Growing a Rural Workforce:
Initiatives of the University of Wisconsin School of Medicine and Public Health

Moving Forward in the Face of Chaos
RTT Collaborative Annual Meeting
May 28 2015
Byron J. Crouse, MD
Wisconsin HPSAs

Health Professional Shortage Areas
Primary Care

Health Professional Shortage Areas
Mental Health Care

University of Wisconsin
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AND PUBLIC HEALTH
University of Wisconsin
School of Medicine and Public Health
Rural Medicine Pipeline

WiAHEC  RUSCH  WARM  WRPRAP  WCRGME  WiOHR

Prepare primary and secondary students in basic sciences and expose them to health care professional role models

Enhance college pre-medical experiences and strengthen medical school application portfolio

Recruit students with rural backgrounds and career goals

Locate education and training programs within rural communities in Wisconsin

Enhance traditional MD curriculum with relevant rural medicine curriculum

Promote development of rural GME rotations, residencies, and fellowships

Facilitate recruitment and retention of graduates for employment in rural Wisconsin

Enhance the rural health care environment through support of rural hospitals and clinics

WiAHEC  Wisconsin Area Health Education Centers, administered through the SMPH
RUSCH  Rural and Urban Scholars in Community Health, a pipeline program of the SMPH
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University of Wisconsin
School of Medicine and Public Health
Rural Medicine Pipeline

**Elementary school student**
- Prepare primary and secondary students in basic sciences and expose them to health care professional role models

**Medical student**
- Recruit students with rural backgrounds and career goals
- Enhance education and training programs within rural communities in Wisconsin
- Locate education and training programs within rural communities in Wisconsin

**Ideal Student**

**Ideal Environment**
- Enhance traditional MD curriculum with relevant rural medicine curriculum

**Ideal Preparation**
- Enhance college pre-medical experiences and strengthen medical school application portfolio
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**Established rural physician**
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Wisconsin AHEC

- AHEC recruits students to health careers and also provides training and resources to health professionals.
- Focus on rural and underserved.

Summer Opportunities
- Health Careers Camps
- Wisconsin Express
- Community Health Internship Program (CHIP)

Academic Year Outreach
- High School Classroom Presentations
- Workshops / Annual Events
Academic Year Outreach to Rural High Schools

• Classroom presentations taught in rural schools
  – Health Career Exploration
  – Hands-on Skills Training
• Global Health Workshop
  – Held annually at UW-Madison
  – Co-hosted by AHEC
Health Careers Academies

Supported by Wisconsin AHEC

• Rural high school students
• Multi-year program (grades 9-12)
• Integrated into high school curriculum for selected students

4 school district based academies

  – Lakeshore Academy (serves Manitowoc & Sheboygan counties)
    – Ladysmith
    – La Crosse
    – Whitehall

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Medical Discovery Days

Supported by Wisconsin AHEC

• Partnership between rural school and rural hospital
• High school students
• Hands-on activities and opportunities to explore health careers

Regional program in Northwest Wisconsin
Health Careers Camp

• One-week sessions, open to any high school student in the region
• Hands-on activities, diversity awareness, leadership training

6 regional camps (June-July 2015)
  – Fox Valley Area Camp: Oshkosh
  – Lakeshore Camp: Manitowoc
  – La Crosse Camp
  – Madison Camp
  – North Central WI: Stevens Point
  – Southwestern WI: Platteville Camp
Wisconsin Express

• One-week immersion; for college students in health-related majors
• Competitive application (92 spaces)
• Themes: culture, health disparities, interprofessional teamwork

11 program sites (May 17-23, 2015)
Community Health Internship Program (CHIP)

- 8-week summer internship for college students
- Placements in health dept. and community agencies

78 internships (June-July 2015)
58 statewide, 20 Milwaukee CHIP
Community Engagement Projects
for medical students

**UW Primary Care Clerkship**

- 3rd year medical students
- 8-week rotation (year-round)
- Matched with pre-existing community project, through a local agency or organization

40+ community partners;
175 projects/year
Community Engagement Projects
Interprofessional

Farm and Community Disaster Training

• WARM (rural medicine) students
• Special event supported by AHEC
University of Wisconsin
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RUSCH
Rural and Urban Scholars in Community Health

• Developing a pipeline of medical education programs
• Select students with interests and backgrounds conducive to future practice in Wisconsin’s rural and urban underserved areas
• Integrate medicine and public health to develop required competencies
• Weave together existing resources and curricula with new partnerships and innovative programming
RUSCH
Rural and Urban Scholars in Community Health

Began in 2009 in partnership with
UW-Milwaukee, UW- Platteville, UW-Parkside

• Two year pre-med school immersion experience includes:
• Hands-on mentored research experience
• Admissions information and guidance
• Awareness of health disparities and health care issues in underserved communities
• Community public health internship through AHEC CHIP program
• Other enrichment activities such as clinical shadowing, lectures and discussions through local campuses
RUSCH Student Selection

• Qualifications
  – Predictors of working with the medically underserved
  – Rural or urban background/experience
  – Community service and leadership
  – GPA 3.0 or higher
  – Prerequisite courses

• Application Process
  – Letters of Recommendation
  – Interview
RUSCH Outcomes

• (2009-2015) 75 RUSCH student participants from UW campuses
  – 25 of 75 currently in the pipeline
  – 6 students dropped program before completion

• Of remaining 44 program “graduates”:
  – 12 students enrolled at UW SMPH (27%)
  – 20 enrolled in other medical or health professions programs, including 10 to non-UW med schools (46%)
  – 12 had indefinite plans (27%)

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RUSCH Outcomes

• First RUSCH graduate in SMPH Class of 2015 (WARM)
• As of Fall 2015, 11 RUSCH students will be enrolled at UW: 2 in WARM, 2 in TRIUMPH
• 4 are URM; 2 Disadvantaged (55%)
• In 2015, of 9 RUSCH student applicants 6 accepted to SMPH; 5 will enroll Fall 2015 — 2 applicants attending other med schools
RUSCH
Rural and Urban Scholars in Community Health

Challenges and Opportunities

• Student recruitment and admissions
• Curriculum development
• Faculty support
• Community engagement
• Retention
• Evaluation
• Funding
University of Wisconsin
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  - Locate education and training programs within rural communities in Wisconsin

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- **WiOH**
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- **Established rural physician**
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The Wisconsin Academy for Rural Medicine (WARM) is a program at the University of Wisconsin Medical School dedicated to improving the supply of physicians in rural Wisconsin and improving the health of rural Wisconsin communities.

This will be accomplished through a comprehensive rural medical education program combining a focused admissions process with an educational program designed to prepare students for rural practice and providing extensive clinical training in rural Wisconsin settings.
WARM Timeline

WARM Milestones

- WI Rural Medical Education Planning Committee
- University Committee Approval
- 1st Cohort Admitted n=5
- Marshfield and Rice Lake Clinical Training Sites Open
- La Crosse Clinical Training Sites Open
- Green Bay Clinical Training Site Opens
- Pathway of Distinction in Public Health and Primary Care (PRIME) Available
- 1st WARM Graduates Begin Practice
- 8th Cohort Admitted n=26

WARM Funding Streams

- Collaboration Planning Grant
- Strategic Initiatives Grant
- Wisconsin Partnership Grant
- HRSA Grant for Pathway of Distinction
- State Expansion Funds
WARM Curriculum Map

WARM Admissions Committee

Year 1: Pre-Clinical Curriculum
School of Medicine and Public Health, Madison, WI

Summer: Rural Clinical, Public Health, and Research Externships

Year 2: Pre-Clinical Curriculum
School of Medicine and Public Health, Madison, WI

Year 3: Required SMPH Clinical Immersion Curriculum
WARM Clinical Training Site Regional Hubs*:
- Marshfield Clinic, Marshfield, WI
- Gundersen Health System, La Crosse, WI
- Aurora Bay Care, Green Bay, WI

*Students train at multiple rural clinics within region

Year 4: Required SMPH Clinical and Elective Curriculum
WARM Clinical Training Sites and Other Community and Academic Health Centers

Graduation

Rural Health Topics Course

WARM Core Days

Rural Regional Clinic Preceptorships

Rural Community Engagement Projects

Curriculum includes unique WARM elements
Curriculum is same for all SMPH students
WARM Admissions Process

• Targeted admissions process to identify applicants who are likely to practice rural medicine
  • Rural background/connectedness
  • Community engagement
  • Specialty orientation
  • Academic success

• First class of 5 began in August 2007
• First class of 25 began in August 2011
• 2014, Expanded to 26 students per year
WARM Enrichment: Years 1 and 2

• Preceptor assignments in rural clinics
  – Mineral Point, Belleville, Spring Green, etc.
• Rural Health Interest Group
• Summer Externships
• Overview of Rural Health Elective
WARM Enrichment: Years 1 and 2

• Overview of Rural Health elective
  – Nature of rural health, interdisciplinary teams, role of public health, telemedicine, rural/farm zoonosis, rural healthcare policy and economics, agrochemical hazards, physical injury hazards, agricultural environment

• Interdisciplinary course
  – Students in health professions programs including medicine, PA, PT, nursing and pharmacy
Years three and four—live in assigned regional/rural learning communities, receive training in core clerkships, take electives
Longitudinal Rural Curriculum in Year 3

Monthly ‘core days’

1. Urgent/emergent patient care
2. Sports medicine, orthopedics, and applied radiology
3. Procedural skills
4. Cardiopulmonary assessment
5. Medical nutrition
Longitudinal Curriculum in Years 3 and 4

Community health project and community mentors
# WARM and TRIUMPH Outcomes through 2015

<table>
<thead>
<tr>
<th>Residency Location/Specialty</th>
<th>WARM</th>
<th>TRIUMPH</th>
<th>Other MD, MD/PhD</th>
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<tbody>
<tr>
<td><strong>Wisconsin</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Primary Care</td>
<td>30 (39.5%)</td>
<td>10 (19.2%)</td>
<td>103 (12.9%)</td>
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<tr>
<td>Other</td>
<td>12 (15.8%)</td>
<td>4 (7.7%)</td>
<td>112 (14.0%)</td>
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<tr>
<td><strong>Outside Wisconsin</strong></td>
<td>34 (44.7%)</td>
<td>38 (73.1%)</td>
<td>584 (73.1%)</td>
</tr>
<tr>
<td>Primary Care</td>
<td>14 (18.4%)</td>
<td>24 (46.2%)</td>
<td>217 (27.2%)</td>
</tr>
<tr>
<td>Other</td>
<td>20 (26.3%)</td>
<td>14 (26.9%)</td>
<td>367 (45.9%)</td>
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<tr>
<td><strong>Grand Total</strong></td>
<td>76 (100%)</td>
<td>52 (100%)</td>
<td>799 (100%)</td>
</tr>
</tbody>
</table>
| **Primary Care Total**       | 44 (57.9%) | 34 (65.4%) | 320 (40.1%)
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School of Medicine and Public Health
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The Wisconsin Rural Physician Residency Assistance Program (WRPRAP) is committed to collaborating with rural health advocates, community clinicians and residency educators throughout Wisconsin to develop educational experiences that foster understanding of, and interest in, rural medical practice among new physicians.

WRPRAP seeks to advance the development of rural graduate medical education in the state by providing financial support and technical assistance to residency programs and rural hospitals, health systems, and clinicians.
Addressing the Shortage of Rural Wisconsin Physicians

• Provide vision and leadership in the development of rural GME
• Provide mentoring and technical assistance to clinics, hospitals and residency programs exploring and implementing rural GME
• Develop a centralized directory of rural Wisconsin GME opportunities
• Provide rurally sensitive education for faculty, community preceptors and administrators / coordinators
• Promote rural GME opportunities to students, residents and residencies
Wisconsin Collaborative for Rural GME

WCRGME Active Sites – March 2015

University of Wisconsin
SCHOOL OF MEDICINE
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WCRGME Organizational Chart
(Wisconsin Collaborative for Rural Graduate Medical Education)

Sponsoring Institution
DIO & GMEC
Oversight

Rural Hospital
Oversight & Administration

WRPRAP & DHS
Grant Funding

Primary Care Residency or Fellowship Program
Administration

RTT or Rural/Community Track

Rural Rotation Site

WCRGME
RTT Shared Administrative & Technical Support
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Wisconsin Office of Rural Health

New Physicians for Wisconsin

Provider Jobs

Experienced, unbiased consultation to help you find the perfect job fit in Wisconsin.
Physician Placement

• *New Physicians for Wisconsin* began 1979

• Broadest selection means our priority is on fit
  – Large systems to small practices, Milwaukee to Minocqua

• 525 physicians placed since program inception
  ...in 160 Wisconsin communities
What Goes Into a Placement

21 Placements
42 Interviewed
98 Physicians Referred
1,373 Contacts with Physicians

*Data for one fiscal year
Provider Loan Repayment

• Two programs:
  – HPLAP (by shortage area, rural and urban)
  – Rural Physician Program (rural only)

• Roughly 20 total awards each year
  – MD/DO, PA, NP/APN/CNM, DDS, RDH
  – Three year commitment

• New peer-group listserv
  – Mentorship for RTT residents and rural students
Loan Repayment Recipients
2008-15

University of Wisconsin
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Rural Clinics and Hospitals

• “What makes an attractive practice site?”
  – Community Apgar Study in 12 communities

• “Is rural general surgery still necessary?”
  – Study and consultations with 5 rural hospitals

• Frequent rural hospital QI projects and trainings

• Planned Quality Network for RHCs
Hospitals and Communities

• Annual funding for improving HCAHPS scores and ICD-10 readiness, Lean training, and rural-relevant Quality Improvement
  – Working with 63 rural hospitals statewide
• Annual hospital-community grants, funding innovative projects that improve community health and address unique needs in small towns across the state.
  – Funding between 8 – 15 projects a year
Lessons Learned