

Act 18, SSLH 2009
(Section 5)
Act 186, SSLH 2012

Hawaii Physician Workforce Assessment 2015

Kelley Withy, MD, PhD

withy@hawaii.edu

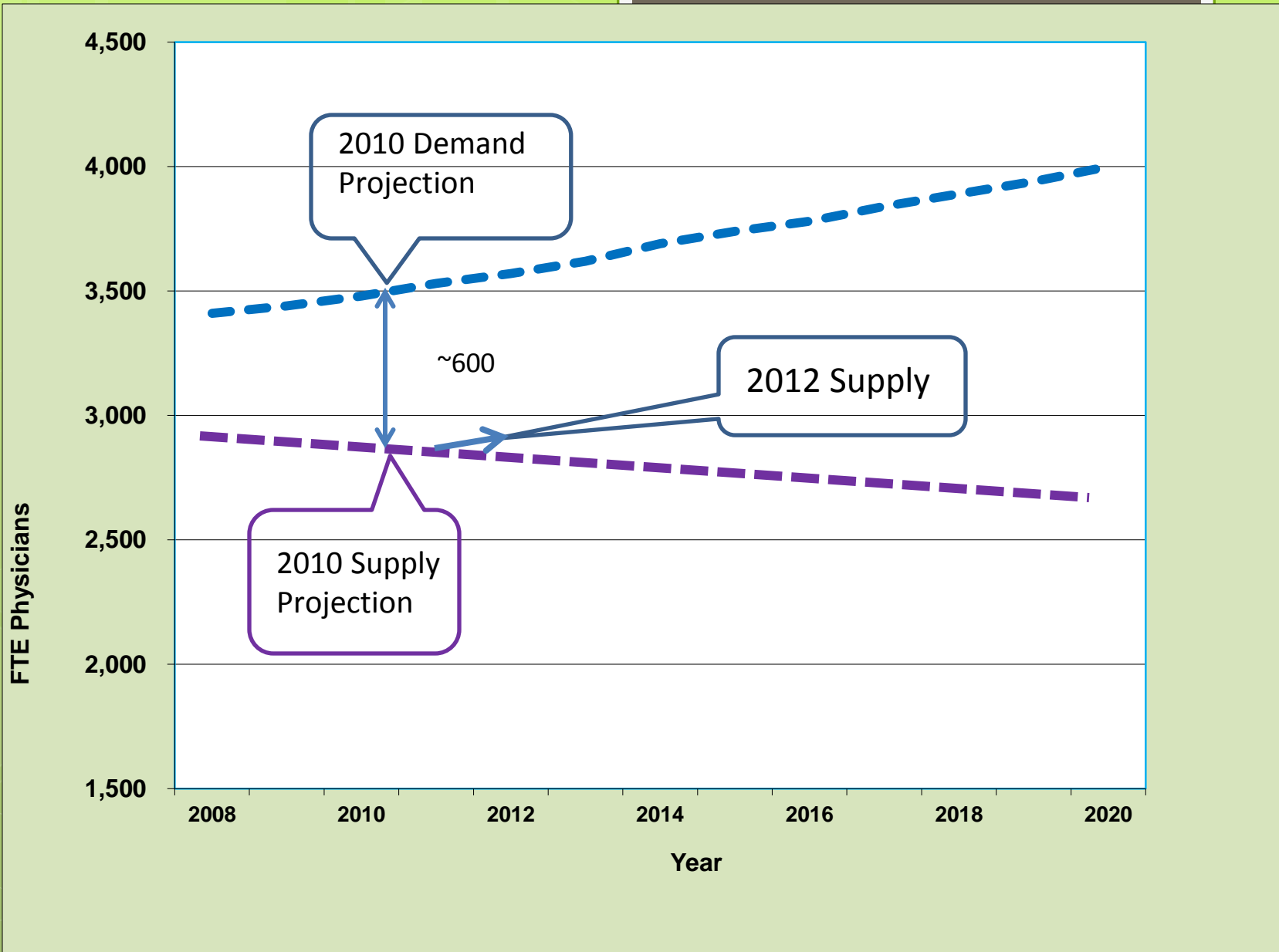
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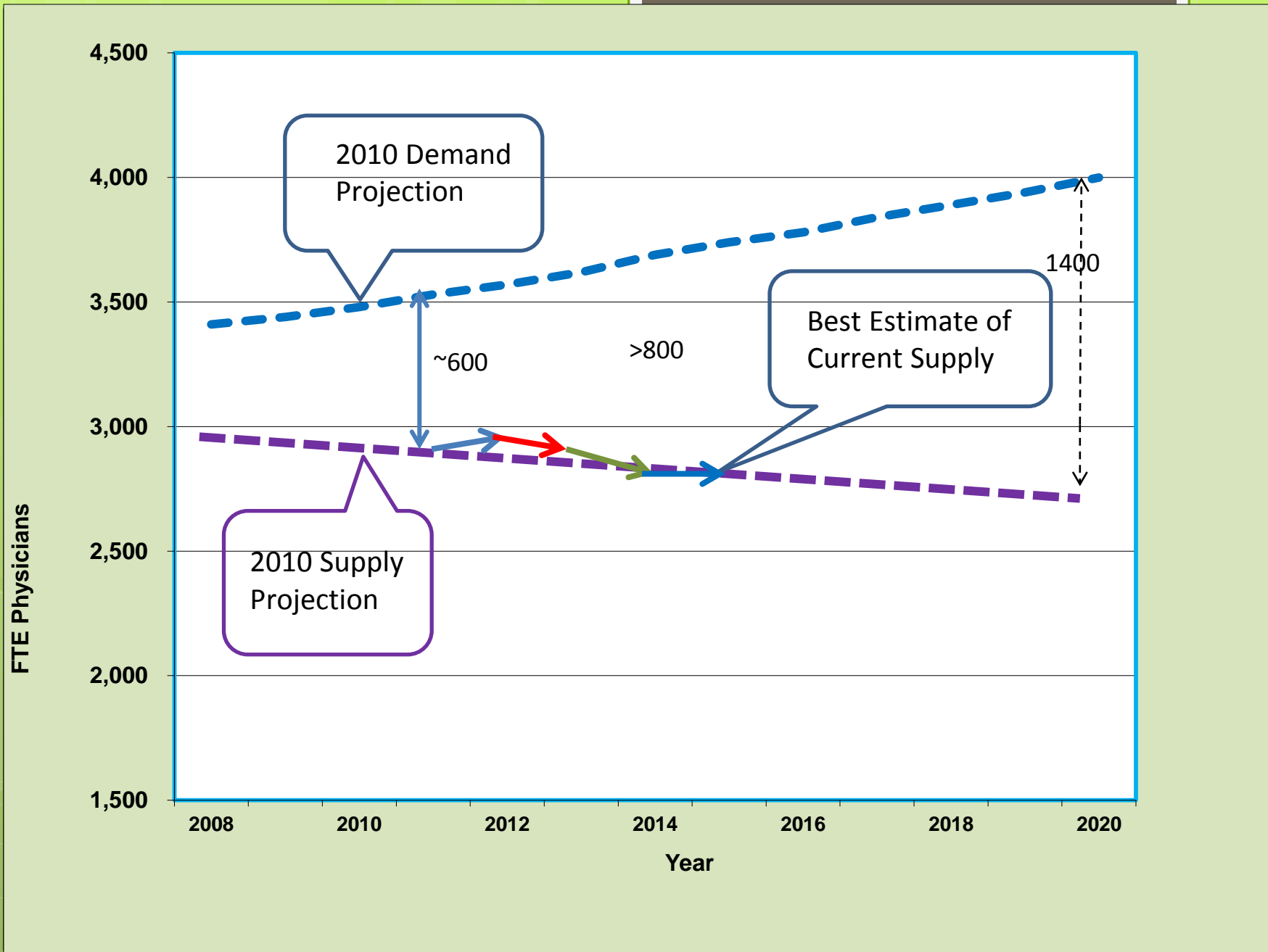
Physician Workforce Specifics

- >9,100 licensed
- 3,596 practicing non-military
- 2,806 Full Time Equivalents (FTEs)
- We had 2,802 FTEs last year
- We gained 4 physicians
- Demand grows by 50 FTE/yr

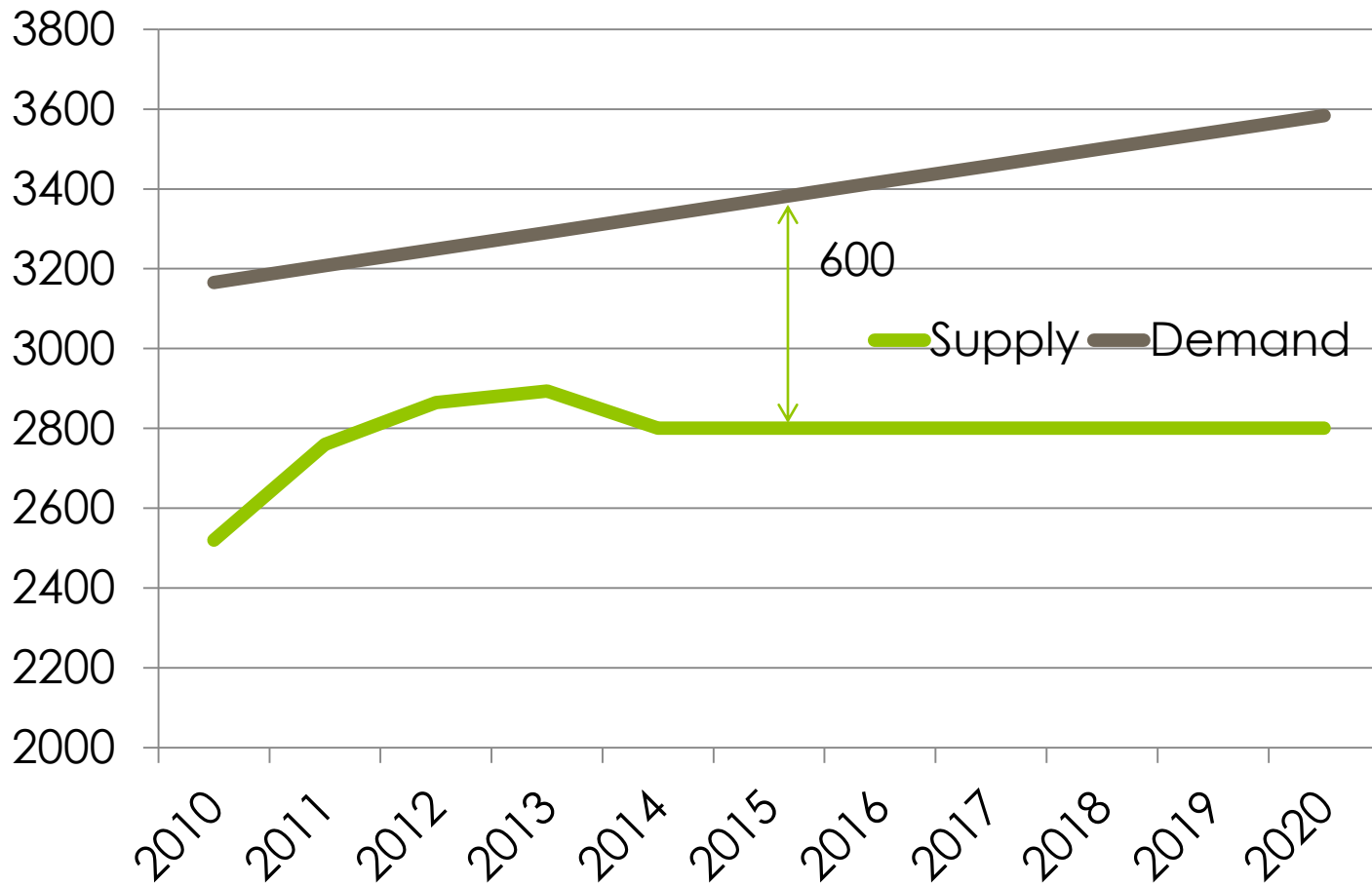
Demographics

- 711 docs are 65 or over
- 31% female, 69% male
- 58% practices of 5 or less
- How many do telehealth?
60 (2%)

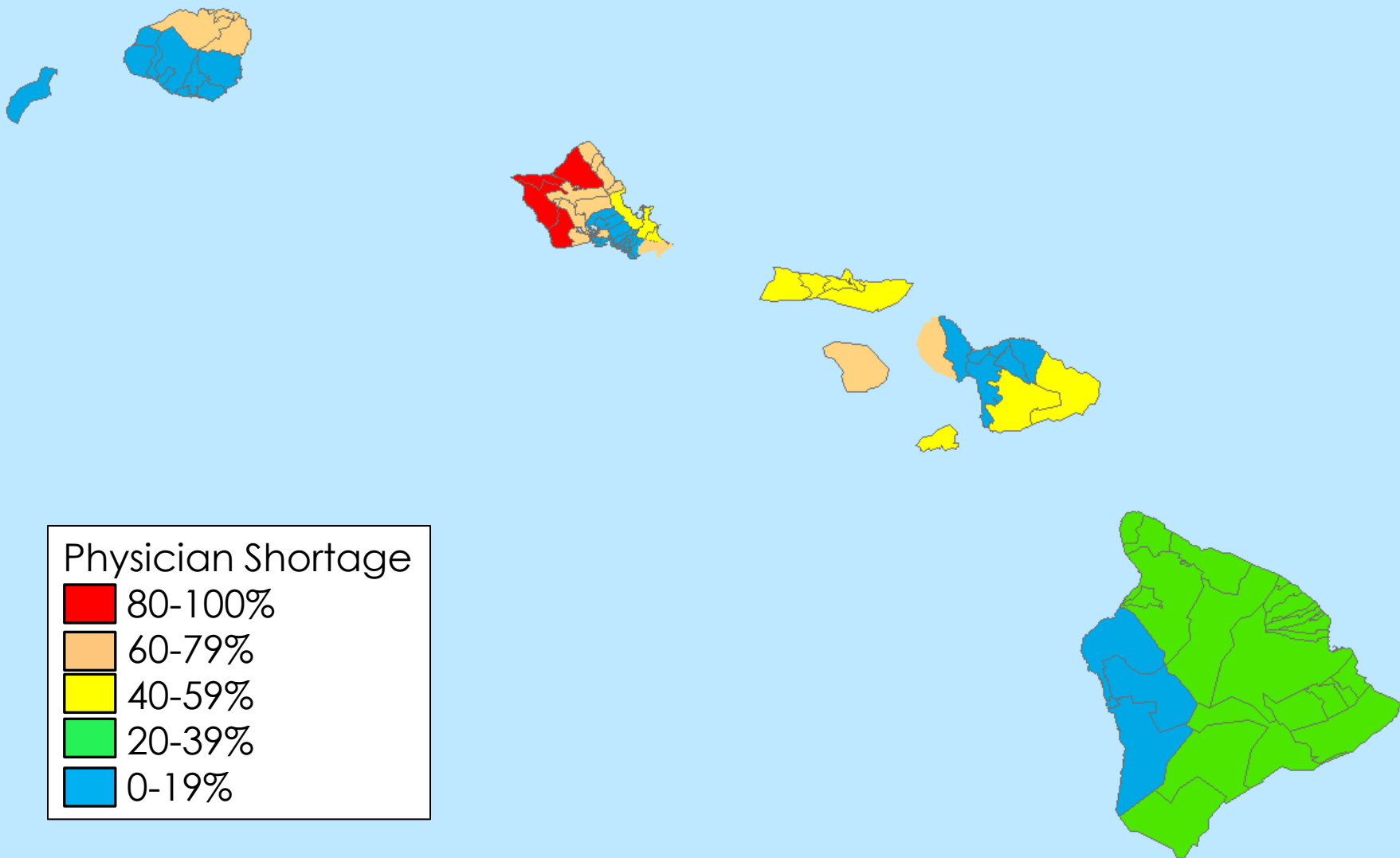




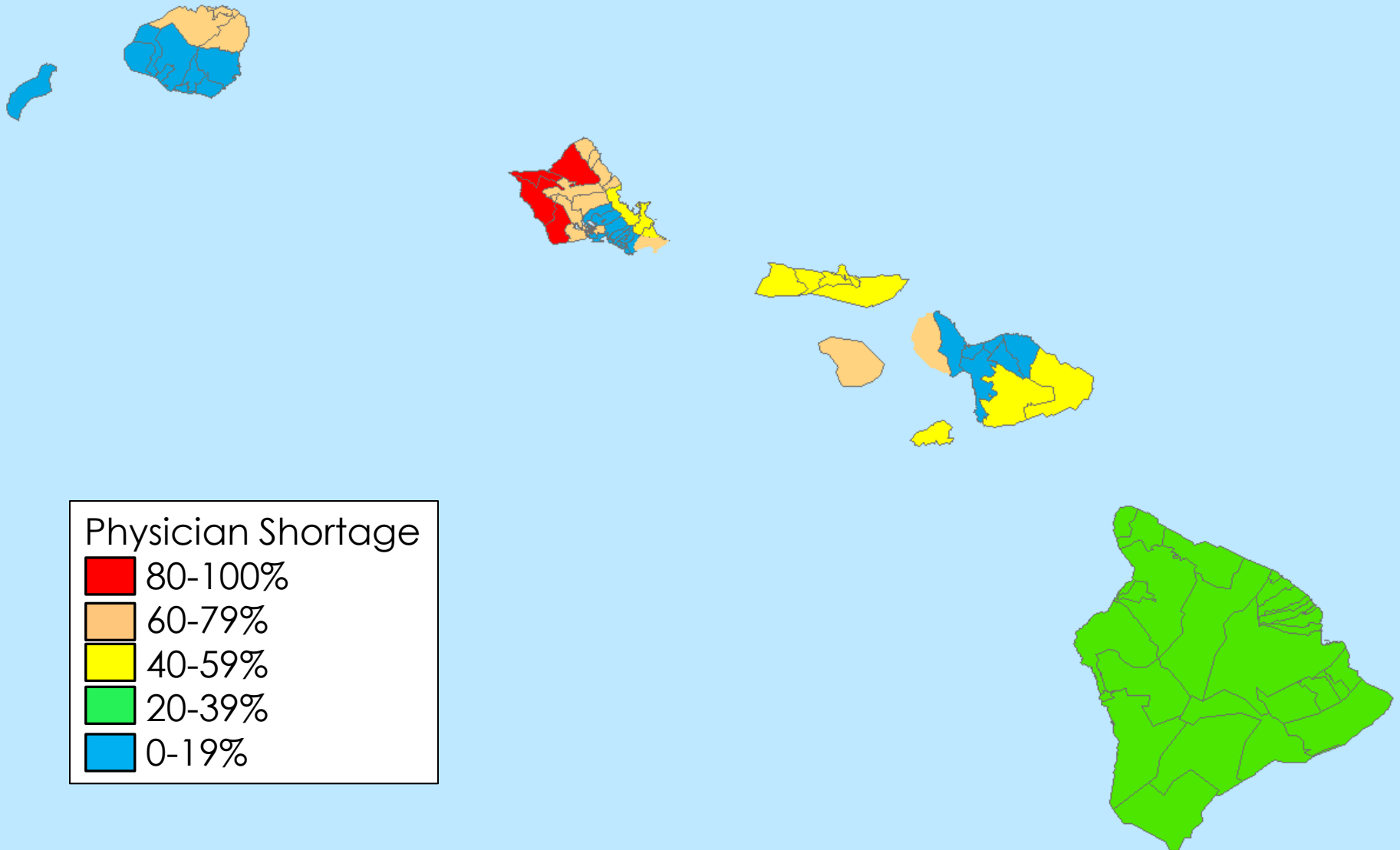
New Microsimulation Demand Model Taking into Account Improved Health Status and ObamaCare



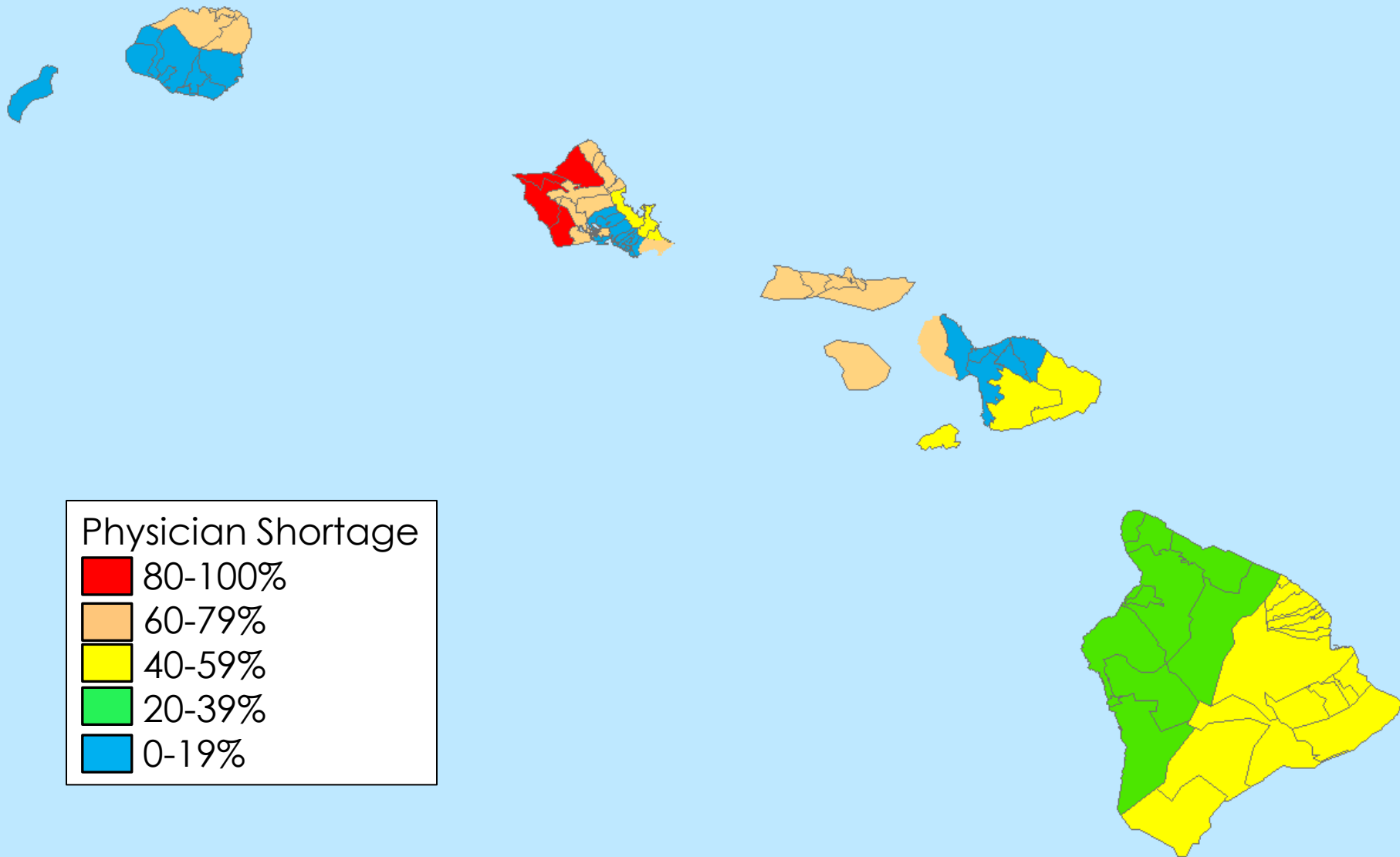
2015 Physician Shortage by Region



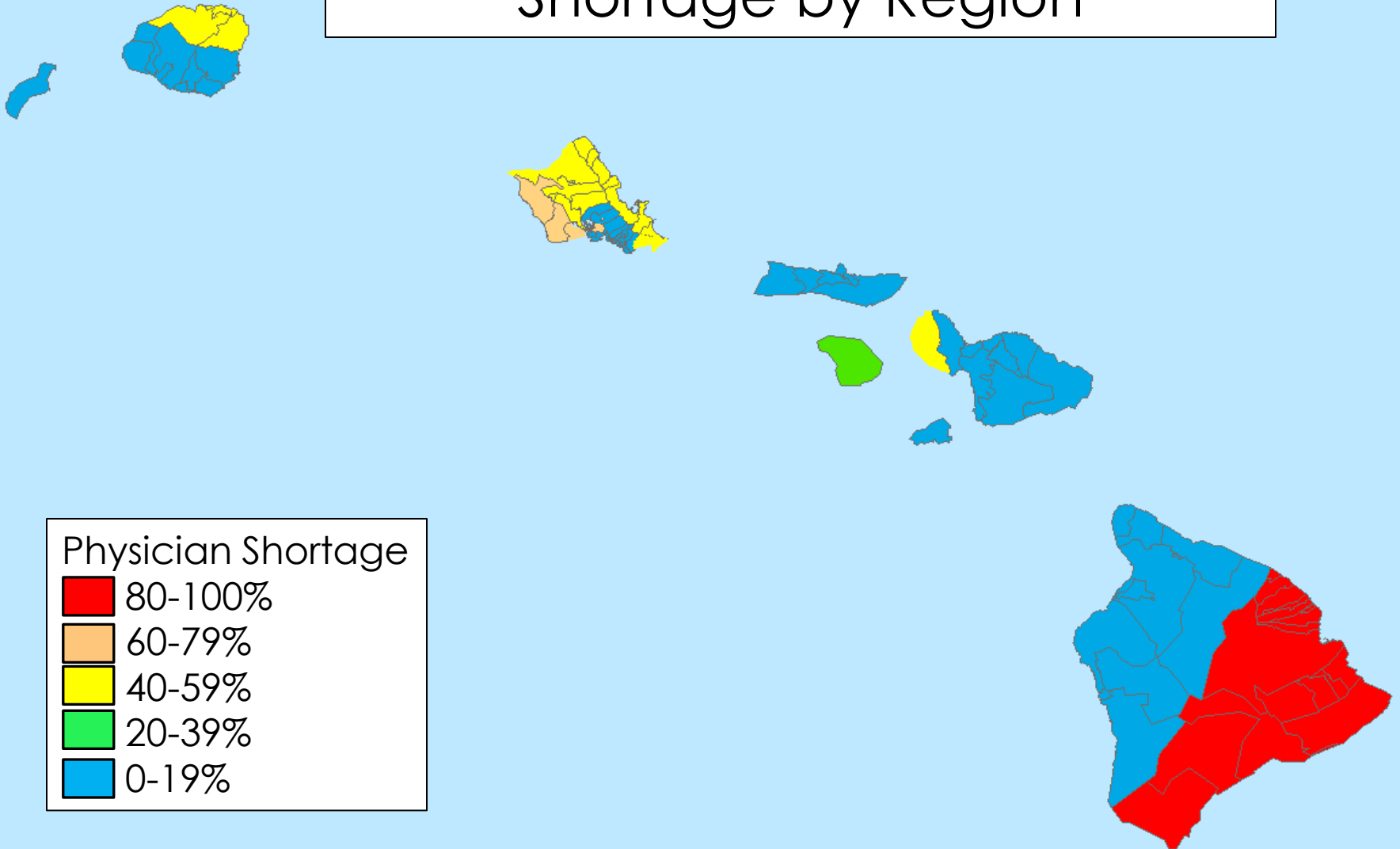
2020 Physician Shortage by Region



2025 Physician Shortage by Region

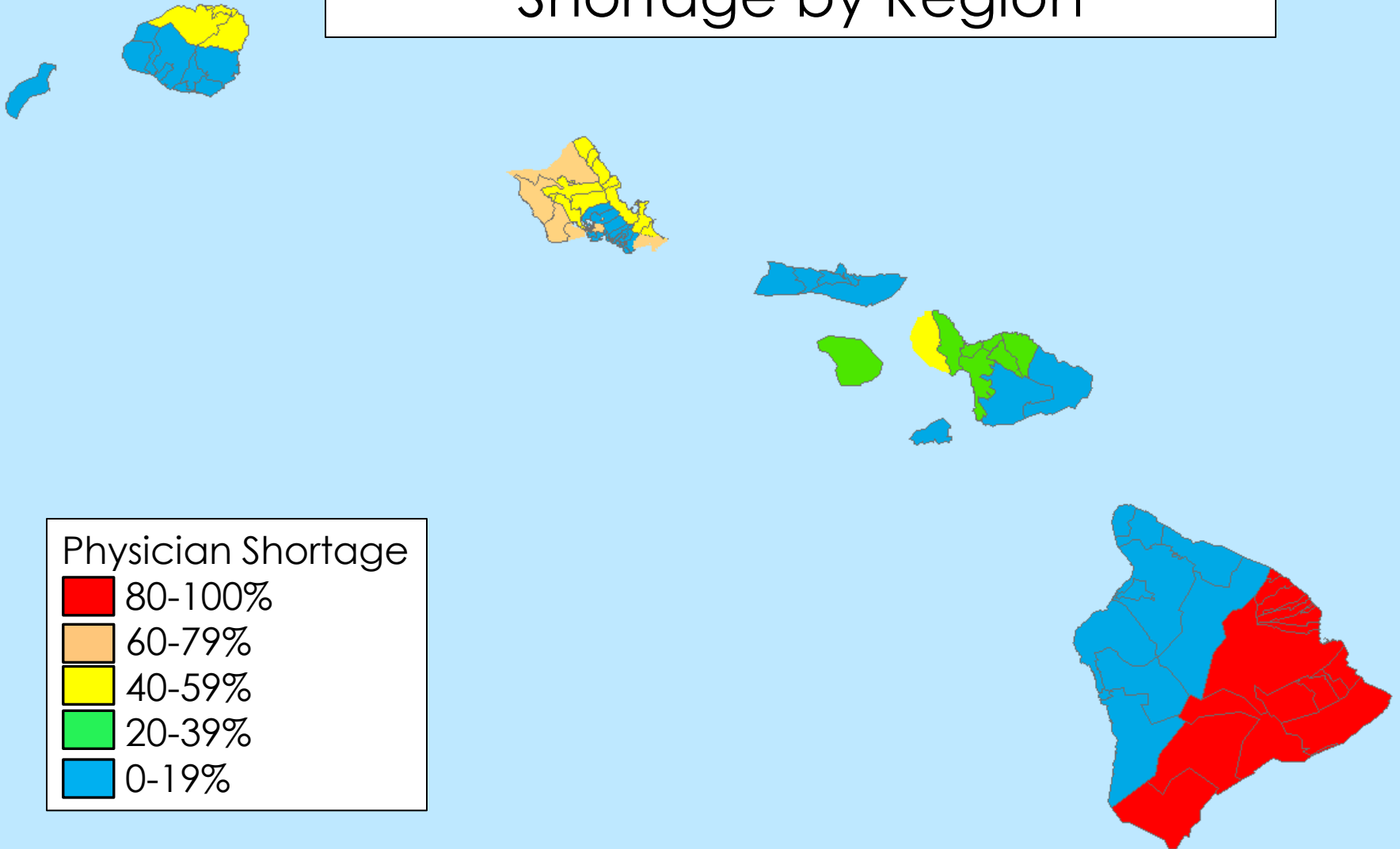


2015 Primary Care Physician Shortage by Region

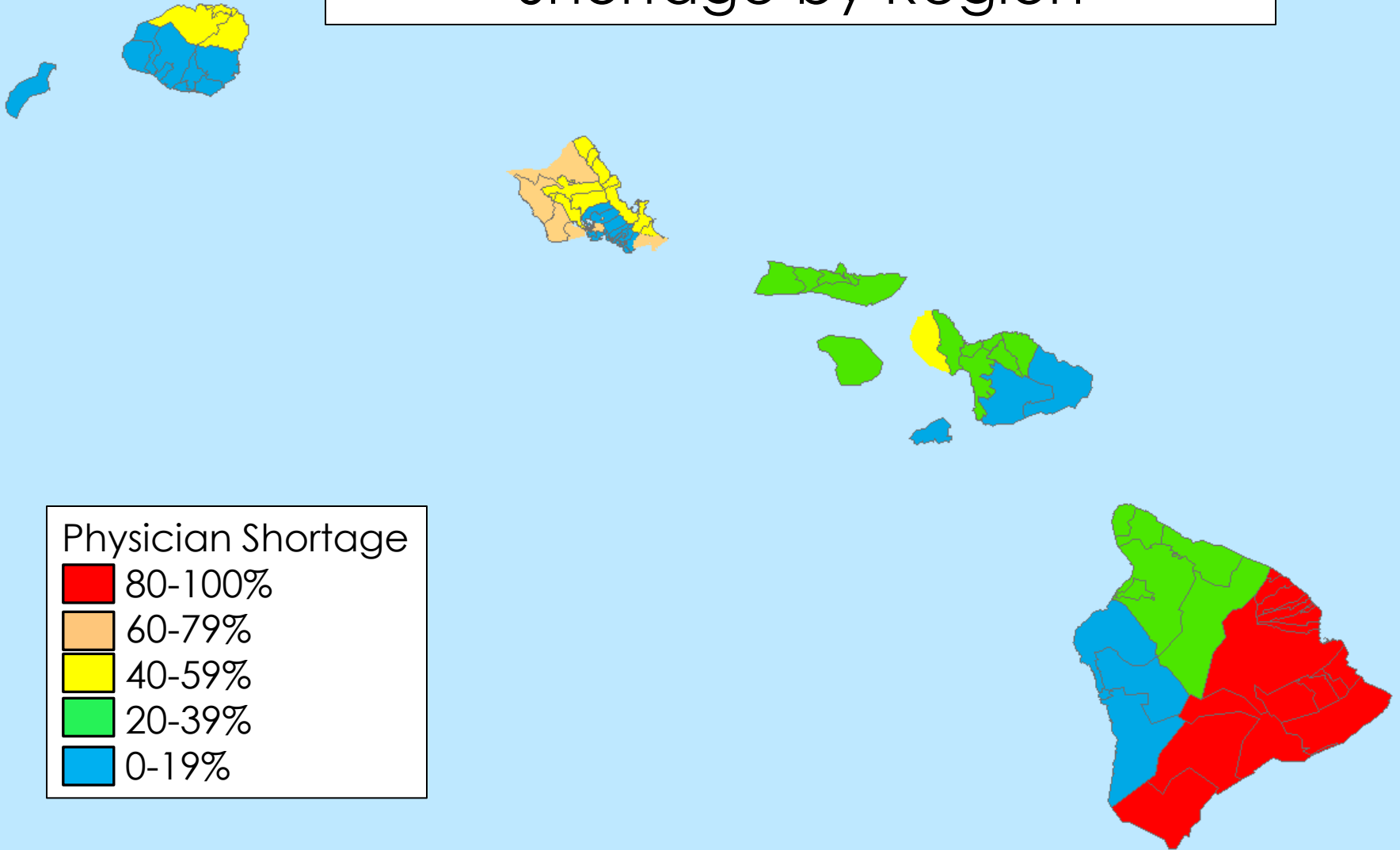


Physician Shortage	
80-100%	Red
60-79%	Orange
40-59%	Yellow
20-39%	Green
0-19%	Blue

2020 Primary Care Physician Shortage by Region



2025 Primary Care Physician Shortage by Region



Statewide Specialty Shortages	% Shortage
Pediatric Endocrinology	74.4%
Infectious Disease	65.1%
Colorectal Surgery	64.8%
Peds Card	57.5%
Pathology	54.6%
General Surgery	51.1%
Peds Neurology	47.0%
Pulmonology	46.8%
Neurology	45.1%
Neurological Surgery	44.1%
Pediatric Heme/Onc	39.7%

Statewide Shortage (Cont.)	% Shortage
Orthopedic Surgery	34.8%
General & Family Practice	34.6%
Thoracic Surgery	34.0%
Rheumatology	33.9%
Cardiology	33.2%
Peds GI	32.4%
Hematology & Oncology	32.0%
Urology	27.2%
Allergy & Immunology	27.0%
Otolaryngology	24.9%
Nephrology	24.2%
Critical Care	20.3%

Greatest FTE Shortages

General & Family Practice	174.36
General Surgery	57.21
Pathology	44.32
General IM	38.85
Orthopedic Surgery	35.76
Cardiology	31.97
Anesthesiology	31.17
Neurology	30.73
Pulmonology	24.76
Infectious Disease	24.47
OBGYN	20.68
Hematology & Oncology	16.49

Hawaii Island	Demand	Supply	FTE Shortage	% Shortage
Colorectal Surgery	1	0	1	100.0%
Neonatal-perinatal	3	0	3	100.0%
Peds Rheumatology	0.1	0	0.1	100.0%
Peds Card	1.5	0	1.5	100.0%
Peds GI	0.5	0	0.5	100.0%
Peds Neurology	0.7	0	0.7	100.0%
Plastic Surgery	4.5	0.75	3.75	83.3%
Neurological Surgery	2.9	0.5	2.4	82.8%
Infectious Disease	5.3	1	4.3	81.1%
Allergy & Immunology	2.8	0.65	2.15	76.8%
Nephrology	4.5	1.05	3.45	76.7%
Heme/Oncology	8.2	2.2	6	73.2%
Critical Care	3.6	1	2.6	72.2%
Orthopedic Surgery	14.6	4.2	10.4	71.2%
Pulmonology	7.6	2.2	5.4	71.1%
Neurology	9.7	2.88	6.82	70.3%

Big Island (Cont)				
Pathology	11.6	3.5	8.1	69.8%
Otolaryngology	5.8	2	3.8	65.5%
Endocrinology	3.3	1.15	2.15	65.2%
Urology	6.3	2.2	4.1	65.1%
Rheumatology	2.6	0.95	1.65	63.5%
Physical Medicine and Rehabilitation	4.6	1.83	2.77	60.2%
Cardiology	13.8	5.7	8.1	58.7%
Thoracic Surgery	2.8	1.3	1.5	53.6%
Anesthesiology	23.1	11.76	11.34	49.1%
Pediatric Heme/Onc	0.9	0.5	0.4	44.4%
Psychiatry	23	13.99	9.01	39.2%
General Surgery	16.1	9.91	6.19	38.4%
Dermatology	6.4	3.95	2.45	38.3%
General IM	64.4	40.43	23.97	37.2%
Pediatrics	33.7	22.64	11.06	32.8%
OBGYN	24.8	17.34	7.46	30.1%

Kauai	Demand	Supply	FTE short	% Short
Critical Care	1.3	0	1.3	100.0%
Neonatal-perinatal	1	0	1	100.0%
Pediatric Endocrinology	0.2	0	0.2	100.0%
Pediatric Heme/Onc	0.3	0	0.3	100.0%
Peds Card	0.5	0	0.5	100.0%
Peds GI	0.2	0	0.2	100.0%
Peds Neurology	0.3	0	0.3	100.0%
Endocrinology	1.2	0.1	1.1	91.7%
Vascular Surgery	0.6	0.05	0.55	91.7%
Neurological Surgery	1	0.1	0.9	90.0%
Thoracic Surgery	1	0.1	0.9	90.0%
Rheumatology	0.9	0.13	0.77	85.6%
Plastic Surgery	1.6	0.25	1.35	84.4%
Pulmonology	2.7	0.5	2.2	81.5%
Allergy & Immunology	1	0.2	0.8	80.0%
Pathology	4.1	1	3.1	75.6%
Neurology	3.5	1	2.5	71.4%
Orthopedic Surgery	5.3	1.6	3.7	69.8%
OBGYN	8.7	3.1	5.6	64.4%
Cardiology	4.9	1.76	3.14	64.1%

Maui	Demand	Supply	FTE short	% short
Colorectal Surgery	0.8	0	0.8	100.0%
Geriatrics	1.5	0	1.5	100.0%
Neonatal-perinatal	2.4	0	2.4	100.0%
Pediatric Endocrinology	0.5	0	0.5	100.0%
Pediatric Heme/Onc	0.8	0	0.8	100.0%
Pediatric Rheumatology	0.1	0	0.1	100.0%
Peds Card	1.2	0	1.2	100.0%
Peds Neurology	0.6	0	0.6	100.0%
Thoracic Surgery	2.3	0.25	2.05	89.1%
Rheumatology	2.1	0.37	1.73	82.4%
Infectious Disease	4.3	1.1	3.2	74.4%
Pathology	9.2	3	6.2	67.4%
Critical Care	2.8	1.05	1.75	62.5%
General Surgery	13	5.25	7.75	59.6%
Neurological Surgery	2.3	1	1.3	56.5%
Gastroenterology	6.6	3	3.6	54.5%
Pulmonology	6.1	2.85	3.25	53.3%

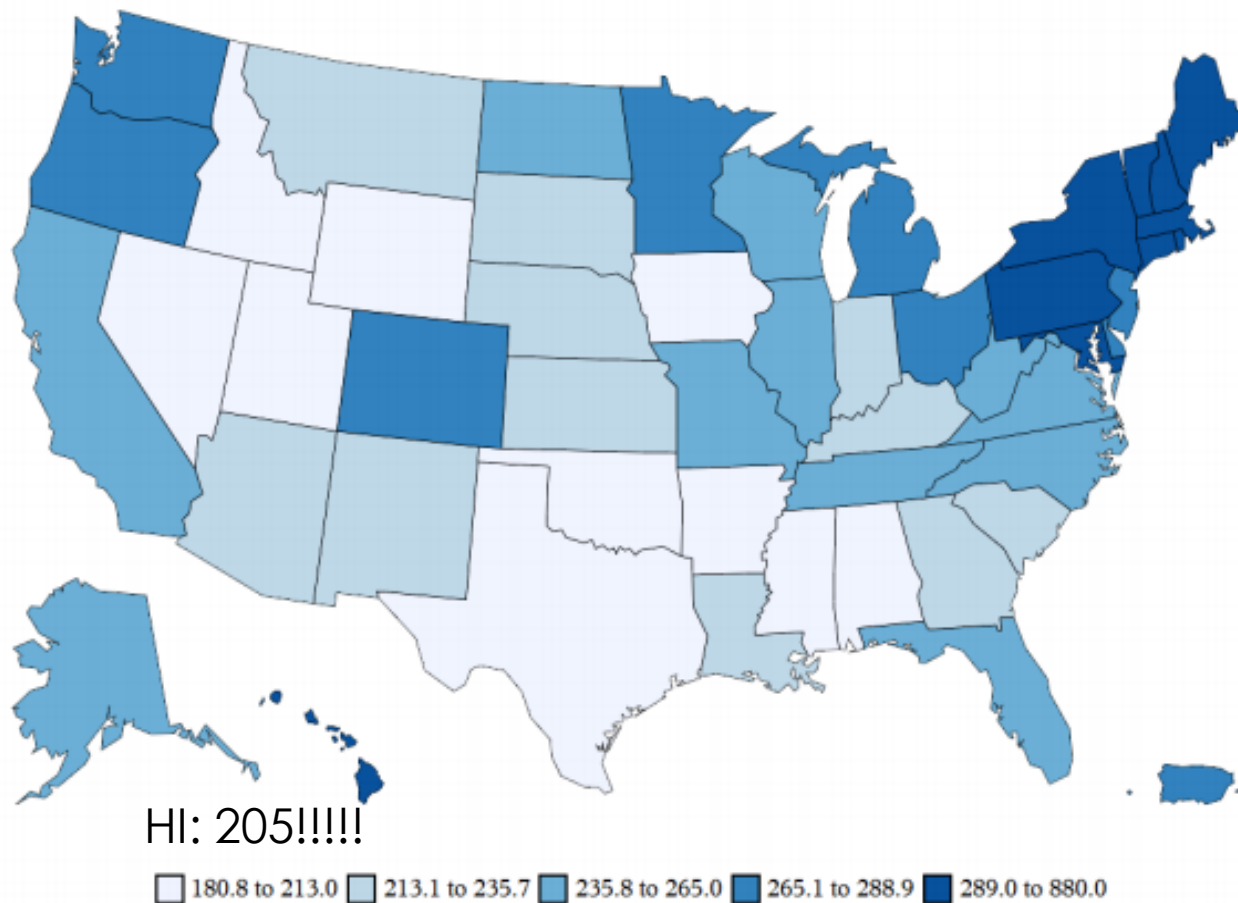
Maui Continued	Demand	Supply	Shortage	% Short
Neurology	7.9	3.75	4.15	52.5%
Vascular Surgery	1.3	0.75	0.55	42.3%
Psychiatry	19	11.17	7.83	41.2%
Plastic Surgery	3.7	2.28	1.42	38.4%
Ophthalmology	9.4	6.06	3.34	35.5%
Allergy & Immunology	2.3	1.5	0.8	34.8%
Endocrinology	2.6	1.75	0.85	32.7%
Orthopedic Surgery	12	8.13	3.87	32.3%
Urology	5.1	3.6	1.5	29.4%
Hematology & Oncology	6.5	4.7	1.8	27.7%
Emergency Medicine	25.4	18.97	6.43	25.3%
Pediatrics	28.4	21.71	6.69	23.6%
General IM	52.2	41.18	11.02	21.1%

Oahu	Demand	Supply	FTE short	% Short
Pediatric Endocrinology	2.7	0.5	2.2	81.5%
Infectious Disease	26.1	10.03	16.07	61.6%
Colorectal Surgery	4.4	2	2.4	54.5%
General Surgery	77.1	35.88	41.22	53.5%
General & Family Practice	349.1	181.28	167.82	48.1%
Pathology	56.2	29.28	26.92	47.9%
Peds GI	2.6	1.55	1.05	40.4%
Peds Card	7.4	4.5	2.9	39.2%
Pulmonology	36.5	22.59	13.91	38.1%
Neurology	47.1	29.84	17.26	36.6%
Cardiology	66.7	45.53	21.17	31.7%
Neurological Surgery	14	9.7	4.3	30.7%
Endocrinology	16.9	12.2	4.7	27.8%
Orthopedic Surgery	71	53.21	17.79	25.1%
Pediatric Heme/Onc	4.5	3.42	1.08	24.0%
Peds Neurology	3.4	2.65	0.75	22.1%
Otolaryngology	28.8	22.47	6.33	22.0%
Hematology & Oncology	34	26.71	7.29	21.4%
Urology	30	24.78	5.22	17.4%
Nephrology	22.9	19.08	3.82	16.7%
Thoracic Surgery	13.3	11.16	2.14	16.1%

Key Findings – Physician Supply

- In 2012, there were 260.5 active physicians per 100,000 population in the United States, ranging from a high of 421.5 in Massachusetts to a low of 180.8 in Mississippi. The states with the highest number of physicians per 100,000 population are concentrated in the Northeast (see Map 1, Figure 1, and Table 1).

Map 1. Total Active Physicians per 100,000 Population, 2012



Source: July 1, 2012 population estimates are from the U.S. Census Bureau (Release date: December 2012). Physician data are from the AMA Physician Masterfile (December 31, 2012).

What to do?

- Get 'em
- Train 'em
- Keep 'em
- Steal 'em



Teen Health Camp

Get 'em

- Teen Health Camp
- Teen Mentorship Academy
- HOSA support
- PreHealth Advising Center
- Medical Student Mentorship Program support
- Speaker's Bureau
- Health Career Navigator book

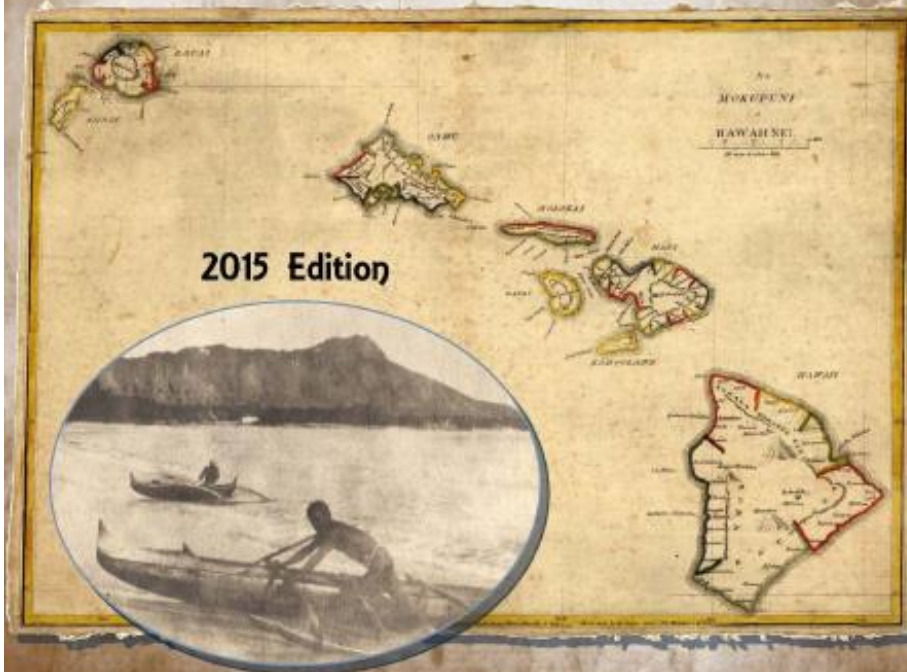


The Hawaii Health Career

NAVIGATOR



A Directory of Health Professions and Resources



A Publication of the Hawaii/Pacific Basin Area Health Education Center (AHEC)
www.ahec.hawaii.edu

Get 'em

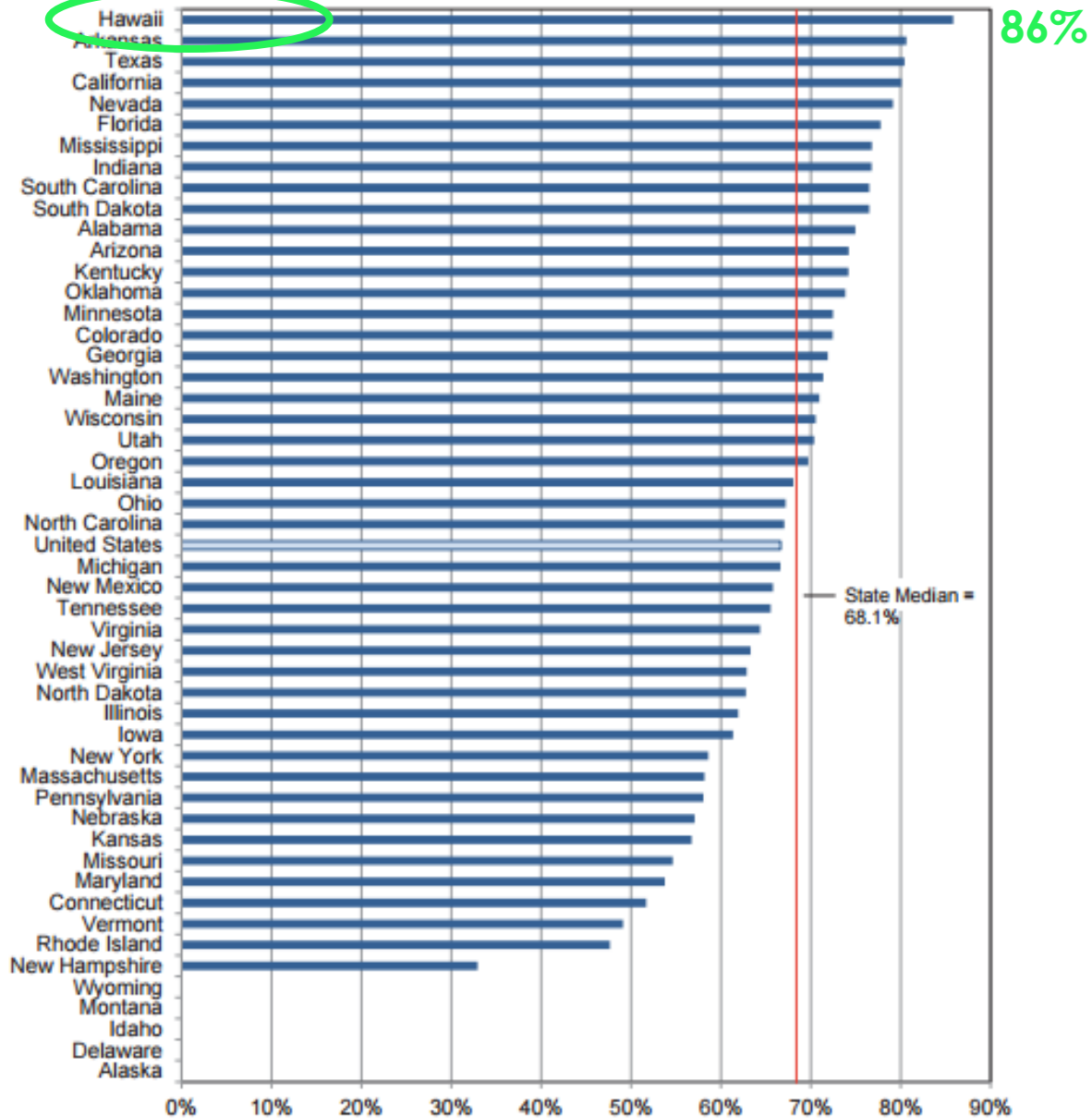
- Teen Health Camp
- Teen Mentorship Academy
- HOSA support
- PreHealth Advising Center
- Medical Student Mentorship Program support
- Speaker's Bureau
- Health Career Navigator book
- Prehealth Career Corps-you can help!
(yep, same email: withy@hawaii.edu)

Train 'em

What have we got?

- Hawaii graduates:
- 70-80 medical students
- 95 residents every year

Section 4 - Retention
Figure 20. Physicians Retained from Undergraduate Medical Education (UME) and Graduate Medical Education (GME) Combined, 2012



Source: AMA Physician Masterfile (December 31, 2012).

Expand training

- Need 100 every year
- Med School=double to triple
- Residency=double+



Steal 'em

Practice in Paradise

UH John A. Burns School of Medicine wants to make Hawaii the ideal place to be a doctor. Tell us what it will take by filling out our 2 question survey and receive information on Hawaii job openings in your specialty.



Visit: uhalumni.org/jabsomhawaiipractice

2013 mailer

→ 61 docs interested in Hawaii

John A. Burns School of Medicine
Area Health Education Center (AHEC)
651 Ilalo Street
Honolulu, Hawai'i 96813



Receive free information on Hawaii
employment and practice
opportunities in your specialty
<http://jabsom.uhalumni.org/HawaiiJobs>
or email witby@hawaii.edu

Practice in Paradise Campaign

- 61 physicians on our ‘interested in Hawaii’ list
- Advertising 140 job openings in Hawaii at www.ahec.hawaii.edu
- Working with Hawaii Physician Recruiters group to expand collaborative efforts
- Ho`okipa Welcome Wagon for students, residents, interviewees and new providers on neighbor islands

Keep 'em

- Advertising of positions, outreach to graduates and interested providers, Health Careers job fair
- Recruitment talks at all residencies (with the Hawaii Physician Recruiters Group)
- State Loan Repayment Program
- Continuing Education (ECHO?)

New Idea...

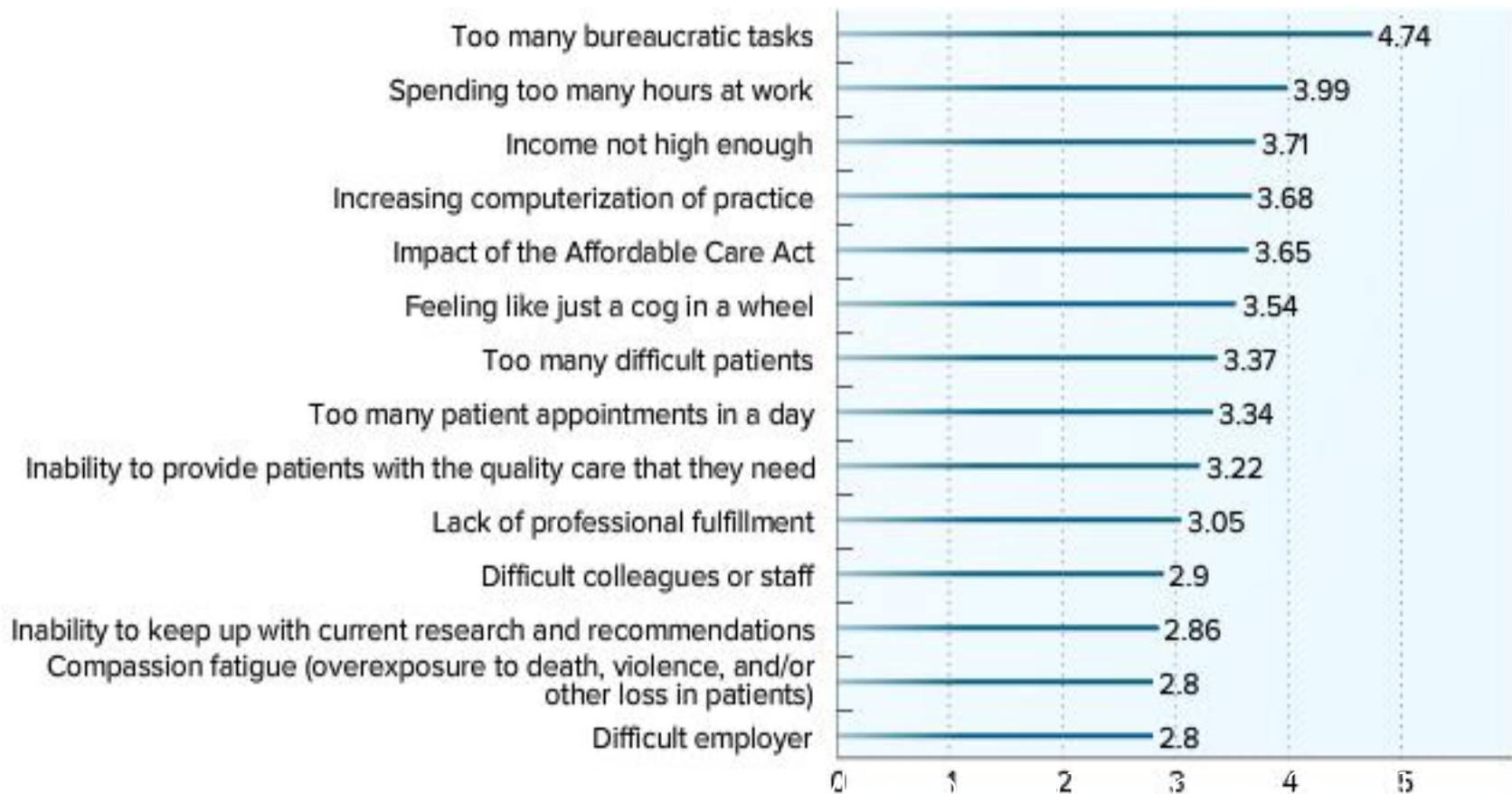
- Bridge to practice



AND??

Keep 'em HAPPY

What Are the Causes of Burnout?



What can the system do to keep you happy?

- Administrative simplification
- Malpractice reform
- Vibrant professional community and facilities
- Improved compensation
- Tax breaks
- Provide and support a strong team to support you
- Make provider satisfaction a quality metric

What can YOU do to stay happy?

- Remember why you went into medicine
- Share the responsibilities with others (huddle?)
- Look around and feel the aloha
- Connect with others, personally and professionally
- Be responsible to your hobbies
- Give yourself permission...

What to do?

- Get 'em
- Train 'em
- Steal 'em
- Keep 'em



○ www.ahec.hawaii.edu

Just Don't Kill 'em

Kelley Withy, MD, PhD

withy@hawaii.edu

808-692-1070