

# the KEYSTONE REVIEW

THE BOWEN CENTER FOR HEALTH WORKFORCE RESEARCH AND POLICY  
INFORMING • ALIGNING • ADVANCING

## VISION 2020

I don't know about you but when I hear or see the phrase "20/20 Vision," I immediately think about eye exams. In that context the phrase is used to describe visual acuity (the clarity or sharpness of vision) at a distance of 20 feet. But VISION can be deeper than a physical ability to see the world around us. Vision can also mean the ability to see beyond the current state to future possibilities. This type of visioning is critical to advancing policy and improving health.



### THE REARVIEW MIRROR

Ten years ago, Indiana did not have a clear "picture" of the health care workforce. We reactively identified workforce shortages if and when a community member/advocate came forward and requested assessment. From anecdotal information we knew we had shortages, but we just didn't have the workforce data to prove it. (See map of Dental Shortage Areas from 2009.)



### WORKFORCE IN FOCUS

Today Indiana is in a very different place. Because of investments in health workforce data infrastructure, we know where our health care workforce is and where it is not. (See 2019 map of Dental Shortage Areas). It took vision to get here. A vision that began with seeing past the **problem** (we don't have the health workforce data we need to ID our shortage areas) to **opportunities** (collecting the data we need during health professional license renewal) and **solutions** (2018 Senate Enrolled Act 223, which ensures we get the data we need). As a state, we are now able to proactively identify workforce shortages. Other states are now looking to Indiana to learn how they too can craft a vision for bringing their workforce into focus.

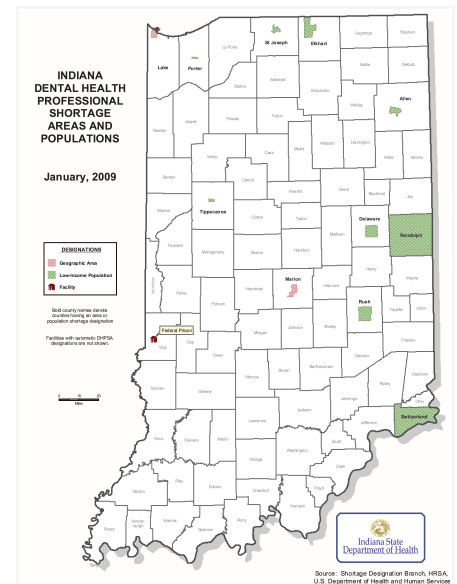


### THE VIEW AHEAD

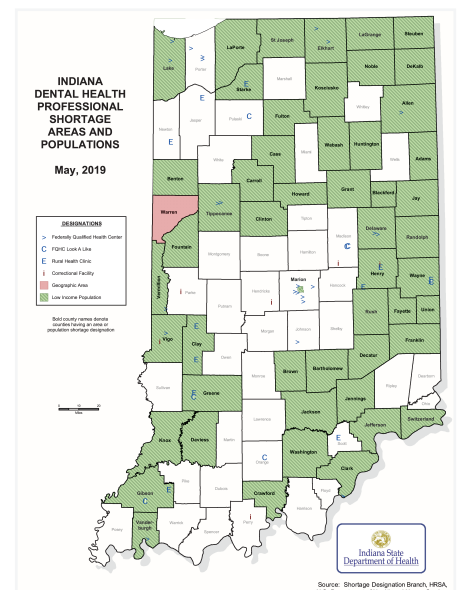
As the Bowen Center looks ahead to 2020, our line of sight has expanded and so has our vision. We've sharpened Indiana's health care workforce lens, and now we have set our sights on informing broader health care policy. Workforce shortage identification is critical, but it is just the tip of the iceberg. We are excited to "pull-up" a chair in new conversations, use our expertise to bring problems into focus, and turn health improvement visions into reality.

The Power of Health Workforce data to  
Inform Shortage Area Designation

2009



2019



**SCHOOL OF MEDICINE**  
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# RESEARCH



## OBSTETRIC PROVIDERS IN INDIANA

Access to obstetrical services is critical for maternal and child health. One of our upcoming reports examines the supply of obstetric providers within the context of accessible birthing hospitals and selected infant and maternal health outcomes.

Overall, the landscape of obstetric service capacity varies by county. Almost a third of counties have no obstetric providers or birthing hospitals. Additionally, over half of the remaining counties with accessible resources had maternal health outcomes that were worse than the state average. The Bowen Center will be releasing this report at the Labor of Love Summit in December. These findings contribute information which can be used to target health system and policy initiatives.

## INDIANA'S LONG-TERM CARE AND AGING (LTCA) WORKFORCE

The United States population is getting older, and Hoosiers are no exception. With an aging population comes the increased demand for health care. The Indiana LTCA Workforce Report identifies the licensed health professionals in Indiana who reported practicing in a geriatric specialty or within a long-term care type setting. This included 22,685 licensed professionals from 13 different professions.

In general we found that, professionals working in LTCA were older than their total respective workforce. LTCA providers were also more likely to be licensed in nursing and practice in an urban setting. Additionally, a greater percentage of nursing professionals were identified as practicing in a rural setting compared to other professions. Information from this report can help support initiatives aimed at geriatric health care services. Be on the lookout for this report to be published soon!



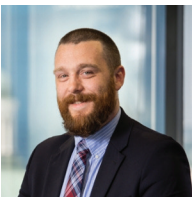
### This Year the Bowen Center has Accomplished:

**14** New Health Workforce Supply Reports

**35** New HPSAs Obtained as a Result of Data Stewardship

**32** Stakeholders Assisted Nationwide

## A WORD FROM OUR PARTNER



### **TREVOR FOUGHTY** Associate Vice President of State Relations, Indiana University

As the office tasked with representing Indiana University before state policymakers, the Office of State Relations is often asked why we aren't more vocal in supporting or opposing legislation that might impact the professional fields of our graduates. And while that's usually easier to answer on a case-by-case basis, the reality is that IU is usually far more engaged than most people realize.

This is especially true when it comes to the health sciences fields. As the state's leading producer of health sciences professionals, policymakers often come to us long before a bill is drafted or introduced. Not only does this give us the chance for early impact, it also helps us ensure that the views of all our schools—whether medicine, or nursing, or dentistry, or optometry, and so on—is heard.

The importance of this sort of partnership can't be underscored enough. Not only does it ensure that we are preparing our graduates for the workforce, it also ensures that policy makers understand the challenges that educators and practitioners face in the real world. Through the expertise of our deans and faculty members, and through units like the Bowen Center who handle work for the state on contract, IU is constantly on the front lines of shaping health policy in Indiana. Our job in the State Relations office is to use our relationships to help amplify that impact, and to help our experts achieve their professional goals. Don't hesitate to reach out if you have new ideas that might benefit the state, and we can help you navigate the State House.

# POLICY WINS 2019



## NURSE LICENSURE COMPACT

Nurses make up the largest sector of the health workforce with 110,651 registered nurse license renewals in Indiana in 2017. Despite the seemingly high number of nurse licenses, some health care employers in Indiana report significant challenges in filling their open positions, particularly those employers located in large metropolitan communities close to the state line. They cite that this challenge is, in part, related to recruitment barriers, stating that they face some delays in recruiting qualified nurses from Indiana's contiguous states. Enter interstate licensure compacts.

Interstate licensure compacts are a potential policy solution to facilitate the credentialing process for qualified professionals from other states. These compacts are agreements between states to accept the same licensure qualifying criteria. In the case of the Nurse Licensure Compact (NLC), states agree on a standard set of 10 license requirements. If a nurse passes those requirements, they can receive a compact license and practice in any of the compact's participating states.

Indiana has previously sought to participate in the NLC but the legislation did not cross the finish line. In December 2018, a Licensure Compacts Learning Lab was held at the Indiana Government Center. This event brought together a myriad of attendees to hear objective information on licensure compacts and answer any questions stakeholders have on these topics, including the NLC. Legislation was put forth in the 2019 Session and the NLC was signed into law at the end of April. The NLC is expected to be implemented in full effect by late 2020.

## BOWEN CENTER AND POLICY – WHAT YOU CAN EXPECT

**Policy** is part of our name, but what does this mean and what is our role in policy? At the Bowen Center, we are in the business of research. We steward health professions data on behalf of the state and we produce reports back to the state on this information.



When we send information back to the state and stakeholders, we're committed to making the data meaningful. Supply reports are great and provide the big picture view of Indiana's health workforce. But, our commitment goes beyond simply reporting supply data. Health workforce data can be a powerful tool for informing many initiatives. State agencies and the legislature can use these data to answer targeted questions, such as: "Where are our primary care shortages located in Indiana?" or "How many Medicaid providers do we have in X county?" or "How many of our nurses serve in faculty roles?" or "Where do we need more medical residencies, and what kind of residencies should we invest in?" or "Who is delivering babies in Indiana?"

That's where **policy** comes in. We believe data can be more than just information presented in a static report. We also don't see data as simple facts and figures. Data also includes information found in research articles, manuscripts, and even a review of statutes and rules (federally, in Indiana, and in other states!). Whatever the type of data we include in our **research**, our vision is always to get the data into the hands of the decision makers (and policymakers) that need it to inform and evaluate policy.

If you have a question about the healthcare workforce, I bet we can find an answer for you. And if you're affiliated with state government, we are at your service.

## RESOURCES



**BOWEN PORTAL**



**ANNUAL IMPACT  
REPORT**



**BEHAVIORAL HEALTH  
WORKFORCE BRIEF**



# SCHOOL OF MEDICINE

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### THE BOWEN CENTER TEAM



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**Marnie Baker, BGS, PMP**  
Program Coordinator

### SUPPORT THROUGH GIVING

Philanthropic support helps to advance research in the Bowen Center for Health Workforce Research & Policy and the Department of Family Medicine that will benefit Hoosiers throughout Indiana. Your gift also supports the training of the next generation of physicians who benefit from the expertise of our dedicated faculty. For additional information about the various ways to give, please contact Ken Sheer at 317-278.2122. Gifts to the Department of Family Medicine can be made online by clicking "Give Now" at [family.medicine.iu.edu](http://family.medicine.iu.edu). Thank you for making a difference!