

Community Based Faculty Preceptors: *Water in the Desert*

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Why am I here today?

- To tell you a little about AHEC
- To share with you the value of Community Based Faculty to health professions education in Georgia
- To discuss what we know about our Community Based Faculty in the state
- To share strategies we are implementing to reward and recognize the uncompensated contributions of Community Based Faculty

WHAT IS AHEC?

Area Health Education Centers

To support the recruitment, education, training, and retention of a diverse health professions workforce throughout Georgia.

RECRUIT:

to educate community members about health career choices and recruit future health professional

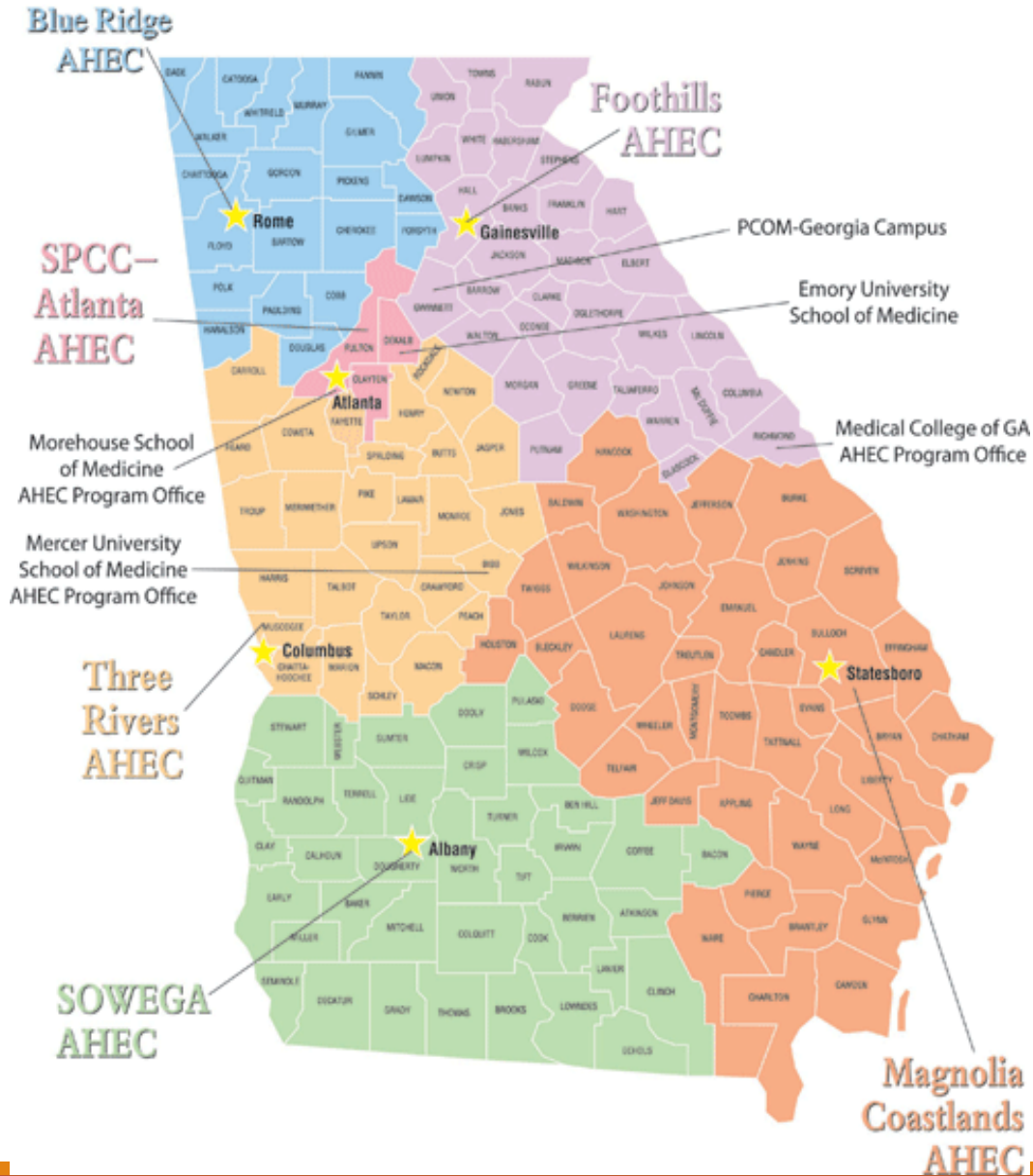
TRAIN:

to facilitate community based clinical training experiences for students and residents

RETAIN:

to provide education and resources to assist and support health care professionals

Georgia Statewide AHEC Network



AHEC's support medical education by:

- **Identification and recruitment of academically competitive students into health professions education programs, including medicine.**
- **Providing support for community based training needs of medical schools through:**
 - Site identification, recruitment, credentialing assistance
 - Housing/travel stipends
 - Management of students into the site from multiple institutions
 - “Boots on the ground”
- **Community based faculty development and training**
 - Preceptor Satisfaction Surveys
 - Continuing education for practicing health providers
- **ADVOCACY AND THOUGHT LEADERSHIP IN PRIMARY CARE**

What is the challenge?

Georgia's primary care shortages are well documented; it is imperative that the training of medical students, physician assistant students, and advanced practice registered nurses students be secured in the state as these three disciplines form the core primary care workforce.

Georgia invests heavily in the educational programs required to produce these students, and efforts to alleviate some of the struggles faced by these programs as they seek to secure sufficient community based training sites to educate their students within the state are desperately needed.

-- excerpted from 2017 AHEC Tax Credit White Paper

What's our Reality?

- Key providers must be trained using community based faculty (CBF), (also called “Preceptors”);
- *The most frequent users of the services of these valuable colleagues include all of the medical and osteopathic schools, physician assistant programs, and advanced practice nursing programs;*
- Academic Programs cannot afford to pay CBF for the services they provide without raising tuition substantially (which increases graduate debt).

CONT.

- Every medical school in Georgia has -or is going to- increase its class size; there are currently 26 Medical, Osteopathic, PA, and APRN programs in Georgia. And that is **BEFORE** the projected NEW Osteopathic schools open in southwest Georgia.
- It is the current policy of Georgia's public and private educational programs to NOT offer cash payments to Community Based Faculty as an effort to prevent a bidding war between medical schools and to prevent collateral damage to the PA and APRN programs who would struggle mightily to pay CBF.

YET...

***Off-shore and out-of-state
medical schools are using
Georgia CBF and paying
them +/- \$1500 per
rotation.***

Who are the students?

WHAT IS THE DEMAND FOR CBF?

MEDICAL/ OSTEOPATHIC STUDENTS:

Each medical / osteopathic student has approximately 7 required core clerkship rotations in their third year and approximately the same in the 4th year.

- Each rotation lasts 4-6 weeks on average.
- Approximately 40% of these required clerkship rotations occur in community based settings with ***non-compensated*** volunteer faculty;
- In 2016, there were approximately **594** 3rd year Georgia Medical / Osteopathic Students at our five schools;
- 594 x 7 required core clerkships = 4,158 rotations;
- ***4,158 x 40% in community settings= 1,663 rotations needed with CBF***

PHYSICIAN ASSISTANT STUDENTS

Each PA student completes approximately 50% of their required clinical rotations in off-campus community based training sites with practicing physicians and/or licensed PAs. The same seven clerkships are required as for medical students.

- There are approximately **300** Georgia Physician Assistant students at five institutions;
- Each rotation lasts 4-6 weeks on average;
- 300 students x 7 rotations= 2,100 rotations;
- ***2,100 rotations x 50% in community based training sites= 1,050 rotations needed with CBF***

ADVANCED PRACTICE REGISTERED NURSES STUDENTS:

- There are 15 Advanced Practice Registered Nurse Masters Programs in Georgia with a total approximate enrollment of **+/- 700**.
- Nursing curriculum differs from the other two disciplines, but each student would need approximately 2 or 3 supported rotations by community based faculty.
- ***700 X 3 = 2,100 rotations needed with CBF***

Summary need

4,158 x 40% in community settings= 1,663 rotations needed with CBF (medicine)

2,100 rotations x 50% in community based training sites= 1,050 rotations needed with CBF (physician assistants)

700 X 3 = 2,100 rotations needed with CBF (advanced practice nursing)

OR

We estimate that **4,813** student rotations need to be provided by a volunteer community based faculty member.

Who are the CBF?

2016 AHEC Community Based Faculty Survey

In October 2016 the Georgia Statewide AHEC Network sent surveys to 2,211 community-based faculty (CBF)

The response was lower than the past two cycles

In general, CBF are satisfied with mentoring future health care providers, and expect to continue doing so for the next five years

41% of respondents are teaching students 20 or more weeks per year

Rewards of Teaching

Valued rewards were clear:

1. investing in a student's future,
2. giving back to the profession,
3. enjoyment of teaching,
4. intellectual stimulation,
5. serving as a role model, and
6. keeping current.

Cont.

Financial compensation and/or incentive programs have become more important in recent years. The Preceptor Tax Incentive Program (PTIP) was ranked highly as a valued incentive.

Just behind financial compensation (and of equal value to CBF) were continuing education programs on clinical topics, and academic appointment at a health sciences university.

Cont.

Teaching students had *positive* influence on overall job satisfaction of CBF but *negative* influence on income and provider workflow.

The latter may explain why “stipends awarded based on number and duration of rotations supported” and “financial compensation” ranked second and third among respondents (after PTIP) on a list of potential incentives.

Degree of Satisfaction

Degree of satisfaction with teaching remains steady with **88%** of CBF selecting “satisfied” or “highly satisfied” with their experience; this is the same result as our first statewide survey in 2008.

Influence of Students on Job Satisfaction

Bringing students into a CBF's clinical practice has positive effects on the CBF's overall job satisfaction, relationships with colleagues, staff and patients, and on patient satisfaction. These are also the same as our findings in 2008.

One strategy to
recognize CBF
contributions

Georgia Preceptor Tax Incentive Program (GA-PTIP):

PROVIDING VALUE TO OUR VOLUNTEER
COMMUNITY-BASED FACULTY

Governor Nathan Deal signed into law April 15, 2014 legislation that creates tax deductions for uncompensated community based faculty physicians who provide training to medical, osteopathic, physician assistant and advanced practice registered nursing students matriculating at Georgia public or private educational institutions.

GEORGIA PRECEPTOR TAX INCENTIVE PROGRAM (GA-PTIP)

GA-PTIP Website:

www.augusta.edu/ahec/ptip

Statewide AHEC Program Office

- Maintains website and portals
- Summarizes all data
- Issues Tax Deduction Certification letters by January 31 of each year for the last full calendar year
- Provide a report to the Legislature each year

2016 PTIP Numbers

- **719** preceptors have registered and **305** qualified to receive deductions and have received letters.
- **223 additional** preceptors were eligible to receive deductions but did not register with the program.
- There were **26 of 26** eligible academic programs who provided rotation and training hour reports.

A total of \$1,998,000 in deductions have been certified by the Statewide AHEC for 2016 state income tax filings as of this date.

What rotations led to deductions?

- **66%** of the deductions were earned and awarded for MD/DO student support.
- APRN /Nurse practitioner students accounted for **15%**.
- PA students accounted for **19%**.

TABLE A: FY16 – PTIP Training Hours Reported by School/Program

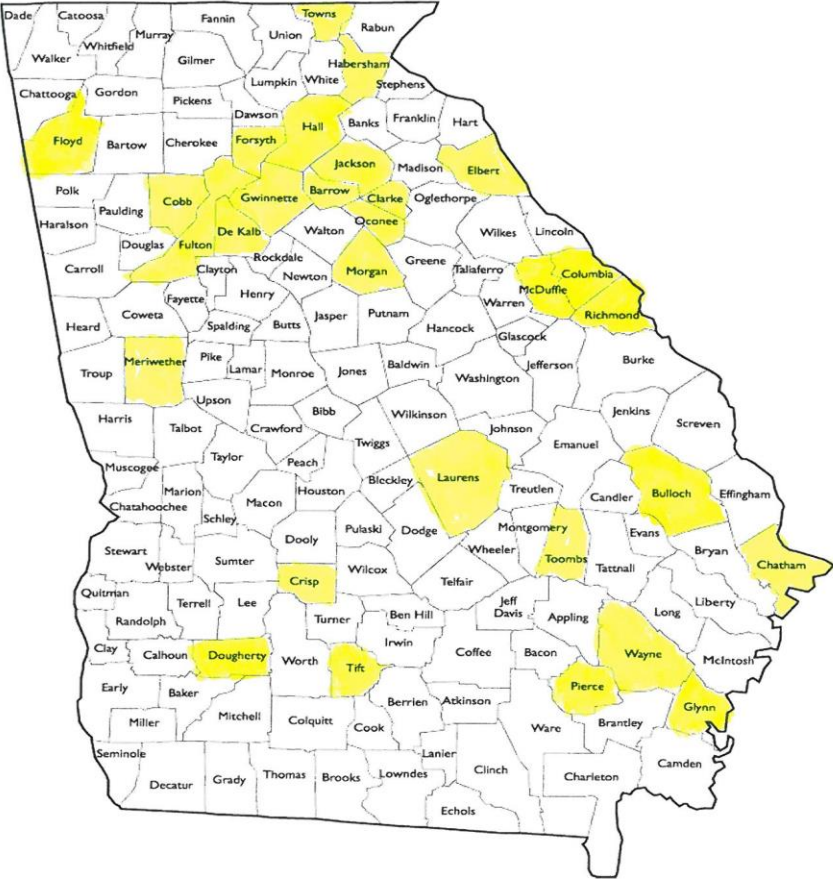
UNIVERSITY	MED/DO	NP	PA	TOTAL Hours
Albany State University		1,919		1,919
Armstrong Atlantic University		3,679		3,679
Augusta University	222,436	9,093	31,880	263,409
Brenau University		7,088		7,088
Clayton State University		2,635		2,635
Columbus State University		6,053		6,053
Emory University	39,549	9,826	28,978	78,353
Georgia College and State University		7,884		7,884
Georgia Southern University		5,053		5,053
Georgia Southwestern State University		2,453		2,453
Georgia State University		23,530		23,530
Kennesaw State University		4,087		4,087
Mercer University	58,588	10,380	51,290	120,258
Morehouse University	8,279			8,279
Philadelphia College of Osteopathic Medicine	207,160		2,920	210,080
South University		13,125	38,400	51,525
University of North Georgia		6,092		6,092
Valdosta State University		6,229		6,229
Total Hours Reported	536,012	119,126	153,468	808,606
Total Programs Reporting Data	5	16	5	26
Total Programs Eligible to Report Data	5	16	5	26

Augusta University

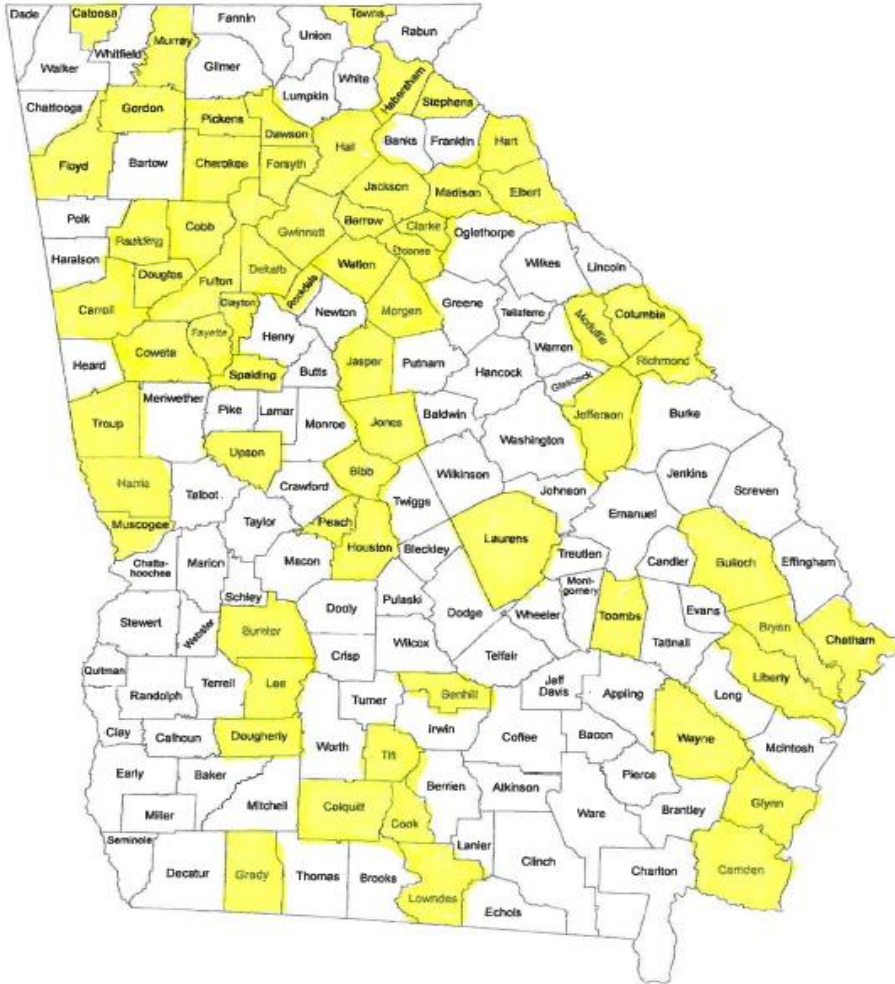
- ❑ Overall, AU preceptors accounted for **33%** of the total hours reported
- ❑ **42%** of all reported medical school hours were reported by MCG; (MCG accounted for 28% of ALL hours reported for all disciplines)
- ❑ **8%** of APRN hours were reported by AU-CON
- ❑ **21%** of PA hours were reported by AU-CAHS

Where were the CBF
who received
deductions earned
through MCG?

2015 Counties of MCG PTIP Recipients



2016 Counties of MCG PTIP Recipients



Georgia Physician Tax Incentive Program, Summary Data, 2014-2016

	2014	2015	2016	30 MONTH TOTAL
# of hours reported	438,612	895,552	808,606	2,142,770
# of possible rotations	2,741	5,597	2,377	10,715
# of registered preceptors	563*	582	719	N/A
# of preceptors awarded deductions	326*	243	305	874
# of preceptors eligible but not registered	490	404	223	N/A
Amount of deductions awarded	\$883,000	\$1,513,000	\$1,998,000	\$4,394,000
Actual value of deductions (6%)	\$52,980	\$90,780	\$119,880	263,640
# of eligible programs reporting	18/23	23/25	26/26	N/A

Next Steps

- ❑ Convert current Preceptor Tax Incentive Program (PTIP) from a tax deduction to a tax credit in order to provide a more powerful incentive to Georgia community based faculty to ONLY take Georgia medical, osteopathic, PA and APRN students.

Next Steps

- HB 301 has passed the House. This converts PTIP to a tax credit and adds APRN and PA preceptors to the list of eligible recipients. It further removes the limitation on type of rotation.
- Needs to pass Senate in 2018 Legislative Session

What can you do?

- ❑ Make sure your preceptors are registered
- ❑ Make sure your departments are submitting all possible rotations with accurate information in the appropriate formats
- ❑ Communicate upcoming changes to your preceptors and request their support and assistance with legislators
- ❑ Promote the need for tangible recognition of CBF to every audience you have- particularly legislative
- ❑ Have your professional organizations join us in advocating for HB 301

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