

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

**Virtual Meeting  
July 24, 2023, 3:00 p.m. – 4:30 p.m.**

**Meeting Minutes - APPROVED**

**Stakeholder Workgroup Attendees Membership Seat Representative**

Representative of the Maryland Hospital Association – Jane Krienke  
Representative of AFSCME Maryland – Cindy Smalls for Denise Gilmore  
Representative of the Nurse Practitioner Association of Maryland – Nicole Lollo  
Representative of Maryland Board of Nursing – Iman Farid for Rhonda Scott  
Secretary of Health or Designee - David Davis  
Representative of the Maryland Association of County Health Officials - Holly Trice  
Representative of 1199 SEIU United Healthcare Workers East – Loraine Arikat  
Representative of LeadingAge Maryland – Sarah Hemming for Allison Roenigk Ciborowski  
Representative of the Maryland Nurses Association – Nanya Philipsen

**Maryland Department of Health (MDH) Staff**

Sara Seitz  
Kimberly Hiner  
Shirrell Owens

**In Attendance**

Amberly Holcomb (Department of Legislative Services), Lindsay Rowe (Department of Legislative Services), Mitzi Fishman (Maryland Board of Nursing), Scott Tiffin

**Meeting Notes**

**I. Opening Business and Remarks**

- The meeting was opened and lead by MDH staff, Sara Seitz
- Meeting minutes from the 6/26/2023 meeting was presented. There were no corrections or edits and the minutes were approved as distributed.
- A review of the Workgroup’s mandated activities took place.
- Results of the 2023 MLARP NNSS application cycle were provided, along with updates regarding program staffing.

**II. Discussion**

- Legislative Report Outline: The group reviewed the draft General Assembly Report outline. Workgroup members should review and provide suggestions, including recommendations (discussed below).
- MLARP for Nurses and Nursing Support Staff Recommendations

**a. Incentivizing Students to Practice in Underserved Areas**

- Identify/recruit high school students and offer scholarships and wrap-around supports to prevent the need for assistance with loan repayments post-graduation.
- Target incentive programming in underserved areas to recruit residents to serve those areas/ fulfill service obligations and provide culturally competent service to patients.
- Assist with wrap around services such as childcare and offer stipends to assist with finances while participants are in school.
- Support successful hospital pipeline/ incentive projects.
- Support other Maryland incentive programs, such as those administered via the Department of Labor which provides grants to employers to provide training.

**b. Priorities for Funding**

- Bedside nursing called out as critical shortage area for nurses and nursing support staff (i.e., long-term care, hospitals); primary care the critical shortage area more so for advanced practice nursing.
- Due to wide-reaching shortages in all areas of nursing/nursing support staff, group discussed limitation of eligibility to Health Professional Shortage Areas (HPSAs). Each member should explore impact of such a recommendation and be ready to discuss at next meeting.
- Legislation requires review of current legislative requirement that practice sites be non-profit. As many long-term care facilities are for-profit, there may be an inequity here. Each member should explore impact of such a recommendation and be ready to discuss at next meeting.

**c. Permanent Funding Structure**

- Recommendations made/discussed that funding structure development should include fiscal resources to support:
- An electronic application/participant data system to provide proper security that is sustainable for the program's progress and discontinue the paper-based application process.
- Administrative needs for the program, inclusive of staff support and marketing the program.

**d. Other**

- The State should provide centralized healthcare workforce data collection to identify advanced practice nurse, nurse, and nursing support staff workforce supply/demand. MDH is recommended as host for this effort.

### **III. Next Steps/Necessary Research**

- Workgroup members: Review General Assembly report outline and provide comment by August 14, 2023.
- Explore discussed recommendations and be ready to provide comment at next meeting, August 28, 2023.
- Research volunteers/ members looking at funding structures in other states and gathering input from other stakeholders, continue work and bring results to next meeting, August 28, 2023.

#### **Next Meeting August 28, 2023, 3:00 p.m.**

- IV.** Open Discussion with Public Comment: No guests provided comments during the time dedicated for purpose.
- V.** Adjourn

Presentation posted to and accessible on the MLARP Stakeholder Workgroup for Nurses and webpage: <https://health.maryland.gov/pophealth/Pages/MLARP> .