



**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 House Bills 317 and 422, OMPW addresses the primary care physician workforce shortage by nurturing and financially assisting development and support of ACGME training programs with a primary focus on family medicine residency programs.

Although the focus is on family medicine, Mississippi obviously has needs in other disciplines. 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

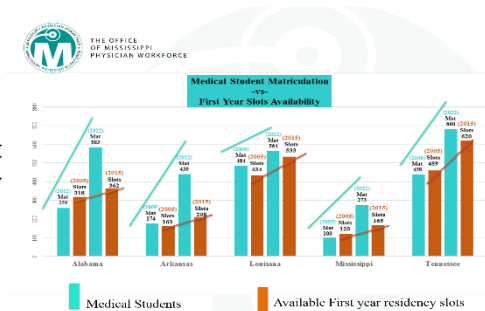
available resources;

- 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 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 active patient care primary care physician supply in the nation. It has 59.7 active patient care primary care physicians per 100,000 population, compared to the national average of 82.5.

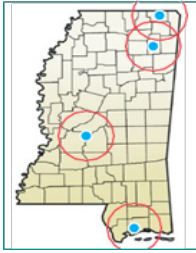
Creating and expanding medical schools in our state and across the U.S. will produce more physicians. However, without expanding the number of residency slots (GME) in our state, medical students will be forced to train out-of-state and likely settle elsewhere.



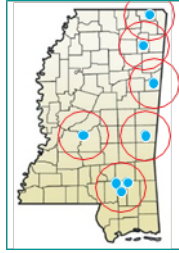
Projections based on expansion and planned new medical schools vs first year training slot availability

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, *2017 State Physician Workforce Data*

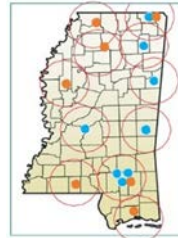
Book, Mississippi ranked 10th in percent retention of medical graduates when they performed both medical school and residency in Mississippi. This resulted in a 76.6% retention rate. With improved geographic distribution and increased numbers of physicians, access to care should be positively impacted. 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 in 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. OMPW plans a three-prong approach to faculty and preceptor training that includes a customized, 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?**

OMPW is aligned with the National Rural Recruitment and Retention Network (3RNet) 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 <https://www.3rnet.org/> or refer to the “Career” section of the OMPW website at [www.ompw.org](http://www.ompw.org).

**The Rural Opportunities for Mississippi Physician’s Career Fair (ROMP)** is specifically designed for primary care students and physicians who may be interested in relocating to rural or small town Mississippi communities. ROMP provides students, residents, and physicians with the opportunity to network, meet potential employers, and investigate special incentives such as loan repayment and forgiveness.

Nearly half of Mississippians live in rural areas where they experience many of the same health challenges as urban communities. Although still in last place at 186 physicians per 100,000 residents (compared to the national median of 258 per 100,000), the state fares better at retaining its graduates. Mississippi ranks fourth in keeping medical school graduates and 13th in retaining residents.

The demand for primary care physicians, especially those practicing in rural areas, is expected to sharply increase in the coming years. The rural population of those ages 55 to 75 is estimated to grow 30 percent between 2010 and 2020 due, in part, to retiring baby boomers migrating from urban areas.

Dates and details to be announced.

**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 University 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 Medical Education and Research Consortium (initial stages of development)
- Delta Regional Medical Center (Greenville)
- Greenwood/Leflore Hospital (Greenwood)
- South Sunflower County Hospital (Indianola)
- The EC-HealthNet Family Medicine Residency Program (Meridian)
- The Forrest General Hospital Family Medicine Residency Program (Hattiesburg)
- The Magnolia Regional Health Center (Corinth)
- 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 Governor 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](http://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](http://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](mailto:info@ompw.org).

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