



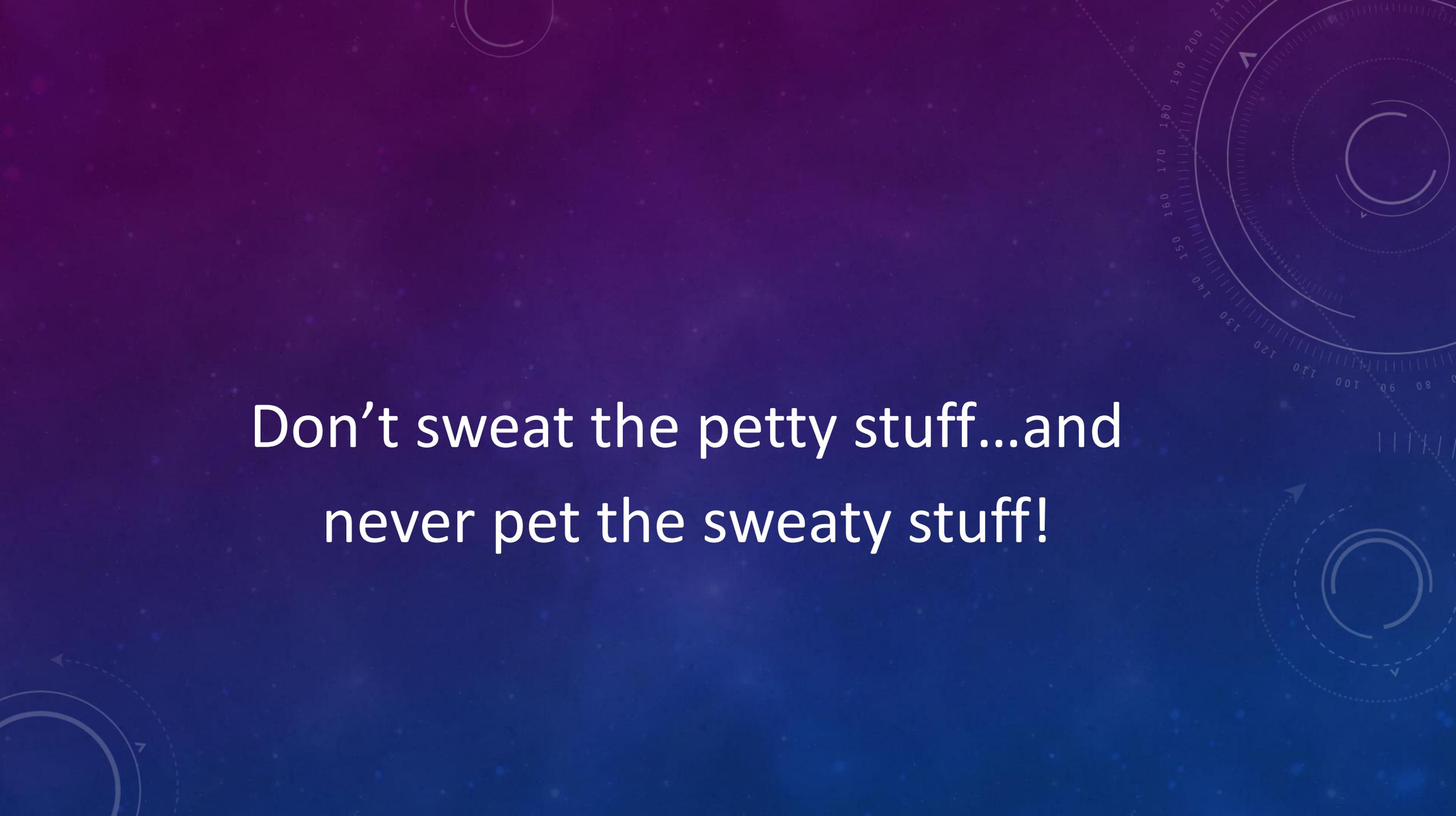
NATIONAL INDIAN HEALTH BOARD RECRUITMENT & RETENTION

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Don't sweat the petty stuff...and
never pet the sweaty stuff!

TODAY'S JOURNEY

- PLIGHT – a distressing situation
- PLAN – a scheme for doing something
- PLACE – to find employment for physicians

EVER FEEL LIKE YOU'RE WALKING A TIGHTROPE?



- We need providers, but our options, if we have any, are few!
- How do we find a physician who fits our culture and clinic?
- How do we attract physicians to our geographic area?
- When we find them, how do we retain them so we are not searching and filling the same position in a year or two?

KEY FINDINGS FROM THE AAMC 2015 REPORT ON PHYSICIAN SUPPLY & DEMAND (2013 TO 2025)

- Physician demand continues to grow faster than supply, leading to a projected shortfall of between 46,000 and 90,000 physicians by 2025. (2010 study projected a shortage of 130,000 doctors) Reasons why include:
 - Millions of newly insured people entering the system due to the Affordable Care Act
 - Aging Baby Boomers with increased medical needs
 - Aging physicians reaching retirement age
 - A stronger economy
- Projected shortfalls in primary care will range between 12,000 and 31,000 and between 28,000 and 63,000 for non-primary care physicians by 2025.

KEY FINDINGS FROM THE AAMC 2015 REPORT ON PHYSICIAN SUPPLY & DEMAND (2013 TO 2025)

- Expanded medical coverage achieved under ACA, once fully implemented, will likely increase demand for physicians by about 17,000 or 2%. The CBO estimates that 26 million people, who otherwise would be uninsured in the absence of ACA, eventually will have medical insurance.
- Lower ranges of the projected physician shortfalls reflect the rapid growth in supply of Advanced Practice Clinicians and the increased role these providers are playing in patient care delivery. However, physician shortages will persist.

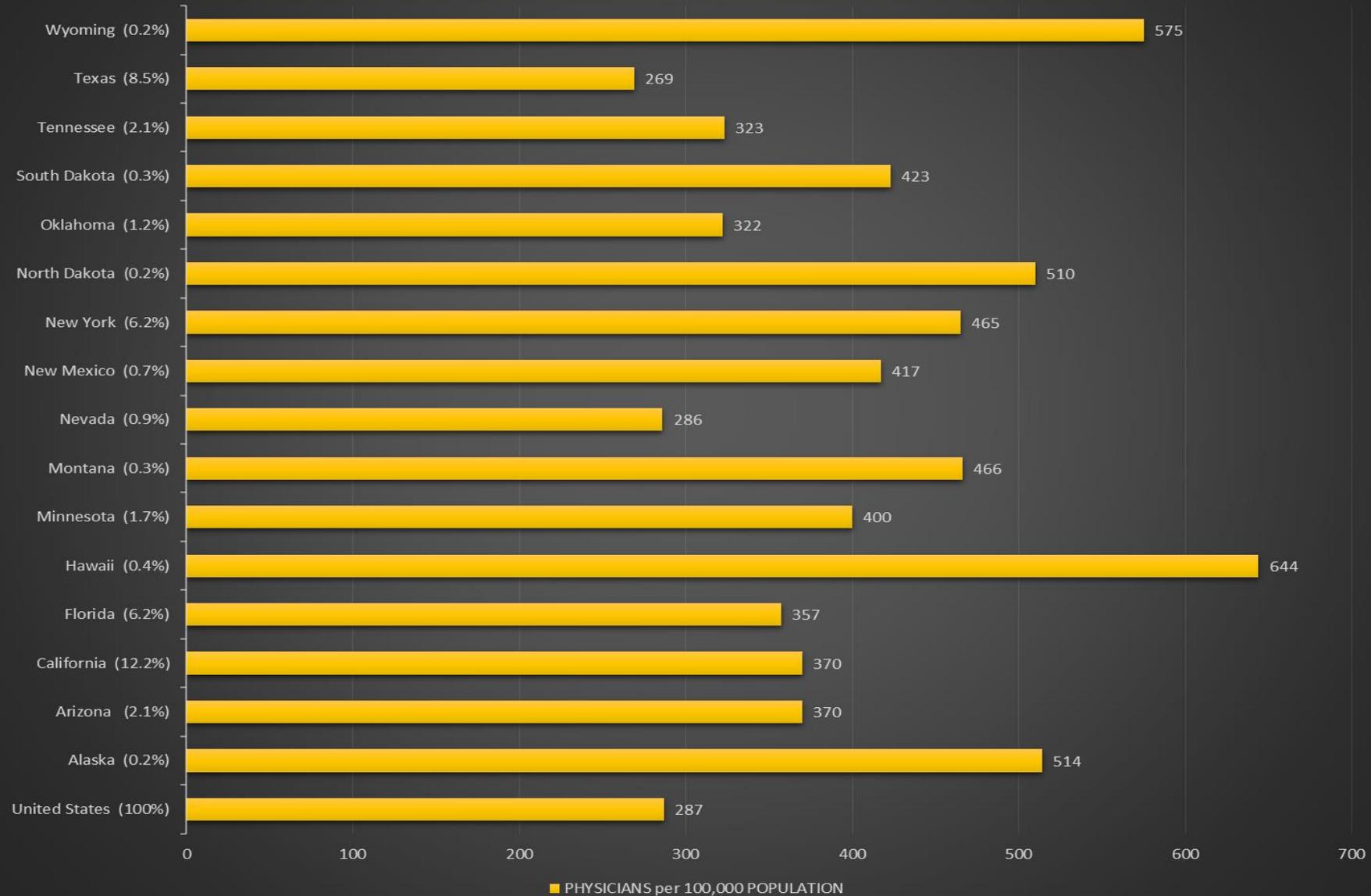
KEY FINDINGS FROM THE AAMC 2015 REPORT ON PHYSICIAN SUPPLY & DEMAND (2013 TO 2025)

- SOME GOOD NEWS – the projected shortfalls of physicians in 2025 are smaller than shortfalls projected in the earlier 2010 study. Reasons why include:
 - U.S. Census Bureau revised downward its 2025 population projections by about 10 million people.
 - The number of physicians completing graduate medical education has risen from about 27,000 to 29,000 annually.

THE LARGE RANGE FOR THE SHORTAGE PROJECTIONS REFLECTS UNCERTAINTY ABOUT KEY SUPPLY AND DEMAND DETERMINANTS, SUCH AS:

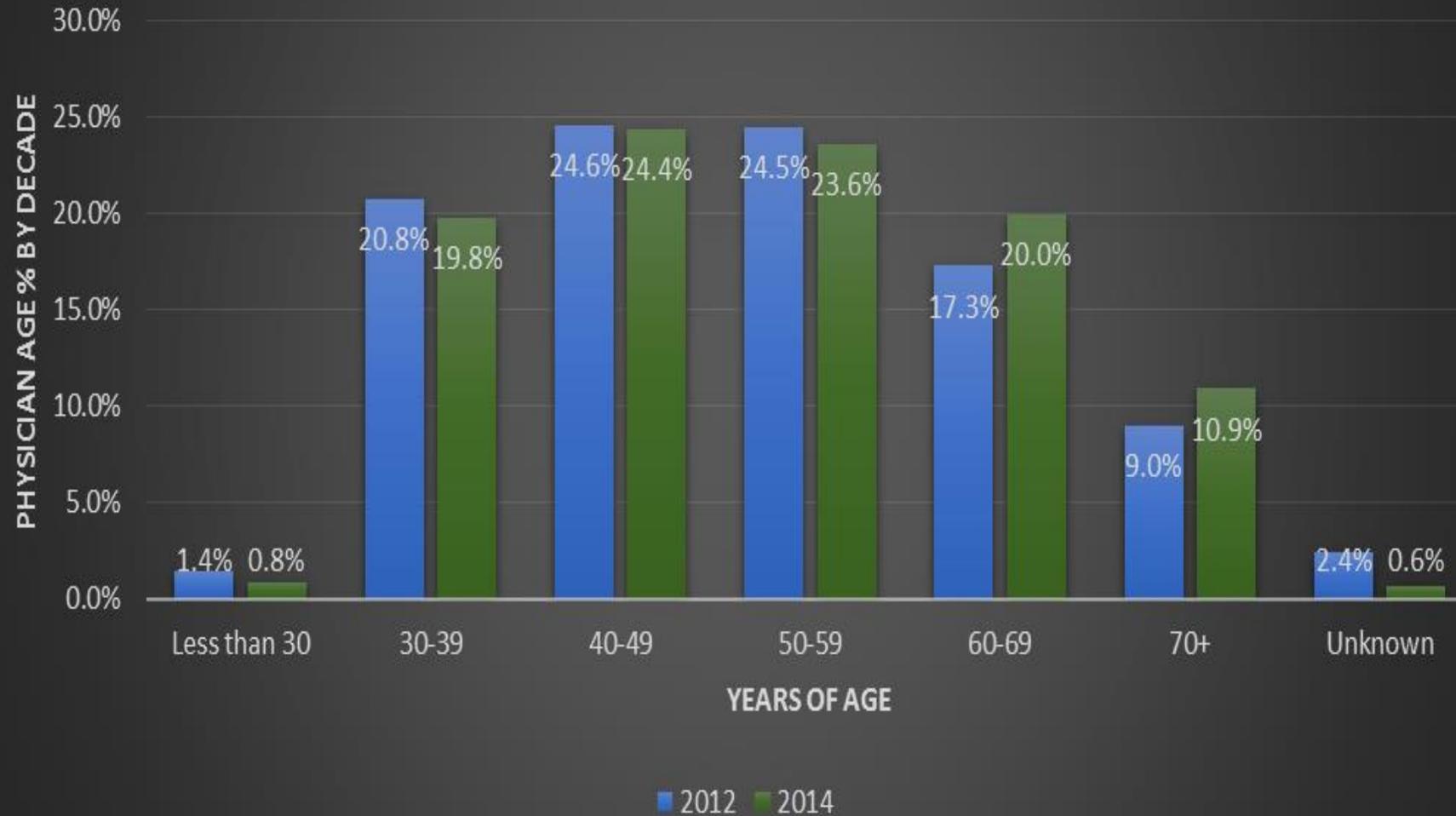
- How physician retirement patterns may change over time based on economic factors, work satisfaction, trends in health and mortality, and cultural norms regarding retirement
- Will younger physicians continue to have similar work-life balance expectations as older docs (i.e., Millennials vs. Baby Boomers)
- How clinician staffing patterns are likely to evolve over time
- The effects of different payment models

PHYSICIANS per 100,000 Population with STATE % of TOTAL U.S. Population

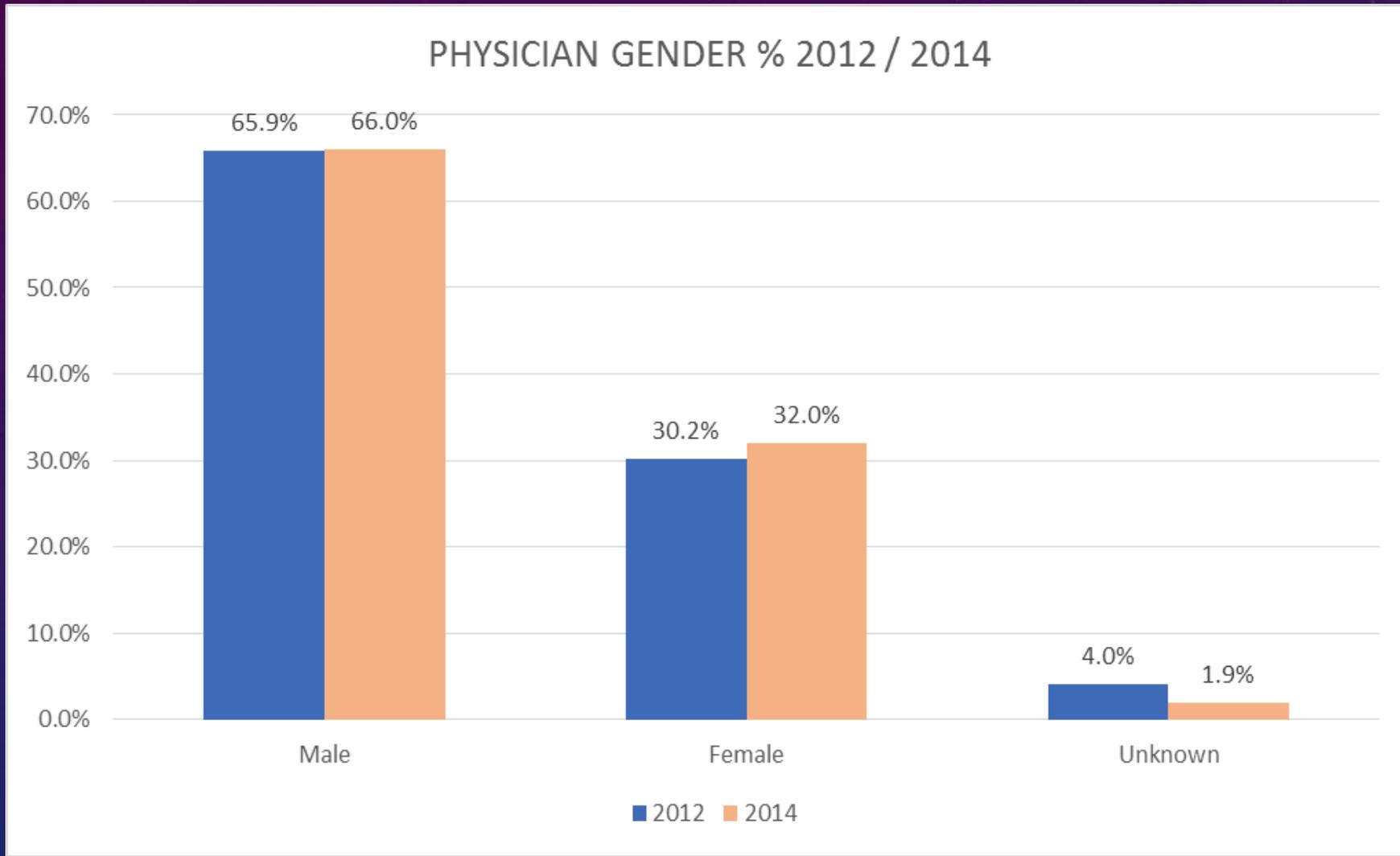


Source: 2014 Federation of State Medical Boards and U.S. Census Bureau

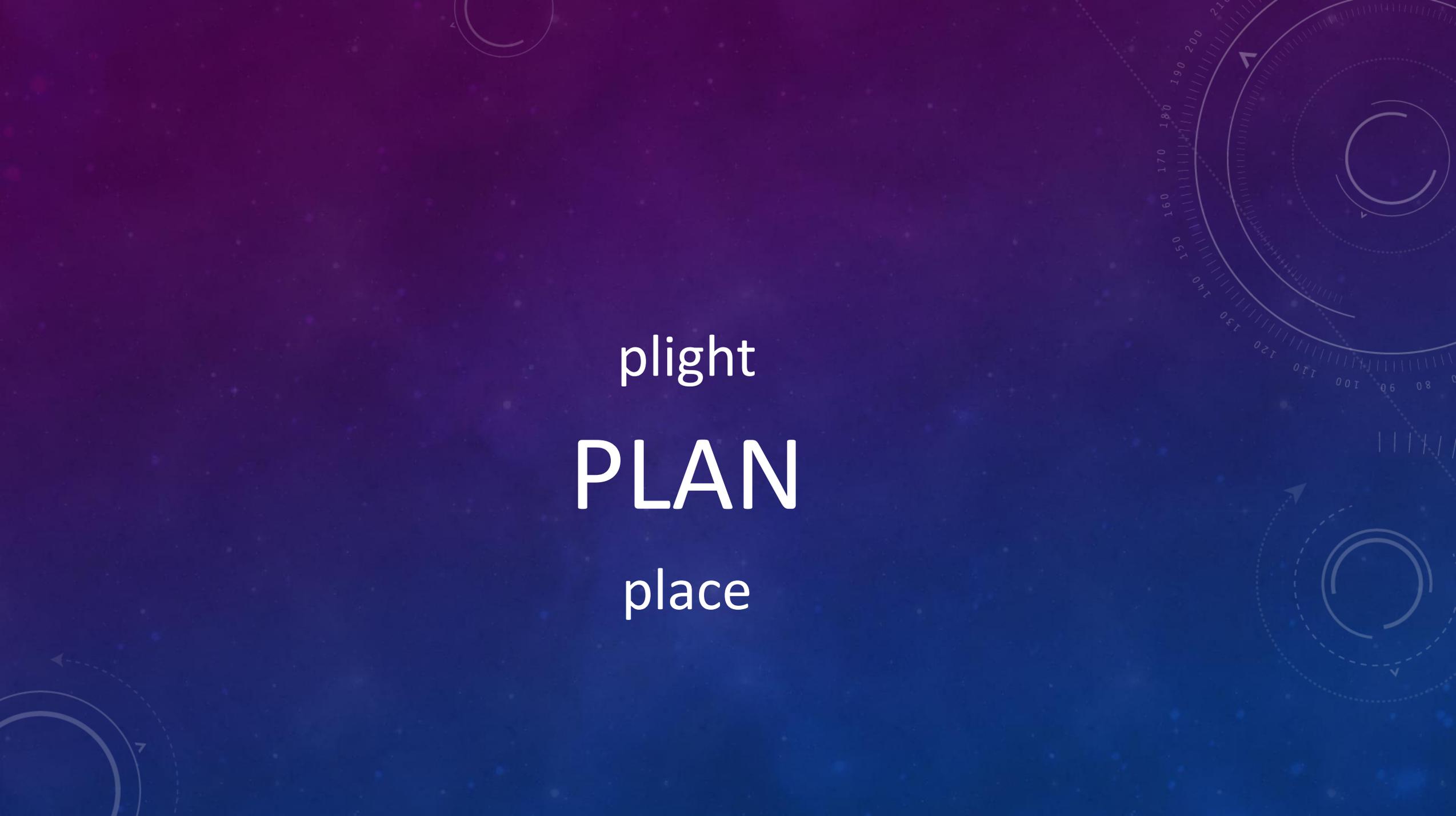
PHYSICIAN AGE DISTRIBUTION 2012 / 2014



Source: 2014 Federation of State Medical Boards



Source: 2014 Federation of State Medical Boards

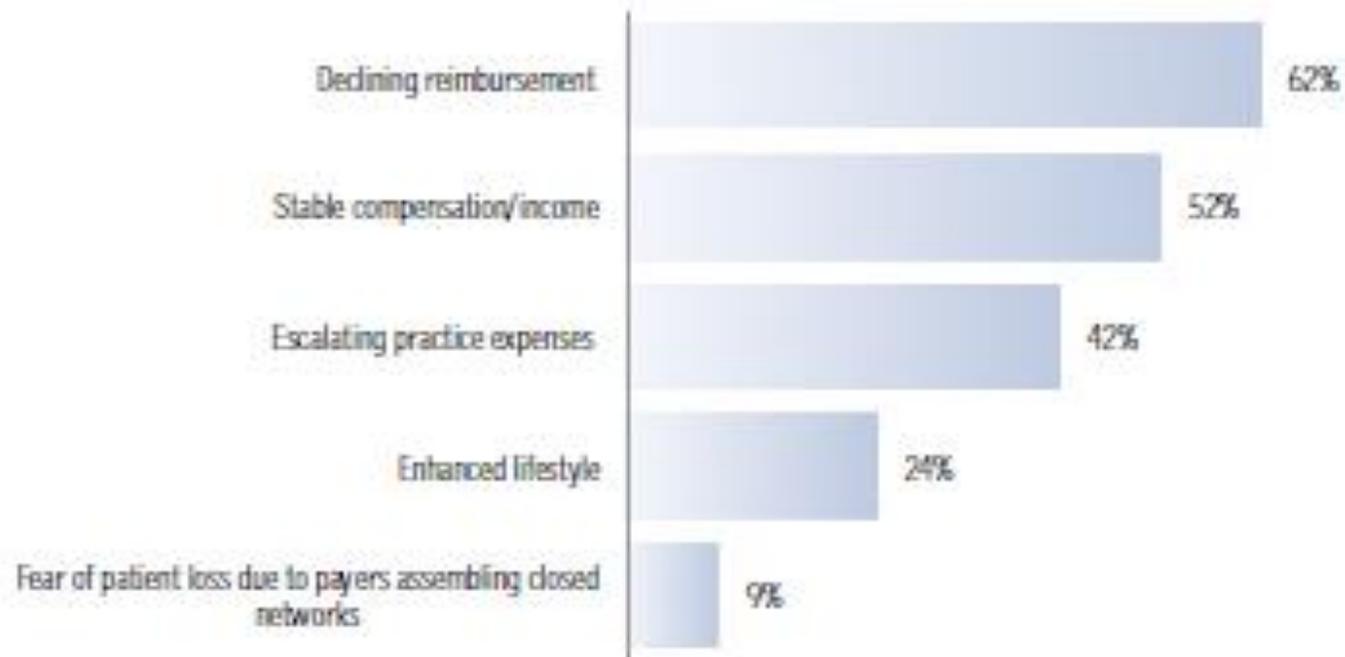
The background is a dark blue gradient with a subtle pattern of white stars. Overlaid on this are several technical diagrams. In the top right, there is a large circular diagram with concentric rings and a scale from 0 to 210 degrees. In the bottom right, there is a smaller circular diagram with dashed lines and arrows. In the bottom left, there is another circular diagram with solid lines and arrows. The text is centered in the middle of the image.

plight
PLAN
place

FACTORS WHY PHYSICIANS WANT TO BE EMPLOYED

FIGURE 7 | Motivators Driving Physicians to Seek/Accept Employment

Q | What are the top two motivators that are driving physicians to seek/accept employment with your hospital or health system?

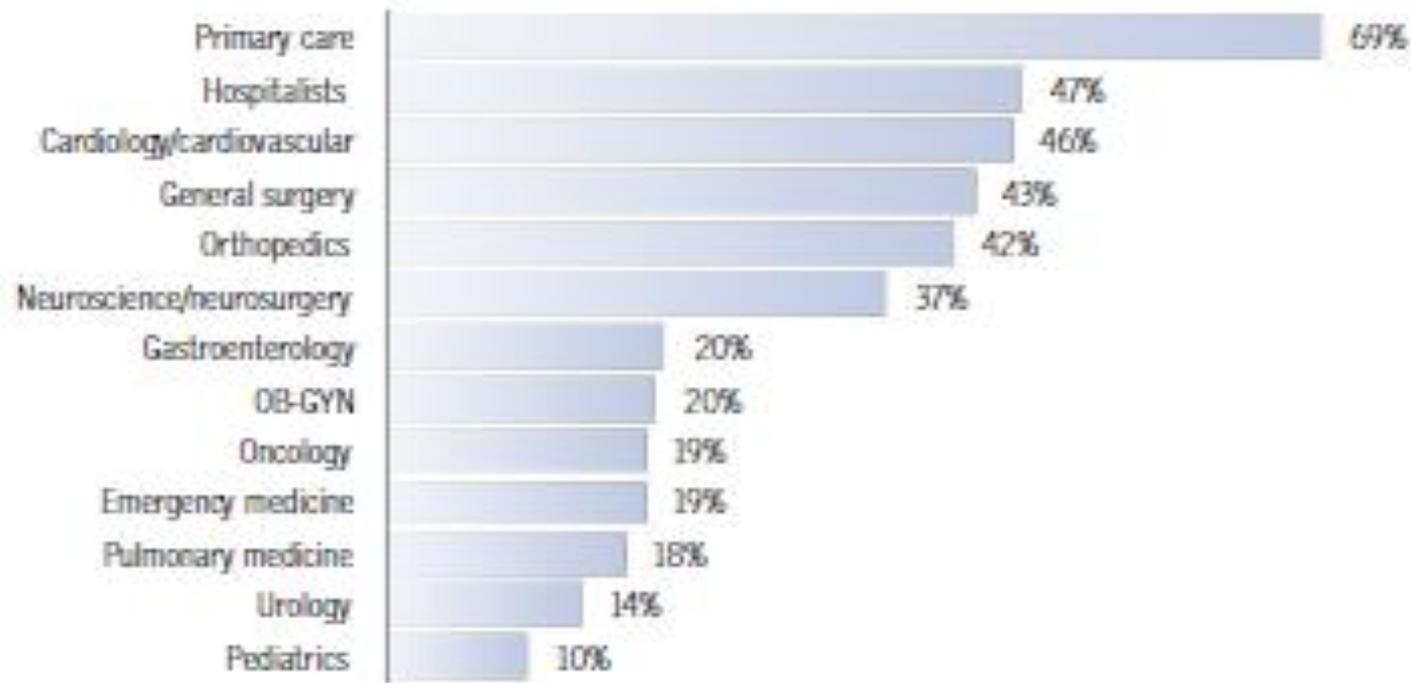


Base = 279 Multi response

MOST SOUGHT AFTER PHYSICIAN SPECIALTIES

FIGURE 8 Recruiting Targets Over Next Three Years

Q | Please select your top five physician recruiting targets over the next three years.

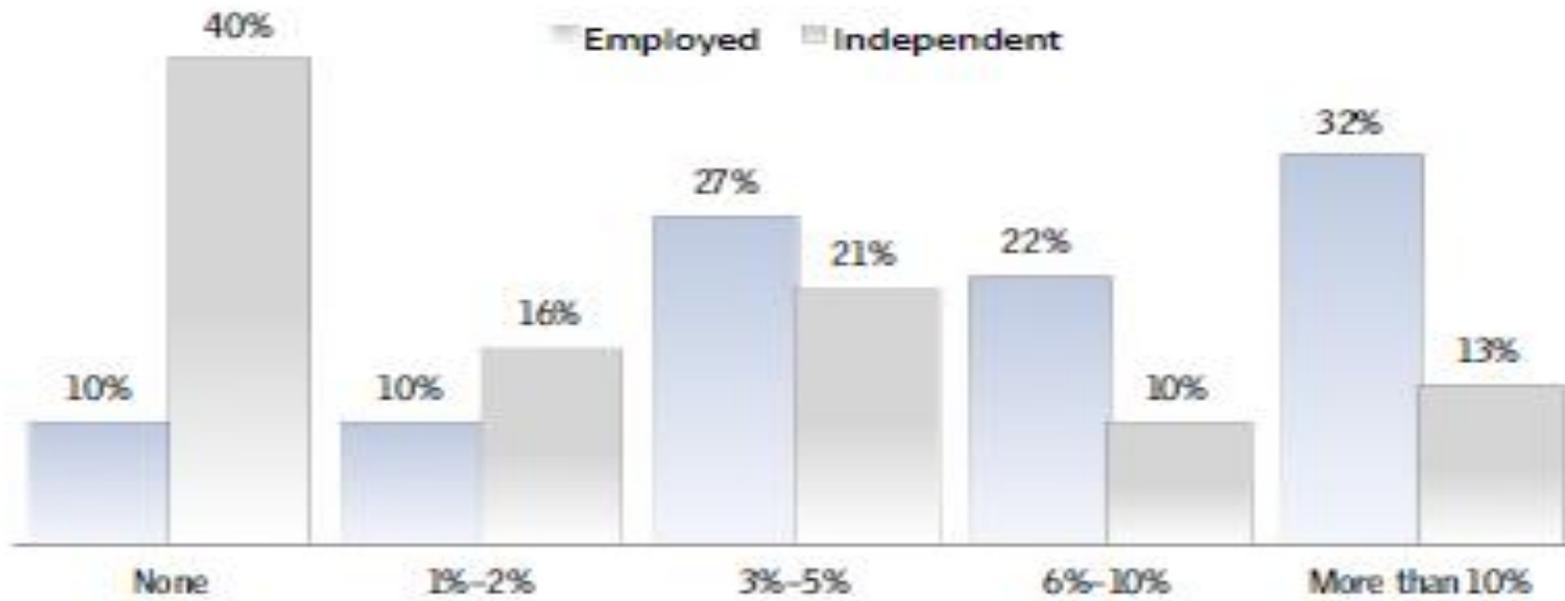


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PERCENTAGE OF TOTAL COMPENSATION FOR NON-PRODUCTIVITY PERFORMANCE

FIGURE 13 | Percentage of Total Compensation for Nonproductivity Performance in Three Years

Q | What percentage of total compensation do you anticipate will be for nonproductivity performance (such as patient satisfaction, clinical quality, and citizenship) in three years?

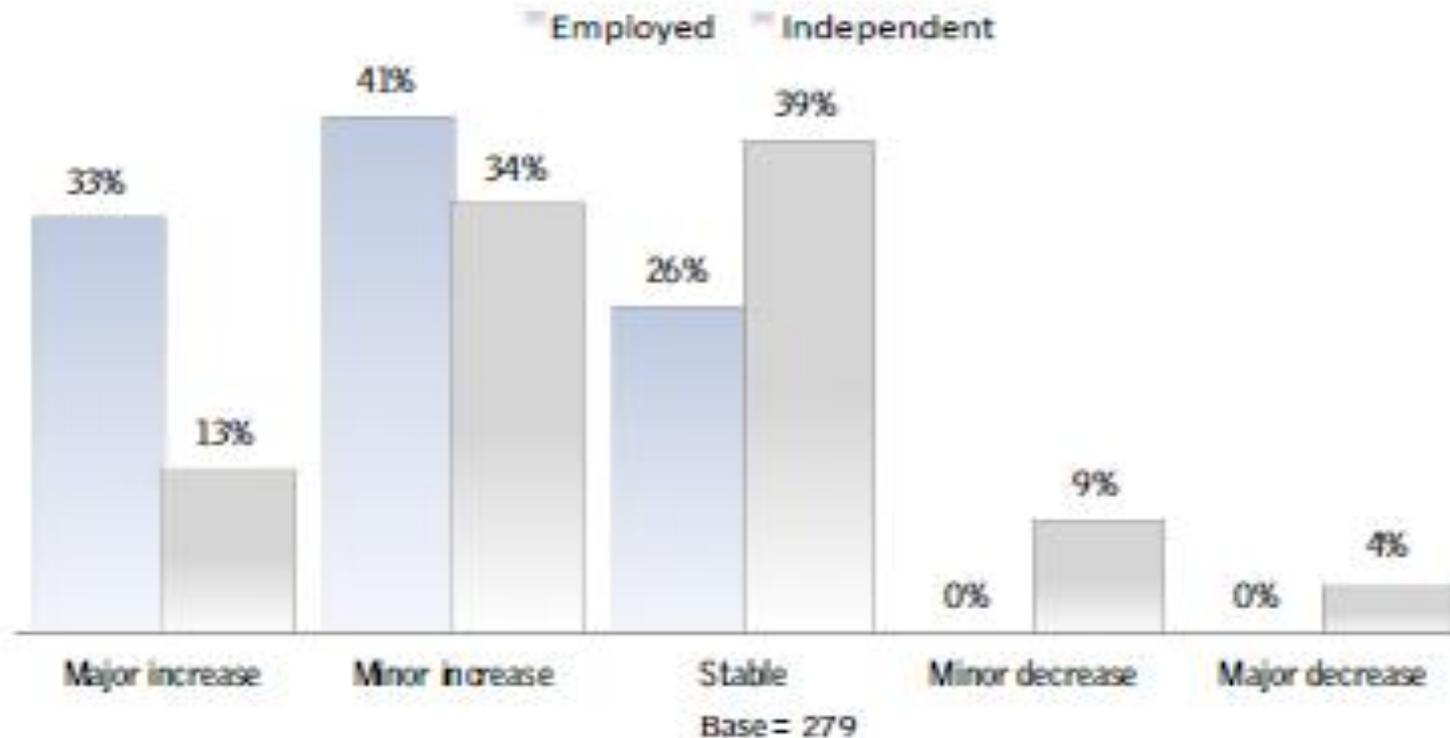


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PHYSICIAN LEADERSHIP EXPECTATIONS

FIGURE 14 Expectation for Employed and Independent Physicians in Leadership in Three Years

Q | What is your expectation for employed and independent physicians in leadership at your organization in three years?



SUGGESTED RECRUITING STRATEGIES

1. Medical Staff colleagues / referrals
2. Residency Program visits
3. Professional Meetings (National / State)
4. Electronic Job Boards (PracticeLink, PracticeMatch, HealtheCareers)
5. Niche Job Boards
6. Journal Advertising
7. Turn moonlighters into full-time medical staff

RETENTION IDEAS

1. Mentoring Program
2. Onboarding
3. Take care of the small things
4. Events to encourage socialization among med staff and spouses outside the clinic
5. Indian Health Service (IHS) Loan Repayment / Scholarship Program
6. National Health Service Corps (NHSC) Loan Repayment / Scholarship Program

“PLAN YOUR WORK AND WORK YOUR PLAN”

plight

plan

PLACE



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