



**GOVERNOR'S WORKFORCE POLICY ADVISORY BOARD
TALENT DEVELOPMENT COMMITTEE**

Meeting Minutes • October 29, 2008

Attending Members: Nancy Kramer, Dr. Ron McKinley
Absent Members: Dr. Roy church, Dr. Val Moeller, Alan Schonberg, Jason Wilson
Board Staff: Brian R. Mannal

During the initial meeting of the Talent Development Committee, members and non-member attendees reviewed the Ohio Department of Development's Strategic Plan, i.e., Ohio, Home of Innovation and Opportunity, and discussed the components of the plan which relate to the attraction and retention of workers to the state.

The members of the committee identified the following four (4) strategic plan initiatives as being worthy of further review and discussion:

1. Young Talent Network
2. Ohio Means Jobs
3. Ohio Means Home
4. Ohio ASAP

In addition to the above initiatives, the committee discussed the issues of improving (or shortening) the duration of the process of licensing out-of-state physicians interested in practicing medicine in Ohio. *Please refer to Page 2 of this document for a detailed summary of this issue.*

The members of the committee acknowledged that their role should be advisory in nature, as opposed to operational. As such, the committee agreed that it would serve as a "sounding board" for state officials and other workforce development system leaders responsible for the development and execution of the aforementioned initiatives, but refrain from "managing" any specific projects/initiatives.

The committee agreed to invite state officials and workforce development system leaders to future meetings to present information for the purpose of learning more about each of the various initiatives. During the next meeting of the committee, the group plans to invite a member of the Lt. Governor's staff to present information about the Department of Development's Young Talent Network initiative.

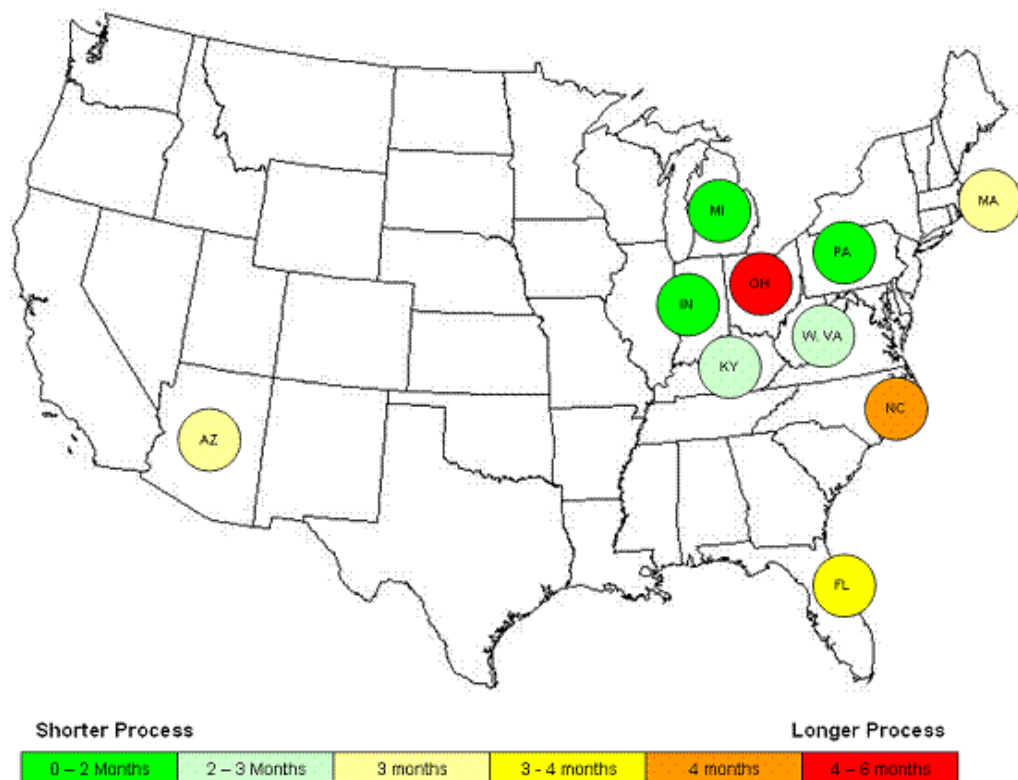
SUMMARY OF THE OUT-OF-STATE PHYSICIAN LICENSING ISSUE

It is a well-established fact that there is a shortage of medical professionals in Ohio. Historically, this shortage has been attributed to a multitude of factors, including the high cost of malpractice insurance for physicians, inadequate numbers of medical and nursing school faculty, and the increasing demand for healthcare among Ohio's aging population.

As shared during the recent Talent Development Committee, a less-documented cause and/or contributing factor to the problem is the duration of time that it takes the State Medical Board of Ohio to process out-of-state physicians' applications for medical licenses.

In short, the duration of Ohio's licensing process for out-of-state physicians is longer than most states and more than twice as long as the processes in Michigan, Pennsylvania, West Virginia, Kentucky and Indiana. (Refer to the below chart). It should be noted that Ohio and each of the aforementioned states follow the same federal requirements for licensing physicians.

Average Duration of Medical Doctor License Process by State



In an effort to gather additional information on point, earlier this year, Governor's Workforce Policy Advisory Board staff contacted the State Medical Board of Ohio to discuss the issue. State Medical Board staff acknowledged the fact that the out-of-state

physician licensing process is somewhat lengthy in comparison to other states. Staff further expressed a willingness to discuss the issue at greater length, as well as utilize Six Sigma techniques (such as “value stream mapping”) to determine where and how the licensing process can be shortened without affecting the important business of verifying each applicants’ credentials.

During the committee meeting, Dr. Ron McKinley attested to the fact that his hospital, i.e., Cincinnati Children’s Hospital, and other hospitals across the state frequently hire physicians and pay their full salaries (while the physicians do non-physician work for several months) until their licenses are approved by the state board, simply to ensure that they are able to secure the “talent” they need to provide quality healthcare services.

In short, this is an issue that affects the ability of hospitals in Ohio to recruit out-of-state doctors, as well as increases the cost of healthcare in Ohio. After all, if hospitals are forced to pay doctors salaries during a period of time when they are not able to practice medicine, solely for the purpose of ensuring that they obtain the talent they need to succeed as medical providers and businesses, then this issue directly affects the cost of providing healthcare in Ohio.