



## **Physicians Working Group on Recruitment and Retention – Meeting Minutes**

**Date: March 22, 2023**

**Time: 7:30 AM to 8:30 AM**

**Location: Virtual on TEAMS**

**Members Present:** Rod Acosta, Steven Angus, Emily Byrne, Kathryn Cullinan, Khuram Ghumman, Mariam Hakim-Zagar, David Hass, Cheryl Hoey, Victoria Kozar, Christine Laprise, Leland McKenna, William Petit, Nelson Walker

**Members Absent:** Liz Mahan, Margaret McGovern;

**Organizers in Attendance:** Manisha Juthani, Thomas St. Louis; Margaret Gradie, Miriam Miller, Stuart Steinman;

**Guests in Attendance:** Karen Buckley, Brian Cournoyer, Justin Hamrick, Roy Wang

- I. Convene meeting.  
Co-chairs Leland McKenna and David Hass convened the meeting at 7:31.
- II. Approval of the minutes of the February 22, 2023, meeting.  
Approval of the minutes of the February 22<sup>nd</sup> meeting was not raised for a vote. This item will be revisited during the meeting scheduled for April 26, 2023.
- III. Introductions.  
New member, Nelson Walker, MD, representing the general public was introduced.
- IV. Review of Working Group Processes.  
Co-chairs Leland McKenna and David Hass suggested the group should use the knowledge and expertise represented by the members to address each topic from the legislation. Each member of the Working Group has been assigned a topic according to their expertise. Those individuals are asked to material in advance to the group, lead the discussion during the meeting, and suggest two or three recommendations for consideration by the group for inclusion in the final report. Materials for the meeting will be distributed one week in advance so Working Group members can prepare for the meeting. The co-chair emphasized that the meetings are not informational meetings. Working Group members should contact the co-chairs if they feel their topic assignment should change. Dr. Walker was asked to review the list of topics and contact the co-chairs about which topic he can best contribute.

The group continued with a discussion of the meaning of the topic “Access to health care providers” scheduled for June 28<sup>th</sup>. There are many interpretations and like many of the other topics it is broad. The interpretation accepted by the group was that any incentives for health care professionals recommended in the final report should be structured such that those lacking access to care would benefit.

V. Topic: Recruitment and Retention.

Dr. Hass gave a brief presentation on recruitment and retention that included preliminary results from the Connecticut State Medical Society's (CSMS) survey of the Society's Young Physician Section (YPS). Connecticut ranks low in comparison to other states in the retention of trainees. Reasons given on the survey were lack student loan debt relief, the high cost of living, liability and administrative burden. Suggestions for action included 1) quarterly emails to key legislative committees (Public Health, Insurance, Appropriations) with Working Group names signed; 2) Collect data from respective organizations on retention; 3) Explore banking relationships - favorable interest rates and 4) leverage the Association for Advancing Physician and Provider Recruitment (AAPPR). Liz Mahan, Director of Professional Development & Solutions for AAPPR is a member of the working group.



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VI. Open discussion.

The discussion covered student debt and the related topic of the cost of medical education, foreign trained physicians, and incentive programs from other states. Some medical schools in New York (NYU, Columbia, Cornell) offer tuition free programs. Debt is a barrier to remaining in Connecticut with its high cost of living. Members would like more information on trends for young people in Connecticut in general. Are they leaving the state? The members asked for more information on the Conrad 30 (J-1 Visa Waiver) program. Although graduates tend to want to practice where they were trained, Steven Angus (Committee Member and Professor at the UCONN School of Medicine) indicated that it is likely that Connecticut will continue to be an "exporter" of physicians trained in the state because the number of physicians trained in Connecticut is disproportionate to its population in comparison to other states. Other members indicated that those leaving may be in specialties where there is saturation while other specialties may be needed. Some states fund GME slots. GME will be discussed at the September 27<sup>th</sup> meeting. Programs of interest from other states include: [Delta Doctors - Delta Regional Authority \(dra.gov\)](https://dra.gov/); [Appalachian Regional Commission \(arc.gov\)](https://arc.gov/). [MD Program Family Medicine 3+3 Accelerated Program - Penn State College of Medicine \(psu.edu\)](https://psu.edu/)

VII. Next Steps.

The DPH will provide a fact sheet on the Conrad 30 program by the next meeting. Contact information for the Working Group members and the topic assignments are appended to these minutes.

VIII. Close meeting.

The meeting adjourned at 8:27AM

The next meeting is Wednesday, April 26th from 7:30AM to 8:30AM

*Minutes drafted by Margaret Gradie (CT DPH); 3/22/23*

## APPENDIX A


### Physicians Workgroup on Recruitment and Retention

Representation Required by Legislation	Member
Connecticut Hospital Association (co-chair)	Leland McKenna Director of Business Development and Strategy Middlesex Health <a href="mailto:leland.mckenna@midhosp.org">leland.mckenna@midhosp.org</a>
Connecticut State Medical Society (co-chair)	David Hass, MD President, CSMS <a href="mailto:dhass@gastrocenter.org">dhass@gastrocenter.org</a>
Small group practice physician	Mariam Hakim-Zargar, MD New England Orthopaedic Center <a href="mailto:mhakimz@comcast.net">mhakimz@comcast.net</a>
Multi-site group practice physician	Rod Acosta, MD Chief Physician Executive Stamford Health <a href="mailto:racosta@stamhealth.org">racosta@stamhealth.org</a>
Frank H. Netter MD (Quinnipiac) School of Medicine	Khuram Ghumman, MD Family Medicine Clerkship Director <a href="mailto:khuram.ghumman@quinnipiac.edu">khuram.ghumman@quinnipiac.edu</a>
UConn School of Medicine	Steven Angus, MD Professor of Medicine Designated Institutional Official UConn John Dempsey Hospital <a href="mailto:angus@uchc.edu">angus@uchc.edu</a>
Yale School of Medicine	Margaret McGovern, MD, PhD Deputy Dean & CEO, Yale Medicine <a href="mailto:margaret.mcgovern@yale.edu">margaret.mcgovern@yale.edu</a>
Physician recruiter association	Liz Mahan Association for Advancing Physician and Provider Recruitment Director of Professional Development & Solutions <a href="mailto:lmahan@aappr.org">lmahan@aappr.org</a>
Hospital HR director	Christine Laprise Vice President of Operations and Corporate Compliance Officer Bristol Health <a href="mailto:claprise@bristolhospital.org">claprise@bristolhospital.org</a>
Hospital HR director	Kathryn Cullinan Chief Human Resources Officer Nuvance Health <a href="mailto:kathryn.cullinan@nuvancehealth.org">kathryn.cullinan@nuvancehealth.org</a>

Patient advocacy group member	Emily Byrne Executive Director Connecticut Voices for Children <a href="mailto:ebyrne@ctvoices.org">ebyrne@ctvoices.org</a>
General public	Victoria Kozar Medical Student, University of Connecticut School of Medicine <a href="mailto:kozar@uchc.edu">kozar@uchc.edu</a>
General public	William Petit <a href="mailto:docpetit@gmail.com">docpetit@gmail.com</a>
General public	Cheryl Hoey <a href="mailto:choey@snet.net">choey@snet.net</a>
General public	Nelson Walker II, MD <a href="mailto:nelsonwalkerii@gmail.com">nelsonwalkerii@gmail.com</a>

**Physician Working Group  
Schedule of Meetings and Topics**

*All meeting dates are the fourth (4<sup>th</sup>) Wednesday of the month*

<b>Date</b>	<b>Focus of Meeting Discussion</b>	<b>Speaker</b>
February 22, 2023	1) Introductions, opening discussion, logistics, and expectations	Tom St. Louis, CT DPH David Hass, CSMS President Leland McKenna, CHA
March 22nd	2) Recruitment and Retention	Leland McKenna/Dave Hass
April 26th	3) Student Loan Forgiveness	Dave Hass /Tia Kozar/Liz Mahan
May 24th	4) Impact of Non-compete covenants  Poppick-Faherty-CT -Non-Compete-Law.s	Dave Hass/ Kathryn Cullinan/ Christine Laprise
June 28th	5) Access to health care providers	Leland McKenna/Cheryl Hoey/Emily Byrne
July 26th	6) Impact of health insurance landscape on access	Leland McKenna/Mariam Hakim/Bill Petit
August 23rd	7) Barriers to physician participation in health networks	Leland McKenna/ Rod Acosta/ Khuram Ghumman
September 27th	8) Assistance for Graduate Medical Education	Dave Hass/Margaret McGovern/Steven Angus
October 25th	9) Review of proposed actions to submit to CT DPH Commissioner and CGA Public Health Committee	Leland McKenna and Dave Hass
by December 31, 2023	Approval of Final Report	

The working group shall examine issues that include, but need not be limited to:

- 1) Recruiting, retaining, and compensating primary care, psychiatric and behavioral health care providers;
- 2) The potential effectiveness of student loan forgiveness;
- 3) Barriers to recruiting and retaining physicians as a result of covenants not to compete, as defined in section 20-14p of the general statutes;
- 4) Access to health care providers;
- 5) The effect, if any, of the health insurance landscape on limiting health care access;
- 6) Barriers to physician participation in health care networks; and
- 7) Assistance for graduate medical education training.