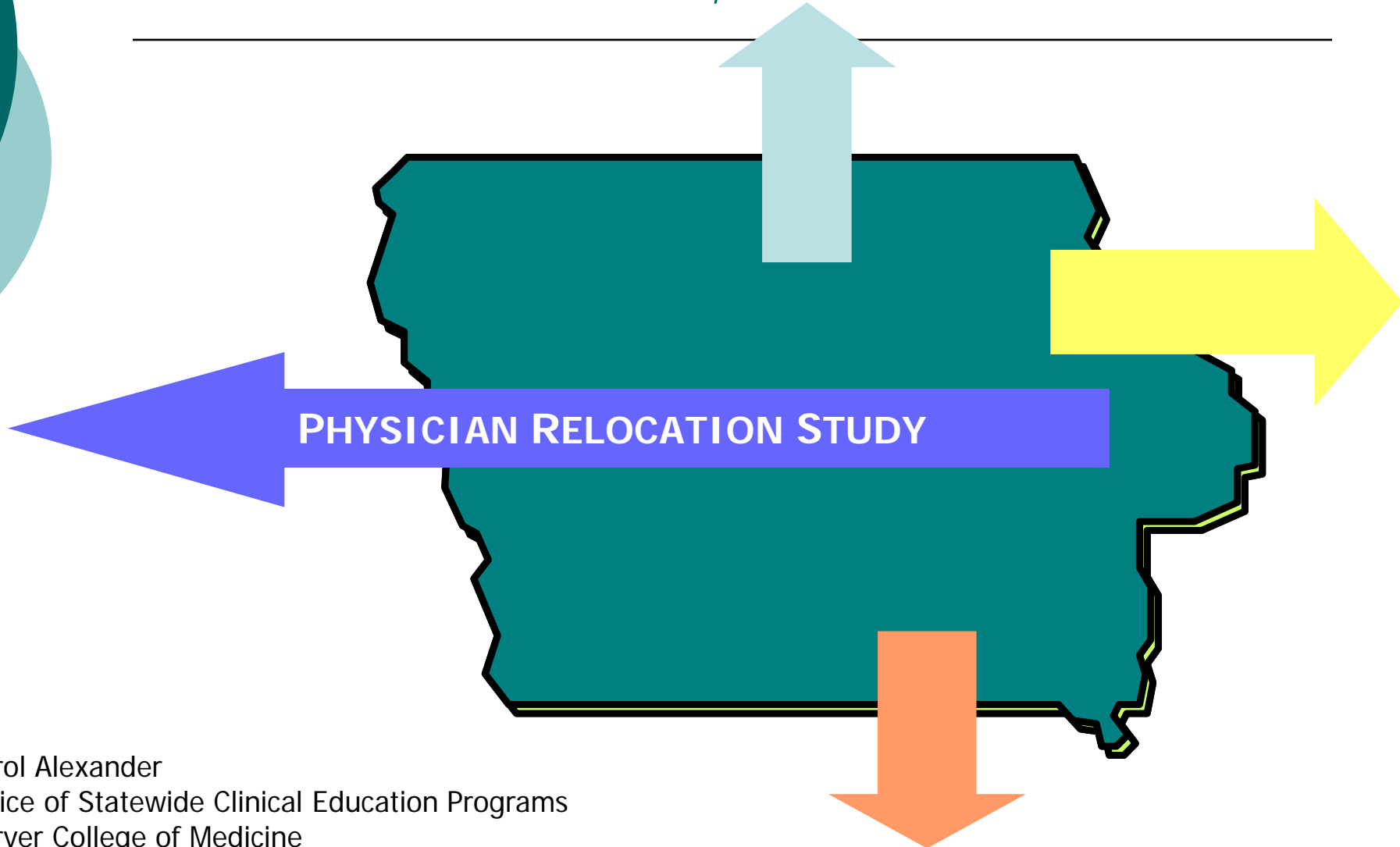


IOWA RECRUITMENT AND RETENTION WORKSHOP

West Des Moines, Iowa

December 1, 2010



Carol Alexander
Office of Statewide Clinical Education Programs
Carver College of Medicine
University of Iowa



IOWA PHYSICIAN INFORMATION SYSTEM

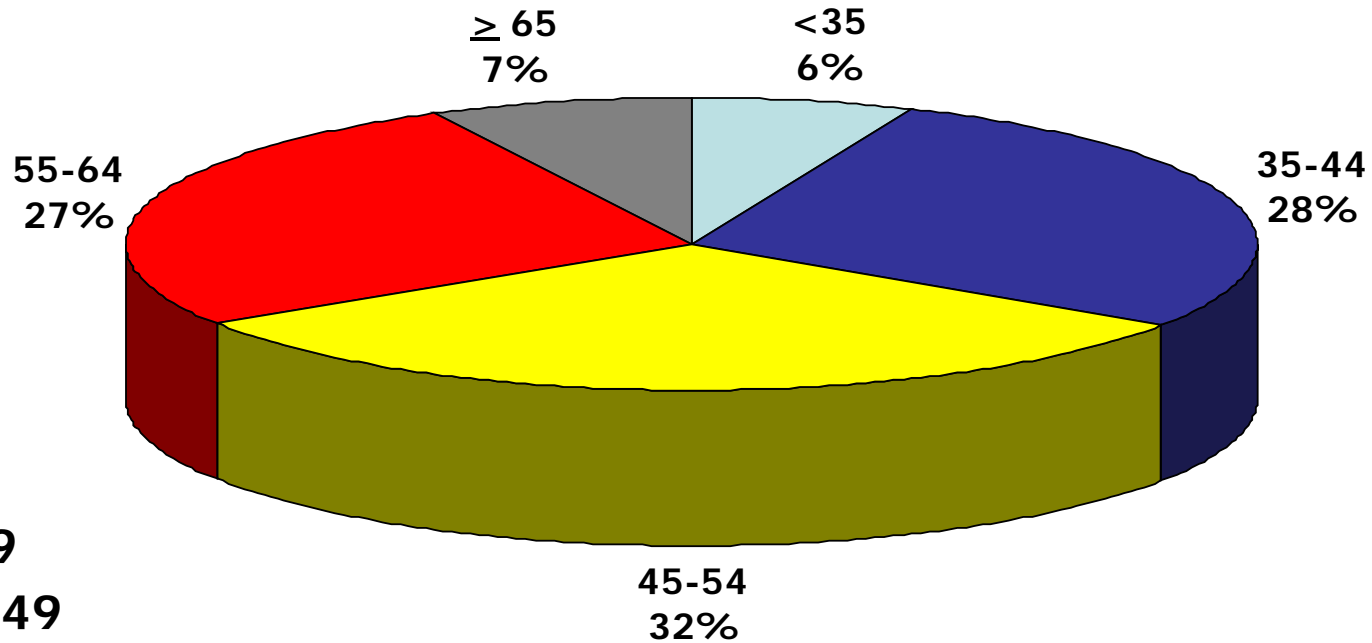
- Continuous Inventory (31 yrs.)
- All Iowa Physicians (MD/DO)
- Purposes:
 - Describe physician population
 - Monitor trends
 - Conduct research
 - Evaluate programs
 - Disseminate information

Myth 1

AGE DISTRIBUTION OF IOWA PHYSICIANS

2009

<u>Age Category</u>	<u>No.</u>	<u>%</u>	<u>Cumulative %</u>
< 35	341	6%	6%
35-44	1520	28%	35%
45-54	1681	31%	66%
55-64	1442	27%	93%
<u>≥ 65</u>	<u>398</u>	<u>7%</u>	100%
Total	5382	100	



Mean: 49

Median: 49

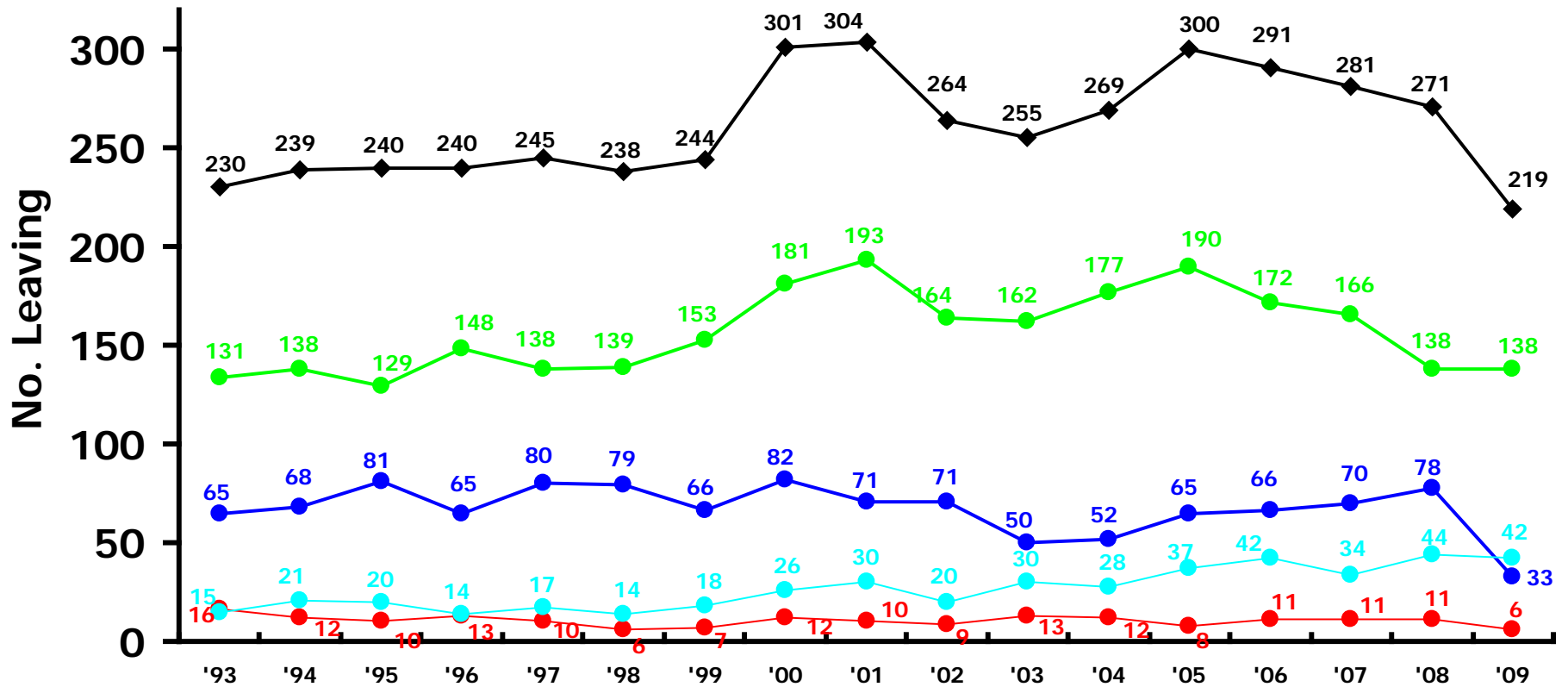
Myth II

PHYSICIANS LEAVING IOWA PRACTICES

1993 - 2009

— All Specialties —

◆ Annual Total ● Relocated ● Retirement ● Death/Health ● All Other*



*All other categories: Locum Tenens, Inactive, Loss of License, Military, Training, and Unknown

Source: Office of Statewide Clinical Education Programs, UI Carver College of Medicine
Iowa Health Professions Tracking Center, December 2009



REASONS FOR ATTRITION

(Past 10 Years)

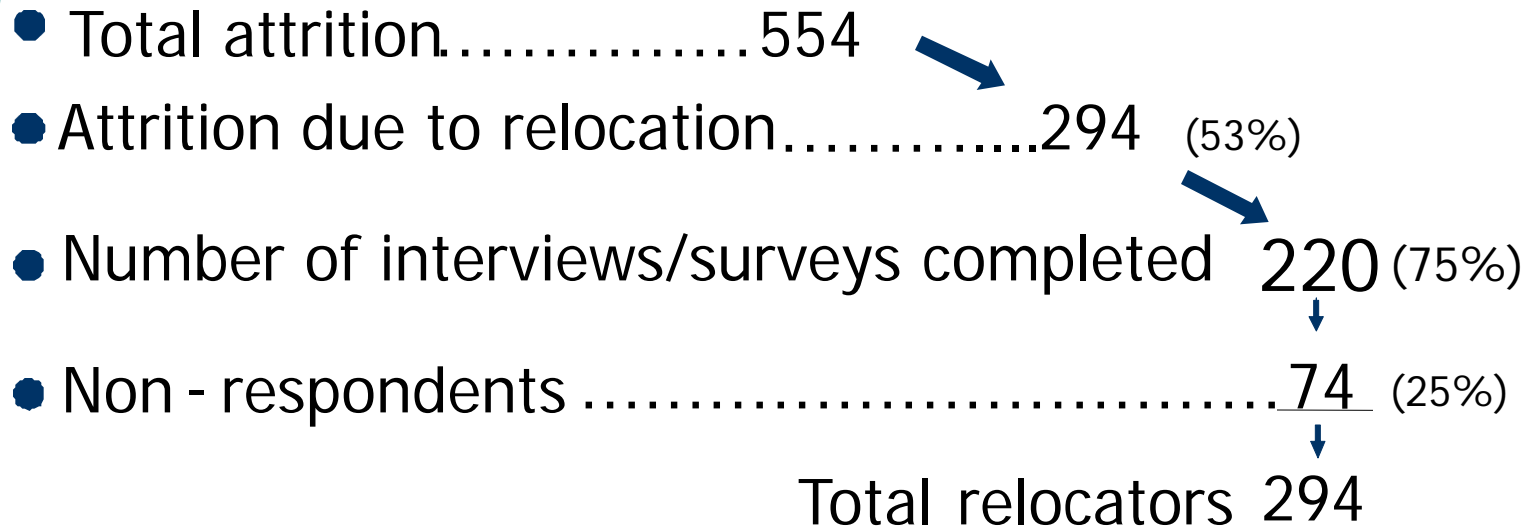
- Relocation outside Iowa — 61%
- Retirement — 23%
- Death and disability — 4%
- Miscellaneous reasons* — 12%

*Loss of license, inactive, military, re-training, etc...

BACKGROUND

- Task Force on the Iowa Physician Workforce recommended a study to ascertain the reasons physicians leave IA.
- Advisory Council on the Iowa Physician Workforce placed a high priority on the study in August 2008.
- In August 2008, OSCEP initiated a study of the IA physicians who relocated during 2007.
- The study was continued in 2009 with the cohort that relocated in 2008.

PHYSICIANS LEAVING IOWA IN 2007-08



TYPE OF RESPONSE (220)

	<u>Number</u>	<u>Percent</u>
○ Phone interview	73	33%
○ Direct mail	109	50%
○ Facsimile	29	13%
○ E-mail	9	4%
	<hr/>	<hr/>
Total	220	100%



PROFILES — 2007-2008

Relocators

Respondents

Physician Population

Are the relocators representative of the Iowa physician population?

2007-2008 PHYSICIAN RELOCATORS

UI Medical Education Experience*

	2008 IA Physician Supply (N=5245)	Total Relocators (N=294)
UI Med Ed Exp.	50%	24%
No UI Med Ed Exp.	<u>50%</u>	<u>76%</u>
Total	100%	100%

Conclusion: While 50% of the Iowa physician supply has no UI medical education experience, 76% of the relocators were in that group.

* Medical School, residency, fellowship, or any combination of those experiences (includes UI-affiliated residency)

2007-2008 PHYSICIAN RELOCATORS

Community Size (New)

Community Pop.	2008 IA Physician Supply (N=5245)	Total Relocators (N=294)
<5,000	8%	10%
5,000-14,999	14%	9%
15,000-49,999	18%	21%
50,000-99,999	38%	15%
>100,000	22%	44%
Unknown	<u>0%</u>	<u>1%</u>
Totals	100%	100%

2007-2008 PHYSICIAN RELOCATORS

Destination: Iowa's Contiguous States

<u>State</u>	<u>No. of Total Relocators (N=294)</u>	<u>% of Total Relocators</u>	
Missouri	23	8%	} 44%
Nebraska	23	8%	
Illinois	22	7%	
Minnesota	21	7%	
Wisconsin	21	7%	
South Dakota	20	7%	
Non-Contiguous States	<u>164</u>	<u>56%</u>	
Total	294	100%	

Conclusion: 44% of relocators moved to contiguous states.

2007-2008 PHYSICIAN RELOCATORS

Age Distribution

<u>Age Category</u>	2008 IA Phys. Supply (N=5245)	Total Relocators (N=294)
< 35	9%	10%
35-44	28%	44%
45-54	33%	29%
55-64	24%	16%
≥ 65	<u>6%</u>	<u>1%</u>
Total	100%	100%
Mean	48	45
Median	48	43

Conclusion: 54% of the relocators under the age of 44.

2007-2008 PHYSICIAN RELOCATORS

Duration of Iowa Practice

Length of Practice (<u>yrs</u>)	2008 IA Physician Supply (<u>N=5245</u>)	Total Relocators (<u>N=294</u>)
< 1	3%	6%
1-5	23%	54%
6-10	18%	22%
11-20	28%	10%
> 20	<u>28%</u>	<u>8%</u>
Total	100%	100%

Conclusion: 60% of the relocators had been in practice under 5 years, compared to only 26% of Iowa physicians.

2007-2008 PHYSICIAN RELOCATORS

Gender

	2008 IA Physician Supply (N=5245)	Total Relocators (N=294)
○ Male	75%	72%
○ Female	<u>25%</u>	<u>28%</u>
Totals	100%	100%

Conclusion: The distribution of the gender of relocators is similar to the Iowa physician supply.

2007-2008 PHYSICIAN RELOCATORS

Medical Specialty

<u>Specialty</u>	2008 IA Physician Supply (N=5245)	Total Relocators (N=294)
Family Medicine	25%	14%
General Int Med	9%	13%
Anesthesiology	6%	9%
Emergency Med	5%	8%
Diagnostic Radiology	4%	6%
General Surgery	4%	6%
Psychiatry	4%	5%
General Pediatrics	5%	3%
CV Disease	3%	2%
Pulmonary	2%	2%
Gastroenterology	2%	2%
Orthopaedic Surgery	4%	2%
Infectious Disease	1%	1%
Others	<u>26%</u>	<u>27%</u>
Total	100%	100%

Conclusion: 44% of relocators were in family medicine, general internal medicine, anesthesiology, and emergency medicine.



PHYSICIANS RELOCATING FROM IOWA

– 2007-2008 Survey Results –

2007-2008 SURVEY RESULTS

Factors Causing Relocation (220 Respondents)

<u>Factor Categories*</u>	<u>No. of Respondents Citing Factor Category</u>	<u>% of Total Respondents</u>
Practice Factors	181	82%
Family Factors	122	55%
Geographic/Community Factors	102	46%

Conclusion: 82% of respondents cited practice factors.

* Respondents could select more than one factor in each category.

2007-2008 SURVEY RESULTS

Combinations of Factors

<u>Factors</u>	<u>No. of Citations</u>	<u>% of Total Respondents (220)</u>
Practice (only)	63	29%
Practice, Family	32	15%
Practice, Geographic/Community	34	15%
Practice, Family, Geographic/Community	52	24%
Family (only)	23	10%
Family, Geographic/Community	15	6%
Geographic/Community (only)	1	1%
Total	220	100%

2007-2008 SURVEY RESULTS

Practice Factors

<u>Factors</u>	<u>No. of Citations</u>	<u>% of Total Respondents (220)</u>
○ Attitudes/values/relationships within practice	84	38%
○ Salary/Income	76	35%
○ Call coverage schedule	56	25%
○ Work schedule	54	25%
○ Career Change/opportunity/promotion	41	19%
○ Hospital relationships	40	18%
○ Other compensation (i.e., benefits, vacation)	26	12%
○ Reimbursement from payers	21	10%
○ Too Many Patients	11	5%
○ Not Enough Patients	11	5%
○ Professional Liability	10	5%
○ Other practice factors	9	4%
○ Competence of practice associates	6	3%

Conclusion: The most frequently cited practice factors were the relationships in the practice, income, call coverage, and work schedule.

2007-2008 SURVEY RESULTS

Family Factors

<u>Factors</u>	<u>No. of Citations</u>	<u>% of Total Respondents (220)</u>
○ Desire to move closer to family	72	33%
○ Spouse employment	32	15%
○ Family did not adjust to community	23	10%
○ A family illness or health condition	13	6%
○ Other family factors	13	6%

Conclusion: The most frequently cited family factor was a desire to move closer to family.

2007-2008 SURVEY RESULTS

Geographic and Community Factors

<u>Factors</u>	<u>No. of Citations</u>	<u>% of All Respondents (220)</u>
○ Climate/weather	53	24%
○ Cultural and/or recreational opportunities	48	22%
○ Availability of airline service	30	14%
○ Degree of diversity in community	28	13%
○ Other geographic and community factors	16	7%

Conclusion: Climate and cultural/recreational opportunities were the most frequently cited geographical and community factors.

2007-2008 SURVEY RESULTS

Most Important Reason for Relocation

<u>Reason</u>	<u>No. of Citations</u>	<u>% of Total Respondents (220)</u>
○ Desire to move closer to family	40	18%
○ Attitude/values/relationships within practice	35	16%
○ Salary/Income	25	11%
○ Career change/opportunity/promotion	24	11%
○ Hospital relationships	15	7%
○ Spouse employment	15	7%
○ Family did not adjust to the community	13	6%
○ Call/coverage schedule	13	6%
○ Lack of opportunities in desired IA locations	9	4%
○ Family illness	8	4%

Mysth III

2007-2008 SURVEY RESULTS

Most Important Reason for Relocation (cont'd.)

<u>Reason</u>	<u>No. of Citations</u>	<u>% of Total Respondents (220)</u>
○ Patient volume	4	2%
○ Climate/weather	4	2%
○ Degree of diversity in community	4	2%
○ Cultural and/or recreational opportunities	3	1%
○ State taxes	3	1%
○ Reimbursement from payers	2	1%
○ Professional liability	1	<1%
○ Miscellaneous reasons	9	4%

Conclusion: Payer reimbursement was not an issue among relocators.

2007-2008 SURVEY RESULTS

What One Intervention Could Have Kept You From Relocating?

<u>Interventions</u>	<u>No. of Respondents</u>	<u>% of All Respondents (220)</u>
○ Improve attitudes/values/relationships within practice	24	11%
○ Improve relationships with the hospital	17	7%
○ Salary increase	16	7%
○ Opportunity to practice in desired Iowa location	11	5%
○ Recruitment of additional physicians	8	4%
○ Equitable call/coverage schedule	9	4%
○ Other	7	3%
○ Spouse employment	6	3%
○ Career Advancement	7	3%
○ Improved work schedule	3	2%
○ Lower state taxes	2	1%
○ Liability insurance rates	1	1%
○ Nothing (site specific)	109	49%
Total	220	100%


Conclusion: 51% of respondents cited an intervention that could have kept them from relocating. Most frequently cited were practice factors.

Most

2007-2008 SURVEY RESULTS

Would You Consider Returning To Iowa?

	<u>No. of Respondents</u>	<u>% of All Respondents (220)</u>
"Yes"	156	71%
"No"	<u>64</u>	<u>29%</u>
Total	220	100%

A close-up, low-angle shot of a sandy beach. A series of footprints leads from the foreground towards the horizon. The footprints are most prominent in the lower-left and middle-left areas, showing clear impressions of the heel and toes. The sand is a warm, golden-brown color, and the lighting is soft, creating a serene and contemplative atmosphere. The text "NEXT STEPS" is overlaid in the center-right of the image.

NEXT STEPS



Questions?