# Utah Medical Education Council
Meeting Minutes
October 28, 2019
Held 12:00 p.m. UMEC offices

**Council Members Present:**
Wayne Samuelson (Chairman)
Doug Gray
Mary Williams
Mark Hiatt
Gar Elison
Greg Elliott (by phone)
Sue Wilkey (by phone)

**Council Members Excused:**
John Berneike

**Other Individuals Present:**

**Staff Present:**

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| Ric Campbell | Jerry Bounsanga |
| Clark Ruttinger | Andrew Salt |
| Victoria Gonce | Julie Olson |

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**Motions:**

☐ The June 26, 2019 meeting minutes were approved unanimously.

**Handouts:**

☐ Agenda for 10-28-19 Meeting

☐ Minutes of the 6-26-19 Meeting

**Action Items:**

☐ A comparison of academic vs. community settings on the PA workforce will be explored.

☐ The ability to pay PA student debt and starting PA salaries will be explored.

☐ Staff will explore burnout rates in different professions – factors that affect length of stay in practice both in rural and urban settings.

☐ Staff will check on the portability of PA licenses from state to state.

☐ Staff will research the possibility of tracking retention of PAs trained in the state.

1. Welcome and Introductions – Wayne

2. Approval of 6-26-19 minutes – Wayne
   **Motion:** The 6-26-19 minutes were approved unanimously.

3. Data Visualization – Andrew Salt

Andrew demonstrated how he had taken state-level data sources and produced an RN analysis based on modeling where you can change all the factors using our data. He demonstrated RN workforce projections using current workforce data for the baseline. He demonstrated different ways to manipulate the data to get specific information on education, attrition rate, etc.

Andrew also demonstrated the "Quick Facts" that will be available for each of the latest workforce reports. The ability to de-identify certain data that can be drilled to specific individuals in rural communities still has to be accomplished before posting it to the website. The use of Tableau with these visualizations was also demonstrated to show how the data differentiates with certain variables.

Ric commented that there are two reasons for having this item on the agenda. First was to show the staff's effort in making our data more useful. The second reason was to get the Council's input. Gar suggested reporting the data by the local health district location – there are approximately seven or eight of them in the state. Andrew suggested blocking the income data once you drill down to an area where there are below five respondents. (Income data is one category that people are most concerned about) Gar added that some data may be provided on a "need to know" basis. Clark added that data could be blocked and an invitation might be posted to contact staff if more granular data is needed.

Gar recommended writing down guidelines for data requests so that staff is clear on what data is shared

4. Physician Assistant Workforce Report – Jerry Bounsanga

Jerry presented his findings on the PA workforce.

**Action Item:** Mark Hiatt suggested comparing academic vs. community settings. Jerry will run a slice of work hours by faculty vs. community settings. Filter by primary setting by faculty first. Then look at what secondary settings they might have.

**Action Item:** Gar asked if the ability to pay student debt had gone up or down - comparison of debt load to starting salary. Jerry will run salaries for those who have been in practice for two years or less for the current survey and the previous survey. That information can be verified with UA data. Salary and debt load can then be compared.

**Action Item:** Gar also asked about variance of burnout rates in the different professions, i.e. physicians staying longer or shorter than midlevel providers. He suggested it might be worth looking at factors that affect length of stay in practice – both in rural and urban. Clark mentioned these types of studies could be pitched for internships at an economics dept. etc.

**Action Item:** Jerry will double check the portability of PA licenses, what sort of reciprocity they provide state to state (PA interstate licenses).

**Action Item:** Jerry will also research the possibility of tracking retention of PAs trained in the state by the University of Utah and Rocky Mountain University of Health Professions in building a system of unique identifiers for each student.

Recommendations from the PA Workforce are as follows:

- Promote a more diverse workforce
- Continue to strengthen the rural workforce

- Enhance data collection