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PUERTO RICO  
**Health & Insurance**  
CONFERENCE 2018



**DEVELOPMENT BY STORM: HOW TO TURN POST-MARÍA RECOVERY  
AS THE OPPORTUNITY TO FIX HEALTHCARE IN PUERTO RICO**

How can the Schools of Medicine Help in the Physicians  
Exodus

Jose Ginel Rodriguez, MD, FAAP  
Dean of Medicine  
Universidad Central del Caribe

**Academic Health  
Center  
UCC/HURRA  
Northwestern  
Region**



## Objectives

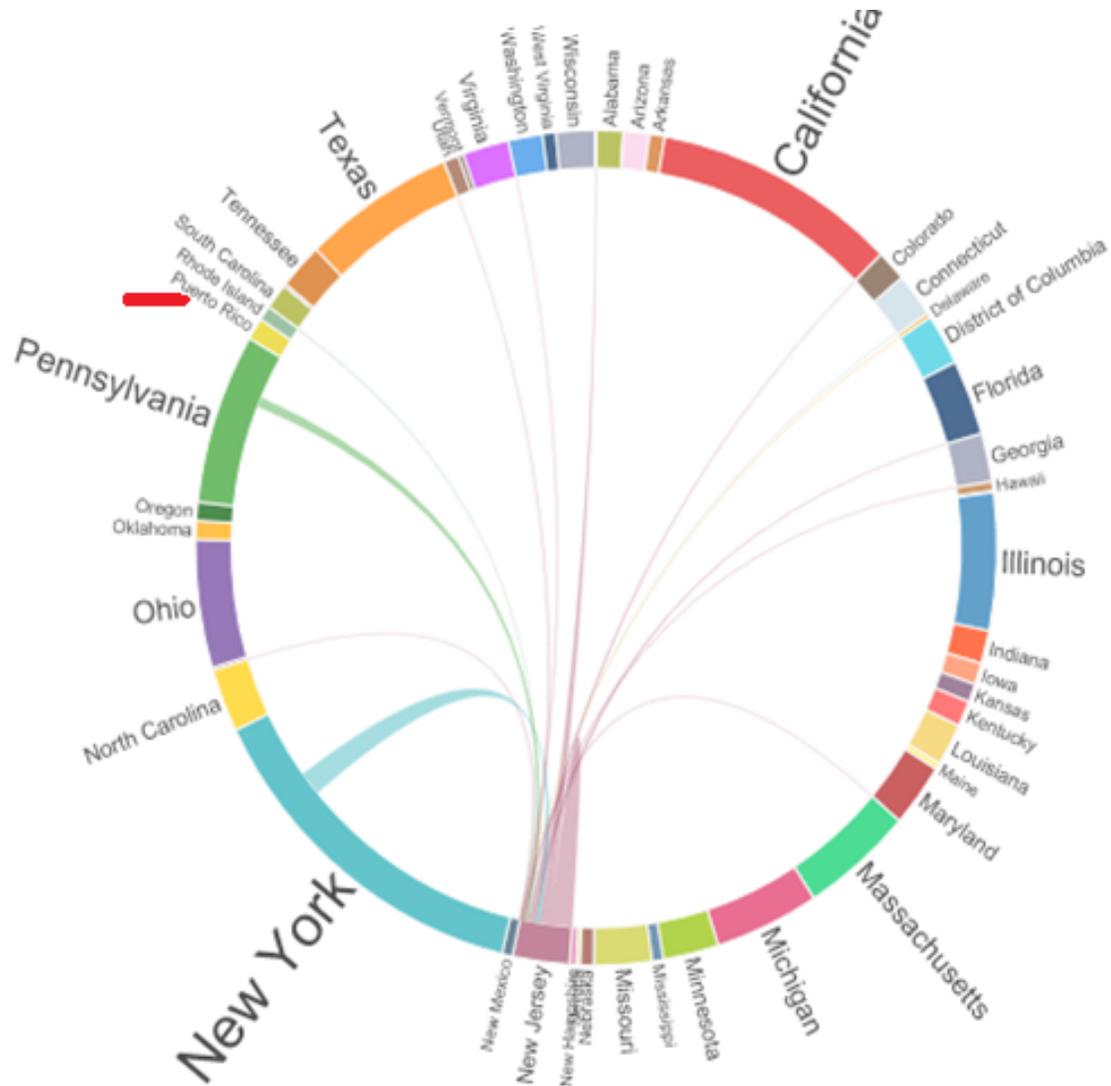
1. Enumerate and describe the strategies in place at UCC to retain our students in P.R. and avoid the brain drain.
2. Discuss the relevance of our diversity definition in our academic life and the impact in the student retention.
3. Describe the variables affecting the retention of medical students.
4. Presents strategies to promote student retention.

## Rationale

1. What schools are doing to retain medical students is **multifactorial and depends on external variables**.
  1. **Good intentions** of medical schools putting in places strategies to avoid the brain drain (because we anticipate a crisis) **it does not mean that students will stay in the island**.
  2. Schools will know if students will stay at the end of the 4<sup>th</sup> year

## Results of the 2016 Medical School Enrollement Survey(AAMC)

1. Medical school enrollment has increased: **(positive)**
2. Concern about the availability of graduate medical education opportunities at the state and national levels remains high. **(negative)**
3. Schools are dedicated to increasing diversity in their student body. **(positive)**
4. Enrollment increases at osteopathic granting schools continue to accelerate. **(positive but.....)**
5. In 2006, in response to concerns of a future physician shortage, the AAMC recommended a 30 percent increase in enrollment at LCME-accredited medical **(positive)**



## 2017 State Physician Workforce Data Report

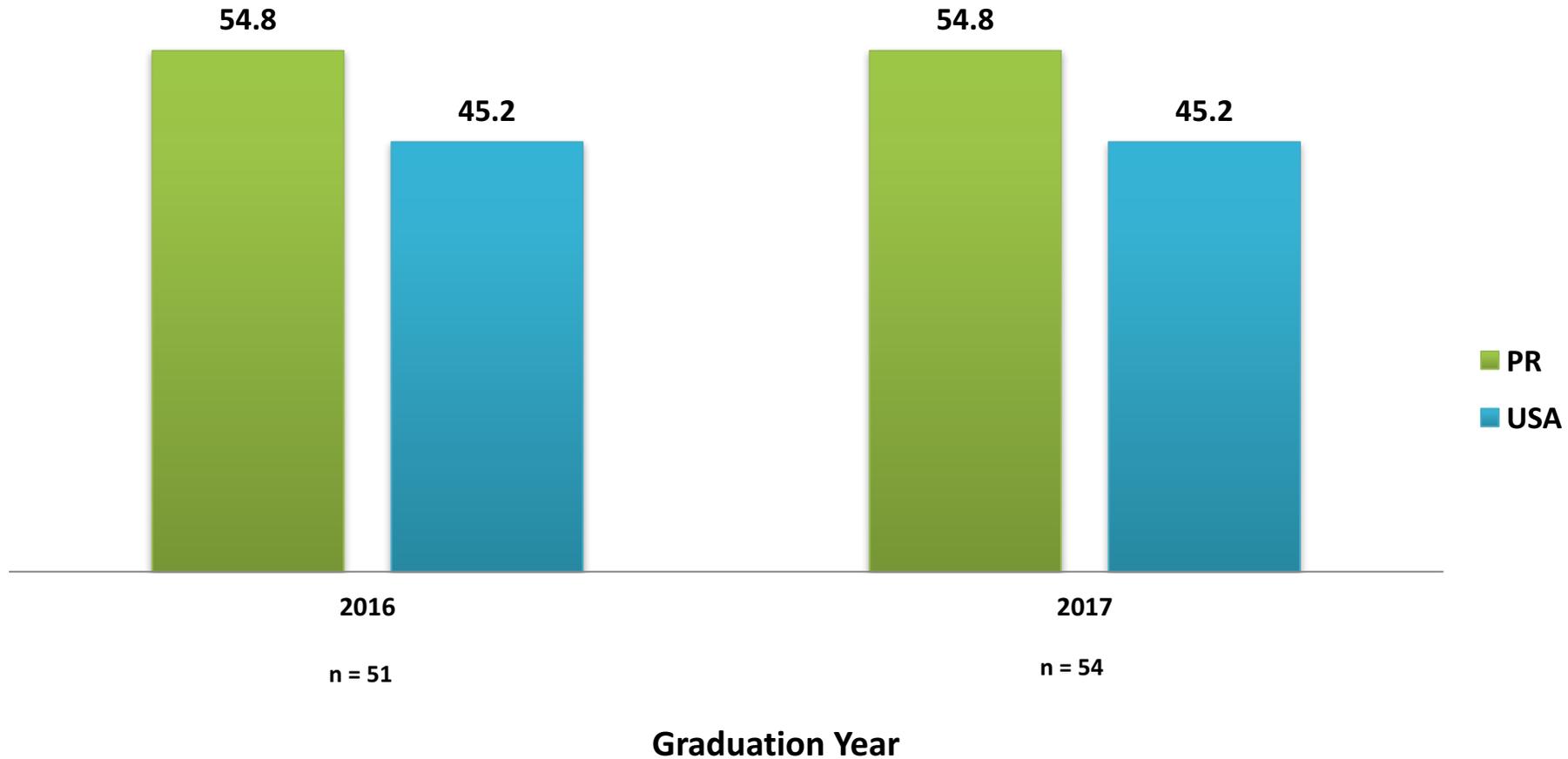
Retention rates remain highest for physicians who completed both UME and GME in the same state.

Increase enrolment the medical schools  
 Today : 144 school of medicine

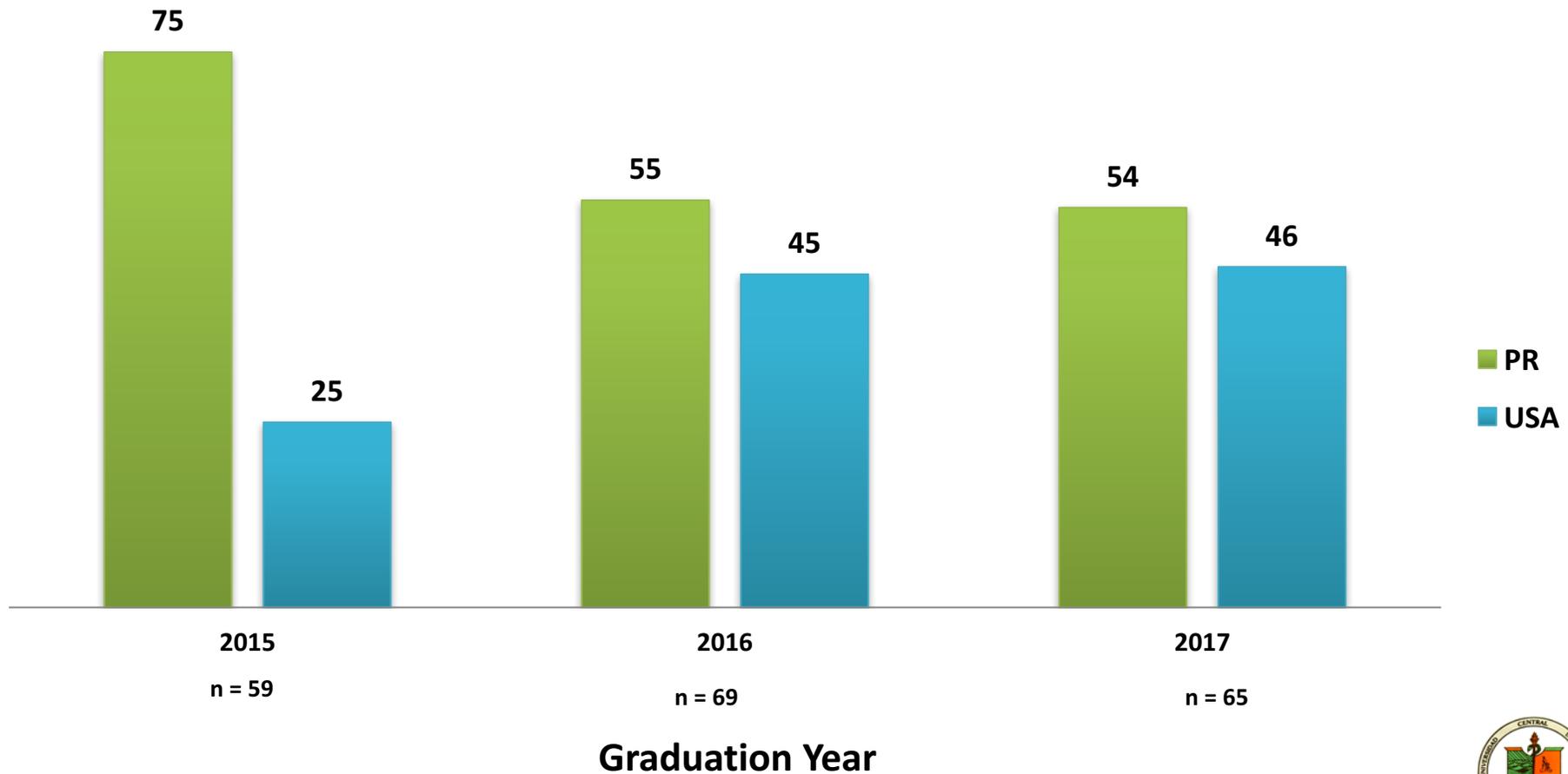
Talia Bronshtein/STAT

Source: Association of American Medical Colleges

## Where do you hope to work after completing your medical training?



## Residency place by Graduation Year



**Brain  
drain**

**?**

**Brain  
circulation**

## What UCC is implementing to avoid the brain drain?

- a. Multiple strategies across the standardized curriculum and the hidden curriculum.
- b. Enhance institutional and student support.
- c. Manage the learning environment at all levels.
- d. Manage the external factors, laws and/or regulations.

## Diversity Definition at UCC

1. Students coming from low socioeconomic background.
2. First generation of students pursuing a professional degree.
3. Students are from rural areas.

## Why the diversity and retention is important:

1. If you train in one specific area serving uninsured and underinsured patients, student may develop bonding with the patients and the community and will stay serving there.

## Rural service

1. There is evidence that individuals from **rural communities** are more likely to work in rural communities once they have completed medical training.
2. Student may develop **bonding** with the patients and the community.
3. These efforts include changes in curriculum, extracurricular opportunities, expanded faculty resources and training and changes in admissions criteria.



## Survey

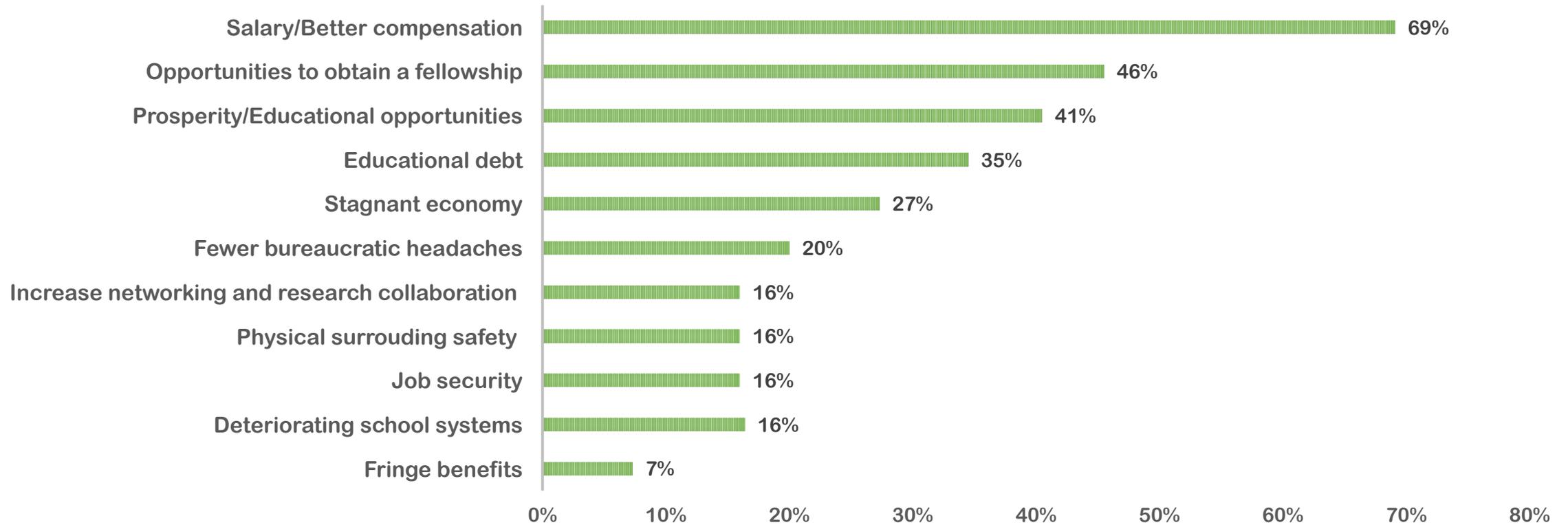
We surveyed students on factors that may led students in our Academic Health Center to consider migration:

1. 111 students answered the survey
2. After the survey we will select at random 14 students that are planning to leave the island for a semi-structured interviews with specific questions about the reason to leave the island.

# Brain drain

## Survey report

Which of the following, do you think may contribute to the exodus of medical students from Puerto Rico



## Salient results of the Survey

N=111

1. 69% reported that salary and better compensation may contribute to the exodus
2. 46% reported that opportunities to obtain a fellow
3. 41% reported that prosperity/educational opportunities
4. 35% reported that the educational debt may contribute to the exodus.

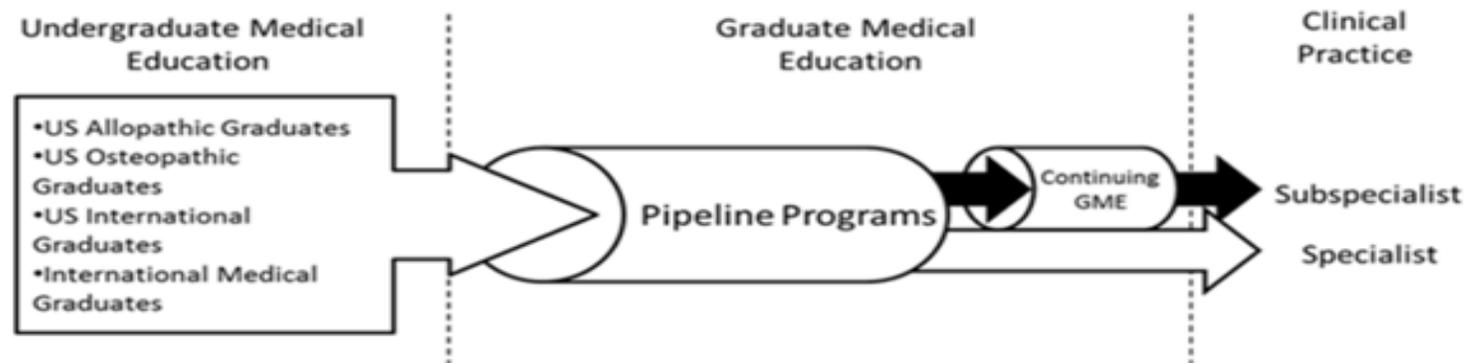
## Endowment and Scholarship

1. The endowment was created on 1994
  - a. volatile investment and economy
2. Academic merit and needs.
3. Amount of indebtedness is high.
4. Allocation of Institutional money

## Law 136

1. Signed on 2004
2. Created 4 Academic Regional Health Center
3. Promote the creation of more Residency program
4. Qualified malpractice immunity for faculty in teaching

# National Residency Matching Program/SOAP



©2014 Accreditation Council for Graduate Medical Education (ACGME)



# Learning Environment

1. A healthy learning environment probably will change the equation.
2. Because the learning environment is extremely important, **avoiding student mistreatment**, probably will translate to student retention: **comfortable environment: better bonding**
3. Retention starts with the feeling of belonging that students develop with the house staff and other personnel.

## Law 14

Governor Ricardo Roselló signed on February 21, 2017 the law.

Purpose: to guarantee accessible and quality health services for all the residents of P.R.

Offer and attractive tax incentives proposal for the medical professions to stay in P.R.

## In summary

# Strategies

1. Provide scholarship.
2. Manage the learning environment.
3. Enhance the bonding with the affiliates and their communities.
4. Promote the benefits of Law 136 and Law 14.
5. Mention about the risk of the National Residency Matching Program and the Bottle effect.
6. Increase the numbers of students admitted annually.
7. Create more residency programs and fellowships.

## Recommendations

1. If a student is provided with any scholarship, he/she should work in P.R. for a certain period of time. (a controversial issue/pay back).
2. The students should therefore also take it as their moral responsibility to pay-back the country by working in the country and hence for the country who provided their education.
3. Must open more residency programs and fellowship.  
Eg: In Texas, the legislature has tried to address that problem over the past few years by pumping millions of dollars into efforts to increase the number of residency slots in the state: (680 slots for medical residents.)
4. Enhance the benefits of the new laws. (Law 136, Law 14)

# Health care crisis Summary

1. Retention of health care workers, including the medical students is a key variable to reducing the current health care workforce crisis in PR.
2. Brain drain can be significantly reduced if a feeling of national pride is induced among the students in an early age.
3. Role of the **private sector** to become a sponsor of a student is fundamental
4. **Increase the number of positions at the medical school must be considered**
5. **Create more residency and fellowship programs**
6. **Formulate strategies with the private sector and the government to support GME**



# Thank You

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