



February 16th, 2026
Health Committee

Dear Chair Bagnall, Vice Chair Cullison and all distinguished members of the Health Committee:

I appreciate the opportunity to comment on HB 619, regarding the interstate podiatric licensure compact. My name is Alicia Plemmons, PhD, and I am an assistant professor and director of health in the Knee Regulatory Research Center at West Virginia University. This comment is not submitted on behalf of any party or interest group.

My research studies patient outcomes in terms of safety, quality, cost, and access under different practice agreements. Compacts are a unique solution to workforce mobility problems, and in fact my team has found evidence of beneficial outcomes for compacts, such as the interstate medical licensure compact for the physicians¹ and the enhanced nurse licensure compact for nurses².

While beneficial, piecemeal solutions through compacts have led to several logistical problems when attempting to modernize healthcare legislation, develop continuing education programs, and while developing differential licensure management systems for each profession.

An alternative, which has found great success in attracting skilled workers, is **universal licensing recognition**³, where all licenses in good standing within other states are recognized. The states which have chosen to address all professions at once, instead of through piecemeal legislation, have been more flexible and responsive, bolstering their state workforce and access to safe, high quality, cost effective medical care.

In summary, while this compact does have potential benefits, the research suggests there is a more efficient pathway to beneficial economic outcomes through universal licensing recognition. Instead of continually extending separate compacts repeatedly, Maryland may wish to explore this alternative option used by over half of states.

Best regards,

¹ https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4755497

² <https://link.springer.com/article/10.1007/s12122-022-09333-2>

³ <https://www.sciencedirect.com/science/article/abs/pii/S0165176522002920>

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