

Medical Opportunities in Michigan (MOM) Newsletter

SUMMER 2011



Medical Opportunities in Michigan is a program of the Michigan Health Council.

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WHAT OUR MEMBERS ARE SAYING...

"Medical Opportunities is the finest statewide/regional database there is. Keep up the good work! We hired two physicians off of the site recently - an IM Resident joining us this summer and a General Surgeon joining us in November."

*Charley Soukup, South Haven
Health System*

Greetings,

Summer is in full swing! We hope this newly found sunshine has brought you a burst of energy with which to work your recruitment and retention plans. This issue offers articles and tools to help you along the way. We discuss the economic impact of healthcare in Michigan, alternative candidate pools from which to source (including IMGs and part-time physicians), retention tips and recent site enhancements. So, take a quick break from the hustle and bustle to review this information and keep those recruiting juices flowing!

To optimize your reading of this newsletter, [click here](#) to view it as a web page.

Enjoy!

Sincerely,
Deb Collier and Jodi Schafer



Why Not a Part-Time Physician?

Since 2005 the part-time physician workforce has expanded by 62 percent according to data from the American Medical Group Association. The Association of American Medical Colleges estimates that 15 years from now with the ranks of insured patients expanding, we will face a shortage of up to 150,000 doctors.

OUR STATE PARTNERS

[Michigan State Medical Society](#)

[Michigan Health & Hospital Association](#)

[Michigan Osteopathic Association](#)

Considering the current shortage of physicians in many medical specialties including primary care, a part-time physician may be a valid consideration for open opportunities on your medical staff. For small and rural communities or solo practices where there is not enough patient volume to support two full-time physicians, adding a part-time physician to share the case load, call coverage, and provide collegiality support could be the answer.

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Member Suggestions Lead to Site Enhancements

The Medical Opportunities sites have grown and evolved over the years to become more user-friendly, more versatile and more robust in their functionality. Many of the enhancements to these sites (MOM, MOO, POP and OMI) are the direct result of Member suggestions. Well, we've been at it again...

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Gearing up for a New Conrad 30 Season!

Attention Employers: DO NOT DELAY! Michigan's Conrad 30 program is gearing up for another busy recruiting season. The application window will be here before you know it. Will you be ready? Employers who are considering a J-1 physician should be interviewing

Understanding the Alphabet Soup of Physician Immigration



By now we have all read about current and projected shortages in physician supply. According to the Association of American Medical Colleges (AAMC) by the year 2020, the U.S. is projected to have a shortage of **90,000 physicians**. Employers will have to be more creative and flexible in their recruitment strategies to compete for talent that is already in high demand. One of the ways physician recruiters can increase their candidate pool is to consider hiring an International Medical Graduate (IMG).

The number of International Medical Graduates in the U.S. has more than doubled in the last 30 years. In total, more than 25% of our current physician workforce is composed of physicians that did not attend medical school in this country. That ratio is also reflected in the training demographics. And of those IMGs currently in training, 1/3 will choose to practice in Primary Care specialties. However, when you starting talking about immigration, it can get confusing...acronyms, visa categories, statuses, oh my! The alphabet soup that creeps into recruitment conversations with physicians who are IMGs can be intimidating. Well, fear no more! Let this article serve as a primer on J-1, H-1B and O-1 visas and a resource you can add to your recruitment toolbox.

[Click here to continue reading.](#)

The Economic Impact of Health Care in Michigan

(Reprint of The Partnership for Michigan's Health March 2011 Report)

"Hospitals and other health care providers have not been immune to the effects of the recent economic downturn; however, health care



those 2012 candidates
NOW!

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reading.](#)

Six Physician Retention Strategies

*(Reprint of HealthLeaders
Media June 6, 2011 Article)*

"If the greatest asset of a healthcare organization is its physicians, why then are so few resources put into retention and so many put into recruitment? It's a costly imbalance, explains J. Gregory Stovall, MD, senior vice president of medical affairs for Trinity Mother Frances Hospitals and Clinics in Tyler, TX..."

[Click here to continue
reading.](#)

continues to be Michigan's largest private-sector employer. Michigan's community hospitals account for a significant portion of the state's health care employment, in addition to playing a major role in training new physicians, nurses and other health care professionals.

Health care provides more than 546,000 direct jobs in Michigan, pumping more than \$30 billion a year in wages, salaries and benefits into the economy. Hospitals alone provide nearly 220,000 jobs..."

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MHC Workforce Awards - An Opportunity for Recognition



Each year at the annual meeting of the Michigan Health Council, awards are presented in several categories to recognize the excellent work that takes place everyday in healthcare workforce education, recruiting and retention. Last year, Northern Michigan Hospital was recognized for Best Practice in Physician Recruitment.

Physician Recruitment.

Please review the [application packet](#) for "Building Michigan's Workforce Awards" or visit www.mhc.org and consider submitting information about your successful work to be considered for this years awards. The application is brief and does not require extensive research or time. The MHC annual meeting will take place on November 15th at the University Club in East Lansing and our keynote speaker is Richard (Buz) Cooper who is nationally renown for his work related to physician shortages and healthcare workforce interdisciplinary teams. Check out his website at <http://buzcooper.com/>

Upcoming Conference Dates

Association of Staff Physician Recruiters (ASPR)

2011 Annual Conference
August 14-17th in Chicago, IL
www.aspr.org

Society for Human Resource Management (SHRM)

2011 Annual Conference
June 26-29th in Las Vegas, NV
www.shrm.org

Ohio Network of Physician Recruiters (ONPR)

2011 Fall Conference
September 29th in Cleveland, OH
www.onpr.org



Michigan Recruitment and Retention Network (MRRN)

2012 Annual Conference

TBD

www.mrrn.org

Mid-Atlantic Physician Recruiter Alliance, Inc. (MAPRA)

2012 Spring Conference

TBD

www.maprainc.org

Articles of Interest

[The Association of American Medical Colleges \(AAMC\) has indicated that America will face massive shortage of MDs by 2020](#)

[DO Students Awarded 40 Percent of Physician NHSC Scholarships](#)

[Why Medical School Should Be Free](#)

[MGMA: 56% of First-Year Physicians Get Signing Bonuses](#)

Medical Opportunities' Suite of Services



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