

## 8th Annual AAMC Physician Workforce Research Conference

May 3 - 4, 2012

### Agenda



#### Wednesday, May 2

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12:00pm - 5:00pm      **Preconference Registration**      *Wilson Foyer*

1:00 pm - 5:00 pm      **Preconference- State Workforce Issues**      *Wilson A*

Moderator:

**Jean Moore**

Director, Center for Health Workforce Studies  
SUNY at Albany

Many policy levers that affect the size, distribution, and specialty mix of the health workforce are at the state-level, including decisions to open new medical schools or expand enrollment in existing ones, create new residency positions, change scope of practice regulations and develop incentives that increase patient access to high quality, cost-effect care for vulnerable populations. Yet often the data to inform these decisions are lacking. This session will bring together speakers who will address:

- I. What are the health workforce policy decisions facing states as they strive to meet population health needs?
- II. What data are needed to inform these policy decisions?
- III. What are best practices for collecting, analyzing and disseminating health workforce data to policy makers?

This session will feature 2 panels, with brief presentations on state-specific approaches. Presentations will be followed by an interactive discussion to identify state health workforce policy approaches underway in different states.

#### Thursday, May 3

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7:30am - 8:30am      **Continental Breakfast**      *Wilson Foyer*

7:30am - 5:00pm      **Registration/Information**      *Wilson Foyer*

**Thursday, May 3**

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8:30 am - 9:00 am

**Welcome**

*Wilson ABC*

Speaker(s):

**Clese Erikson, M.P.Aff.**

Director, Center for Workforce Studies  
AAMC

9:00 am - 10:00 am

**Keynote Address**

*Wilson ABC*

Speaker(s):

**Des Gorman**

Executive Chair  
Health Workforce New Zealand

Dr. Gorman is a leader in the international health workforce community who inspires new ways of thinking about current health workforce dilemmas. Dr. Gorman will describe some of the innovative care models that New Zealand is implementing, such as incentivizing team based care, developing new health practitioner roles (including informal care givers), creating extended roles for pharmacists and nurses, and developing systems that support self care. He will also describe New Zealand's efforts to develop a general practitioner role that is more attractive to trainees, allows them to move across care settings and provides more opportunities for career development and progression.

10:00 am - 10:30 am

**Break**

*Wilson Foyer*

10:30 am - 12:00 pm

**Breakout Session 1: Concurrent Panels A-D**

10:30 am - 12:00 pm

**Panel A: NP/PA Workforce**

*Coolidge*

Moderator:

**Joan M. Stanley, PhD, CRNP, FAAN, FAANP**

Senior Director of Education Policy  
American Association of Colleges of Nursing

Thursday, May 3

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Speaker(s):

**Michael Dill**

Senior Data Analyst  
AAMC

**Catherine DesRoches, DrPH**

Senior Scientist  
Mathematica Policy Research

**Raymond Fang**

Vice President for Research  
American Academy of Physician Assistants

**Amy Hanley**

Senior Workforce Policy Specialist  
American Society of Clinical Oncology

Panel Presentations:

*Physician Assistants and Nurse Practitioners: A Consumer Perspective* (Dill)

*Comparing Services Provided to Medicare Beneficiaries by Nurse Practitioners and Primary Care Physicians* (DesRoches)

*Physician Assistants in Patient Care: Autonomy and Work Setting* (Fang)

*Collaborative Teams in Oncology: Results of ASCO's Study of Non-Physician Practitioners* (Hanley)

10:30 am - 12:00 pm

**Panel B: Specialty Specific Studies**

*McKinley*

Moderator:

**Gaetano Forte, BA**

Director of Information Management, Center for Health Workforce Studies  
SUNY at Albany

Thursday, May 3

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Speaker(s):

**Carrie Radabaugh, MPP**

Senior Health Policy Analyst  
American Academy of Pediatrics

**Kim A Bullock**

Associate Clinical Professor, Department of Family  
Medicine  
Georgetown University School of Medicine

**Stanley J Robboy, MD**

President  
College of American Pathologists

**William Frazier Rayburn, M.D., M.B.A.**

Seligman Professor and Chair Department of Obstetrics  
and Gynecology  
University of New Mexico School of Medicine

Panel Presentations:

*Board Certification Status and Pediatrician Practice  
Patterns* (Radabaugh)

*Current and future US pathologist workforce* (Robboy)

*Family Physicians Are Essential to the Emergency  
Medicine Workforce* (Bullock)

*State-By-State Forecast Of Obstetrician-Gynecologist  
Supply and Demand By 2020* (Rayburn)

10:30 am - 12:00 pm

**Panel C: National Health Workforce Estimates**

*Harding*

Moderator:

**Julie Barnes**

Director of Health Policy  
Bipartisan Policy Center

Speaker(s):

**Paul Keckley**

Executive Director  
Deloitte Center for Health Solutions

Thursday, May 3

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**Kavita Patel, MD, MS**

Fellow and Managing Director for Clinical Transformation  
and Delivery

The Brookings Institution

**Nilda (Nena) Peragallo, DrPH, RN, FAAN**

Dean and Professor, School of Nursing and Health Studies  
University of Miami

**Mark Holmes**

Assistant Professor, UNC Gillings School of Global Public  
Health

University of North Carolina at Chapel Hill

Panel Presentations:

*National Healthcare Workforce Estimates for a Post-  
Reform Era- Findings and Policy Implications* (Barnes,  
Keckley, Patel, Peragallo)

*Developing an open source simulation model of physician  
supply and healthcare utilization* (Holmes)

10:30 am - 12:00 pm

**Panel D: Social Mission**

Hoover

Moderator:

**Mark Doescher, MD, MSPH**

Professor and Director, WWAMI Rural Health Research  
Center

University of Washington School of Medicine

Speaker(s):

**Candice Chen, M.D.**

Senior Research Fellow, National Institute of Minority  
Health and Health Disparities

George Washington University Medical Center

Thursday, May 3

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**Katherine Gaul**

Research Associate

Cecil G. Sheps Center for Health Services Research, UNC

**Arthur Kaufman, M.D.**

Distinguished Professor of Family and Community

Medicine, Vice Chancellor for Community Health

University of New Mexico-Main Campus

**Roger Strasser**

Founding Dean and Professor of Medicine

Northern Ontario School of Medicine

Panel Presentations:

*Graduate Medical Education: Measuring Outcomes for Social Accountability* (Chen)

*One State's Effort to Track the Social Accountability of Medical Education* (Gaul)

*Institutionalizing the Social Mission: Experience at the University of New Mexico* (Kaufman)

*Redressing the Rural Health Workforce: Canada's Northern Ontario School of Medicine* (Strasser)

**Thursday, May 3**

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12:00 pm - 1:30 pm

**Networking Lunch and Presentation by Edward Salsberg**

*Lincoln 6*

Speaker(s):

**Edward Salsberg**

Director, National Center for Health Workforce Analysis  
Health Resources and Services Administration

1:30 pm - 3:00 pm

**Breakout Session II: Concurrent Panels E-H**

1:30 pm - 3:00 pm

**Panel E: Primary Care**

*Coolidge*

Moderator:

**Holly J. Mulvey**

Director, Division of Workforce & Medical Education Policy  
American Academy of Pediatrics

Speaker(s):

**Sana Danish**

Data Analyst, Center for Workforce Studies  
AAMC

**David Armstrong, PhD**

Research Associate, Center for Health Workforce Studies  
SUNY at Albany

**Imam M. Xierali**

Research Scientist  
Robert Graham Center

**Perri Morgan, PhD, PA-C**

Associate Professor, Department of Community and Family  
Medicine  
Duke Univ Med Ctr-NC

Thursday, May 3

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Panel Presentations:

*Changes in Practice Patterns of Newly-trained Primary Care Physicians* (Armstrong)

*What Factors are Associated with Entry Into Primary Care Residency and a Stated Interest in a Primary Care Career Among Fourth Year Medical Students?* (Danish)

*Characteristics of Primary Care Office Visits to Physician Assistants, Nurse Practitioners, and Physicians in the VA, 2005-2010* (Morgan)

*Comprehensiveness under siege? Trends in the Scope of Family Medicine* (Xierali)

1:30 pm - 3:00 pm

**Panel F: Novel Uses of Data for Workforce Analysis**

*Hoover*

Moderator:

**Tom Ricketts, Ph.D., M.P.H.**

Managing Director, ACS Health Policy Research Institute  
Cecil G. Sheps Center for Health Services Research, UNC

Speaker(s):

**Linda M. Lacey**

Director, Office for Healthcare Workforce Analysis and Planning  
South Carolina AHEC



Thursday, May 3

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**Paul Hogan**

Senior Vice President and Practice Director  
The Lewin Group

**Sebastian Negrusa, PhD**

Associate Director  
The Lewin Group

**Sandra Banner**

Executive Director/CEO  
Canadian Resident Matching Service

Panel Presentations:

*Using Administrative Databases to Estimate Primary Care Service Demand at the State Level* (Lacey)

*An Unrecognized Resource: The Impact of Canadians Studying Medicine Abroad (CSAs) on Health Human Resource Planning and Policy* (Banner)

*Optimal Mix of Physicians and Non-Physician Clinicians in a Primary Care Practice: An Approach Based on the Economic Theory of Production* (Hogan)

*Cost Efficiency in Health Care Delivery: A Team Production Model of Physician Productivity* (Negrusa)

**Thursday, May 3**

1:30 pm - 3:00 pm

**Panel G: International Medical Graduates**

*McKinley*

Moderator:

**Paul H. Rockey, M.D., M.P.H.**

Scholar in Residence

Accreditation Council for Graduate Medical Education

Speaker(s):

**Elmer T. Whittler**

Director of Research and Data Management

University of Kentucky College of Medicine

**Danette McKinley, PhD**

Director, Research and Data Resources

FAIMER

**Tamara Brown, MPH**

Project Manager

The Canadian Post-M.D. Education Registry

**Davis Patterson, PhD**

Research Scientist, WWAMI Rural Health Research Center

University of Washington School of Medicine

Panel Presentations:

*Role of International Medical Graduates in Kentucky  
Medicine (Whittler)*

*Distribution of International Medical Graduates in Academic  
Medicine: Faculty Activities at US Medical Schools  
(McKinley)*

*The National IMG Database: An Emerging Picture of  
International Medical Graduates in Canada (Brown)*

*The Influence of State Policies and Practices on J-1 Visa  
Waiver Physicians' Service in Rural and Underserved  
Areas (Patterson)*

**Thursday, May 3**

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1:30 pm - 3:00 pm

**Panel H: Diversity**

*Harding*

Moderator:

**Norma Poll-Hunter, Ph.D.**

Director, Human Capital, Portfolio Diversity Policy and Programs  
AAMC

Speaker(s):

**Clarence D. Kreiter, Ph.D.**

Professor  
University of Iowa Roy J. and Lucille A. Carver College of Medicine

**Granville E. Wrensford, Ph.D.**

Assistant Dean & Associate Director  
Health Career Opportunity Programs  
University of Connecticut School of Medicine

**Rene Carapinha**

Research and Program Manager  
Harvard Medical School

**James Guevara, MD, MPH**

Associate Professor of Pediatrics & Epidemiology  
University of Pennsylvania

Panel Presentations:

*Achieving a Diverse Physician Workforce (Kreiter)*

*Preparing Today's Scholars and Tomorrow's Health Care Providers (Wrensford)*

*Pathways: A Systems Approach to Advancing Workforce Diversity Policy Research and Practice in Academic Medicine (Reede)*

*Underrepresented Minority Faculty Diversity Programs in U.S. Medical Schools: An Environmental Scan (Guevara)*

3:00 pm - 3:30 pm

**Break**

*Wilson C*

**Thursday, May 3**

3:30 pm - 5:00 pm	<p><b>Plenary I – Creative Responses to Constrained Resources</b></p> <p>Moderator:</p> <p><b>Fitzhugh Mullan</b> Professor George Washington University School of Medicine and Health Sciences</p> <p>Speaker(s):</p> <p><b>Richard Baron, MD</b> Director, Seamless Care Models Group, Center for Medicare and Medicaid Innovation Centers for Medicare and Medicaid Services</p> <p><b>Jean Moore</b> Director, Center for Health Workforce Studies SUNY at Albany</p> <p><b>Michael Manley, RN, MNSc</b> Outreach Director, Center for Distance Health University of Arkansas for Medical Sciences</p> <p>This session will feature examples of innovative new programs designed to do more with less and simultaneously improve quality of care and access, often with increasingly tight resources. Discussions will include the workforce implications of the innovation challenge awardees that will be announced this spring, New York’s Medicaid Redesign Team’s Workforce Flexibility and Scope of Practice Work Group, and Arkansas’ award winning statewide neonatal telehealth program.</p>	<i>Wilson ABC</i>
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5:00 pm - 6:30 pm	<b>Poster Session Reception</b>	<i>Marriott Foyer</i>
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**Friday, May 4**

7:00 am - 7:30 am	<b>Continental Breakfast</b>	<i>Wilson Foyer</i>
7:00am - 2:00pm	<b>Registration/Information</b>	<i>Wilson Foyer</i>

Friday, May 4

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7:30 am - 8:30 am

**Plenary II- Incentivizing Patient Centered Medical Homes: Why Hospitals Should be Paying Attention**

*Wilson ABC*

Moderator:

**Eugene Carroll Rich, M.D.**

Director, Center on Health Care Effectiveness  
Mathematica Policy Research

Speaker(s):

**Dana Gelb Safran, Sc.D.**

Senior Vice President, Performance Measurement & Improvement  
Blue Cross Blue Shield of Massachusetts

**Peter N. Bowers, MD**

Medical Director  
Wellpoint

This panel will explore why some health insurance companies are now providing incentives for primary care physicians to adopt the medical home model and the anticipated impact on quality of care and hospitalizations. Panelists will also describe how this is changing market alliances, workforce/staffing, and patient engagement efforts.

8:30 am - 10:00 am

**Plenary III – Interdisciplinary Workforce – Looking Outside the Box**

*Wilson ABC*

Moderator:

**Janet M. Corrigan, Ph.D.**

President and CEO National Quality Forum  
National Quality Forum

Speaker(s):

**Susan Chapman, PhD, RN**

Associate Professor  
UCSF School of Nursing

Friday, May 4

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**Gary Wingrove, Paramedic (ret.)**

Government Relations & Strategic Affairs  
Mayo Clinic Medical Transport

**Barbara Krimgold**

Member of the Board of Directors  
Institute for Alternative Futures

If we are to maximize the full health care workforce, it is necessary to look outside the box and take all workers into account. Interdisciplinary teams have been proposed as a strategy to address health care workforce shortages, lower health care costs, and improve the quality of care. Coordinating the skill sets of each member of the team is hoped to both maximize and enhance the effectiveness of the existing and future workforce. However, discussions and research around these teams focus primarily on doctors, nurse practitioners, physician assistants, and nurses. Yet, these clinicians provide care in a larger system and the effectiveness of their care often depends upon other health care workers including pharmacists, dentists, mental health providers, physical and occupational therapists, social workers, community health workers, home health care aids, and even patients and their families. This session will focus on two models of care that use medical assistants and EMTs in new and expanded roles. In addition, we will hear futurist scenarios for primary care and what that workforce would entail.

10:00 am - 10:30 am

**Break**

*Wilson Foyer*

10:30 am - 12:00 pm

**Breakout Session III: Concurrent Panels I-L**

10:30 am - 12:00 pm

**Panel I: Rural**

*Coolidge*

Moderator:

**Weldon D. Webb, M.A.**

Associate Dean for Rural Health  
University of Missouri-Columbia School of Medicine

Speaker(s):

**Kathleen Quinn, Ph.D.**

Program Director

University of Missouri-Columbia School of Medicine

**Raymond Fang**

Vice President for Research  
American Academy of Physician Assistants

**Mark Doescher, MD, MSPH**

Professor and Director, WWAMI Rural Health Research  
Center  
University of Washington School of Medicine

**David Schmitz**

Associate Director for Rural Family Medicine  
Family Medicine Residency of Idaho

Panel Presentations:

*Influencing Residency Choice and Practice Location  
through a Longitudinal Rural Pipeline Program* (Quinn)

*Physician Assistants, Primary Care and Rural Health*  
(Fang)

*The Contributions of Generalist Physicians, Nurse  
Practitioners, and Physician Assistants to Rural Primary  
Care* (Doescher)

*Comparing Critical Access Hospital Physician Recruitment  
Factors Across Five States* (Schmitz)

10:30 am - 12:00 pm

**Panel J: Alternative Approaches to Assessing  
Workforce Supply**

Hoover

Moderator:

**Erin Fraher**

Director, NC Health Professions Data System  
Cecil G. Sheps Center for Health Services Research, UNC

Speaker(s):

**Andrew William Bazemore, M.D.**

Assistant Director  
Robert Graham Center

**Tim Dall, MS**

Managing Director  
IHS Global Insight

Friday, May 4

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**Susan M. Skillman, MS**

Deputy Director, Rural Health Research Center and Center  
for Health Workforce Studies  
University of Washington

Panel Presentations:

*Recent Trends in Family Physician Contribution to the Child  
Health Provider Workforce (Makaroff)*

*Arkansas Primary Care Workforce Study (Dall)*

*The Distribution of Nurse Practitioners and Certified  
Registered Nurse Anesthetists in Urban and Rural Areas of  
the U.S. Using National Provider Identifier Data (Skillman)*

10:30 am - 12:00 pm

**Panel K: New Models of Care: Substitution of Care in  
the Netherlands** *McKinley*

Moderator:

**Roderick S. Hooker, PhD**

Senior Director  
The Lewin Group

Speaker(s):

**Miranda Laurant, PhD**

Senior Research Fellow  
Radboud University Nijmegen Medical Centre

**Nancy Wijers, Msc**

Junior Researcher  
Radboud University Nijmegen Medical Centre

**Luppo Kuilman**

Lecturer/Researcher  
Hanze University Groningen



Friday, May 4

10:30 am - 12:00 pm

**Panel L: Medical Education**

Truman

Moderator:

**Robert B. Baron, M.D., M.S.**

Associate Dean, Graduate and Continuing Medical  
Education  
AAMC

Speaker(s):

**Katie Piwnica-Worms**

MS-2

Jefferson Medical College of Thomas Jefferson University

**Stephen Petterson**

Research Director  
Robert Graham Center

**DaShawn Groves, MPH, DrPH (c)**

Associate Director of Research  
National Association of Community Health Centers

**Scott Shipman, M.D., M.P.H.**

Director of Primary Care Affairs and Workforce Analysis  
AAMC

Panel Presentations:

*Graduate Medical Education Redistribution: Policy and  
Outcomes (Piwnica-Worms)*

*Graduate Medical Education in the Safety Net: How much?  
What effect? (Petterson)*

*Community Health Centers' Role in Training Future Health  
Professionals (Groves)*

*Examining Medical School Expansion Through 2010: What  
Are We Likely to Achieve? (Shipman)*

12:00 pm - 2:00 pm

**Lunch Presentation – Political Round Table**

Wilson ABC

Moderator:

**John K. Iglehart**

National Correspondent  
Health Affairs

Friday, May 4

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Speaker(s):

**Len Nichols, Ph.D.**

Director, Center for Health Policy Research and Ethics  
George Mason University

**Alan Weil, J.D., M.P.P**

Executive Director  
National Academy for State Health Policy