

PUBP 390-01 (CRN 18303)
Addressing Healthcare Workforce Shortages
Fall 2023

Instructor Information

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Office hours: by appointment

Class Dates/Time: Mondays, Sept 11 and 18, Oct 2, 9, 16, 23 from 3:30-5:20 p.m.

Class Meeting Locations: Please note that class meeting locations vary according to the Course Calendar on page 3. On September 11 (first meeting of the semester), the class meets in Chancellors 219.

Course Description. In many parts of the U.S., demand for behavioral health professionals, home health aides, nurses and nurse practitioners, physicians, and other types of healthcare workers is outpacing supply. Healthcare workforce shortages can result in delays in care and poor patient outcomes. In this short course, students will learn about the extent of healthcare workforce shortages both nationally and in Virginia, the causes and consequences of healthcare workforce shortages, and various policy solutions at the state and federal level. Several guest speakers will share their expertise and perspectives on the issue. This course has no pre-requisites. It is a one-credit course that can only be taken as Pass/Fail.

Objectives. By the end of course, students will:

- 1) Describe healthcare workforce shortages in the U.S. and their implications for healthcare delivery.
- 2) Identify key causal factors behind healthcare workforce shortages.
- 3) Learn about a range of public policy options to address shortages for nursing professionals, physicians, direct care workers, and behavioral health professionals.
- 4) Propose a public policy solution to address shortages of a particular type of healthcare worker of interest to you.

Course Meetings. W&M policy requires that average weekly contact hours (i.e., class time) equal the credit hours associated with the course. As this is a one-credit course and the semester is 13 weeks, this course meets for 13 hours in total. Most hours consist of scheduled sessions on six Mondays (Sept 11 and 18, Oct 2, 9, 16, 23). The remaining time consists of asynchronous video and scheduled meetings to brainstorm your team's final deliverable. Page 3 includes a detailed course calendar.

Evaluation. The grading mode for this course is Pass/Fail. Passing grades require: 1) student attendance at all sessions and engagement/participation; 2) submission of at least 2 questions per class that you would like to ask speakers in advance of 4 class meetings and a short "open book" syllabus quiz in advance of the first class meeting; and 3) completion of a group policy proposal/presentation at the final class meeting. Both are short: the proposal will be 500 words, and the presentation will be less than 10 minutes. More details on the policy proposal will be made available in a separate video and document, and I will use Blackboard for the submission of other materials.

Readings/Bb. Pre-readings for all class sessions except Oct. 23 will be made available on Blackboard (Bb). Please make sure that you check the email account linked to your Blackboard account for class communication from the instructors.

Registration Adjustments. Because this class is a “Late Starting/Early Ending” class, add/drop and withdrawal deadlines dates vary for this course from the typical W&M calendar. For PUBP 390-01 (CRN 18303), the add/drop deadline is September 17 and the withdrawal deadline is October 6. Also, undergraduate students will not have the ability to use Banner Self-Service (after 8/31/23) to add/drop or withdrawal from this class; if you wish to add/drop or withdrawal after 8/31/23, please simply email the Registrar’s Office from you WM email account at registrar@wm.edu. Provide your name, ID number and CRN and the Registrar’s Office will take care of your registration into this course.

Student Wellbeing. W&M recognizes that students juggle different responsibilities and can face challenges that make learning difficult. There are many resources available at W&M to help student navigate emotional/ psychological, physical/medical, material/accessibility concerns, including the [W&M Counseling Center](http://www.wm.edu/counseling) (757-221-3620), where services are free and confidential, and the [W&M Health Center](http://www.wm.edu/health) (757-221-4386). For additional support or resources and questions, please contact the Dean of Students at 757-221-2510. For a list of many other resources available to students, see [Health and Wellness Resources for Students](http://www.wm.edu/health).

Course Policies

1. Attendance. Because of the limited duration of this course and the intensity of course meetings, your presence in class is essential. Except for reasonable cause, students are required to be present at all class meetings. If you have communicated a reasonable cause to me in a timely manner, you will be required to complete a makeup assignment consisting of a series of participant interviews, additional reading, and a written paper.

2. Engagement/participation. This course features talks and panel discussions by various professionals who are volunteering their time/expertise to contribute to your educational experiences. Please respect their time by preparing for class and being engaged during class. For example, I expect that you will complete assigned materials, come to class meetings on time, be prepared to ask questions, and interact with our guests when possible. Two class meetings will feature receptions that may go until 6 pm; if you are able, please take advantage of those times to talk to our guests. These are networking opportunities.

3. Accepted Technology Use. Cell phone use is never permitted during class. Laptop use is permitted for notetaking and accessing course-related material. I reserve the right to ask students to close laptops if laptop use is impeding engagement with guests.

4. W&M accommodates students with disabilities in accordance with federal laws and university policy. Any student who feels they may need an accommodation based on the impact of a learning, psychiatric, physical, or chronic health diagnosis should contact Student Accessibility Services staff at 757-221-2512 or at sas@wm.edu to determine if accommodations are warranted and to obtain an official letter of accommodation. For more information, please visit www.wm.edu/sas.

5. Academic integrity is at the heart of W&M, and the work you submit for this course should be that of you (discussion questions, syllabus quiz) and your team (policy proposal). Please follow scholarly guidelines in your policy proposal so it is clear when you are citing others’ work and which portions of your paper represent your original thought. The use or incorporation of any AI-generated content (from ChatGPT, Dall-e, etc.) in assignments is not allowed and if suspected will be treated as an Honor

violation. Submitted work may be reviewed, as needed, for AI-generated content. I expect your full participation and observance of the Honor Code.

Course Calendar

Date	Location	Topic	Assignments before class	Meeting Time
M, Sept 11	Chancellors 219	Facts/Figures on Healthcare Workforce Shortages and Perspectives from the Field <i>Guest: Marilyn Saporito, MSN, RN, CCRN, NE-BC</i>	Complete syllabus quiz on Bb and assigned reading.	2
M, Sept 18	Alumni House, Leadership Hall at 4:00	Addressing Healthcare Workforce Shortages in Virginia <i>Guests: Four leaders from VCHI, VCHF, VHHA, and VHWDA</i>	Complete assigned reading material and submit questions for panelists.	1.5 plus optional catered reception
Video on Policy Proposals, Date TBD	Bb	Basics on the Policy Proposal Assignment: Required Components, Suggested Sources, and Next Steps	Watch this video anytime between 9/12 and 9/22	.5
Team meeting, Date TBD	Teams' choice	Brainstorming Session on Policy Proposals as a Team	Meet with your team anytime between 9/18 and 9/27	.5
Team + Prof meeting, Date TBD	Chancellors 433	Pitch Meeting on Policy Proposal with Prof	Meet with me as a team anytime between 9/26 and 10/6. Bring team's 1-page pitch	.5
M, Oct 2	Chancellors 219 at 3:30; Sadler Tidewater A at 4:30	Strengthening the Current and Future Nursing Workforce <i>Guest: Professor Douglas Staiger, Economist from Dartmouth</i>	Complete assigned reading material and submit questions for speaker.	2 plus optional catered reception
M, Oct 9	Chancellors 219 at 3:30, Sadler Tidewater B at 4:30	The Role of Immigrants in the U.S. Healthcare Workforce <i>Guest: Jeanne Batalova, PhD, Migration Policy Institute</i>	Complete assigned reading material and submit questions for speaker.	2
M, Oct 16	ZOOM	The Direct Care Workforce <i>Guest: Kezia Scales, PhD, PHI</i>	Complete assigned reading material and submit questions for speaker.	2
M, Oct 23	Chancellors 219	Team Policy Proposal Showcase	Submit team policy proposal and prepare brief presentation to give in class.	2
			Total hours of meeting time: 13, plus any team meetings needed to complete proposal/presentation.	