

**Program Team – Meeting Report**  
**September 22-25, 2005**  
**Louisville, KY**

*Program Team Identity Statement*

The goal of the Program Team is to identify and facilitate themes, pertinent speakers and other meeting related issues.

To accomplish this goal, the Program Team will:

- continually assess emerging issues
- prepare meeting/speaker recommendations
- identify other resources for implementation
- suggest programming for HPN meetings

*Program Team Members Present:*

Belinda Mahone, Barbara Wilson-Chakmakjian, Carole Stacy, Russell Bennett, Gene Gary Williams, Patty Prince, Patricia Munzer, and Don Richards.

The Program Team began the discussions by looking at the Top Issues Affecting Allied Health Professions as indicated by the spring 2005 HPN meeting. Membership and recruitment issues rated as the single most important issue. Discussion centered around the impact membership has on an organization, as well as students and employees at the institutional level. The “X vs. Y” generational differences, and the impact new recruitment strategies may be having on membership were discussed. It was suggested that for the next meeting, a panel of representatives from three or four allied health professions that have significantly increased their respective membership discuss the strategies they used. Suggested groups were: SDMS, ASRT, and AARC.

It was also suggested that someone on the federal level discuss the Registered Apprenticeship model, as it would pertain to allied health. Discussion would center around criteria for apprenticeship, how these could be integrated into existing allied health educational programs, and how we can better interact with this concept. It was further suggested that someone that currently is involved with an apprenticeship program discuss their program and how it is interfacing with a traditional allied health program. The Pueblo Community College program in Colorado was suggested as a potential candidate.

The team next looked at Cultural Competence and Inclusiveness. It was strongly suggested by several team members that we have a presenter on cultural competencies. The issue is how do we get to the point of truly functioning as multidisciplinary and multicultural organizations if we still do not fully understand inclusiveness. This speaker would look at cultural as well as gender. It was suggested that this initial presentation would be follow-up at the next meeting with a presentation on how to better recruit and retain individuals from other cultures. The National Society of Allied Health would be willing to assist with identifying a speaker on this issue.

Increasing the allied health membership numbers also means increasing clinical capacity for students. It was suggested we re-invite Sondra Flemming to do her presentation on Clinical Partnerships. A final suggestion was to look at the Kansas City Metropolitan Healthcare Council's clinical faculty expansion initiative.

Overall, the issues surrounding allied health membership would be the central theme at the next HPN meeting.

The team also suggested that HPN look into having the presenter's power point or other handouts available on-line for those that could not attend. It would also be a good way to archive resources.

Finally, the team suggested that HPN develop a list of allied health professions with a contact person, which could be in the form of a handout at the next national HOSA conference. In addition, the HPN booth needs good allied health handouts, maybe a compilation of handouts from our member organizations, and a nice, professional backdrop that will attract HOSA attendees better to the HPN booth. Also, the team did ask the attendees about an HPN Scholarship for the 2006 HOSA conference. Everyone did support the idea of HPN funding a scholarship for a student or several students interested in a career in allied health. It was suggested that the scholarship be tied to a competitive event, such as Career Health Display. This event requires students to do a display on an identified healthcare career. The event guidelines are in place, and the event gold and silver medal winners could also be winners of the HPN scholarship. Scholarship suggestions were to award two \$500 scholarships. If the Coordinating Team agrees, details will need to be developed in time for HOSA's next Board meeting in January 2006.

This concludes the Program Team report.

Respectfully submitted,

Don Richards