

# Maryland Loan Assistance Repayment Program for Physicians and Physician Assistants (MLARP)

## Student Incentives Subgroup

### Virtual Meeting

June 29, 2021; 2:00 p.m. – 3:00 p.m.

#### Attendees

Gene Ransom, MedChi  
Roy Ziegelstein, Johns Hopkins University School of Medicine  
Jane Krienke, Maryland Hospital Association  
Emily Fronczek, MedChi  
Nidhi Goel, University of Maryland School of Medicine  
Kelly Kyser, MedStar Emergency Physicians  
Kelly Schutz, MedStar Emergency Physicians  
Susan Lawrence, University of Maryland School of Medicine  
Sadé Diggs, Maryland Department of Health  
Sara Seitz, Maryland Department of Health  
Mmasinachi (Marie) Ezuma-Ngwu, MDH Workforce Intern

#### I. Welcome

#### II. Opening Business/ Remarks

- A. Introductions
  - 1. Each workgroup member introduced themselves to the group
- B. Timeline
  - 1. July 16, 2021 will be the next full Workgroup meeting date
- C. Goals of subgroup
  - a. Explore and discuss methods to incentivize medical students to commit to practicing in medically underserved areas in the State before entering a residency program or on graduation from medical school
  - b. As deemed appropriate, provide recommendations related to the Loan Repayment Programs to the Workgroup for inclusion in the group's General Assembly report

#### III. Discussion

- A. Residency as Key Time to Incentivize Future Practice in Maryland
  - a. Physicians tend to decide on the geography of their practice more so during/at the completion of residency than during medical school.
  - b. Location of residency is often determined by where a residency is available vs. deliberate decision making.

- c. Residency is also the typical time to determine the type of clinical practice an individual will pursue; changeable during residency time period.
  - d. For these reasons, incentivization of residents to work/live in Maryland may make more sense than at the time that individuals are students.
  - e. Expand legislatively-mandated scope to include residents to make it broader since that is where the decision is made.
- B. Incentives Brainstorming/ Assumptions
- a. Potential income is an incentive that determines geographic location/type of practice
  - b. Debt is not reported by medical students on the AAMC Medical School Graduation Questionnaire as a significant incentive of the type of practice they enter
  - c. Coming from an underserved community is a strong contributor to an individual coming back to serve in a similar community
  - d. Quality of life and personal relationships are strong indicators of future practice location
  - e. UMD students tend to come from/ stay in Maryland; vast majority of JHU students come from outside of the state and leave the state post-medical school
- C. Medical Students
- a. Based on conversation regarding time of residency: For medical students, it is more about getting them interested in the rural area/ underserved than necessarily practicing in Maryland
  - b. Subgroup should create survey to see what medical students know, what they think about or what their decision-making process will be for determining their future practice location
    - i. Duplicate survey with residents, those in fellowship to determine how impactful incentives may change across time

#### **IV. Next Steps**

- A. Survey
- a. MedChi, Maryland State Medical Society, will draft a survey for the group's review and distribution by MedChi and schools of medicine
  - b. MedChi has about 800-900 student members
  - c. 3 surveys: one for medical student, one for undergrads and one for residents and fellows
    - i. Do you plan to stay to practice in Maryland or not?
    - ii. What incentives would keep you?
    - iii. To what degree would loan repayment opportunities influence decision making?
- B. Further Exploration
- a. Programs in other states to incentivize practicing in underserved/rural communities: Susan Lawrence, UMD, has resources
  - b. Number of medical residents that remain in MD post-residency: Jane Krienke will explore data

- c. Current Maryland pipeline programs via UMD: Susan Lawrence will reach out to Richard Colgan, UMD School of Medicine
- C. Next full group meeting is July 16, 2021:
  - 1. The main recommendation is to focus on graduate and resident students rather than undergraduates; to be discussed with full group to see if the group is in agreement.
- B. Next subgroup meeting: Tuesday, August 10, 2021; 8:00 a.m.

## **V. Adjournment**