



**OFFICE OF MISSISSIPPI
PHYSICIAN WORKFORCE**

Fortifying

Educating

Sustaining

Mississippi's Physician Workforce



Fortifying and Advancing a Strong Primary Care Foundation

Created by the Mississippi State Legislature in 2012, the Office of Mississippi Physician Workforce is working to address the state's shortage and maldistribution of physicians.

The OMPW collects information regarding the state's overall physician workforce, demographics and physician access issues. A major focus and initial emphasis is placed on establishing and fortifying a strong primary care foundation.

As outlined in Mississippi Code, Title 41, Chapter 123, the OMPW is addressing the primary care physician workforce shortage by nurturing and financially assisting development of new ACGME accredited primary family medicine residency programs.

The OMPW's responsibilities additionally include evaluating and monitoring the distribution and supply of all physicians in Mississippi; assuring an adequate and appropriately distributed supply in all specialties; and providing assistance and recommendations to the state's leadership on current and future physician workforce needs.

FIVE QUESTIONS ABOUT THE OMPW

1. What are the OMPW's priorities?

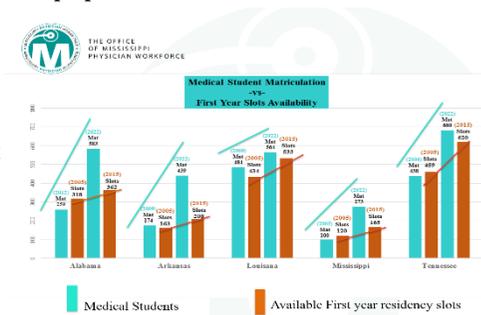
- To advocate for continued resources and support to address deficiencies and distribution factors in the physician workforce;
- To work collaboratively with the Mississippi State Board of Medical Licensure to build a robust and accurate data depository of all Mississippi licensed physicians;
- To develop and maintain a geospatial mapping tool that will allow physicians and other healthcare providers to identify health professional shortage areas and locate or expand their practices to reach patients in greatest need;
- To continue to form collaborative partnerships and build relationships with political leaders, healthcare leaders and the public;
- To educate and better define physician and healthcare needs and available resources;

- To identify potential sites across the state to initiate and nurture new primary medicine residencies;
- To explore and evaluate the potential for new GME training sites in other specialties of need across the state and to nurture and support their advancement;
- To advance graduate medical education in rural areas across the state;
- To develop a statewide faculty development and training process;
- To create a strategic workforce research plan that will address physician workforce shortfalls and ensure adequate access to health-care services for all Mississippians;
- To continue to develop the OMPW's website with resources, news and information;
- To expand recruitment and retention initiatives to encourage physicians to enter, remain in or return to practice in Mississippi.

2. Why is addressing Graduate Medical Education so important and how can the OMPW assist and support GME training?

As one of the most medically underserved states in the country, Mississippi has the lowest per-capita primary care physician supply in the nation. It has 64.5 active physicians per 100,000 population, compared to the national average of 91.1 physicians per 100,000 population.

Creating and expanding medical schools in our state and across the U.S. will produce more physicians. However, without expanding the number of residency slots (GME) in our state, medical students will be forced to train out-of-state and likely settle elsewhere.



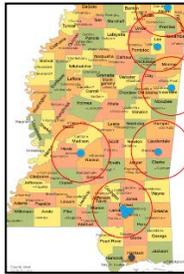
Projections based on expansion and planned new medical schools vs first year training slot availability

By creating and expanding new Mississippi GME programs, the number of physicians who remain in Mississippi to practice can be directly increased. In the American Association of Medical Colleges, *2015 State Physician Workforce Data Book*, Mississippi ranked 10th in percent retention of medical graduates when they

performed both medical school and residency in Mississippi. This resulted in a 76.5% retention rate. With improved geographic distribution and increased numbers of physicians, access to care should be positively impacted. Studies show that the addition of one new physician into a municipality can produce a community economic impact of \$1-2 million through increased wages and benefits, the purchase of goods and services, and large-scale support of state and local tax revenues.



GME sites in 2012



GME sites in 2016



GME sites 2016 with projected sites by 2022

3. With medical education changes, and an emphasis on new and expanded graduate medical education, how can the OMPW address and engage in GME faculty development?

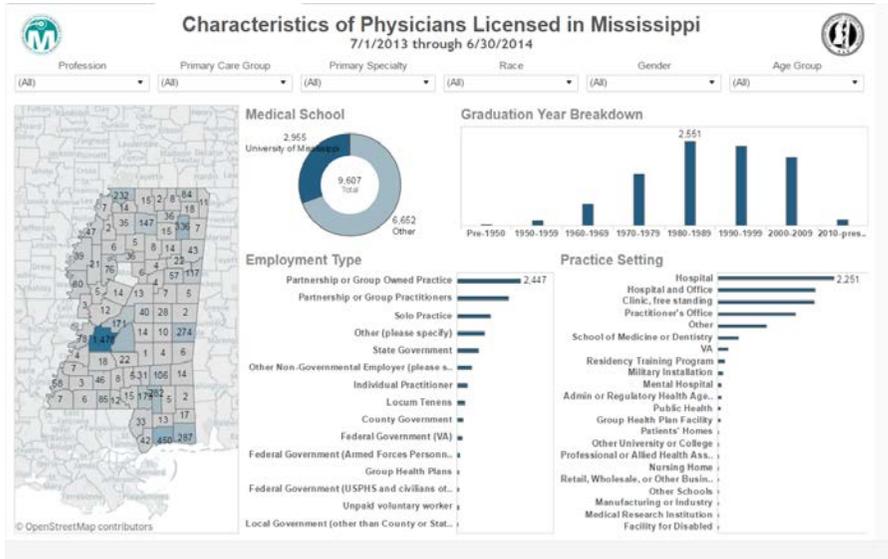
The OMPW is developing a longitudinal faculty training program that is focused on the needs of the non-academic center physicians interested in faculty and preceptor training. This work will be developed in collaboration with UMMC and WCUCOM and a pilot study group is planned to begin in early 2017. OMPW's plans a three-prong approach to faculty and preceptor training that includes a one year certificated in-depth training program for the principle and core faculty. Topics will emphasize teaching skills, curriculum development and medical leadership. Additional components to reach other medical educators will include presentations at medical association meetings and other program-specific faculty development offerings. Identifying, nurturing and developing future Program Directors and medical education leaders will be a future focus.

4. How does the OMPW evaluate and monitor the Mississippi physician workforce?

The OMPW and the Mississippi State Board of Medical Licensure (MSMBL)

have created the Office of Mississippi Physician Workforce Data System. Selected components of MSMBL data will also be stored in this new longitudinal database where it can be analyzed and dissected.

Data analytics produced through this collaboration will provide the OMPW, researchers and health-care leaders the tools needed to conduct more effective workforce planning and health services and recruitment research. Selected charts, maps and data dashboards will be published on the OMPW website.



5. How is the OMPW involved in physician recruitment and/or physician retention activities?

The first Rural Opportunities for Mississippi Physicians Career Fair (ROMP) took place April 30, 2016 at the Jackson Hilton. ROMP was specifically designed to engage medical students, residents and currently practicing physicians who may be interested in locating in rural communities throughout Mississippi. Representatives from more than 30 Mississippi hospitals, clinics and groups showcased their organizations, communities and career opportunities at the event. A second career fair is planned for early 2017.



OMPW is also developing a career center on its web site. OMPW has aligned with the National Rural Recruitment and Retention Network (3Ret) to help health professionals find and post practice opportunities in rural and underserved areas. Other processes and methodologies are under evaluation. For opportunities in Mississippi, physicians can visit the 3Rnet website at www.3Rnet.org or refer to the “Career” section of the OMPW website at www.ompw.org.

Building Strong Collaborations: OMPW is currently involved in dialogue with these institutions and entities:

Corporations and Universities:

- Baptist Medical Group (Memphis)
- Merit Health
- The University of Mississippi School of Medicine (Jackson)
- The William Carey College of Osteopathic Medicine (Hattiesburg)

Hospitals, communities and residency programs:

- Baptist Memorial Hospital - Desoto and Northeast Mississippi Healthcare, Inc. (Desoto and Byhalia)
- Baptist Memorial Hospital - Golden Triangle (Columbus)
- Baptist Memorial Hospital - North Mississippi (Oxford)
- The Mississippi Delta Education and Research Consortium (under evaluation and development)
- Delta Regional Medical Center (Greenville)
- Greenwood/Leflore Hospital (Greenwood)
- North Sunflower Medical Center (Ruleville)
- South Sunflower County Hospital (Indianola)
- The EC-HEALTH NET Family Medicine Residency Program (Meridian)
- The Forrest General Hospital Family Medicine Residency Program (Hattiesburg)
- The Magnolia Regional Health Center Internal Medicine Residency Program (Corinth)
- Memorial Hospital (Gulfport)
- Merit Health Wesley Internal Medicine and Emergency Medicine Residencies (Hattiesburg)
- Merit Health Biloxi and Coastal Family Health Center (Biloxi)
- The North Mississippi Medical Center Family Medicine Residency Center (Tupelo)
- Southwest Mississippi Regional Medical Center (McComb)
- The University of Mississippi Medical Center (Jackson)

- The UMMC Department of Psychiatry and Human Behavior and Pine Grove Behavioral Health and Addiction Services (Hattiesburg)

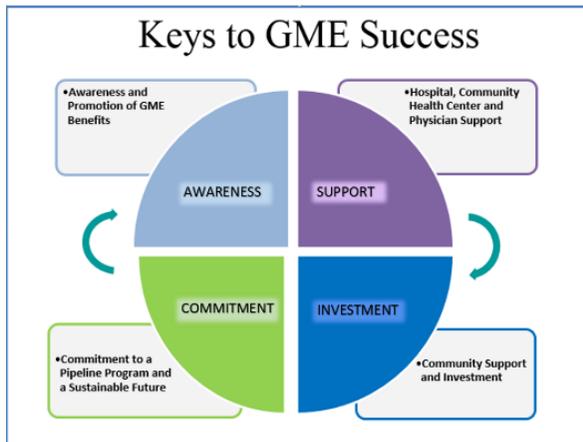
FIND OUT MORE ABOUT OMPW RESOURCES FUNDING OPPORTUNITIES

One of Mississippi's greatest healthcare opportunities lies in graduate medical education development. Mississippi faces significant shortages in primary care and several specialty areas both now and in the future. The development and support of strategically placed graduate medical education programs throughout the state can have a significant and sustainable impact on physician shortages and maldistribution while improving access to care for all Mississippians.

Mississippi Gov. Phi Bryant and the state legislature recognized this remarkable opportunity, appropriating state-designated funds to the OMPW to accomplish this mission. The office will continue to evaluate and administer funds to help offset the cost of developing appropriately placed residency programs as outlined in the OMPW legislation.

While OMPW's initial focus has been on family physician training, the office recognizes the need for all specialties. The OMPW will continue to evaluate, identify and develop strategies to address other specialty areas of need and will continue to seek methods and available resources to nurture and support these needs.

For more information about OMPW funding, complete the financial assistance form on the OMPW website at www.ompw.org. All information is confidential.



To learn more about the OMPW and to keep up with medical news in Mississippi, visit the OMPW website, www.OMPW.org, which serves as the electronic entry point for residency education funding opportunities, health-care advocacy sites, professional development resources, scholarship and loan repayment updates, practitioner and consumer links, physician workforce data, and much more. Or send an email to info@ompw.org.

OMPW STAFF

Director

John R. Mitchell, M.D., FAAFP
(601) 815-0650 • jrmitchell@umc.edu

Associate Director

Zonzie McLaurin, D.H.A., M.P.H.,
BHSA, CCRP
(601) 815-0660 • zmclaurin@umc.edu

Chief Education Officer Research and Scholarship

Nicole Borges, Ph.D.
(601) 984-6915 • NBorges@umc.edu

Education Administrator

Julie Paul, B.A.
(601) 815-0736 • jpaul@umc.edu

Administrative Assistant III

Glenn Thomas, MCE, B.S.
(601) 815-0650 • gthomas2@umc.edu



Office of Mississippi Physician Workforce
2500 North State Street
Jackson, Mississippi 39052
(601) 815-0650 • FAX (601) 815-0597

