

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

Virtual Meeting
November 14, 2022, 3:00 p.m. – 4:00 pm

APPROVED Minutes (12/12/2022)

Stakeholder Workgroup Attendees

Membership Seat

Secretary of Health or designee

Representative of Maryland Board of Nursing

Representative of the Maryland Nurses Association

Representative of 1199 SEIU United Healthcare Workers East

Representative of Health Facilities Association of Maryland

Representative of the Maryland Hospital Association

Representative of the LifeSpan Network

Representative of Leading Age MD

Representative of AFSCME Maryland

Representative of the Nurse Practitioner Association of Maryland

Representative of a Community Health Center

Representative

David Davis

Karen Evans

Nayna Philipsen

Loraine Arikat

Joseph DeMattos, Jr.

Jane Krienke

Lesley Flaim

Allison Roenigk Ciborowski

Denise Gilmore

Nicole Lollo

Shamonda Brathwaite

Maryland Department of Health (MDH) Staffing

Sara Seitz, Director, State Office of Rural Health

Sadé Diggs, Program Coordinator, Office of Workforce Development

Also in Attendance

Senator Addie Eckardt, Amberly Holcomb (Department of Legislative Services), David Tresfsger (Population Health, Atlantic General Hospital), Eboni Adams (Mid-Atlantic Association of Community Health Clinics), Hope Morris, Iman Farid (Maryland Board of Nursing), June Chung (Department of Legislative Services), Lori Lee (TidalHealth, Inc.), Carrie Anna Jacobs, Lindsay Rowe (Department of Legislative Services), Jacqueline Patterson (Maryland Nurses Association), Kimberly Hiner (Department of Health)

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:

- Thanks given to the over 30 legislators who sponsored SB696, established this workgroup, for recognizing the need to expand the Maryland Loan Repayment Assistance Program and for connecting all of the members.
 - Senator Addie Eckardt joined and invited to offer opening remarks or feedback. She noted appreciation the opportunity and discussed the importance of providing incentives to nurses in a variety of settings in Maryland where there is a shortage and that we need to be timely, put up the funding, and come up with alternatives. She discussed the difficulty to be able to cover the state run facilities and was concerned about high degree of burnout and replacement issues, in particular with the pandemic. Discussed that this legislation will be helpful.
- Sara Seitz reviewed the various laws which the workgroup will abide by during its tenure, including the Maryland State Ethics Law and Maryland Open Meetings Act. Provided workgroup with details about the process of the workgroup and discussed use and posting of website and meetings items.
- Sara Seitz provided background information regarding the two existing loan repayment programs administered by the Maryland Department of Health's Office of Healthcare Workforce Development.
- Maryland State Loan Repayment Program (SLRP): federal funding for loan repayment with exclusive eligibility criterias. Providers must be working in a health professional shortage area (HPSA) and their focus must be primary care at a non-profit that has a sliding fee scale. We currently include physicians and physician assistants as the disciplines eligible for Federal funds.
- With the new competitive application/award for Federal funding, SLRP will be able to include nurse practitioners and certified nurse midwives in the coming application cycle.
- Maryland Loan Assistance Repayment Program for Physicians and Physician Assistants (MLARP-PPA): Loan repayment assistance for physicians and physician assistants, and last year medical residents with priorities ranked as primary care in HPSAs, primary care including emergency medicine, and then specialists.
- SB696 (2022) establishes MLARP for Nursing and Nursing Support Staff dedicated to provide loan assistance for educational loans to eligible nursing and nursing staff within

eligible fields of employment which include organizations exempt from taxation and includes state and local governments. Priorities will be recommended by this workgroup.

III. Review of Statutory Mandate and Timeline:

- Statutory mandates reviewed (SB696, 2022) and presented in the presentation.
- Timeline provided for workgroup which includes the legislatively mandated reporting to the General Assembly as follows:
 - Interim report due on or before December 1, 2022
 - Final report due on or before December 1, 2023

IV. Work Plan for Deliverables:

- Recommended work plan draft presented, including focus areas:
 1. Areas of research
 2. Incentive program recommendations
 3. MLARP funding priorities
 4. Permanent funding structure
- MDH drafted an interim report that includes starting points of areas of research and document activities that the Office of Healthcare Workforce Development has taken towards these efforts including the data from the 2020 to 2021 MLARP Workgroup for Physicians and Physician Assistants.
- Draft work plan chart provided for workgroup and discussed. Mention of having a final report and recommendations ready for the workgroup by August 2023/September 2023, that would need to have been submitted in October to go through the General Assembly review process. Workgroup agreed to a work plan and meeting again in December 2022 based on the work plan timeline. Senator Eckardt discussed having as much input as possible from working nurses in the field to get a broad buy-in before moving forward and having something that is useful.

V. Next Steps:

- The workgroup structure was discussed as follows:
 - Chair selection: Group requested Sara Seitz, MDH, facilitate the workgroup; with no official Chairperson required.
 - Subgroups: Discussed keeping the main workgroup together, but to separate at a later time in subgroups if determined necessary.
 - Meeting Schedule/Frequency/Length: Discussed to generally meet the second Monday

of each month at 3:00 pm until 4:30 pm, reserve full hour and half and use if necessary.

- Workgroup members were reminded of the action steps items that would be emailed, including the interim report for review/comment by 11/16/2022 and 11/18/2022 for approval.

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

VII. Adjournment: (4:00 p.m.)

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>