

Medical Opportunities in Ohio (MOO) Newsletter

SUMMER 2011



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WHAT OUR CANDIDATES ARE SAYING...

"I want to thank you and those responsible for this [Medical Opportunities] website. It was through Medical Opportunities that my resume was discovered leading to subsequent interviews and eventually employment. I sincerely appreciate all of the help. I endorse your website completely. Thanks again."

Scott Kastnin, PA-C

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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 Ohio, 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.

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,

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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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..."

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adding a part-time physician to share the case load, call coverage, and provide collegiality support could be the answer.

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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.

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Physicians Strengthen Ohio's Economy

(Reprint of The AMA/The Lewin Group January 2011 Report)

"Ohio's office-based physicians ensure the health and well-being of their communities. A recent report by The Lewin Group proves they also strengthen Ohio's economy by creating jobs, purchasing goods and services, supporting wages and benefits, and generating state and local tax revenue. The people of Ohio benefit directly when the state creates a positive practice environment for physicians. By



attracting and keeping physicians in the state, the people of Ohio have better access to health care and a stronger state economy."

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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
May 6-8th in Mackinaw Island, MI
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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