steps were in the works and that they would reach out to the group once they were finalized.

With no further business to discuss, Dr. Salek adjourned the meeting at 7:30 PM.