

Legislative Health and Human Services: Building a Rural Healthcare Workforce Pipeline

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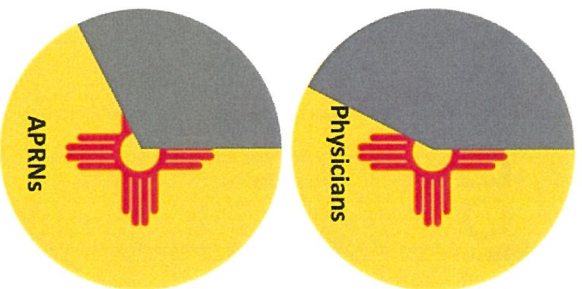
SEPTEMBER 2019

HEALTH CARE WORKFORCE

As of 31 December 2017, New Mexico has:

- 9,585 Licensed Physicians
 - 5,498 Practice in New Mexico (57%)
 - 2,360 Primary Care Physicians
 - 282 Obstetrician/Gynecologists
 - 194 General Surgeons
 - 332 Psychiatrists
- 2,152 Certified Nurse Practitioners and Clinical Nurse Specialists
 - 1,453 Practice in New Mexico (68%)
- Increase of 60 Physicians and 74 CNPs/CNSs since 2016

Source: Farnbach Pearson AW, Reno JR, New Mexico Health Care Workforce Committee. 2018 Annual Report. Albuquerque NM: University of New Mexico Health Sciences Center; 2018



SHORTAGES

As of 31 December 2017:

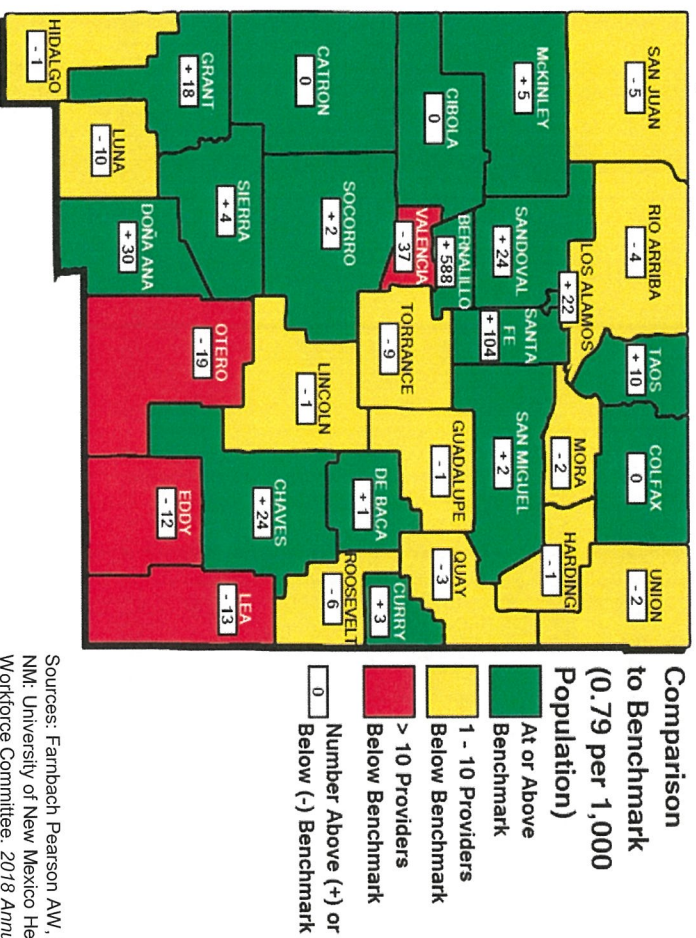
- Shortages are most severe in less-populated counties
- *Without redistributing* the current workforce, New Mexico needs:
 - 126 Primary Care Physicians
 - 11 CNMNs
 - 30 Obstetrics and Gynecology Physicians
 - 4 LMs
 - 12 General Surgeons
 - 46 Dentists
 - 111 Psychiatrists
 - 258 Pharmacists
 - 147 CNPs/CNSs
 - 3,022 RNs
 - 113 PAs
 - 415 EMTs
- Average age is 53.5 years (national average: 51.3 years¹)
- Highest percentage of physicians over 60 years (37.0% versus 30.3% nationwide)²

¹ Physicians Foundation. 2016. 2016 Survey of America's Physicians. www.physiciansfoundation.org

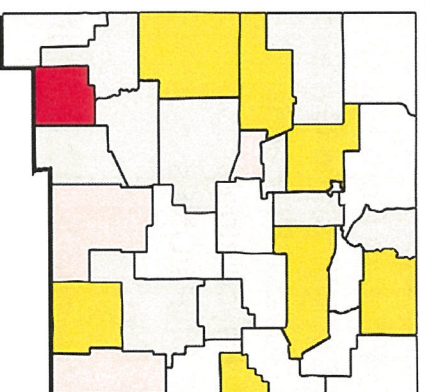
² American Association of Medical Colleges. 2017. 2017 State Physician Workforce Data Book. Washington DC: AAMC. Farnbach Pearson AW, Reno JR, New Mexico Health Care Workforce Committee. 2018 Annual Report. Albuquerque NM: University of New Mexico Health Sciences Center; 2018

PRIMARY CARE PHYSICIANS

Primary Care Physicians Compared to Benchmark, 2017

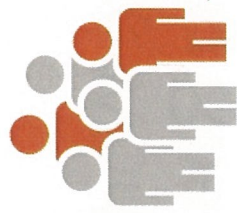


2016



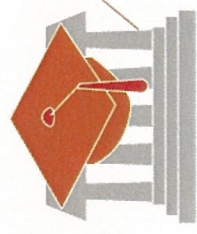
Sources: Farnbach Pearson AW, Reno JR, New Mexico Health Care Workforce Committee. 2017 Annual Report. Albuquerque NM: University of New Mexico Health Sciences Center; 2017; Farnbach Pearson AW, Reno JR, New Mexico Health Care Workforce Committee. 2018 Annual Report. Albuquerque NM: University of New Mexico Health Sciences Center; 2018

Workforce Production & Retention



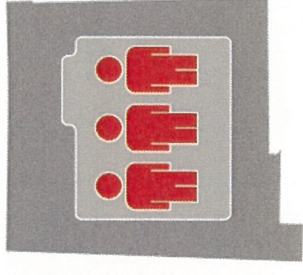
Recruitment

- Loan Repayment (restructured)
- Free Medical School Tuition structured with service requirement
- Housing Accommodations
- Salary
- Start-up-packages



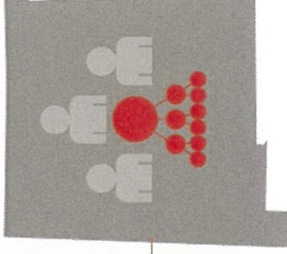
Production

- Educate More Students
- Expand Physician Assistant Program
- GME
- NIMNEC
- Increase undergraduate enrollment via the College of Nursing, College of Pharmacy and College of Population Health



Retention

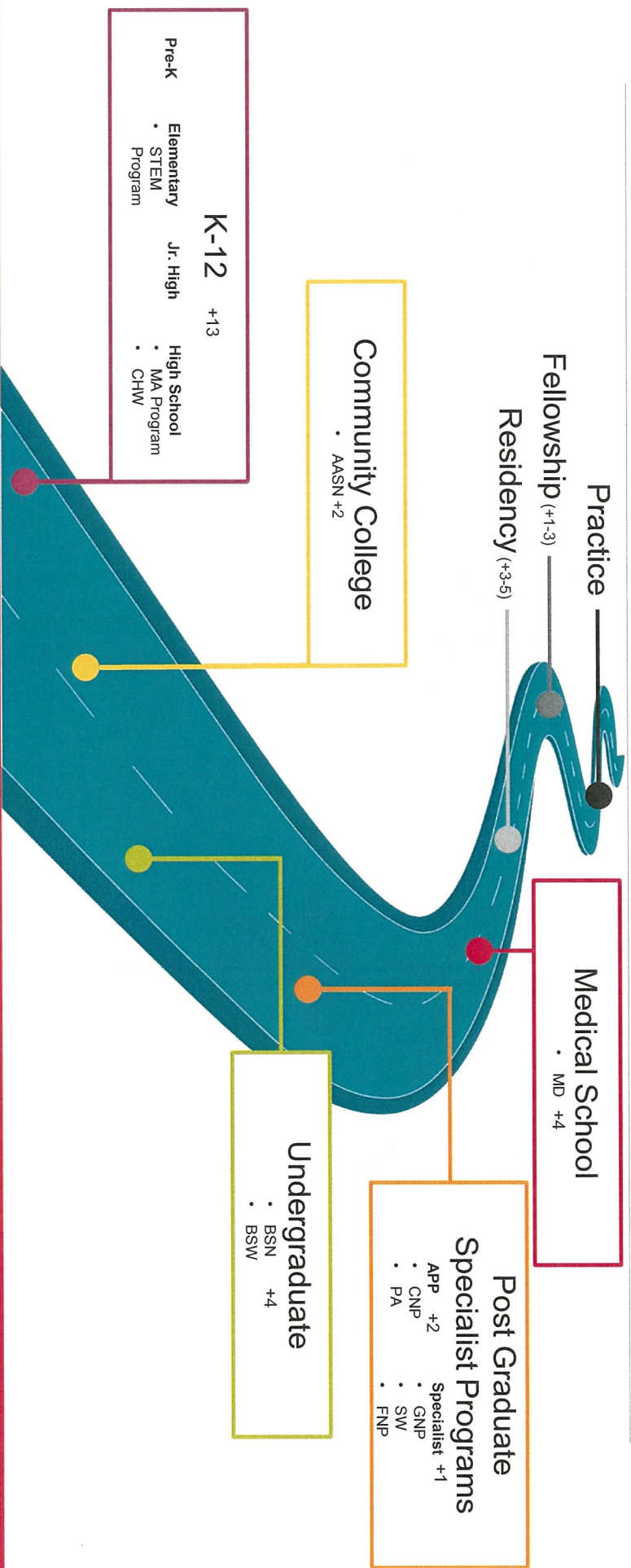
- Keep in New Mexico and Rural Areas
- Expand rural and underserved programs
- Increase GME rural rotations



Growth of Workforce

- Target Rural and underserved Areas

Pathway to a Healthcare Workforce: The long & Winding Road



Building a Rural Health Care Workforce Pipeline

VALERIE ROMERO-LEGGOTT, MD
VICE CHANCELLOR AND CHIEF DIVERSITY OFFICER
UNM HSC OFFICE FOR DIVERSITY, EQUITY AND INCLUSION
EXECUTIVE DIRECTOR, UNM SOM COMBINED DEGREE PROGRAM

SEPTEMBER 2019



COMBINED BA/MID DEGREE PROGRAM

Valerie Romero-Leggott, MD

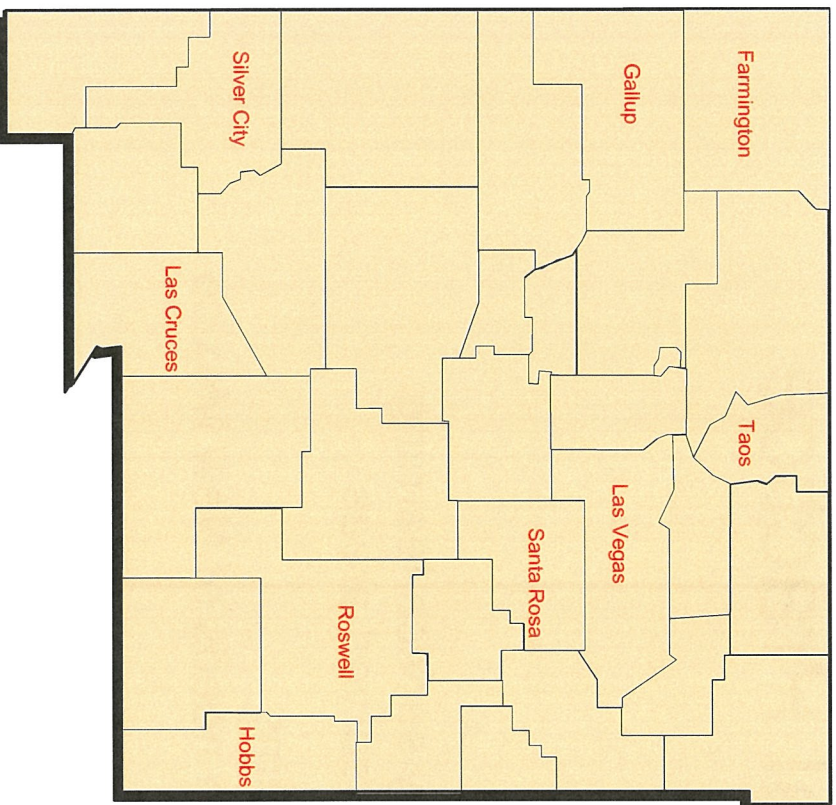
Executive Director, UNM Combined BAMD
Degree Program



Predictors of Rural Practice

- Rural Background
- Underrepresented minorities
- Training in rural and underserved areas
 - BA/MD students participate in community service-learning experiences in rural and medically-underserved areas
- Graduation from primary care training programs
 - BA/MD seminars focus on the healthcare needs of New Mexico

Summer Practicum



During Practicum Students will:

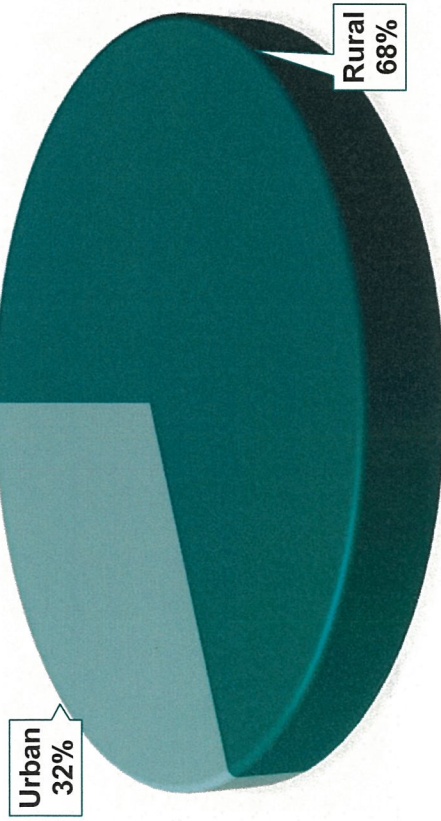
- ***Study and observe*** roles of health professionals teams in action
- ***Examine community health issues***
- ***Review literature***
- ***Converse and learn from community leaders and residents***



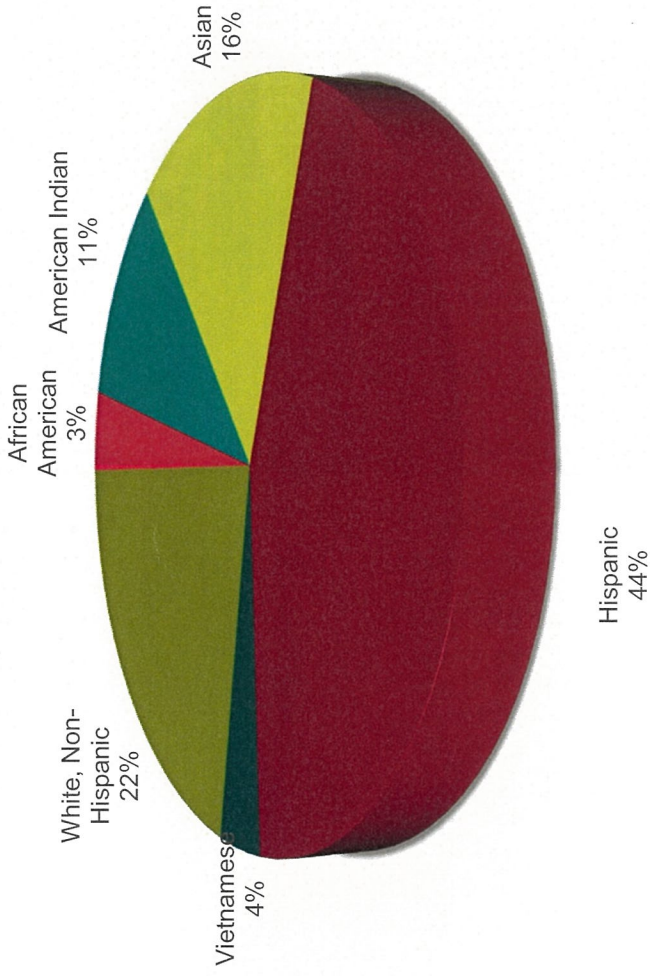
BAM/D Demographics, 2006-2019

(includes Merge Students)

RURAL/URBAN



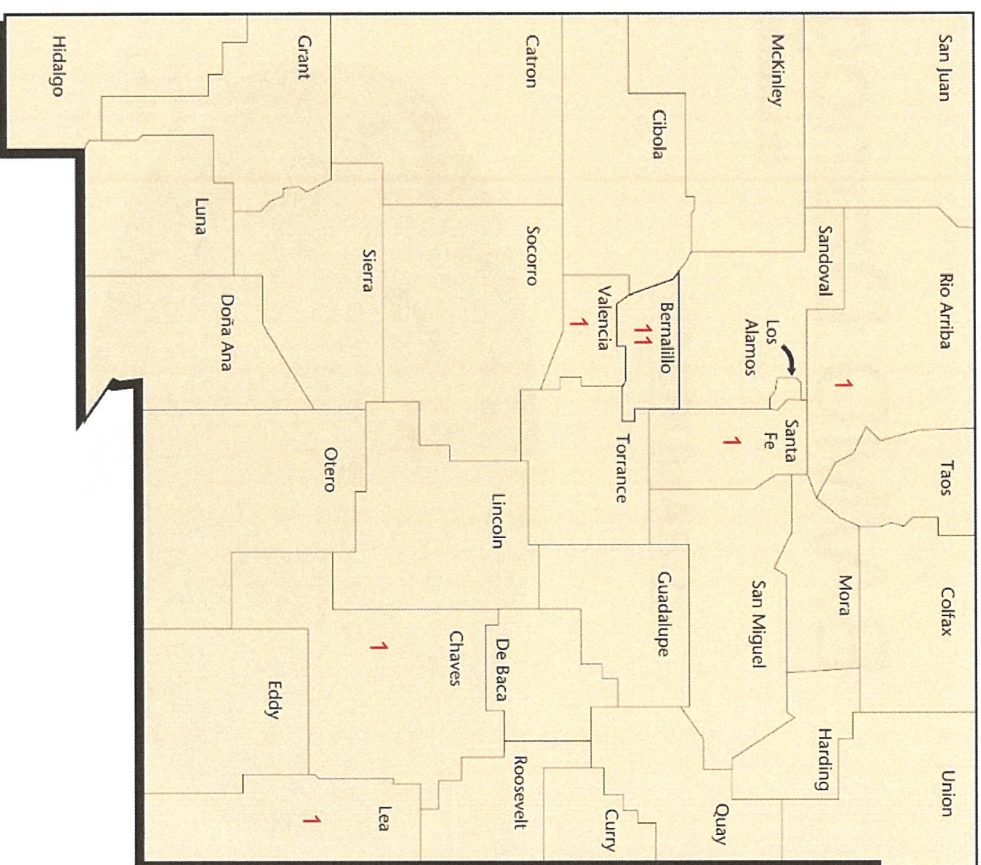
Race/Ethnicity



BA/MD Graduates Return to Practice in New Mexico After Residency

As of September 2019:

- Albuquerque = 10
- Roswell = 1
- Española = 1
- Los Lunas = 1
- Lovington = 1
- Rio Rancho = 1
- Santa Fe = 1
- 73% practicing in NM
- 86% practicing in Primary Care





“Growing up in a small community on the Navajo Nation instilled in me an incredible work ethic and drive, but my home unfortunately lacked role models and mentors who were physicians.

BA/MD offered me this and then some; the program took it upon themselves to match me with mentors, provide me with resources, and create a community of learning.”

~ Dr. Jaron Kee
Crystal, NM
Family Medicine Resident, UNM

“Growing up in Curry county, I have experienced the effects of our physician shortage my entire life.

BA/MD is important to me because it has given me the opportunity to be a part of the solution.”

~ Natasha Beachum
Clovis, NM
Family Medicine Resident
Memorial Medical Center





HEALTH SCIENCES

OFFICE FOR DIVERSITY,
EQUITY & INCLUSION

COMMUNITIES TO CAREERS

GROWING NEW MEXICO'S DIVERSE HEALTH CARE WORKFORCE



Communities to Careers

Rural Health Care Workforce Programs



K-12

Building Outstanding STEM-H Students (BOSS)

Expose, Engage, and Inspire STEAM-H Career Exploration for Underrepresented Youth

- Out-of-School based learning
 - Albuquerque and Rio Rancho



Middle & High School

Dream Makers Health Careers Program

Expose, Engage, and Inspire Health Careers Exploration for Underrepresented Youth

- After-school program with site sponsor teacher and coordinator
 - Pine Hill High School, Santa Fe Indian School (Middle and High School), Aldo Leopold High School, Cobre High School, Red Mountain Middle School, V. Sue Cleveland High School, Robertson High School, West Las Vegas High School, Atrisco Heritage High School, Highland High School

Communities to Careers

Rural Health Care Workforce Programs



High School

Health Careers Academy (HCA)

Exposure, Engagement & Enrichment Health Careers Program

- Statewide community partnerships and sites
- Six week non-residential summer program for HS juniors and seniors
 - Las Vegas, Santa Fe Indian School, Farmington, Hobbs, Rio Rancho and Albuquerque



Bridge to
College

Undergraduate Health Sciences Enrichment Program (UHSEP)

Healthcare Exposure Summer Bridge Program

- UNM residential bridge program to college
- Six- week summer program

Communities to Careers

Rural Health Care Workforce Programs



Pre-Professional

New Mexico Clinical Education Program (ClineEd)

Rural Clinical Immersion Experience

- Six-week summer immersion at statewide preceptor sites
 - Las Vegas, Farmington, Santa Fe, Portales, Las Cruces, and Hobbs



Pre-Professional

Test Prep Programs: MCAT+, PCAT+, DAT+, GRE+ *Strengthen Test Taking and Pre-Professional Skills*

- Six-week summer program



Pre-Professional &
Professional

NM Health Careers Opportunity Program Ambassadors *Engage, Inspire and Enrich Health Career Development*

- Year –round interdisciplinary program for Professional HSC Students and Pre-Professional Students



THE UNIVERSITY OF NEW MEXICO HEALTH SCIENCES

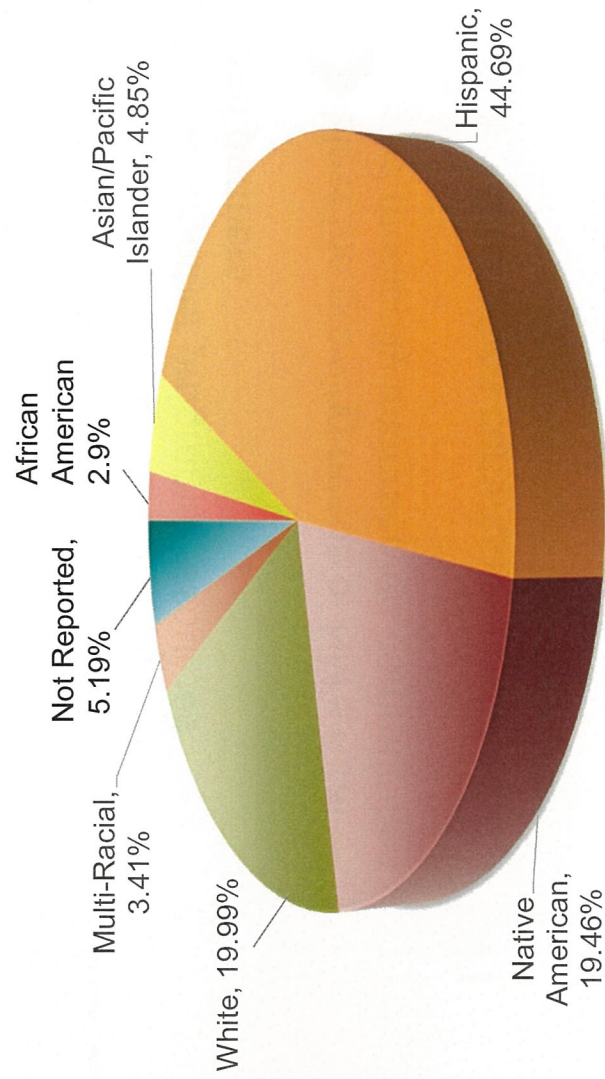
Communities to Careers

Demographics & Outcomes

Rural vs. Urban 2011-2018



Race & Ethnicity 2011-2018

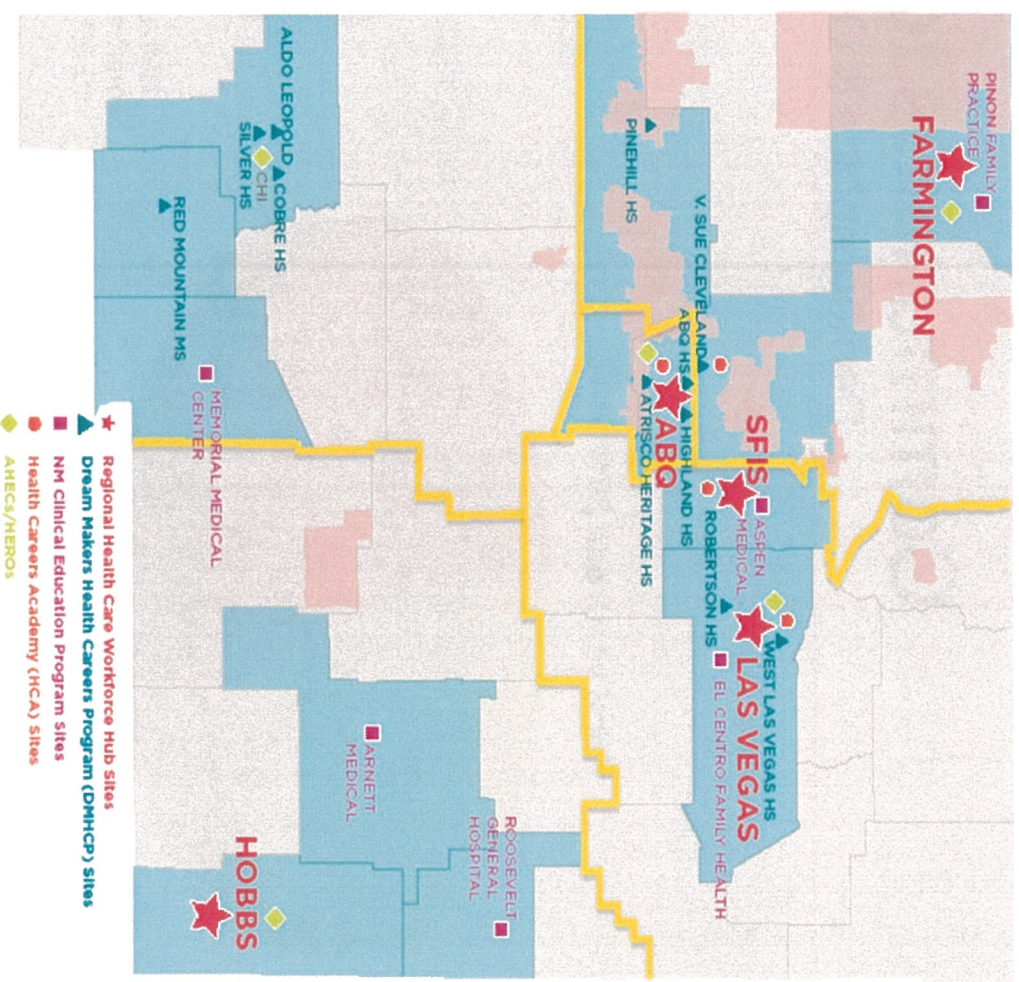


Communities to Careers

Growing New Mexico's Diverse Health Care Workforce

Integrated approach for regional healthcare workforce hubs.

- **Communities to Careers will:**
- Invest in communities
- Weave together programs, resources, and partners
- Meet the growing needs of NM's rural and medically underserved communities
- Strengthen community-based capacity to improve the distribution and diversity of NM's health professions workforce





Communities to Careers

FROM PROGRAM PARTICIPANT
TO RURAL COMMUNITY PRACTITIONER



~Dr. Erika Garcia
Family Practice Clovis, NM
HCA, Clin Ed, UHSEP
UNM Med School & Residency



"I grew up here in Clovis, N.M. and I left to the University of New Mexico in Albuquerque." I decided to come back because I have family here and I've always made a promise that I would come back to serve in this community."

THANK YOU



Valerie Romero-Leggott, M.D.
Vice Chancellor & Chief Diversity & Inclusion Officer,
UNM Health Sciences Center
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Rural Urban and Underserved Program

ROBERT WILLIAMS, MD, MPH/FAMILY AND COMMUNITY MEDICINE

CECILIA VALVERDE, MEDICAL STUDENT, CLASS OF 2020, RUUP SCHOLAR

CYNTHIA SANCHEZ, MEDICAL STUDENT, CLASS OF 2021, RUUP SCHOLAR

RUUP Workforce Mission

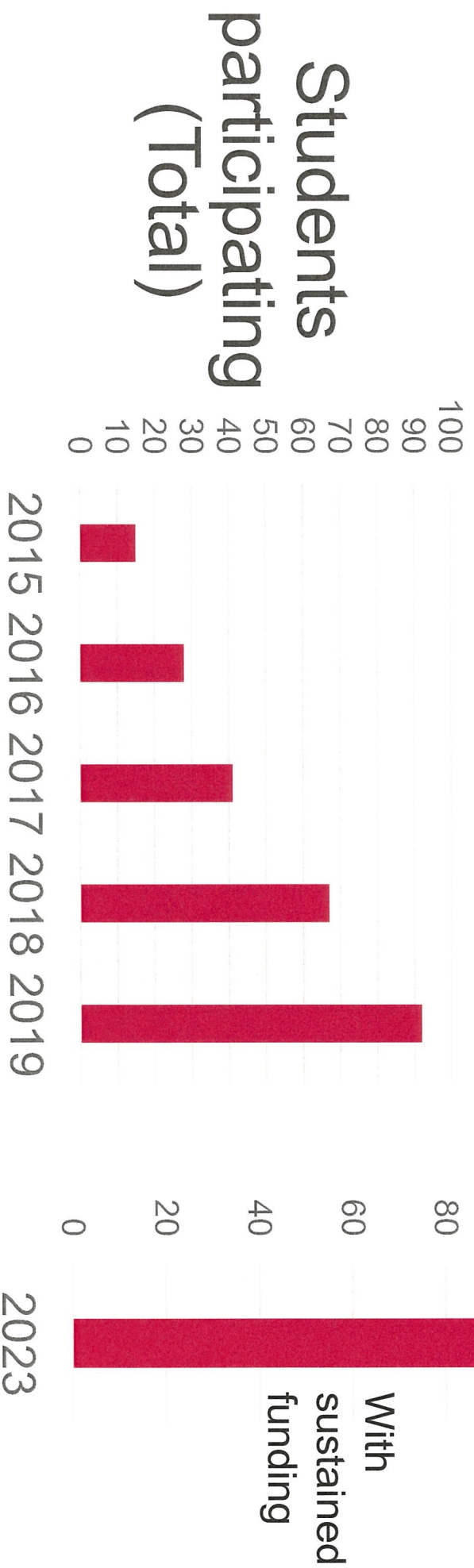
- Sustain student interest in career in underserved community
- Prepare students for success in this career goal
- Experience working in underserved communities
 - Encourage others to consider career in underserved communities
 - Support clinician retention in underserved communities by linkage with highly motivated and interested students

Rural and Urban Underserved Program

Why?

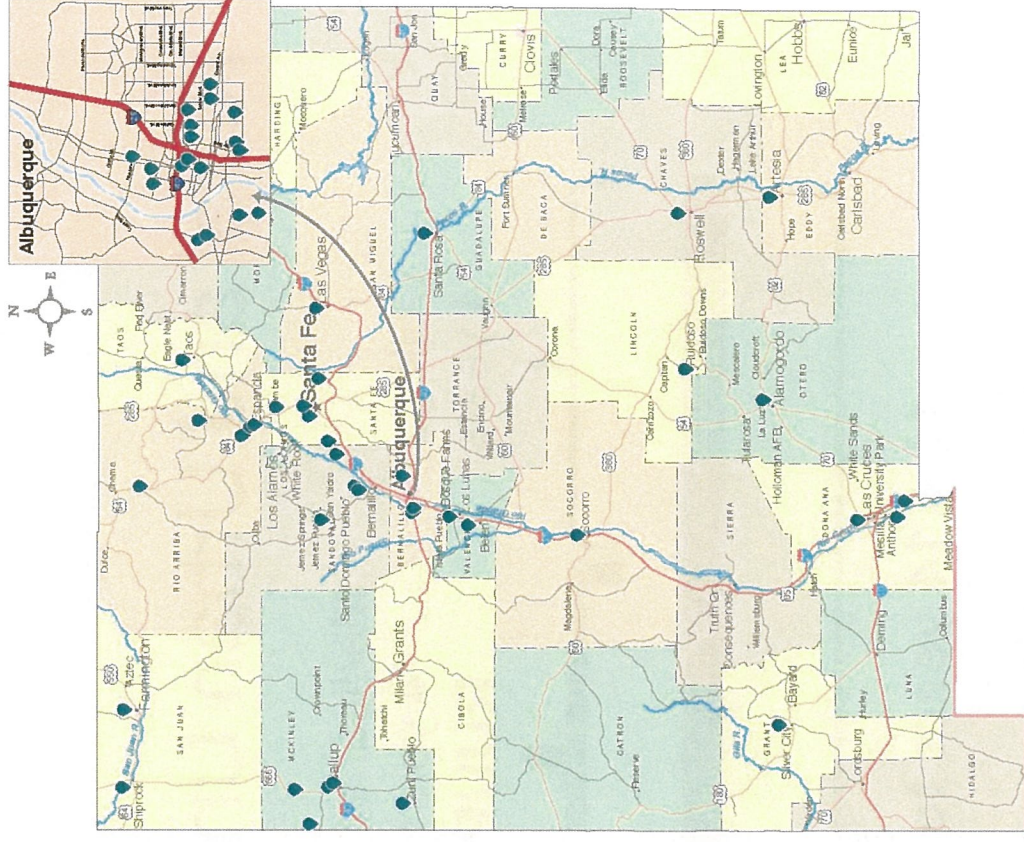
- Maintain
- Prepare
- Encourage

Rural and Urban Underserved Program

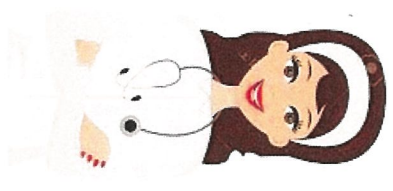
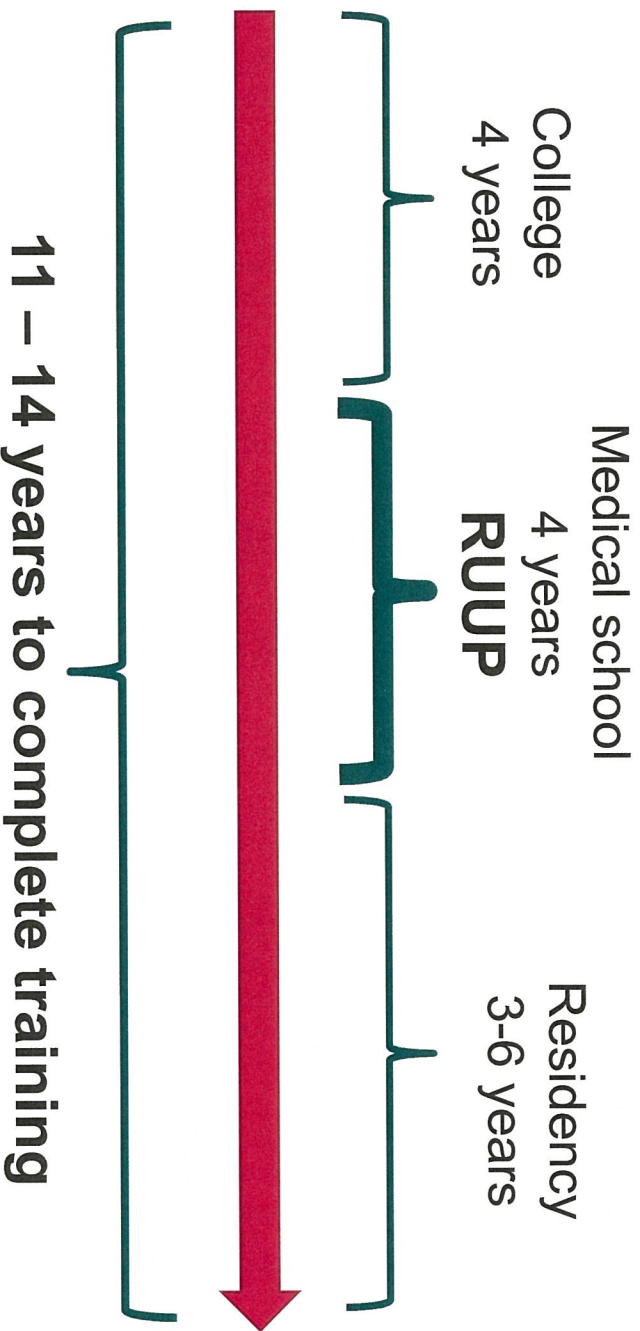


Rural and Urban Underserved Program

RUUP Student Training Locations 2016-9



Rural and Urban Underserved Program



Rural and Urban Underserved Program

Initial results –

14 graduates

- 8 Family Medicine
- 3 Psychiatry
- 3 Obstetrics/Gynecology

Rural and Urban Underserved Program

Cecilia Valverde

Medical Student, RUUP Scholar, Class of 2020

Albuquerque, NM

Cynthia Sanchez

Medical Student, RUUP Scholar, Class of 2020

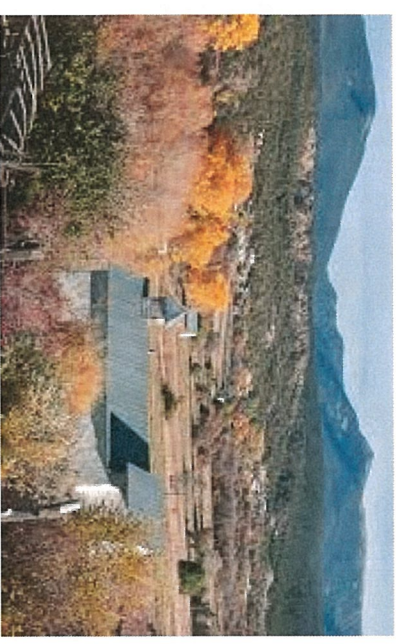
Anthony, NM

Rural Graduate Medical Education Opportunities

MIKE RICHARDS, MD, MPA
VICE CHANCELLOR CLINICAL AFFAIRS
UNM HEALTH SYSTEM

Why Rural Experiences Matter

- ❖ Residents who spend six or more months on a rural rotation are more likely to decide to practice in a rural area of the state
- ❖ 54% of students who attend UNM School of Medicine and do medical residency in NM will stay to practice in NM post-residency.
- ❖ Well-structured programs in rural NM address housing and community-building
 - Santa Rosa
 - Hobbs
- ❖ Residents get first-hand, on-the-job, experience in understanding the benefits and opportunities rural practice entails



Achieving GME Expansion

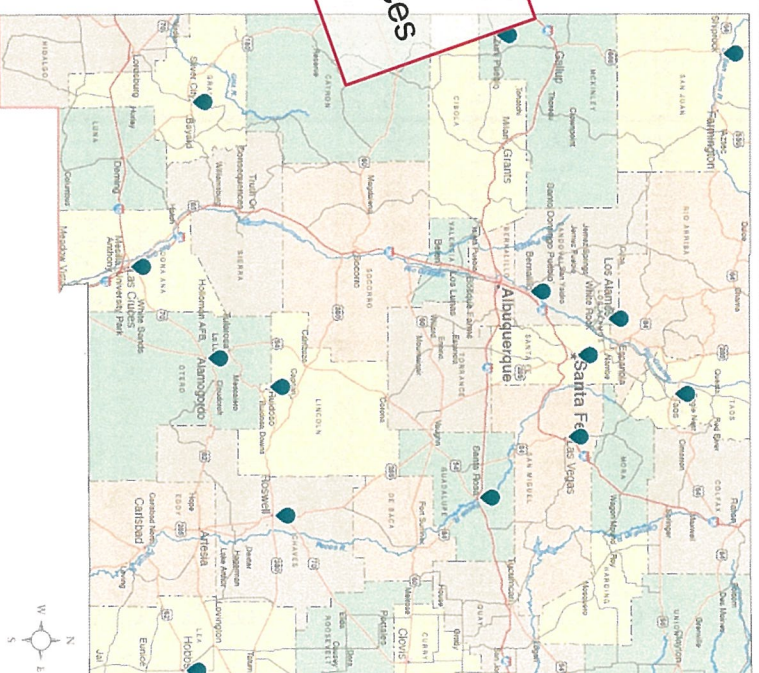
- ❖ Medicare –Rural Teaching Hospital Designation
- ❖ Medicaid – Expansion of Residency Cap
- ❖ State GME Appropriation and Language Flexibility
 - \$1.75M direct State appropriation
 - Supports approximately 19-23 residency slots
- ❖ Expansion and Support of Statewide Partnerships
- ❖ Participation on GME Expansion Review Board (HB 480)- Led by HSD



Current Rural Rotation Sites

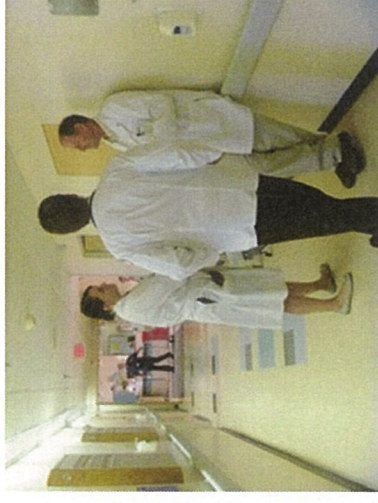
- ❖ Shiprock (Emergency Medicine, Family Medicine)
- ❖ Taos (Emergency Medicine, Pediatrics, Internal Medicine)
- ❖ Bernalillo (Family Medicine)
- ❖ Alamogordo (Surgery, Internal Medicine, Psychiatry)
- ❖ Santa Fe (Family Medicine)
- ❖ Hobbs/Lovington (Family Medicine)
- ❖ Santa Rosa (Family Medicine)
- ❖ Zuni (Family Medicine, Psychiatry)
- ❖ Silver City (Pediatrics)
- ❖ Roswell (Pediatrics)
- ❖ Los Alamos (Pediatrics)
- ❖ Las Vegas (Psychiatry)
- ❖ Ruidoso/Mescalero (Psychiatry)
- ❖ Las Cruces (Psychiatry)

More than 12
Different Rural
Rotation Experiences
Statewide!



Potential For GME Rural Expansion

- ❖ Request - Raise Medicaid cap to add an additional 100 residents
- ❖ Request - Flexibility in the current state appropriation language thus facilitating our ability to rapidly respond to the healthcare workforce needs of the state
- ❖ Potential Expansion Sites:
 - Farmington (Emergency Medicine)
 - Clovis
 - Gallup (Emergency Medicine, Pediatrics)
 - Espanola (Emergency Medicine)
 - Partnership with Presbyterian Medical Services statewide (Family Medicine)
 - Las Cruces (Anesthesia)
 - Ft Defiance
 - Santa Fe (Internal Medicine, Emergency Medicine)



Questions?

Thank you!