



# New Mexico Health Care Workforce Shortages and Possible Solutions

**Legislative Finance Committee**  
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# Background

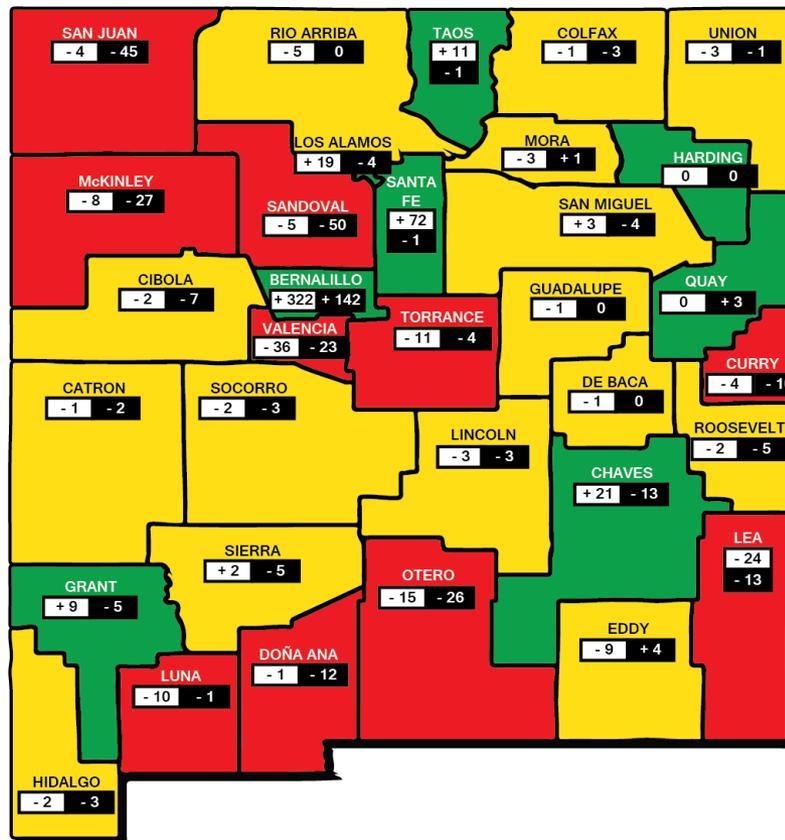
In 2012 HB19 – the Health Care Work Force Data Collection, Analysis and Policy Act – became law and the following occurred:

- Licensure boards are required to develop surveys on practice characteristics.
- Licensure data was directed to UNM Health Sciences Center for stewardship and storage.
- The establishment of the New Mexico Health Care Workforce Committee, to include state-wide constituents.
- The Committee is required to evaluate workforce needs and make recommendations.

# Distribution of New Mexico Primary Care Providers

## Shortage of New Mexico Primary Care Physicians and Certified Nurse Practitioners/Clinical Nurse Specialists

= Primary Care Physicians   
  = Certified Nurse Practitioners and Clinical Nurse Specialists



Total PCP and CNP/CNS Shortages per 1,000 Population

- No shortage/surplus
- Mild shortage (Lacking 1 - 10 providers)
- Severe shortage (Lacking > 10 providers)

Shortage or Surplus Values:

- PC Physicians
- CNP/CNS

PCP shortage based on national average of 0.79 per 1,000 population.

CNP/CNS shortage based on national average of 0.58 per 1,000 population.

# Shortages

- Most severe in less-populated counties
- Without redistributing the current workforce, New Mexico needs:
  - 153 Primary Care Physicians
  - 271 Certified Nurse Practitioners/Clinical Nurse Specialists
  - 40 Obstetrics and Gynecology Physicians
  - 21 General Surgeons
  - 104 Psychiatrists
- Average age is 53.6 years (national average: 49.2 years)
- Highest percentage of physicians over 60 years (33.3% versus 27.6% nationwide)

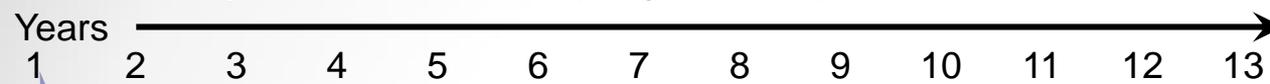
# UNM Requests

## Supported by NM Workforce Committee

- SOM – GME Residencies \$905,000
  - General Surgery & Family Medicine \$168,000
  - Internal Medicine \$535,000
  - Psychiatry \$202,000
  
- BA/DDS Degree Planning Funds \$440,000
  
- SOM Rural Medical Education Program \$302,500
  - Current estimated total multi-year request \$907,500
  
- NM Health Workforce Analysis Program \$275,000

# Programs to Increase the Number of Physicians and Dentists in Underserved Areas of New Mexico

Number of years required for programs to produce results



## 2014 Legislative Action

### Loan for Service/ Loan Repayment Programs

▶ *Begins immediately*

Increased allied health loan for service

### WICHE Dental 4 years in length

▶ (\$24,400 per year, per student)

Increased 6 slots

### BA/DDS Program 9 years in length

▶ (\$8.7M to implement; \$440,000 requested to begin implementation, 2016)

No action

### Physician Residency Programs 3 – 5 years in length

▶ (\$905,000 to fund 9 positions for 1 year)

9 positions funded

### Combined BA/MD Program

11 – 13 years from acceptance into program to completion of residency

▶ (\$4,354,600 per year, years 1 – 8 funded; residencies not funded)

Ongoing

### BA/Nursing 4 years in length

**APRN**  
2 years in length

▶ (\$1.7M to double class sizes)

Increased to 40 per year

# Financial Incentives

## State Loan for Service Programs

- Interest in these programs exceeds the number of slots available
- The Higher Education Department has agreed to offset the 2014 – 2015 loss of \$200,000 in grant funding from the Health Resources and Services Administration; however, renewing these funds should be a priority.

Program	Eligibility	Amount	Participants
<i>NM Health Professional Loan Repayment Program</i>	<i>Full-time service in health professional shortage area (Loss of federal matching funds)</i>	<i>Up to \$35,000 per year</i>	<i>20 Awarded 131 Applied</i>
Allied Health Loan for Service Program	Intent to practice in underserved areas (Expanded in 2014)	Up to \$12,000 per year	8 Awarded
Medical Student Loan for Service	Intent to practice in underserved areas	Up to \$25,000 per year	11 Awarded 14 Applied
Nursing Student Loan for Service	NM residency and at least half-time enrollment in NM public college nursing program	Up to \$12,000 per year	26 Awarded 50 Applied

- Also Federal Loan Repayment Program

# Financial Incentives

## NM Personal Income Tax Credit

### Recommendation:

- Expand list of eligible providers (pharmacists, etc.)
- Direct DOH, TRD, and other agencies to cooperate to develop impact analysis

Practitioners providing services in underserved rural areas are eligible for:

- \$5,000 Credit per year
  - Physicians
  - Osteopathic physicians
  - Dentists
  - Clinical psychologists
  - Podiatrists
  - Optometrists
- \$3,000 Credit per year
  - Dental hygienists
  - Physician assistants
  - Nurse practitioners
  - Certified nurse midwives
  - Certified registered nurse anesthetists
  - Clinical nurse specialists

# Recruitment for Retention

## Recommendations

Fund program(s) that:

1. Involve community leaders in recruitment:
  - Greater involvement in health care workforce development
  - Better integration of health care providers within communities
2. Address social and environmental barriers to successful recruitment
3. Explore, particularly in health professional shortage areas:
  - Workload management
  - Professional support networks
4. Enhance linkages between rural practitioners and the UNM Health Sciences Center



# Questions?

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