

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

Student Incentives Subgroup

Virtual Meeting

August 10, 2021; 8:00 a.m. – 9:00 a.m.

Attendees

Jane Krienke, Maryland Hospital Association
Nidhi Goel, University of Maryland School of Medicine
Richard Colgan, University of Maryland, School of Medicine (AHEC)
Sadé Diggs, Maryland Department of Health
Sara Seitz, Maryland Department of Health
Susan Lawrence, University of Maryland School of Medicine
Marissa Flaherty, University of Maryland
Donna Parker, University of Maryland
Pamela Kasemeyer, MedChi

I. Welcome

II. Opening Business/ Remarks

- a. The virtual meeting was called to order (8:00 a.m.) by Sara Seitz who provided roll call for all guests in the meeting (as Chair, Gene Ransom, out of office).
- b. Minutes Approval: The minutes of the most recent meeting, June 29, 2021, were distributed prior to the meeting and reviewed by attendees. No corrections were recommended. Minutes were approved as distributed.
- c. Purpose of Group: To examine and recommend methods to incentivize medical students to commit to practicing in medical underserved areas before entering residency or on graduation from medical school.

III. Review of Old Business

- a. Residency (vs. medical school) may be the more successful time to incentivize students. This information was taken to the larger workgroup.
- b. Sent invitation to Dr. Richard Colgan (Maryland Area Health Education Center, AHEC) to discuss AHEC programs to support workforce development
- c. Subgroup provided feedback regarding an informal medical school student survey to gather information about student incentive motivations. MedChi distributing to contact list; results pending. A similar survey may want to be used on residents to see if the responses are the same or if responses have changed.

IV. New Business/ Discussion

- a. Dr. Richard Colgan, University of Maryland, discussed the three regional AHEC offices and their work in building interest among medical students in practicing with underserved and rural Marylanders.
 - i. All three centers serve underserved areas of the state, and the mission is to recruit health professional students from underserved areas, to train them, and then retain them in these underserved areas.
 - ii. Baltimore AHEC has expanded to include central Maryland.
 - iii. The AHEC Scholars program which is a mandated requirement from the Health Resources Services Administration (HRSA). Students in their third and fourth year can elect to join to work alongside another health professional discipline (NP, PharmD, PA, etc). The students are not all from the University of Maryland School of Medicine.
 - iv. There could be potential routes to incentivize participation in AHEC programs through MLARP technical scoring in the future.
- b. UMD SOM has several courses in which students can choose to participate, including the Primary Care Track. This is a 2-year commitment for Maryland medical students who are paired with a mentor and preferably in underserved part of the state.
- c. Potentially for our State Loan Repayment Program application we could think about if the applicant grew up in Maryland, participated in a primary care track during the school of medicine years, or are an AHEC scholar then they could get additional points in their technical scoring.
- d. In reflective statements from students if they are more interested in working in rural areas than they were at the beginning then maybe this could be a pipeline to get them familiar with those communities in Maryland.
- e. See potential for a similar program in Psychiatry that would give early exposure to rural psychiatry and this could also lead to future higher technical scoring for MLARP.
- f. UMD has a rural medicine interest group that we could connect with to see how active they are and their mission. They received a presentation from Maryland Department of Health before but current participants may not know about the Maryland Loan Repayment Programs.
- g. Other states have established incentivize programs that impact students earlier in their academic career than what Maryland currently offers.
- h. Recommendations that may be exploration areas
 - i. Earlier undergraduate/ medical student exposure
 - ii. Explore opportunities to introduce rural and underserved service beyond medical students, in other specialties like psychiatry
 - iii. Tracking of students: What states do they come from, where do they go post-graduation and post-residency? Where does Maryland gain and leak quality healthcare workforce student candidates?
 - iv. Are there opportunities to attract border state students?
 - v. Tuition remission and scholarships during school vs. at time of service, as

loan repayment

IV. Next Steps

- A. Sara Seitz will draft language regarding further exploration areas and recommendations and send to group for feedback.
- B. Next full workgroup meeting is September 10 2021, at which a draft General Assembly report will be reviewed.

V. Adjournment