

Minutes of the Council of Allied Health in North Carolina
Wednesday, January 5, 2005

General Administration Building
910 Raleigh Road
Chapel Hill, NC 27599

Office of the President, Board Rooms 1 and 2
9:30 a.m. – 12:30 p.m.

I. Welcomes and Introductions

The January 5, 2005 Wednesday Full Council meeting of the Allied Health in North Carolina began at 9:37 a.m.

Kathy Heilig, Vice Chair for the NC Hospital Association asked attendees to introduce themselves and state what organization they were representing. Attendees stated their names and provided their titles and affiliations.

II. Approval of November 3, 2004 Council Minutes

Heilig asked for the approval of the November 3, 2004 Council minutes. Minutes were approved. David Yoder, Executive Director for the Department of Allied Health Science in North Carolina thanked Council members for providing input and corrections in the drafting of the final approved minutes.

III. Presentation

Heilig announced the Council's panel discussion on Criminal Background Checks for Practicum Students in Health Care Settings. Heilig said that the Council would hear the perspectives that attendees had on the issue. Yoder elaborated that the panel's objective was to inform and to share what is happening in North Carolina on the CBC issue. No resolution would be reached on the issue. The goal would be for members to inform and help each other within the various settings which they had particular concerns.

Yoder stated that some individuals have jumped on the issue that the Joint Commission on Accreditation of Health Care Organization (JCAHO) had required that CBC be performed. He clarified that the JCAHO requires the institution in question to comply with the state requirements. Yoder told attendees that the JCAHO statement was in the meeting literature for review.

Steve Thomas, Dean of the Allied Health Sciences for East Carolina University spoke first.

Thomas explained that he had gathered information from eight North Carolina universities with allied health programs and how they were addressing the CBC issue. The compiled information came from the universities of: Western Carolina University, Winston-Salem State University, Duke, UNC-Charlotte, Elon, ECU, and UNC-CH. He stated that Western Carolina had no policy and that their College of Applied Sciences was waiting for a directive from the UNC Office of the President. Winston-Salem State indicated that if a background check is needed, the student is responsible for obtaining the CBC. However, their nursing students are responsible in obtaining a CBC before taking their nursing boards. Duke University, UNC Charlotte and Elon University do not have an existing CBC policy, but UNC Charlotte is waiting for one. ECU's School of Allied Health Science policy requires the student to obtain and pay for their CBC. Their Nursing department requires that when the student applies for the program they submit a CBC. UNC at Chapel Hill requires student to complete a two-page form. Upon the forms completion and return to the university, the university then works with a contracted company to conduct the CBC. The information is then shared with the clinical coordinator who shares the information with the site supervisor.

Thomas said that ECU requires students to provide their own CBC because it is a costly and timely process that requires additional university staff. ECU has approximately 300 people going to medical sites a year.

Thomas explained that if a university is placed in performing the CBC, the university is in a situation of handling sensitive data and risks sending the wrong forms to the wrong place. He said that if a university is handing and sending the CBC documents, the university is verifying the information the student is providing to the institution requesting the CBC. The university becomes responsible for incomplete information that the student might have failed to supply. If a student goes to a site and this omitted information is discovered, the university becomes culpable and will be accused of not engaging in due diligence. Thomas concluded that by giving the responsibility of the CBC to the student, the university will not have to confront money, confidentiality or incomplete due diligence issues associated with CBC.

Thomas added that JCAHO addresses the drug screening issue and that drug screening is costly and runs between \$65.00 to \$75.00 dollars. He said that the drug screening issue must be linked with CBC policy making.

James Sadler, Associate Vice President for Planning at UNC General Admission provided his input on the CBC issue. Sadler said that he had spoken with university attorney Betsy Bunyon who indicated that the pressure of the CBC issue comes from the accrediting agency. The general recommendation is that anyone coming into the hospitals including volunteers will be required to have a CBC in the future.

Bunyon had met with the UNC Chapel Hill Campus and spoke with individuals involved

in the UNC systems health care and hospital facilities. The UNC system performs about five to six thousand checks a year. CBC are a difficult subject to address due to their not being easy to perform. The best approach in handing a CBC is finger printing such as the type lawyers have the right to do or to investigate county court house records.

Difficulties stem from people having alias, changing their names, social security numbers, addresses and dates of birth. Sadler said that while these searches might be required, most states do not have such on-line searching systems. Sadler added that juvenile records are sealed which makes checking into someone's past a potentially dangerous situation. Bunyon is trying to establish how many checks are required and if a vendor could perform them for the UNC system. In Chapel Hill, police officers have been hired full time to perform the tests and that it takes about six weeks.

Sadler indicated that Bunyon was preparing an RFP, which will be sent to the North Carolina Purchasing and Contracts Office in Raleigh. This RFP would be one geared toward clinical settings for the sixteen UNC campuses. Bunyon stated that she wants something available sometime in the spring and would not submit the RFP until January 6, 2005. Council members were welcomed to provide Bunyon with their feedback. Bunyon said that she would have the RFP on the purchasing website for review for about thirty days.

Sadler said that one of the areas of concern around CBCs was whether after a CBC had been conducted if the desired result had been achieved. Some groups do not want to know the results of a CBC due to possible liabilities. Some individuals are reluctant to force the issue about the results. Bunyon is speaking with campus attorneys on this issue.

Sadler questioned how institutions would weigh the age, the circumstance and the gravity of the conviction when it is discovered. Thomas commented that hospitals should establish a crime's gravity. Thomas investigated hospital websites and discovered that hospitals had effective systems in specifying what they would and would not consider a serious crime. Thomas emphasized that the university should not be the gatekeeper for the CBC issue and if the hospital seeks an evaluation, it should not be the responsibility of the university to supply one.

Cathy Franklin-Griffin, for NC Community College System spoke next. She indicated the North Carolina Community Colleges started scrutinizing this problem in 1997. She had spoken with attorney David Sullivan who said that the community colleges in North Carolina are not permitted to require or do a CBC as part of admissions criteria due to the legislative mandate that they are an open door college.

Franklin-Griffin stated that community college students are guests at clinical sites but that there are legislative mandates that community colleges have to honor. Community colleges can assist in providing some avenue to agencies trying to obtain information on students,

but cannot have access to that information. She announced that Community Colleges are forming a committee to construct a uniform response from all the community colleges so they will have a policy inputted to address that issue.

She expressed concern about students being accepted into a program but then denied the chance to go on to clinical sites due to a problematic CBC. Franklin-Griffin questioned how educators would be able to hold a student to one standard level and expect another institution to hold the student up to that same level.

Tom Connelly, Dean of Cabarrus College of Health Science began his presentation on the CBC by supplying Council members with the Cabarrus College of Health Sciences Background and Sanction Checks policy handout. He examined human resource standard HR 1.20 item no. 5, which asked for information on criminal backgrounds. The September 2004 update created confusion due to its statement that in the absence of state law, an organization can develop their own expectations on what it wants as far as criminal background checking is concerned.

Connelly explained that Cabarrus decided that they as an institution wanted to live with CBC for a long time. The College has been performing drug screening for some time and that the students pay for their background checks. This is due to the college's relationship with North East Medical Center. Students are charged \$45.00 for their checks. Cabarrus has made CBC part of the admissions process and which includes social security number traces, criminal history and North Carolina sex offender background checks.

The admission policy states that if a student has committed a felonious act in the past seven year or committed one of the twelve items listed on their application, admission to the school will not be granted. Connelly stated that Cabarrus finances the background checks and they are conducted within a 24 hour turnover time for \$8.75. The checks include state, federal, criminal, sex offender, federal sanctions checks and the terrorist list. Results are supplied to the admission office and placed in the student confidentiality information file. Results consisting of charges go to Connelly (Dean) for review. Connelly said that if Cabarrus cannot complete the student's education due to a problematic CBC, then they will not grant them admission.

Connelly concluded that institutions should work with the agencies in question, indicate that they are going to have limits to their expectations, but that they have set a standard and a criteria that they demand their students meet. Connelly's PP presentation is listed on the Council web site.

Heilig concluded the CBC panel discussion and stated that there is the huge impression that health care can no longer protect individuals. In reaction, hospitals are taking the most prescriptive and conservative measures to change this perception. Heilig said that the issues involved are quality, safety and restoring the health care reputation. The Joint

Commission accredits over 500 hospitals a year and the hospitals are trying to meet a standard. Heilig said that the North Carolina Board of Nursing constructed a task force to examine drug diversion and she predicted that more hospital will become more strident in their policies.

The Council broke for a brief break and reconvened at 10:55 a.m. Heilig introduced Dr. Anita Holmes the executive director of the Center for Health and Healing for the General Baptist State Convention Health Careers Project. Heilig indicated that Linda Horton, the workforce coordinator for the Hospital Association, presently works with Dr. Holmes on the project. The Association has been working with the Center for about a year.

Holmes thanked the Council for the opportunity to share information about the Minority and Health Career Program. She provided an overview about what the Center for Health and Healing is about and what work is performed. The Convention started in 1867 and is the largest faith based membership organization in North Carolina consisting of about 2,000 churches. The convention is broken down into 62 associations with about 600,000 congregation members, with approximately forty percent of North Carolina's African American population being represented.

The Convention's organization consist of a salaried executive secretary treasurer Reverend Haywood Gray who started January 2005. The Convention's and various auxiliaries include: the Laymen's League, the Ushers Convention, the Conference of Christian Education, Women's Baptist Home, the Missionaries Convention, the Ministers Council and two allied affiliated groups the General Baptist Foundation and the Center for Health and Healing.

The Minority and Health Career Program started in the late 1970's by John Hatch, a professor at the University of North Carolina in Health Education. Hatch was working on a Chatham County Project and spoke with John Manley the president of the Convention at the first Baptist Church in Chapel Hill in order to dispel misconceptions that mammograms were not helpful in the early detection and survival rates of individuals from breast cancer. Hatch and Manley's collaboration lead to the creation of the Health and Human Service Program known as the Whole Person's Ministry: Body, Mind and Spirit but adding the component of spirituality.

The organization's mission statement is to achieve optimum well-being for the convention, its members and the broader community based on Christian ministry with none of the programs limited to ethnicity or denomination. The convention wants to provide leadership role in the health area, protect everyone's right to health care, to develop health ministry, develop individuals to advocate the rights of the family, to help economically disadvantage groups and to work with other religious denominations. The organization is a 501 C-3 non-profit entity.

Parent programs include Faith and Health Initiative, Healthy Beginnings, Picture Me Tobacco Free – a youth initiative, Operation Senior Care, and Minority Health Career Initiative. Short-term projects include End of Life Decision Making Seminar. Holmes added that the volunteers make the organization exist.

Holmes explained that the convention is questioned about its connection with the church. She explained that basic movements in the African American community have their origins in the church and that it is the natural meeting place to inform the public. The Convention's official publication is the Baptist Informer, which has a reading audience of about 9000 and provides information about health projects and youth careers.

Holmes said that the convention's goal is to let youth become familiar with diversity in the health care fields and to develop products and protocols linked to biblical structure. A curriculum sessions includes: an introduction to health career club, health status and disparities, health careers, targeted health careers, field trips to health care organizations, team reports, and the continuation of team reports and projects.

Basic strategy of the Health Career Club is to develop church based health career clubs in order to strengthen the workforce in health care, increase the number and diversity, to provide positive economic impact, to enhance opportunity to spotlight health disparities, and to promotion health and leadership skills development.

Holmes stated that in the course of the development, the Convention would like to create 40 health career clubs for youth between the ages of 12-17, with pastoral, youth, and career leaders, and to have local regional sessions, to establish a five health career tracks and to establish protocols/products linked to biblical principles of health and healing.

Holmes said that five C's for managing multiple partnerships have included: coordination, communication, cooperation, compromise and care. Heilig added that the challenge of the Convention to grow and to manage that growth.

Business of the Council: Discussion and Action

Yoder explained that the Council's website is being brought up to date. He said that when the Council began in 1991, it originally had six meetings a year. The Council in the past number of years has voted annually to cancel the July meeting due to summer vacation schedule conflicts of members. He pointed out that the Executive Committee of the Council holds a retreat each year in July to evaluate the Council's activities. Yoder requested that the Council go on the record to officially cancel the July Council meeting. Ned Fowler made a motion in canceling the July meeting, which Thomas seconded. This means the Council will officially meet five times a year. The Council's fiscal year continues to be from July 1 to June 30.

V. Reports

Yoder turned the Council's attention of the Workforce Task Force Report to Erin Fraher of the Sheps Center and requested that she provide a summary of the nature of the allied health reports that she will be working on this spring.

Fraher announced she has returned to the Sheps Center from maternity leave and will be working part time on three reports for the Council. She explained that the Sheps Center had experienced a reduction in staff, due to a decrease in resources. She will be working on these reports along with Rebecca Livengood, a second year graduate student. Fraher said that April 30th 2005 would be the last day of funding for workforce funding from the Duke Endowment to the Sheps Center and that she plans to have the reports completed by then.

Livengood will be working on a report tracking allied health job vacancy listings in news papers across the state. The report will track nine professions in the allied health area and their vacancies. The report will consist of data collected from the spring and fall of 2004 to track whether the job listings had gone up or down during that time. This job vacancy report will be completed by February 2005 and available for the March Council meeting. The nine professions tracked include: medical lab technologist, medical technician, respiratory therapist, pharmacy technician, pet technologist, physician's assistant, dental hygienist, speech therapist and occupational therapist.

The second report to be written will be a "Cap Stone" report on the state of Allied Health in NC. Fraher stated that the Sheps Center had completed six in depth workforce reports on allied health professions in the past four years, and that the cap stone report would include a synthesis of these reports. The report will also provide information on themes in the Allied Health professions in North Carolina such as student recruitment, attrition, faculty recruitment and retention. Fraher said she was fascinated by the constant redefinition of the Allied Health profession and what implications this shifting definition might mean to the workforce. Fraher said that this report is coming at an appropriate time, due to the NC General Assembly members wanting a big picture on issues in more than one allied health profession. The report will be available April 30th 2005.

The third report will be a brief that summarizes from the Cap Stone Report the workforce trends for the General Assembly's consideration Since they will be considering funding for the Council. She asked for Council feedback on the development of the three reports.

Patricia Porter, Government Liaison for the Council of Allied Health in North Carolina reported on the current North Carolina Legislative activity affecting Allied Health Professions. She announced that Congress reconvened January 4, 2005 and swore in its new members and said that the General Assembly reconvenes on January 26, 2005. Jim Black will serve as speaker and that there will be only one speaker for 2005. Currently, committee appointments and chairs are being established and that there is a great deal of

jockeying for chair positions especially for the long session for the General Assembly. This long session means that the GA will be developing the new budget for the biennium, and that they are addressing new issues and programs.

Porter indicated that the new budget does not look as promising as expected. Porter explained that this was interesting due to the budget being created after an election year when individuals are pushing to get their issues accepted for their constituents. Porter said that the General Assembly would be submitting a report to cut Medicaid in North Carolina. Medicaid can be cut by reducing eligibility, reducing (votes per service – I don't know what this means), and reducing authorized services. The Assembly has not currently begun to scrutinize Medicaid cutting.

The Assembly will begin discussing the funds for the support of the Council. The budget request was submitted with the University budget under the AHEC Line. Bacon, Heilig and Yoder contributed in providing a strong case for the funding and everyone who was available to speak for the support of the Council has been contacted.

Porter stated that there is a move to demonstrate the need for an increase in speech-language pathologists, occupational and physical therapists in North Carolina. The state agencies have moved the management and provision of services to the private sector away from the area of mental health and early interventions programs. If the early intervention programs fail to get the services to the population in question, they will lose federal funding. Porter indicated that North Carolina has a generous eligibility criterion. The North Carolina Social Services Department had announced that every infant to preschooler who has been abused or neglected are automatically eligible for early intervention services. The population eligible for such services has expanded by 60% explained Porter. The need for professionals specializing in infant/toddler assessment and treatment, assisted technology, development disabilities and the aging population in the future would be great.

Yoder spoke on the Activities of the Executive Director:

Meetings attended:

Served on a panel at the November 16 meeting called by the NC Board of Nursing regarding "Criminal Background Checks for Students in Clinical settings" A task force was formed to develop a plan of action on this issue that will be useful for nursing and allied health students doing clinical practicum in health care facilities.

Bobbi Hendrix, in Risk Mgmt at Duke will chair the Task Force.

Other members include Kathy Heilig, Cathy Franklin-Griffin, Lynn Haynes and Dr. Peggy Baker and David Yoder

Health Care Works Coalition meeting on November 29. Will meet with the Coalition January 11, hosted by Linda Horton at NCHA.

Coalition goals:

To further advance the Health Care Works implementation plan – faculty training
Improve accessibility to career advancement for healthcare workers by identifying and addressing barriers and gaps in the current system: Wake and Johnston County
Design a shared, strategic career ladder development model for selected healthcare occupations in Johnston and Wake Counties with possible applications in the broader regional health industry: Targeting nursing and radiological sciences
Generate commitment and involvement of health sector leadership in the strategic agenda in the Capital Area Workforce Development Board to address local and regional workforce development challenges and new developments in the health care industry.

December 7 meeting with Bacon and Dr. Dan Gitterman, Ass't Prof of Public Policy re: "Federal and State Health Spending and the Growth of Allied Health Jobs in NC." Idea tabled for the time being.

December 20 meeting with Bacon, McLean and Porter re: Reported workforce shortages in OT, PT and SLP to meet the service needs of preschool age children. Discussion initiated by Duncan Munn. Porter will talk about this. This relates to the information Porter reported above.

Invited to submit an article regarding the NC Council for Allied Health to *CMA Today*. Publication of the Am. Assoc. of Medical Assistants. 22,000+ readers. Initiated by Marge Ofofy.

Accepted an invitation to make a presentation and serve on a panel of the Schools of Allied Health in Georgia, re: the establishment of an allied health council and what it does for various state agencies. Hosted by Armstrong Atlantic State University in Savannah, by Dean Barry Eckert, April 21 and 22.

VI. Announcements:

Yoder stated his wish for placing information that can go into professional newsletters to keep Council membership better informed and in the press in 2005.

Heilig announced that the next meeting of the Council would be on Wednesday, March 2, 2005 at the General Administration Building. The May Council meeting with Association Presidents will be held on Tuesday, May 3, 2005 at the Friday Center and will include lunch.

VII. Round Robin

Foster informed the Council that Group 2, had been meeting at the North Carolina Speech, Hearing and Language Association Office in Raleigh to discuss the CDSA issue, funding rates and disparities. Duncan Munn, Intervention Coordinator, Division of Health and Maternal and Child Health, had attended these meetings.

Porter said that she had spoken with Munn and that he had said that additional monies in their expansion budget had been added to increase the rates of reimbursement. Carolyn Cusic indicated that this information about increased rates in the budget had not reached her group. Cusic was aware that they had cut the rates in the speech-language pathology.

Yoder announced that Daniel Dore replaced Eileen Watkins as the President of the North Carolina Physical Therapy Association. Dore was unable to attend his first Council meeting due to recently breaking his leg.

Tom Connelly indicated that Cabarrus College of Health Sciences had added a Computed Tomography class. It is the first step in the development of establishing a baccalaureate program in imaging to be initiated in the fall 2006. Five students have enrolled in the program and the college anticipates the complete enrollment number to be between eight to ten.

Rachel Mann stated that American Massage Therapy Association will be going to the legislature this session to reopen the massage therapy practice act. The AMTA took their licensing board to the Administrative Procedure Oversight Committee during the summer last year and it is back on the Committee's agenda for January 6, 2005. Franklin-Griffin had attended all the meeting due to the controversy over whether the AMTA's board has the authority to approve schools. AMTA will be in the legislature in the upcoming months.

Franklin-Griffin announced that Nancy Porter is the president of the newly formed Deans of Health Sciences in Community Colleges. Quarter is the dean of Health Sciences at Gaston College. Franklin-Griffin inquired if Quarter could attend Council meetings. Yoder said she was welcome.

Heilig said that the Hospital Association received another two-year grant from the Duke Endowment. Yoder applauded the Duke Endowment generosity, which continues to support Holmes' project, the Hospital Association project and the Health Care Works Coalition.

The meeting adjourned at 12:25 p.m.

Council Attendees:

Judi Ashbaugh - NC Dept. of Health & Human Services

Allison Bordeaux - NC AHEC Allied Health Representative

Rebecca Bullock - Allied Health Prof. Rep.

Carolyn Cusic - Association for Home & Hospice Care of North Carolina

Wayne Foster - President of the NC Speech, Hearing and Language Association

Ned Fowler - Community College Allied Health Programs Rep.

Dean, Allied Health & public service Education, Asheville-Buncombe Technical Community College

Cathy Franklin-Griffin - NC Community College System Representative, Allied Health Program Coordinator
Diane Groff - Allied Health Professional Rep., Dept. of Recreation and Leisure Studies
Sharon Grubb - NC State Education Assistance Authority
Kathryn E. Heilig - Vice Chair, NC Hospital Association
James C. Sadler - UNC Systems Representative Associate VP for Planning, UNC General Admission
Martha S. Taylor - Allied Health Prof. Rep., NC Dental Hygiene Association Dental Hygiene Consultant, NC Oral Health Section
Steve Thomas - UNC Systems Allied Health Programs Rep. Dean, Allied Health Sciences, NC Office of Research, Demonstrations, & Rural Health Development
Vicki Whitaker
David E. Yoder - Executive Director, Professor, Speech & Hearing Sciences Center for Literacy & Disability Studies, Dept. of Allied Health Sciences

Staff/Consultants

Erin Fraher - Sheps Center Research Associate
Rebecca Livengood - Sheps Center Research Associate
Patricia Porter - Government Liaison for the Council of Allied Health in North Carolina

Council Guests

Debbie Durham - Forsyth Tech -Program Carolina Hr CT/WA
Linda Yurko (sp?) - Forsyth Tech - Director of Allied Health
Laura De Loye - Music Association of North Carolina
Anita Holmes - Director of the General Baptist State Convention Health Careers Project
Linda Horton - NCHA
Rachel Mann - American Massage Therapy Association

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