



Tomorrow's Doctors, Tomorrow's Cures®

2009 AAMC Physician Workforce Research Conference

Jointly Sponsored by the Association of American Medical Colleges and Harvard Medical School, Department of Continuing Education.

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April 29 - May 1, 2009
Omni Shoreham Hotel
Washington, D.C.

Association of
American Medical Colleges

2009 AAMC Physician Workforce Research Conference

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Purpose and Objectives

- Share the latest research and findings on physician workforce supply and demand
- Improve understanding of workforce implications of health care reform, changes in efficiency and productivity, specialty choice, use of non-physician clinicians, and recruitment and retention issues
- Refine research methods for measuring workforce supply and demand
- Foster collaboration among physician workforce researchers

Conflict of Interest Disclosure Statement

Harvard Medical School has long held the standard that its continuing medical education program be free of commercial bias.

Now, in accord with the disclosure policy of the Medical School as well as standards set forth by the Accreditation Council on Continuing Medical Education, speakers and their spouses/partners, and planners have been asked to disclose any relationship they have to companies producing pharmaceuticals, medical equipment, prosthesis, etc. that might be germane to the content of their lectures. Please note that in accordance with recent policies from the ACCME, relationships of the person involved in the CME activity must include financial relationships of a spouse or partner. In addition, speakers are asked to list any off label uses they will discuss of pharmaceuticals and devices for investigational or non-FDA approved purposes.

Such disclosure is not intended to suggest or condone bias in any presentation, but is elicited to provide registrants with information that might be of potential importance to their evaluation of a given talk.

1. The following speakers, spouses/partners, and planners have reported no relevant relationships with industry:

Scott Arbet, Ph.D.

David Auerbach, Ph.D.

Michelle Anne Bholat, M.D., M.P.H.

Ellen Bouchery, M.S.

Jack Boulet, Ph.D.

James Cawley, M.P.H., PA-C

Candice Chen, M.D. M.P.H.

Peggy Chen, M.D., M.S.C.

Jordan Cohen, M.D.

Linda Cragin, M.S.

Michael Dill

Martey Dodoo, Ph.D.

Mark Doescher, M.D., M.S.PH.

Parker Duncan, M.P.H.

Clese Erikson, M.P.Aff.

Gaetano Forte

Erin Fraher, M.P.P.

Deborah German, M.D.

Paul Ginsberg, Ph.D.

Kevin Grumbach, M.D.

Diana Hamilton-Fairley, M.D., F.R.C.O.G.

Gary Hart, Ph.D.

Paul Hogan

Danny Hughes, Ph.D.

Ethan Alexander Jewett, M.A.

Mark Kelley, M.D.

Alexa Boer Kimball, M.D., M.P.H.

Molly King, M.H.A.

Darrell Kirch, M.D.

Gretchen Kolsky, M.P.H. C.H.E.S.

William Leinweber

Alethea Long-Green, M.P.A.

Katherine Lupton, M.D.

J. Lloyd Michener, M.D.

Jean Moore, M.S.

Perri Morgan, Ph.D., PA-C

Fitzhugh Mullan, M.D.

Lois Nora, M.D., J.D., M.B.A.

John Norcini, Ph.D.

Marcella Nunez Smith, M.D., M.H.S.

Amy Opalek

Susan Pasquale, Ph.D.

Stephen Petterson, Ph.D.

Michelle Proser

Gene Rich, M.D.

Russel Robertson, M.D.

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

Charles Roehrig, Ph.D.

Edward Salsberg, M.P.A.

Richard Scheffler, Ph.D.

Scott Shipman, M.D., M.P.H.
Carol Simon, M.S., Ph.D.
Henry Sondheimer, M.D.
Ann Steinecke, Ph.D.
Ronald Swinfard, M.D.

Alain Vanasse, Ph.D.
Mary Wakefield, Ph.D., R.N., F.A.A.N.
Kelley Withy, M.D., Ph.D.
Imam Xierali, Ph.D.
Jay Youngclaus, M.S.

2. The following speakers, spouses and planners have reported receiving something of value* from a company whose products may be germane to the content of their presentations:

NAME	COMPANY	RELATIONSHIP
<i>Tim Dall</i>	<i>The Lewin Group</i>	<i>Employer</i>
<i>Kara Odom Walker, M.D., M.P.H.</i>	<i>Gentech</i>	<i>Spouse: Employee/Stockholder</i>

*"Something of value" refers to an equity position, receipt of royalties, consultantship, funding by a research grant, receiving honoraria for educational services elsewhere, or to any other relationship to a company that provides sufficient reason for disclosure, in keeping with the spirit of the stated policy.

Continual Medical Education Credits

Harvard Medical School is accredited by the Accreditation Council for Continuing Medical Education (ACCME) to provide continuing medical education for physicians.

Harvard Medical School designates this educational activity for a maximum of 11.75 AMA PRA Category 1 Credits[™] (excluding the Pre-Conference Sessions). Each Pre-Conference Session is designated for a maximum of 4 AMA PRA Category 1 Credits[™]. Physicians should only claim credit commensurate with the extent of their participation in the activity.

Agenda

Wednesday, April 29

12:00 – 5:00 pm	Registration/Information	Blue Pre Function
1:00 – 5:00 pm	Surgical Specialties Pre-Conference Session: Workforce Data and Trends (Invitation Only)	Blue Ballroom
1:00 – 5:00 pm	Internal Medicine Specialties Pre-Conference Session: Workforce Data and Trends (Invitation Only)	Hampton

Thursday, April 30

7:30 am – 5:00 pm **Registration/Information** **Blue Pre Function**

7:45 – 8:45 am Continental Breakfast **Hampton**

8:45 – 9:00 am **Welcome** **Blue Ballroom**

Speaker:

Edward Salsberg, M.P.A.
 Director, Center for Workforce Studies
 Association of American Medical Colleges

9:00 – 9:45 am **The Health Care Workforce:
 A View from HRSA** **Blue Ballroom**

Speaker:

Mary Wakefield, Ph.D., R.N.
 Administrator
 Human Resources and Services Administration

9:45 – 10:45 am **Keynote Address** **Blue Ballroom**
“A Workforce for Health”

Speaker:

J. Lloyd Michener, M.D.
 Clinical Professor and Chair of the Department of Community and Family
 Medicine
 Duke University Medical Center

Health care in the US is being challenged on numerous levels, including high cost, poor outcomes, and persistent disparities. Underlying these issues is a deeper transition of the burden of illness from acute illness that can be treated, to chronic disease that must be prevented and managed. This presentation will draw on successful programs, such as the patient centered medical home, to describe the work required to improve health (and control costs) in diverse communities, and the nature of the workforce required to support new models of care and health care reform.

10:45 – 11:15 am Break **Blue Pre Function**

Thursday, April 30 (continued)

11: 15 am – 12:30 pm **Plenary I**

Blue Ballroom

Building a Workforce to Meet our Future Health Care Needs

Moderator:

Lois Margaret Nora, M.D., J.D., M.B.A.

President

Dean, College of Medicine

Northeastern Ohio Universities Colleges of Medicine and Pharmacy

Discussants:

Kevin Grumbach, M.D.

Professor and Chair, Department of Family Practice and Community
Medicine

University of California, San Francisco

Ronald Swinfard, M.D.

Chief Medical Officer

Lehigh Valley Hospital and Health Network (LVHHN)

Health care reform and expansion of coverage are being seriously considered. If coverage is expanded, will there be a sufficient supply of physicians to meet the potential increase in demand? What are the workforce implications of proposals for health care reform? A representative from the Obama Administration has been invited to discuss health care reform and the potential workforce implications. Kevin Grumbach, a nationally known physician workforce researcher, and primary care advocate along with Ronald Swinfard, chief medical officer of a large health network that includes over 1,100 physicians will comment on workforce related issues.

12:30 – 1:30 pm

Networking Luncheon

Hampton

Thursday, April 30 (continued)

1:30 – 3:00 pm

Breakout Sessions A-D

Panel A: Efficiency and Productivity Calvert

Moderator:

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

Assistant Professor of Pediatrics, Assistant Professor of Community and Family Medicine
Dartmouth Medical School

Speakers:

What Drives Primary Care Physician Productivity

Carol J. Simon, M.S., Ph.D.

Vice President
The Lewin Group

Wait Times in Dermatology: An Operational Model of Outpatient Care

Alexa Boer Kimball, M.D., M.P.H.

Vice Chair, Department of Dermatology
Massachusetts General Hospital

The Productivity and Efficiency of Radiology Practices

Danny R. Hughes, Ph.D.

Senior Researcher
American College of Radiology

*A Measure of the Value of Mid-level Practitioners to the Specialty Practice:
The Case of Cardiology*

Ellen Bouchery, M.S.

Senior Manager
The Lewin Group

Paul F. Hogan

Senior Vice President
The Lewin Group

Thursday, April 30 (continued)

Panel B: Supply

Embassy

Moderator:

Tim Dall
Vice President
The Lewin Group

Speakers:

Physician Reentry into the Workforce: Data from a National Survey

Ethan Alexander Jewett, M.A.

Senior Health Policy Analyst
American Academy of Pediatrics, Division of Workforce and Medical
Education Policy

***The Aging of the Generalist Physician Workforce: Are Rural Locations at
Higher Risk***

Mark Doescher, M.D., M.S.P.H.

Director, WWAMI Rural Health Research Center
Department of Family Medicine
University of Washington

Comparison of Physician Workforce Estimates and Supply Projections

David Auerbach, Ph.D.

Principal Analyst
Health and Human Resources
Congressional Budget Office

Thursday, April 30 (continued)

Panel C: Physician Assistant Specialization and Career Mobility

Capitol

Moderator:

Physician Assistant Specialization and Career Mobility

James F. Cawley, M.P.H., P.A.C.

Professor and Director, PA/M.P.H. Program

The George Washington University

Prevention and Community Health

Speakers:

*Trends in Physician Assistant Specialty Changes: Mobility of North
Carolina Physician Assistants and Nurse Practitioners between Primary
Care and Non-primary Care Specialties: a longitudinal study*

Perri Morgan, Ph.D., P.A.C.

Director of Research, PA Program

Duke University

*Physician Assistant Longitudinal Trends in Specialty: Cohort Analysis from
the AAPA*

William Leinweber

Chief Executive Officer/Executive Vice President

American Academy of Physician Assistants

*Physician Assistant Specialties of all Clinically Active P.A.'s: An NCCPA
Analysis*

Scott Arbet, Ph.D.

Director of Research

National Commission on Certification of Physician Assistants

Thursday, April 30 (continued)

Panel D: Community Health Centers Governor's

Moderator:

Gary Hart, Ph.D.

Director & Endowed Professor, Rural Health Office
Mel and Enid Zuckerman College of Public Health
University of Arizona

Speakers:

Current Health Center Clinician Staffing and Projected Need

Michelle Proser

Director of Research
National Association of Community Health Centers

Health Center Clinician Staffing Patterns and Services Provided

Steve Petterson, Ph.D.

Senior Health Policy Researcher
AAFP
Robert Graham Center

***Factors Related to Recruitment and Retention of Primary Care Physicians
at Community Health Centers: A Statewide Physician Survey***

Linda Cragin, M.S.

Director, MassAHEC Network
UMass Medical School

3:00 – 3:30 pm	Refreshment Break	Hampton
3:30 – 5:00 pm	Breakout Sessions E-H	

Thursday, April 30 (continued)

Panel E: Underserved

Calvert

Moderator:

Mark Doescher, M.D., M.S.P.H.

Director, WWAMI Rural Health Research Center
University of Washington Speaker:

Speakers:

Caring for the Underserved: The Role of Race and Specialty

Kara Odom Walker, M.D., M.P.H.

RWJ Clinical Scholar
UCLA

Is Physician Migration Ameliorating Physician Maldistribution? The Interstate Migration Pattern of Physicians, 2000 to 2008

Imam Xierali, Ph.D.

Research Scientist
American Academy of Family Physicians
The Robert Graham Center

Factors Affecting the Career Choices of Medical Students and Residents

Martey Dodoo, Ph.D.

Chief Economist
Robert Graham Center

Parity: Past, Present and Future Challenges for Underrepresented Minorities in Medical Education

Gretchen D. Kolsky, M.P.H., C.H.E.S.

Senior Research Associate
George Washington University
Department of Health Policy

Thursday, April 30 (continued)

**Panel F: International Medical
Graduates**

Capitol

Moderator:

Paul H. Rockey, M.D., M.P.H.
Director, Graduate Medical Education
American Medical Association

Speakers:

*The Contribution of US Citizen International Medical Graduates to the US
Physician Workforce*

Jack Boulet, Ph.D.
AVP Research & Data Resources
FAIMER

*Canadian Citizen Graduates of International Medical Schools: Specialty
Choice and Rate of Entry into U.S. GME*

Amy Opalek
Data Resource Specialist
FAIMER

*Donde no hay doctor (Where there is no doctor): Immigrant docs for
underserved Latino Immigrants*

Michelle Anne Bholat, M.D., M.P.H.
Executive Vice Chair, Clinical Affairs
Executive Director UCLA IMG Program
David Geffen School of Medicine at UCLA

*Understanding the Experiences of the International Medical Graduate
Primary Care Physicians in the United States*

Peggy G. Chen, M.D., M.Sc.
Post-doctoral Fellow
Yale Robert Wood Johnson Clinical Scholars

Thursday, April 30 (continued)

Panel G: Recruitment and Retention Governor's

Moderator:

Jean M. Moore, M.S.
Center for Health Workforce Studies
SUNY School of Public Health

Speakers:

Meeting the Physician Workforce Needs in Hawaii: Similar Ideas from Different Viewpoints

Kelley Withy, M.D., Ph.D.
Professor, AHEC Director
University of Hawaii
Complementary/Alternative Medicine

In-State Retention of New York Medical Residents and Fellows, 2008

Gaetano Forte
Director of Information Management
Center for Health Workforce Studies

Recruiting and Retaining a Diverse High-Performing Workforce

Alethea Long-Green, M.P.A.
Director of Human Capital Studies
National Academy of Public Administration

Graduate Medical Education Retention Strategies

Molly King, M.H.A.
Director, Volunteer & Educational Program Development
MedStar Health

Thursday, April 30 (continued)

**Panel H: Lessons from the Past
and Abroad**

Embassy

Moderator:

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

Managing Director, ACS HPRI

Professor, UNC Gillings School of Public Health Deputy Director, Cecil G. Sheps Center for Health Services Research The University of North Carolina Chapel Hill

Speakers:

*Medical School Expansion: Lessons from the Past, Policies for the Future***Candice Chen, M.D., M.P.H.**

Assistant Professor

George Washington University

Department of Health Policy

*Implications of Resident Duty Hour Restrictions for Surgical Workforce
Planning: The US and UK Experience***Erin Fraher, M.P.P., Ph.D.**

Director, NC Health Professions Data System

Cecil G. Sheps Center for Health Services Research

*The Impact of Interprofessional Teamwork: Evidence from the UK Hospital
at Night Program***Diana Hamilton-Fairley, M.D., F.R.C.O.G.**

Deputy Medical Director

Guy's & St. Thomas' NHS Foundation Trust

*The Implications of an Aging Physician Population for Patient Outcomes***John J. Norcini, Ph.D.**

President and CEO

FAIMER

5:00 – 6:30 pm

Poster Session and Reception**Blue Pre Function**

6:30 pm

Dinner on your own

Friday, May 1

7:30 am – 3:00 pm **Registration/Information** **Blue Pre Function**

7:30 – 8:45 am Continental Breakfast **Hampton**

8:45 – 9:00 am **Perspectives on the Health Workforce
from the AAMC President** **Blue Ballroom**

Darrell G. Kirch, M.D.
President and CEO
Association of American Medical Colleges

9:00 – 10:30 am **Plenary II** **Blue Ballroom**
Workforce Implications of Payment Reform

Moderator:

Gene Rich, M.D.
Scholar in Residence
Association of American Medical Colleges

Panelists:

Paul Ginsburg, Ph.D.
President
Center for Studying Health System Change

Mark A. Kelley, M.D.
Chair and CEO Henry Ford Medical Group; Executive Vice President
Henry Ford Health System

Over the past several years, there have been increasing calls for reform of physician payment policies. Current payment policies are seen as impacting – usually negatively - on specialty choice, geographic distribution, quality and efficiency. What are the workforce implications of the current policies? Can Medicare and other purchasers of health care redesign their payment policies to encourage more coordinated and efficient care? Better outcomes? Encourage more medical students to consider a career in primary care? What are some suggested changes in payment policy? What impact would proposed changes have on existing practices?

10:30 – 11:00 am Break **Blue Pre Function**

Friday, May 1 (continued)

11:00 am – 12:30 pm **Breakout Sessions I-K**

Panel I: Specialty Choice

Capitol

Moderator:

Clese Erikson, M.P.Aff.

Director, Workforce Research
Association of American Medical Colleges

Speakers:

Modeling the Primary Care/Specialist Mix of New Physicians

Russell Robertson, M.D.

Professor and Chair
Department of Family and Community Medicine
Northwestern University Feinberg School of Medicine

Charles Roehrig, Ph.D.

Vice President
Altarum Institute

M.D. Economics

Jay Youngclaus, M.S.

Senior Education Analyst
Association of American Medical Colleges

Future Medical Workforce in Canada: Insight Provided by the 2007 National Physician Survey for Medical Students on their Intentions to Practice in Family Medicine

Alain Vanasse, Ph.D.

Professor
Universite de Sherbrooke
Family Medicine

Factors Affecting Subspecialty Choice Among Internal Medicine Graduates

Ellen Bouchery, M.S.

Senior Manager
The Lewin Group

Paul F. Hogan

Senior Vice President
The Lewin Group

Friday, May 1 (continued)

Panel J: Diversity

Governor's

Moderator:

Ann Steinecke, Ph.D.

Senior Program Specialist

Association of American Medical Colleges

Speakers:

Race, Ethnicity and the Experience of Practicing Medicine

Michael Dill

Senior Data Analyst

Association of American Medical Colleges

The Physician Pipeline: Workforce Patterns of Practicing Physician Graduates of University of California Premedical Post-baccalaureate Programs

Kate Lupton, M.D.

Clinical Fellow

Division of General Internal Medicine

University of California, San Francisco

Enhancing Gender Balance in University of Massachusetts Medical School Faculty

Susan Pasquale, Ph.D.

Director of Curriculum and Faculty Development

University of Massachusetts Medical School

Office of Medical Education and Faculty Affairs

Workplace Discrimination and Physician Job Turnover

Marcella Nunez Smith, M.D., M.H.S.

Assistant Professor

Yale University

Friday, May 1 (continued)

Panel K: State Workforce Networking Calvert
Round Table

Facilitator:

Jean M. Moore, M.S.

Director

Center for Health Workforce Studies

University at Albany, SUNY

Jean Moore, Director of the Albany Center for Health Workforce Studies, will lead a round table discussion on state workforce research issues. This will be an opportunity to share your workforce triumphs and challenges and network with peers in other states.

12:30 – 1:45 pm

Luncheon and Presentation

Hampton

Speaker:

Richard Scheffler, Ph.D.

Author of *“Is there a Doctor in the House? Market Signals and Tomorrow’s Supply of Physicians”*

Distinguished Professor of Health Economics and Public Policy

University of California, Berkeley, School of Public Health

1:45 – 3:30 pm

Plenary III

Blue Ballroom

The Social Mission of Medical Education

Moderator:

Henry Sondheimer, M.D.

Senior Director, Student Affairs & Student Programs

Association of American Medical Colleges

Panelists:

Jordan Cohen, M.D.

Chair

Josiah Macy, Jr. Foundation Panel on Education Reform and Medicine

President Emeritus, Association of American Medical Colleges

Friday, May 1 (continued)

Fitzhugh Mullan, M.D.
Principal Investigator
The Medical School Futures Study

Deborah C. German, M.D.
Dean, College of Medicine
University of Central Florida

Parker A. Duncan, M.P.H., MS4
Medical Student
University of California, Irvine, School of Medicine
PRIME-LC, Pisacano Scholar, 2008

In this period of medical school expansion and the suggestion that an effective health care system requires changes in the physician workforce, there have been a number of efforts reflecting on the social mission of medical schools and attempts to assess how good a job the schools are doing to meet the needs of the nation. This session will review two recent efforts to promote the “social mission” of medical education and include the perspective of a dean from a new medical school and a fourth year medical student who wants to pursue a career in family medicine.

3:30 – 3:45

Closing Comments**Blue Ballroom**

Speaker:

Edward Salsberg, M.P.A.
Director, Center for Workforce Studies
Association of American Medical Colleges

3:45 pm

Meeting Adjourns

Future Meetings

2009

AAMC Annual Meeting
November 6-11
Boston, Mass.

2010

6th Annual Physician Workforce
Research Conference
May 6-7
Alexandria, Va.

AAMC Annual Meeting
November 5 -10
Washington, D.C.

Omni Shoreham Washington DC Floor Chart

