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# New Mexico Health Resources

- Established in 1981 as a non-profit organization
- Partially funded under the “Rural Primary Health Care Act”
- Reports to the NM Department of Health, Public Health Division, Office of Primary Care/Rural Health

# NMHR is a Health Professional Clearinghouse

- Finds health professional vacancies in NM
- Finds and refers health professionals to public and private organizations seeking practitioners
- Charter member of the National Rural Recruitment and Retention Network
- Created the NM J-1 Visa Waiver Process
- Networks, markets to potential providers, advertises NM opportunities throughout the country
- Recruits nationally and internationally

# NMHR is a Sourcing Agency of Health Professionals to Work in NM

- Active recruitment throughout the state
- <http://www.nmhr.org>
- <https://www.3rnet.org/locations/new-mexico>
- Presentations, trade group meetings, professional associations, extensive marketing
- Networking on a national level
- Extensive travel
- Advertises NM, its people and communities

## Active Recruitment of Physicians and Dentists, Nurse Practitioners, Physician Assistants, and Others

- Physicians: NMHR, J-1 Visa, UNM Residencies
- Dentists: NMHR, WICHE
- Nurse Practitioners: FNP, Acute Care, Psychiatric, Adult
- Physician Assistants: Specialty Practice, ACA E.H.R. Issues
- Average 55 Placements Per Year from Referrals

# Programs that Work: All Underfunded

- Rural Primary Health Care Act
- New Mexico Health Resources
- New Mexico Health Service Corps
- Loan Repayment Programs
- Loan For Service
- Rural Health Provider Income Tax Credit

# Current Funded Openings (September 23): Not a Measure of Need

- 359 Total Vacancies
- 151 Physicians
- 59 Nurse Practitioners
- 24 Physician Assistants
- 40 Dentists

# What to Do? Recruit to Retain

- The best, and least expensive, recruit is someone already in your communities
- Matching of new hires with community need
- In the short run, we will not educate our way out of the demographics of the health professional workforce
- Support the programs that work

# Challenges to Confront

- Development of Retention Programs
- Lure of better financed systems in other states
- Replacement of those who are at or nearing retirement age
- Issues are not limited to rural areas
- Scope of Practice Acts: Who Should Do What?
- Continued funding of Workforce Programs

# Recommendations

- Increase funding for active recruitment under RPHCA
- Increase NMHED Health Professional Loan Repayment funding and WICHE
- Restore funding to the NM Health Service Corps especially for retention
- Examine additional disciplines for the Rural Health Provider Income Tax Credit