

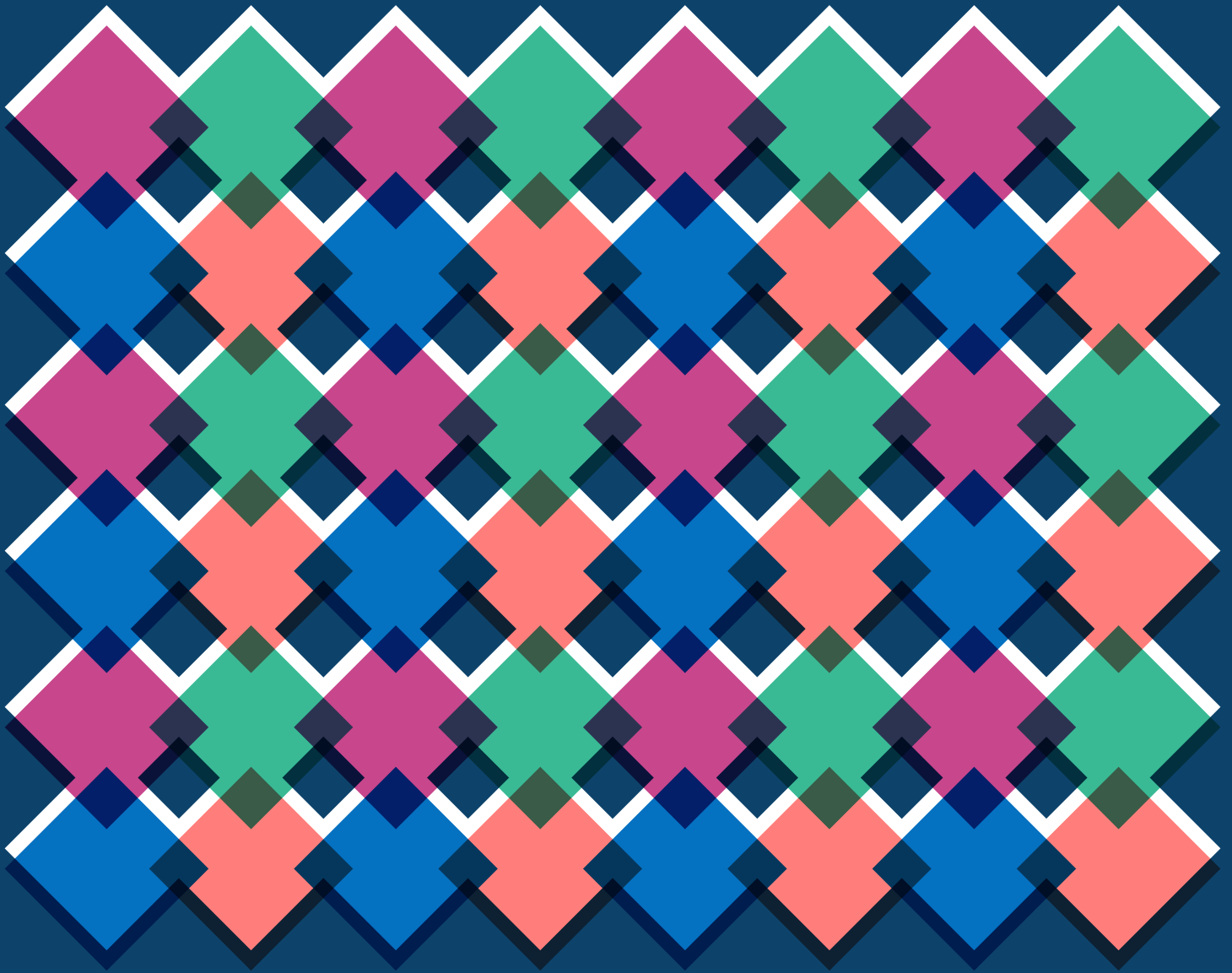


BOWEN CENTER

FOR HEALTH WORKFORCE RESEARCH AND POLICY

Interim Report

JULY 2024 – JANUARY 2025



INDIANA UNIVERSITY
SCHOOL OF MEDICINE



About the Bowen Center

The Bowen Center for Health Workforce Research and Policy, located in the Department of Family Medicine at the Indiana University School of Medicine, is nationally recognized for its expertise in state and national-level health workforce policy research. Through collaborations with state and federal agencies, nonprofit organizations, academic partners, health professionals, employers, and community advocates, the Bowen Center contributes to analyzing complex health workforce issues and informing related policy and programming. The center provides expert technical assistance to the State of Indiana on health workforce-related matters, including planning.

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ACTIVITIES

OBJECTIVE ONE **Indiana Health Professions Data Management**

ACTIVITY I: Updated and maintained Indiana Health Professions Database, which houses all data collected via license renewal surveys (questions administered to health professionals during online license renewal), using data management procedures to prepare data for reports.

OBJECTIVE: To ensure the health professions database is up-to-date, well-maintained, and organized so that the data can be effectively used for reporting and analysis.

■ **Developed and/or updated supplemental information fields that guide the information collected from health professionals during license renewal**

- Updated text related to the sex question to include the term's definition for all health professions' surveys.
- For the qualifying education question, added "on-the-job training" as a potential answer within the Indiana Cross-Profession Minimum Data Set survey tool.
- Connected licensees to the most appropriate party for technical assistance by modifying the instructional/informational language at the top of each survey to more clearly delineate the responsibilities of the Indiana Professional Licensing Agency (IPLA) team and the Bowen Center team.
- To expedite the timeline between data extractions and database integration, developed a new procedure for testing surveys prior to data extraction (moving data from IPLA database to Bowen Center).

■ **Maintained protocol for management of data**

- Used [data management procedures](#)

■ **Health professions database administration**

- Oversaw the successful migration of the health professions database to a new secure server.
- Managed data in Indiana Health Professions Database:
 - 2022 Psychologist Data
 - Completion of Quality Assurance Check (QA) and report view
 - Finalized 2022 psychologist data in relational and reports databases



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- 2023 RN Data
 - Reload of 2023 nursing (RN & APRN) data into reports database
 - Completion of QA of 2023 nursing (RN & APRN) data in relational database
- 2024 Oral health (Dentists and Dental Hygienists)
 - Import of 2024 oral health (dentist & dental hygienist) data into imports, relational, and reports databases
 - Began QA and creation of reports (views) for the 2024 oral health (dentist & dental hygienist) data
- Update of 2015 physician data for longitudinal trends in Tableau dashboard.

ACTIVITY II: Ad hoc deliverables, based on state needs/requirements, include determining request parameters, data extraction and formatting, and delivery of data sets as requested by the Indiana Department of Health (IDOH) or other state agency.

OBJECTIVE: To efficiently determine request parameters, extract and format data, and deliver customized data sets as required by the Indiana Department of Health or other state agencies, ensuring timely and accurate fulfillment of ad hoc deliverables on state needs and requirements.

- **Indiana Medical Education Pipeline to Practice Study.** The study is focused on assessing the Indiana medical education pipeline to practice for specific medical specialties (obstetrics/gynecology, pediatrics, and family medicine) for the purpose of informing policy and/or programmatic recommendations related to strengthening the workforce within the state. The study is exploring the following:

- Retention of Indiana medical school graduates into Indiana residency programs.
- Factors contributing to recruitment and retention of medical students into residency
- Factors contributing to in-state retention post-residency, and
 - Acquired match data from Indiana University and Marian University.
 - Compiled full list of residencies for the state.
 - Hosted engagement sessions (n=2) with hospital representatives regarding residencies.
- Employer (hospital/health system)-reported challenges to recruitment and retention of licensed physicians.
 - Finalized hospital staffing survey.
- Compiled policy research on Indiana physician workforce development initiatives.
- The [data report](#) was published in February 2025

- **Indiana Physician Pipeline to Practice in Context Brief.** This brief provides information on Indiana's physician pipeline as compared to the physician pipelines in its contiguous states and national averages. This brief was created after receiving feedback from IDOH and stakeholders that the Medical Education Pipeline to Practice study needed additional context comparing Indiana to similar environments.

- Identified sources of physician pipeline data from national accrediting and training bodies.
- Researched policies impacting physician/medical student recruitment and retention for contiguous states and federal initiatives.
- Compiled data from national sources and policy research into a designed document.

- **Indiana Area Health Education Center (AHEC).** Supported program evaluation by providing certain data for all licensed health professionals who had an active license status and reported actively practicing in their respective field.

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- **Indiana Department of Education (IDOE) School Behavioral Health Workforce Pulse Survey.** This collaboration with IDOE runs from July 1, 2024, through February 28, 2025, and is a recommendation from the Lilly Endowment-sponsored Playbook Project. A pulse survey was administered to IDOE-licensed school counselors, school social workers, and school psychologists to begin to understand the workforce and services provided in school settings. A brief was published with findings in February 2025.

- Held three meetings with IDOE to discuss survey objectives, target audience, and refine survey questions.
- Conducted research into other state examples of school-based behavioral health surveys and previous Indiana school surveys to develop survey questions.
- Drafted initial survey questions, refined with feedback from IDOE and community stakeholders, and uploaded into Qualtrics (online survey platform).
- Disseminated survey questions to 4,000 licensed school social workers, school psychologists, and school counselors.
- Completed policy research into current regulations for IDOE-licensed school social workers, school counselors, and school psychologists as well as research into required school-based services and existing initiatives outlined in statute.
- Managed survey data including storage of data, cleaning and coding, analyzing it for trends, and matching license number and name to psychologists and social work health professions data.
- Developed report based on findings from data analysis, including interactive web-based version for ease of information sharing.
- Disseminated report through email campaign and social media posts.
- Submitted conference presentation proposal to Indiana School Health Network to disseminate findings to professionals working in schools.
- Presented findings to Indiana Health Workforce Council Mental Health Subcommittee.

OBJECTIVE TWO **Indiana Health Professions Data Analysis, Reporting, and Dissemination**

ACTIVITY I: Analysis of health workforce data

OBJECTIVE: To analyze data collected through licensure surveys at renewal.

■ **Data management**

- These activities are covered in the health professions database administration section.

ACTIVITY II: Health workforce data resources

OBJECTIVE: To create informational resources, such as data reports and policy briefs, to explain and provide succinct analysis of health professions data collected through licensure surveys.

■ **Development**

- [2022 Indiana Pharmacist Data Report](#): A technical report that describes Indiana's pharmacist workforce.
 - Finalized report draft.
 - Engaged pharmacist advisory group on September 3, 2024, to provide feedback and ensure alignment with state needs.
 - Published to [IU Indianapolis ScholarWorks Repository](#), a platform that houses and disseminates Bowen Center materials.
 - Disseminated October 11, 2024.

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- **2022 Indiana Pharmacist Workforce Brief** and **Demand Brief**: An accessible brief that highlights key takeaways and policies relating to Indiana's pharmacist workforce.
 - Performed internal review of working draft.
 - Drafted policy review to include relevant policy that informs the pharmacist workforce of Indiana
 - Completed graphic design elements.
 - Disseminated October 11, 2024.
- **2023 Indiana Physician Data Report**: A technical report that describes Indiana's physician workforce, organized into the total workforce, primary care, and psychiatry.
 - Completed internal review of working draft.
 - Conceptualized and designed a new web-based format for future data reports, transitioning to interactive online resources in addition to printable PDFs.
 - Planning for dissemination by February 14, 2025.
- **2023 Registered Nurse Data Report**: A technical report that describes Indiana's registered nurse workforce.
 - Drafting report sections.
 - Planning for dissemination by April 2, 2025.

■ **Dissemination**: The Bowen Center is committed to distributing resources and information about Indiana's health workforce through a variety of mechanisms and to various audiences.

- **Maintain website** (www.bowenportal.org). It serves as our primary website and the "hub" for all Indiana health workforce information.
 - Published blog posts:
 - [Is There a Shortage of LPNs in Indiana?](#) — January 29, 2025
 - [How States Regulate Certified Nurse Aides](#) — January 29, 2025
 - [Top Health Workforce Themes in the 2025 Legislative Session](#) — January 28, 2025
 - [Bowen Director Dr. Hannah Maxey Featured in Article on Tax Credits for Preceptors](#) — January 15, 2025
 - [Tax Credits: A Solution for Indiana's Health Care Workforce Shortage?](#) — January 9, 2025
 - [Inside Indiana's Psychology Workforce – New Data Unveiled](#) — November 21, 2024
 - [National Rural Health Day: Highlighting Challenges Facing Rural Communities](#) — November 19, 2024
 - [Celebrating Indiana's Dental Hygienists: National Dental Hygiene Awareness Month 2024](#) — October 23, 2024
 - [Decoding Indiana's Pharmacist Ecosystem](#) — October 14, 2024
 - [Mental Health Awareness Week Spotlight: Indiana's Behavioral Health Workforce](#) — October 8, 2024
 - [Celebrating Physician Assistants Week: Spotlight on Indiana's PA Workforce](#) — October 5, 2024
 - [Bowen Director Dr. Hannah Maxey receives faculty award for community engagement](#) — October 4, 2024
 - [Bowen Assistant Director shares experience in leadership program in new article](#) — October 4, 2024
 - [A Family's Journey: Navigating Youth Mental Health and Supporting a Sister's PTSD Recovery](#) — August 19, 2024
 - [Rural Health in Indiana: Challenges and Strategies](#) — August 15, 2024
- **Presentations**, as requested by state government:
 - Indiana Commission to Combat Substance Abuse Disorder: August 1, 2024
 - Indiana Health Workforce Council on tax credit research and Indiana Medical Education Pipeline to Practice Study: September 12, 2024

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- **Evaluation:** To ensure effective messaging, we perform routine monitoring and evaluate the reach of our dissemination strategies.
- **Social Media Posts**
 - LinkedIn: 13 posts, 2,426 impressions (+1,233% compared to previous quarter)
 - Twitter/X: 13 posts
- **Website Analytics:** 5,109 website views, 52% engagement rate.
- **Email** campaigns via the email marketing platform Constant Contact.
 - Subscribers: 1,075
 - [Bowen Bill Brief Is Now Live! Plus Health Workforce Legislative Updates](#) – January 28, 2025
 - [Bowen: LPN Licensing + CNA Policy Changes – What Indiana Health Care Leaders Need to Know](#) – January 22, 2025
 - [New From Bowen: How Can Tax Credits Help Solve Indiana's Healthcare Workforce Crisis?](#) – January 9, 2025
 - [NEW! 2022 Indiana Psychologist Resources and Data](#) – November 21, 2024
 - [Here Is Our Latest Pharmacist Report Series](#) – October 11, 2024

OBJECTIVE THREE

Expert Technical Assistance and Support for Indiana Health Workforce Initiatives

ACTIVITY I: Ongoing support for state health workforce-related initiatives

OBJECTIVE: To provide support for state health workforce initiatives, contributing to effective implementation and progress toward meeting workforce development goals and addressing health sector needs.

- **Indiana Behavioral Health Access Program for Youth (Be Happy):** This organization provides a provider-to-provider program that offers telephonic consultations for primary care providers seeking guidance from board-certified child and adolescent psychiatrists on pediatric mental health concerns.
 - Researched federal guidance on interprofessional services reimbursement.
 - Connected with other access programs on reimbursement and sustainability of their programs' funding.
 - Met with Medicaid leadership to discuss reimbursement of these services and the current environment in Indiana.
 - Drafted and released brief detailing the program and potential funding options for interprofessional service coverage.
- **Legislative Tracking:** The Bowen Center tracks health, health workforce and workforce legislation during the legislative session to ensure transparency and accessibility of information for stakeholders.
 - Reviewed all 1,205 bills filed by the general assembly to determine policy intersection with health, health workforce, and workforce legislation. Applicable bill list reviewed by a team of Bowen Center staff to ensure all related bills are included.
 - Uploaded 268 relevant bills to the [Bowen Bill Brief](#) housed on the Bowen Portal. The Bowen Bill Brief is updated twice per week to stay up to date with bill movements in the chambers. This webpage is graphically designed, interactive and filterable to support stakeholder use.
 - Drafted, designed, and produced 3 blog posts related to bills being considered. Produced 2 fully designed Constant Contact email disseminations to inform the public on Bowen Center research that is relevant to bills being heard in general assembly. Blog posts and Constant Contact emails linked above in the "dissemination" subsection of "Activity II: Health workforce data resources."
 - Support senators in disseminating information to the public and legislative colleagues on bills related to the healthcare workforce.

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ACTIVITY II: Indiana Health Workforce Council

OBJECTIVE: To provide expert and administrative support to the Indiana Health Workforce Council.

- **Attended or held health workforce council (n=2), OBGYN subcommittee (n=6), and associated prep meetings (n=14).**
 - Took official minutes for health workforce council meetings (2).
 - Provided note-taking and expert administrative support for OBGYN subcommittee meetings (6).
 - Provided note-taking and expert administrative support for Mental and Behavioral Health subcommittee meetings (3).
 - Provided note-taking and expert administrative support for Family Medicine and Pediatrics subcommittee meetings (3).
 - Attended touch base meetings for strategy with IDOH (14).
 - Researched and analyzed clinical preceptor tax credit programs in other states.
 - Developed the [Tax Credits as an Incentive Strategy](#) paper for health workforce council meeting regarding clinical preceptor tax credits



WHY WE DO WHAT WE DO

We believe that **objective data** is critical to **informed policy**.

We know that informed policy has the power to **influence the landscape of our state's health** workforce, health care delivery, and ultimately **Hoosier health**.

We have confidence that informed policy can lead to **enhanced health care equity** and **improved quality of care**.



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FOR MORE INFORMATION:

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