

**Maryland Loan Assistance Repayment Program (MLARP) for Nursing
and Nursing Support Staff Workgroup**

Virtual Meeting

January 23, 2023, 3:00 p.m. – 4:30 pm

Meeting Minutes - Approved

Stakeholder Workgroup Attendees

Secretary of Health or designee - David Davis

Representative of Maryland Board of Nursing - Karen Evans

Representative of 1199 SEIU United Healthcare Workers East - Loraine Arikat

Representative of Health Facilities Association of Maryland - Joseph DeMattos, Jr.

Representative of the Maryland Hospital Association - Jane Krienke

Representative of Leading Age MD - Allison Roenigk Ciborowski

Representative of the Nurse Practitioner Association of Maryland - Nicole Lollo

Representative of the Maryland Association of County Health Officers - Holly Trice

Maryland Department of Health (MDH) Staffing

Sara Seitz

Sadé Diggs

Kimberly Hiner

Also in Attendance

Iman Farid (Maryland Board of Nursing), Lindsay Rowe (Department of Legislative Services)

Notes

I. Welcome/Introductions and Roll Call

- The virtual meeting was called to order (3:03 p.m.) by Sara Seitz who provided a brief welcome.
- Each Workgroup member introduced themselves to the group during roll call and guests signed in to the virtual meeting via chat function.

II. Opening Remarks:

- Sara Seitz opened the floor for discussion of the December 12, 2022 meeting minutes. No corrections were provided and the minutes were approved as distributed.
- Opening remarks included an update on the Workgroup's Interim Report, document sharing progress, and the Workgroup webpage, as well as a review of the statutorily mandated activities (SB696, 2022) highlighting the priorities for funding and moving towards an inaugural application cycle, aligning with the Maryland Loan Repayment Programs for Physicians and Physicians Assistant (MLARP PPA) and the importance of the input of the Workgroup.

III. Discussion

A. Review of Program Offerings in Other States

-Loan Repayment in Other States: Sara Seitz presented a chart list of loan repayment program offerings in other states, inclusive of program names, descriptions, funding sources, program documents, and the eligible professionals. Sara Seitz provided some detail about the discussion about interest of faculty inclusion in eligibility for the loan repayments, as they are currently not included, but are added in the chart listing in case it came up as an issue moving forward. Patterns were noted that NPs and CNMs were very similar to the number of programs offered in other states. The range of awards were noted in the range of \$4,000 to \$120,000. CRNA and CNS are similar in range as it is \$4,000 to \$50,000 and RNs and LPNs are close as their range includes \$4,000 up to about \$50/75,000. Some outliers were noted, but the averages were presented. The chart offers a sample of other states' programs at a point in time and should not be considered a comprehensive inventory.

-National Average Student Debt: Sara Seitz presented national average student loan amounts by student type. Members discussed general agreement that national averages meet Maryland experience; Nursing Assistant debt could go higher. Private school/organization training will be higher than Community/State programs. Group members noted that many long term care facilities have training programs that may offset costs to employees. Group noted that some applicants will not have formal educational loan debt through an educational loan lender. Currently, MLRP will need to restrict applicants to those with educational loan lender debt to align with current legislation. Workgroup can consider making a future recommendation regarding changes to legislative language for nursing support staff debt, for example.

-Appropriate Award Amounts and Service Obligation Length for MLARP-NNSS: Sara Seitz presented information about the current MLRP service obligation for physicians and physician assistants, along with proposed MLARP NSS award amounts for nurses and nursing support staff, by licensure. Taking into consideration programs in other states and national average student debt by student type, members stated that the potential program offerings appear comparable/competitive to the programs summarized in the shared document, and specifically, in border states. A Workgroup member noted outreaching to other states to see if they have any Nursing Assistant loan repayment programs. Most had scholarships, which could be a recommendation from the Workgroup as it could be more beneficial for nursing support staff to receive a scholarship instead of relatively small educational loans. Discussion included what can be done to attract/recruit faculty and the focus on how federal dollars are spent and that faculty and staff can be looked at to be included since their roles are important as well.

B. Funding Priorities

-Sara Seitz presented the current MLRP fiscal year 2023 budget allocations and potential strategies for discussing potential priorities for disseminating program funds this

coming year and in the future. Overview included information about federal shortage designations. The following potential priority areas were noted:

- In addition to rural areas of the state, urban areas;
 - Long term care (direct care roles for CNAs, GNAs, as well as LPNs and RNs);
 - Service to older adults;
 - Hospice care (RNs);
 - Addictions services;
 - Public health;
 - Discuss expansion to for-profit facilities in future recommendations
- At the next Workgroup meeting, the group will discuss priorities further and begin determining evidence/data to support the brainstorming list and recommendations for where the priorities should be considered (for example, in eligibility, technical scoring criteria, etc.)
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IV. Next Steps

- The next meeting is scheduled for February 27, 2023 at 3 pm.
- Action steps: Workgroup members should continue considering potential funding priority areas, gather data/evidence in support of priority areas, and submit relevant resources and data via email (sara.seitz@maryland.gov).

V. Open Discussion with Public Comment: No guests provided comments during the time dedicated for this purpose.

VI. Adjournment: (4:15 p.m.)

Meeting presentation posted to and accessible on the MLARP Stakeholder Workgroup for Nurses and Nursing Support Staff webpage:
<https://health.maryland.gov/pophealth/Pages/MLARP-Stakeholder-Workgroup-for-Nurses-and-Nursing-Support-Staff.aspx>