

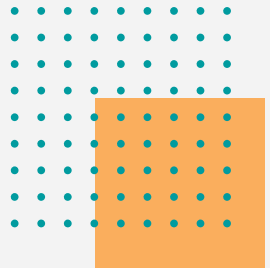
Resident Presentation to the NM Legislative Health & Human Services Committee

August 30, 2023

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UNM Hospital Residencies Per Class

32

Internal Medicine

16

Psychiatry

14

Family Medicine

7

General Surgery

6

OBGYN

16

Pediatrics





NM Landscape

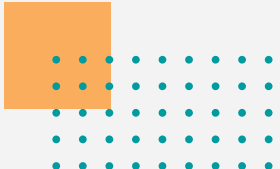
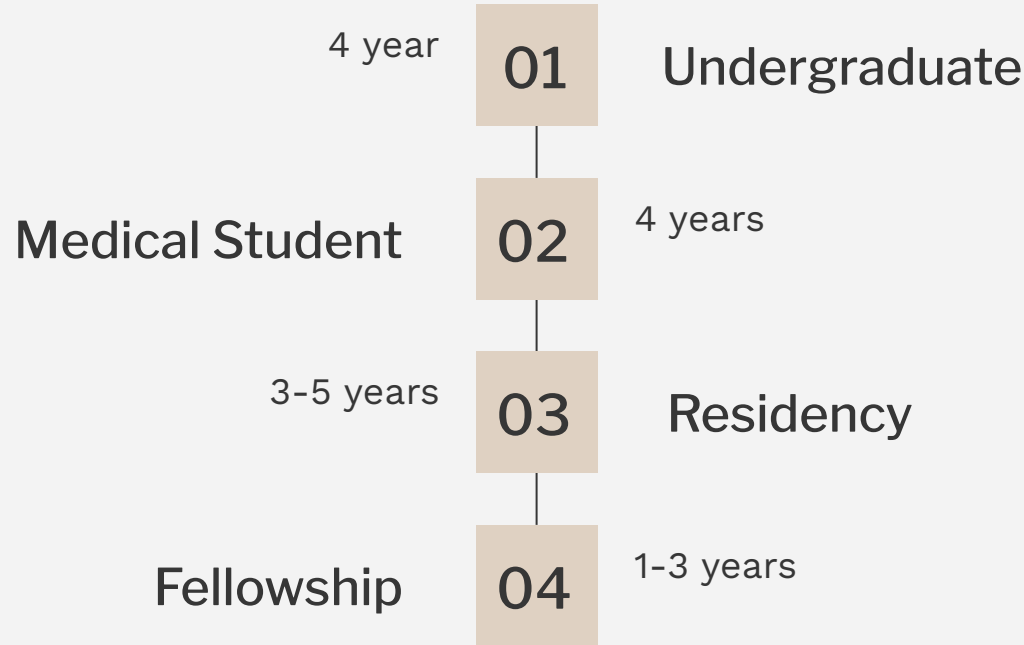
Data: NM Workforce Data Report. Non-practicing providers excluded beginning in 2019.

- UNM is the only OBGYN residency program in NM.
- What we know: NM students that become NM residents stay in our state.
- Residency Only- 19.8%
- MD only-21.6%
- MD + Residency- 53.1%
- BA/MD+Residency- 61%

	2019	2020	2021
PCP's			
# in New Mexico	1,581	1,607	1,649
# below benchmark	336	328	334
OBGYN's			
# in New Mexico	230	229	219
# below benchmark	59	56	59
General Surgeons			
# in New Mexico	155	154	159
# below benchmark	11	10	10
Psychiatrists			
# in New Mexico	296	305	309
# below benchmark	106	117	119

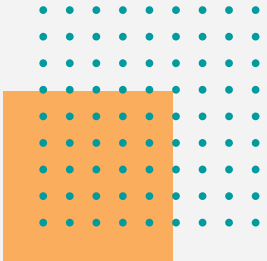
Retention data: 2022 UNM Location Report

What is a resident & what do we do?



Why New Mexico? Why UNM?

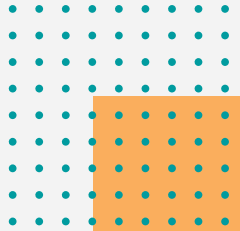
- UNM is the only OBGYN residency program in the state
- 6 OBGYN residents per year
 - Focus on student connection to NM
- UNM fills OBGYN residency slots each year
- Why we came here. Why we stayed here.
- Rural training & rotations



Identifying Opportunities for Provider Recruitment & Retention



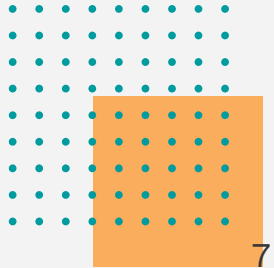
1. Social Supports for Patients Results in Support for Providers
2. Strengthening Resident Opportunities Keeps Providers
3. Key Recruitment Initiatives



Expanding Social Supports for Patients



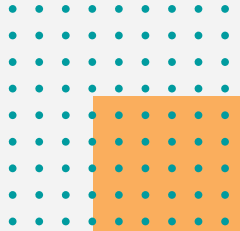
1. Insurance for All
2. Transportation Infrastructure
3. Eliminating Food Deserts



Keeping Residents by Establishing Community



1. Current Strengths
2. Resident pay- saving for a future in NM
3. More rural hospital partners for expanded experiences



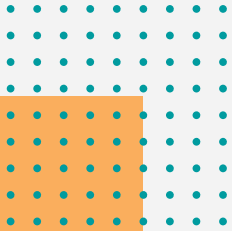
After Residency: What Will We Look For?

1. States with more social supports for historically marginalized communities
2. Communities that allow specialists to practice their full scope of care without judgement or political barriers
3. Competitive provider pay
4. Support staff
5. Childcare
6. Friendly leave policies
7. Loan forgiveness and downpayment assistance



Takeaways:

1. Helping patients attracts providers
2. Providing living incentives makes NM competitive
3. Ensuring adequate staffing reduces burnout



Recommendations: Legislation to Attract & Retain Providers



Recruitment Incentives

- Competitive pay
- Loan forgiveness
- Down Payment Assistance



Mental Health & Preventing Burnout

- Insurance for all
- Patient safety nets
- Safe & adequate staffing
- Gun safety legislation
- Support full scope of practice w/o political barriers



Home Life & Family Support

- Affordable housing (patients and residents)
- Paid Family Medical Leave
- Investment in childcare w/ institutional hours

