

**REPORT OF THE  
JOINT COMMISSION ON HEALTH CARE**

**Interim Report:  
Analysis of Virginia's Health Workforce  
Pipelines**

**TO THE GOVERNOR AND  
THE GENERAL ASSEMBLY OF VIRGINIA**



**REPORT DOCUMENT NO. 118**

**COMMONWEALTH OF VIRGINIA  
RICHMOND  
2009**



**Code of Virginia § 30-168.**

The Joint Commission on Health Care (the Commission) is established in the legislative branch of state government. The purpose of the Commission is to study, report and make recommendations on all areas of health care provision, regulation, insurance, liability, licensing, and delivery of services. In so doing, the Commission shall endeavor to ensure that the Commonwealth as provider, financier, and regulator adopts the most cost-effective and efficacious means of delivery of health care services so that the greatest number of Virginians receive quality health care. Further, the Commission shall encourage the development of uniform policies and services to ensure the availability of quality, affordable and accessible health services and provide a forum for continuing the review and study of programs and services.

The Commission may make recommendations and coordinate the proposals and recommendations of all commissions and agencies as to legislation affecting the provision and delivery of health care.

For the purposes of this chapter, "health care" shall include behavioral health care.

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## Preface

This interim report describes the activities completed in the first year of a two-year study to examine Virginia's educational pipelines for certain health care professionals. The study, undertaken by the Joint Commission on Health Care (JCHC), will examine the educational pipelines for physicians (including certain specialists), pharmacists, dentists and clinical psychologists as well as current and projected workforce shortages for those professionals.

The demand for health care services is expected to increase as Virginia's population increases (and as the percentage of older residents increases) over the next few decades. Consequently, it will be important to anticipate future workforce shortages among health care professionals and to take action to prevent or minimize any shortages.

This interim study reviewed characteristics of the higher education programs offered for physicians, pharmacists, dentists and clinical psychologists and examined the current availability of these licensed professionals. Based on study findings, JCHC members voted to take two actions:

The JCHC Chairman was authorized to request by letter that the Board of Medicine save an electronic copy of its Doctor's Profile database on an annual basis. The database includes information about physicians licensed to practice in Virginia, including their practice specialties and locations. Archiving the database would be a simple procedure that would allow for developing more accurate projections and trend models related to Virginia's physician workforce.

JCHC staff was authorized to collaborate with the National Center for the Analysis of Healthcare Data (within the Edward Via Virginia College of Osteopathic Medicine) in completing this study. This collaboration will enhance the comprehensiveness of the workforce data that can be collected and analyzed.

On behalf of the Joint Commission and staff, I would like to thank the numerous individuals who assisted in this study, including representatives from Argosy University, Carilion Clinic, Department of Health Professions, Eastern Virginia Medical School, Edward Via Virginia College of Osteopathic Medicine, George Mason University, Hampton University, INOVA Health System, National Alliance of State Pharmacy Associations, Naval Medical Center in Portsmouth, Radford University, Regent University, Shenandoah University, State Council of Higher Education for Virginia, University of Appalachia, University of Virginia, Virginia Commonwealth University, the Virginia Consortium, Virginia Department of Health, Virginia Psychological Association, and Virginia Tech.

Kim Snead  
Executive Director  
April 2009



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# **Interim Report: Analysis of Virginia's Health Workforce Pipelines (Physicians, Psychiatrists, Dentists, Clinical Psychologists and Pharmacists)**

## **Executive Summary**

### **Authority for Study**

One policy option, included in a 2007 presentation regarding the shortage of geriatricians in the Commonwealth, recommended a study by the Joint Commission on Health Care (JCHC) of Virginia's educational pipelines for certain health care professionals. This two-year study is based on that recommendation and focuses on the educational pipelines for physicians (including some specialists such as psychiatrists), dentists, clinical psychologists and pharmacists in the context of projected workforce shortages.

### **Increasing Demand for Health Care**

The statewide demand for health care is projected to increase as the Commonwealth's population (particularly in the over-65 population) increases. Virginia's general population "is expected to increase by 17% between 2000 and 2020, whereas the growth among the population over 65 years of age will increase by 65% over the same period (versus 53% for the nation as a whole)."

*(Source: Health Care Workforce and Other Initiatives to Assist Medically Underserved Communities and Populations, Annual Report July 1, 2006 to June 30, 2007, VDH Office of Minority Health and Public Health Policy)*

As the demand for health care services increases, it will be important to determine which health care professions are likely to experience the most significant shortages to ensure that Virginians' health care needs can be met.

### **Professional Pipelines**

Year one of this study focused on the characteristics of the educational programs and licensure requirements for physicians, dentists, clinical psychologists, and pharmacists.

*Physicians.* Virginia has four medical schools:

- Eastern Virginia Medical School (EVMS)
- University of Virginia (UVA)
- Virginia Commonwealth University (VCU), and
- Edward Via Virginia College of Osteopathic Medicine (VCOM).

The combined enrollment for the four medical schools was 2,425 in 2008.

In 2008, there were 24,091 (non-federal) physicians licensed to practice in Virginia. (Source: StateHealthFacts.org)

During the course of the study, it was determined that Virginia's Board of Medicine does not maintain an annual archive of its Doctor's Profile Database. This physician database contains such information as practice locations, primary specialty, educational background, and dates of training. Making an archive copy of this database would retain descriptive information that would allow for more accurate trend analyses and projections of future physician supply. To address this issue, JCHC was presented with the option of requesting that the Board of Medicine archive a copy of the Doctor's Profile Database on an annual basis.

**Dentists.** VCU, which has the only dental school in Virginia, enrolled 374 students during the 2008-2009 school year.

As of June 2008, 5,975 dentists were licensed to practice in Virginia. (Source: Virginia Department of Health Professions)

**Clinical Psychologists.** Virginia has 11 programs that can lead to clinical psychologist licensure. The eight publicly-supported programs are offered by:

- George Mason
- Radford University
- University of Virginia School of Education
- University of Virginia Department of Psychology
- Virginia Commonwealth University clinical psychology program
- Virginia Commonwealth University counseling psychology program
- Virginia Consortium, and
- Virginia Tech

Three private programs are offered by:

- Argosy University
- Institute of Psychological Sciences, and
- Regent University

A total of 874 students were enrolled in the 11 programs in 2008.

In 2008, 2,434 clinical psychologists were licensed to practice in Virginia. (Source: Virginia Department of Health Professions)

**Pharmacists.** Virginia has four pharmacy programs offered by:

- Hampton University
- Shenandoah University

- University of Appalachia, and
- Virginia Commonwealth University

The combined enrollment of these programs was 1,257 in 2008.

In 2008, 9,636 pharmacists were licensed to practice in Virginia.

(Source: Virginia Department of Health Professions)

### **Year Two Activities**

Year two study activities will determine current supply and demand for each health care profession being reviewed (by geographic region in Virginia) and estimate future supply and demand for services. In addition, the financial cost of operating a medical school will be examined (as requested and approved during a JCHC meeting held in November 2008).

In completing this study, JCHC staff will collaborate with the National Center for the Analysis of Healthcare Data within the Edward Via Virginia College of Osteopathic Medicine. The Center has personnel who specialize in studying health care workforce issues and has access to data resources that JCHC could not procure.

### **Policy Options**

**Option 1:** Take no action.

**Option 2:** Request by letter of the JCHC Chairman that the Virginia Board of Medicine save an electronic archive copy of the Doctor's Profile Database annually.

**Option 3:** JCHC staff will conduct joint research with VCOM's National Center for the Analysis of Healthcare Data in completing the workforce pipeline study (to be completed and reported to JCHC by November 2009).

*No public comments were received regarding proposed policy options.*

### **JCHC Staff for this Report**

Stephen W. Bowman

Senior Staff Attorney/Methodologist



# Analysis of Health Workforce Pipelines

Physicians, Psychiatrists, Dentists,  
Clinical Psychologists and Pharmacists

Joint Commission on Health Care  
October 23, 2008

Stephen W. Bowman  
Senior Staff Attorney/Methodologist

## Agenda

- Study Background
- Health Profession Pipelines
  - Physicians
    - Psychiatrists
  - Dentists
  - Clinical Psychologists
  - Pharmacists
- Year Two Activities
- Policy Options

## Study Background



## A Workforce Analysis for Multiple Health Professions Allows for Better Assessments and Prioritizations

Past studies have  
addressed individual  
health professions

### Past Studies which in part Addressed Virginia Health Workforce Shortages

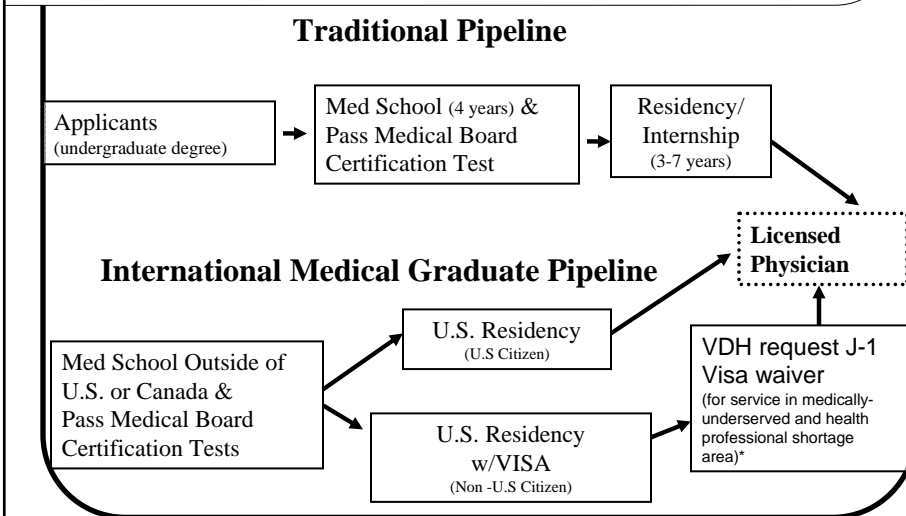
- Child Psychiatrists – JLARC 2007
- Dental Care Shortage Areas– VDH Annually
- Dentists – JCHC 2000
- Geriatricians – JCHC 2006
- Mental Health Shortage Areas - VDH Annually
- Nurses – SCHEV 2004
- Obstetricians/gynecologists – JCHC 2004
- Pharmacists – JCHC 2001
- Primary Care Physicians– JCHC 2000 & 2001
- Primary Care Shortage Areas– VDH Annually
- Psychiatrists – JLARC 2007

Comparisons of training requirements, duration of education, state funding, supply and demand for the different health profession areas provide the best insights for decision-making.

# Physician Pipeline




## Virginia's Two Physician Pipelines



\* Limited to 30 per year per state.

Sources: Annual report on the Primary Care Workforce and Health Access Initiatives – VDH (2006), Discussion with Virginia Board of Medicine representatives, *The International Medical Graduate Pipeline: Recent Trends in Certification and Residency Training*, John Boulett, Health Affairs Vol 25:2 p469.

## 2,425 Students Are Currently Enrolled in Virginia Medical Schools




	Total Enrollment (2008)	2008 entering class-size	% in-state 2008 entering class	2012 entering class-size (Estimated)	2008 Graduates
Eastern Virginia Medical School (Norfolk)	445	115	64%	135	107
University of Virginia School of Medicine (Charlottesville)	559	145	54%	160	130
Virginia Commonwealth University School of Medicine (Richmond)	741	192	58%	192	181
Edward Via Virginia College of Osteopathic Medicine - VCOM (Blacksburg)	680	191	30%	191	139
Virginia Tech Carilion School of Medicine (Roanoke) <i>[Opens August 2010]</i>	200 <i>(Expected)</i>	40 <i>(Expected)</i>			
<b>Total (2008)</b>	<b>2,425</b>	<b>643</b>	<b>50%</b>	<b>678</b>	<b>557</b>

Sources: JCHC email correspondence with each institution and SCHEV. Va. Medical School Takes Shape, Smith and Hardy, Richmond Times Dispatch, January 3, 2007 & WSLS video report, McNew, May 22, 2008 [http://www.wsls.com/sls/news/local/article/roanoke\\_medical\\_school\\_has\\_a\\_name/11444/](http://www.wsls.com/sls/news/local/article/roanoke_medical_school_has_a_name/11444/)

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## \$50.6 Million General Funds Were Spent Toward Medical School Education in 2007-08



	Tuition in-state (2008-2009)	Tuition out-of-state (2008-2009)	2007-08 General funds* (in millions)	2007-08 Non-General funds* (in millions)	2007-08 General funds/per student*
Eastern Virginia Medical School (Norfolk)	\$ 23,980	\$ 44,328	\$ 15.1	\$ 0	\$ 33,786
University of Virginia School of Medicine (Charlottesville)	\$ 32,650	\$ 42,650	\$ 16.6	\$ 31.8	\$ 29,733
Virginia Commonwealth University School of Medicine (Richmond)	\$ 25,390	\$ 38,892	\$ 16.9	\$ 20.8	\$ 22,833
Edward Via Virginia College of Osteopathic Medicine - VCOM (Blacksburg)	\$ 32,900	\$ 32,900	\$ 0	\$ 0	\$ 0
Virginia Tech Carilion School of Medicine (Roanoke) <i>[Opens August 2010]</i>					
<b>Total (2008)</b>	<b>\$ 28,794 (average)</b>	<b>\$ 39,740 (average)</b>	<b>\$ 50.6</b>	<b>\$ 52.8</b>	

\* Totals do not include Family Practice Program (residencies) and Area Health Center funding

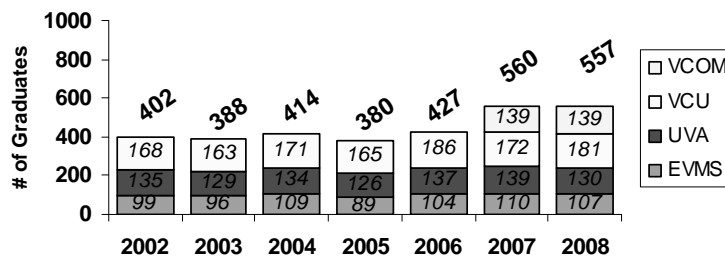
Sources: JCHC email correspondence with each institution and SCHEV. Va. Medical School Takes Shape, Smith and Hardy, Richmond Times Dispatch, January 3, 2007 & WSLS video report, McNew, May 22, 2008 [http://www.wsls.com/sls/news/local/article/roanoke\\_medical\\_school\\_has\\_a\\_name/11444/](http://www.wsls.com/sls/news/local/article/roanoke_medical_school_has_a_name/11444/)

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## 557 Graduated from Virginia's Medical Schools in 2008

### Virginia Medical Graduates 2002-2008



Sources: American Association of Medical Schools and email correspondence with institutions

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## Most Virginia Physicians Were Not Trained in the Commonwealth

- 25% of Virginia physicians were trained in the Commonwealth
  - Virginia educates the national average of medical students per population (~25 per 100,000 population)
- 36% of Virginia's medical school graduates practice in Virginia
  - Nationally 30% of active physicians attended an in-state medical school

Sources: Email correspondence with institutions and *Physician Supply and Requirements in Virginia, 2010 and 2015*, Mick, Nayar, and Caretta, July 2007

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## Virginia Generalist Initiative (VGI)

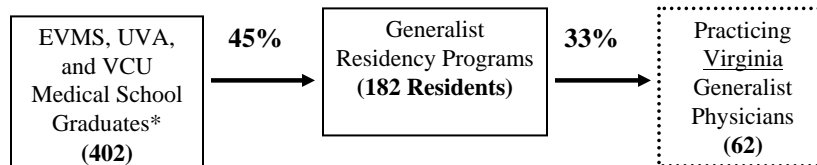
- Generalist Specialties:
  - Family Practice
  - Internal Medicine
  - Pediatrics
- Situation: In 1994, the number of new generalist physicians were declining
- Result: The Virginia Generalist Initiative was created to enhance generalist education in Virginia to increase the number of generalist physicians entering the field.
  - EVMS, UVA, and VCU participated

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## Annually, Virginia Adds 62 Practicing Generalists through Generalist Initiative Programs

### EVMS, UVA, VCU Generalist Pipeline for Virginia

Average 2005-2007



*Note: Nationally 40% of medical school graduates enter generalist programs*

*Note: 53% (99) of EVMS, UVA, VCU medical school graduates that completed a generalist residency entered generalist practice (whether in-state or out-of-state)*

900 Virginia general practitioners have been through the Generalist Initiative programs since 1996.

\* Does not include VCOM as its first graduating class was 2007. Source: 2007 Progress Report of the Virginia Generalist Initiative Program

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## 50% of Offered Residency Slots Are for Generalist Positions

Virginia Residencies - National Residency Match Program	# of Offered Positions	# of Positions Filled	% Filled
<b>Total Open Virginia Residency Positions (2008)</b>	<b>460</b>	<b>428</b>	<b>93%</b>
Internal Medicine	101	94	93%
Family Medicine	65	56	86%
Pediatrics	53	53	100%
Internal Medicine/Family	3	3	100%
Internal Medicine/Pediatrics	6	1	17%
Surgery-General	51	40	78%
Emergency Medicine	28	28	100%
Psychiatry	24	24	100%

Green Highlight denotes  
Generalist Residencies

Source: Results and Data, 2008 Main Residency Match, Nation Resident Matching Program, April 2008

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## Only Generalist and General Surgery Residencies Were Not 100% Filled

Virginia Residencies - National Residency Match Program	# of Positions Offered	# of Positions Filled	% Filled
Radiology-Diagnostic	23	23	100%
Anesthesiology	22	22	100%
Obstetrics and Gynecology	20	20	100%
Neurology	12	12	100%
Physical Medicine and Rehabilitation	12	12	100%
Orthopedic Surgery	10	10	100%
Pathology-Anatomic and Clinical	10	10	100%
Otolaryngology	8	8	100%
Dermatology	6	6	100%
Radiation Oncology	4	4	100%
Plastic Surgery	2	2	100%

Source: Results and Data, 2008 Main Residency Match, Nation Resident Matching Program, April 2008

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## Virginia Has 36 First-Year Psychiatry Residents

### Virginia Psychiatry Residents

(4 year duration)

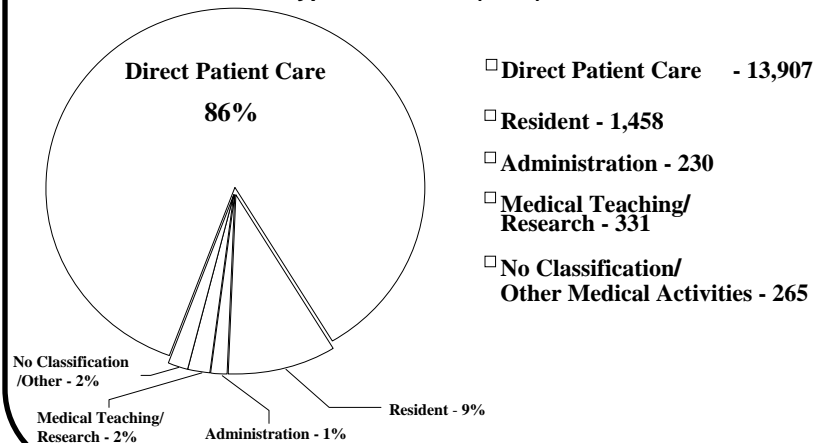
	# 1 <sup>st</sup> Year Residents	# Total Residents
UVA (Charlottesville)	10	40
VCU (Richmond)	9	38
Carilion Clinic (Roanoke)	9	32
Naval Medical Center (Portsmouth)	4	20
EVMS (Norfolk)	4	15
<b>Virginia Residents</b>	<b>36*</b>	<b>145</b>

\*Total Virginia 1<sup>st</sup> Year Residents (36) are greater than slide 11 2008 Psychiatry residency slots because residency programs can accept certain individuals outside the residency match.  
Sources: JCHC email correspondence with each institution's psychiatry residency coordinator.

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## 86% of Virginia's Practicing Physicians Are Involved in Direct Patient Care

### Type of Practice (2005)

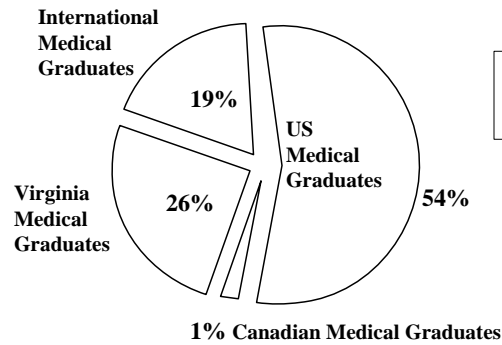


Source: Physician Supply and Requirements in Virginia, 2010 and 2015, Mick, Nayar, and Caretta, July 2007

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## 26% of Physicians in Direct Patient Care Graduated from a Medical School in Virginia

**% of Virginia's Clinically Active Physicians by Country of Medical Education (2005)**



Note: Many IMGs provide medical care in Virginia's underserved areas

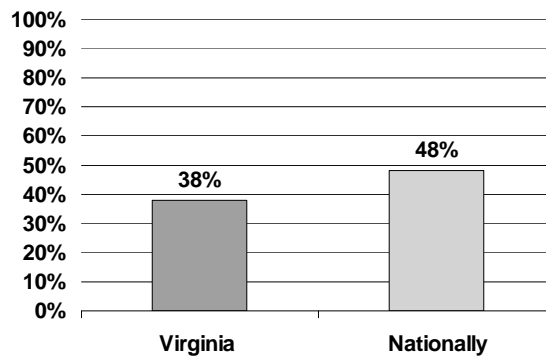
Note: Virginia ranks 13<sup>th</sup> nationally in the percentage of IMGs used

Source: *Physician Supply and Requirements in Virginia, 2010 and 2015*, Mick, Nayar, and Caretta, July 2007

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## 38% of Virginia's Physicians Completed Their Residencies in the Commonwealth

**Active Physicians that Completed a Residency in the State of Practice (2005)**



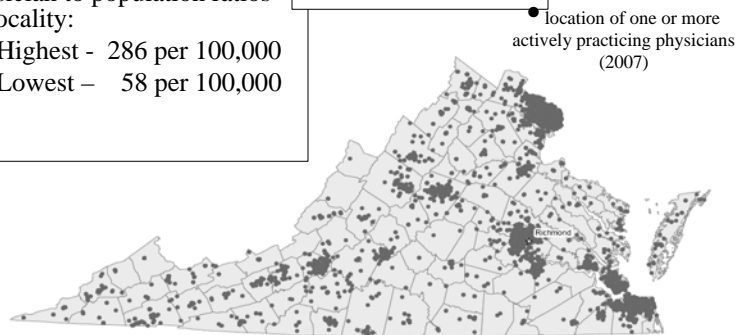
Note: 64% of VCU's family physician residents stayed in Virginia to practice

Source: *Physician Supply and Requirements in Virginia, 2010 and 2015*, Mick, Nayar, and Caretta, July 2007. JCHC email correspondence with Dr. Anton Kuzel, VCU Department of Family Medicine.

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## Majority of Physicians Are Located in the More Urban Localities

- Physician distribution is an issue
- Physician to population ratios by locality:
  - Highest - 286 per 100,000
  - Lowest – 58 per 100,000



Sources: *Physician Supply and Requirements in Virginia, 2010 and 2015*, Mick, Nayar, and Caretta, July 2007 and

**NCAHD**  
National Center for the  
Analysis of Healthcare Data  
Edward Via Virginia  
College of Osteopathic Medicine  
National Center for the  
Analysis of Healthcare Data (2008)

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## More Physicians Will Be Needed in the Coming Years as Virginians Age

- Between 2000 and 2020 Virginia is expected to have
  - 17% general population growth
  - 65% growth in population over 65 years of age
    - 53% growth for the United States

*Policy Option Note: Virginia's Board of Medicine has not saved an annual archive of its Doctor's Profile Database to allow for adequate physician projections*

Source: *Physician Supply and Requirements in Virginia, 2010 and 2015*, Mick, Nayar, and Caretta, July 2007

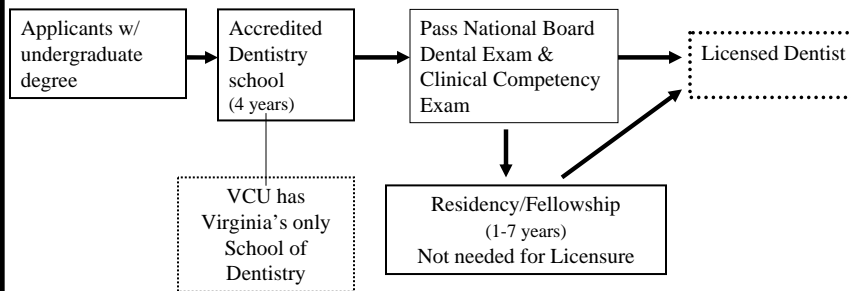
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# Dentist Pipeline



Dentists May Begin Practicing After Completing the 4 – Year Dentistry Program and Passing 2 Exams

## Virginia Dentist Pipeline



Source: *Dental Study Pursuant to HJR 644*, House Document No. 86, 2000, and conversations with VCU School of Dentistry and Virginia Board of Dentistry.

## Virginia Commonwealth University School of Dentistry



Location: Richmond

- Enrollment (2008 - 09)
  - 374 students
  - 1<sup>st</sup> year class – 90
    - In-state – 61%
  - Expected 2012 1<sup>st</sup> year class - 100
- Tuition (2007- 08)
  - In-state – \$17,518
  - Out-of-state - \$36,659
- State Funding
  - General funds - \$6.6 million
  - Non-general funds – \$7.9 million
  - \$38,970 Total state funds/student

Source: JCHC email correspondence with Institution and SCHEV

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## 4,995 Dentists Practice in Virginia

- 4,995 dentists in Virginia
  - 80% are general dentists
  - 5% are orthodontists
- 43% of practicing Virginia dentists did not train at VCU
- 67% of VCU graduates stay in-state
  - 67% national in-state average



Sources: *Number of Dentists by Specialty Field 2007*, Statehealthfacts.org, <http://www.statehealthfacts.org/comparemaptable.jsp?ind=442&cat=8> & *In-State Graduate Retention for U.S. Dental Schools*, Lin, Rowland, and Field, *Journal of Dental Education*, Vol. 70:12, 1320-1327.

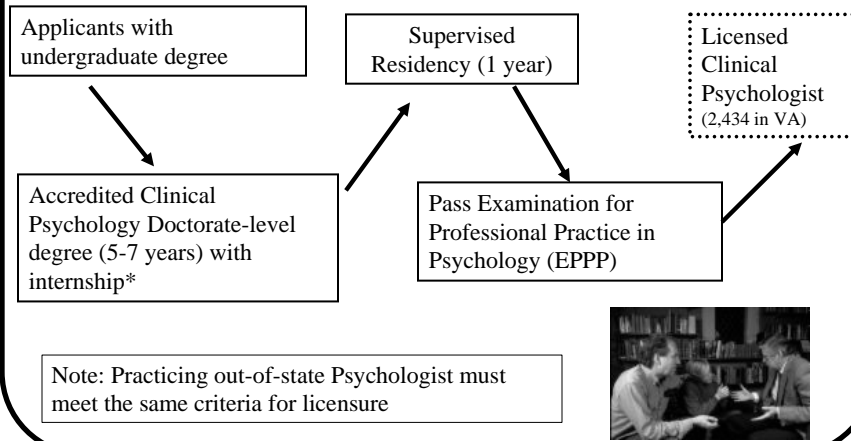
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# Clinical Psychologists



## 2,434 Clinical Psychologists Are Licensed in Virginia




\*International applicants must meet the same requirements but previous coursework may be allowed if coursework and internship meets standards of an accredited clinical psychology doctoral degree.

Sources: Discussions with Virginia Board of Psychology and information on Virginia Department of Health Professions website, *End of Quarter Licenses in Effect* (Q4, 2008).

## 853 Students Are Enrolled in Doctoral Programs that Lead to Licensure of Clinical Psychologist

### Doctoral Programs Leading to Clinical Psychologist Licensure

  
SCHOOLS OF EDUCATION &  
DEPT. OF PSYCHOLOGY





CLINICAL AND  
COUNSELING  
PSYCHOLOGY  
PROGRAMS

	State Institutions	Private Institutions*	Virginia Total*
<b>Total enrollment</b>	<b>317</b>	<b>536</b>	<b>853</b>
<b>2008 entering class</b>	<b>59</b>	<b>110</b>	<b>169</b>
<b>Instate %</b>	<b>32%</b>	<b>**</b>	<b>**</b>
<b># of Clinical Psychology Graduates (2008)</b>	<b>38</b>	<b>75</b>	<b>113</b>

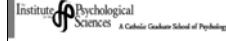












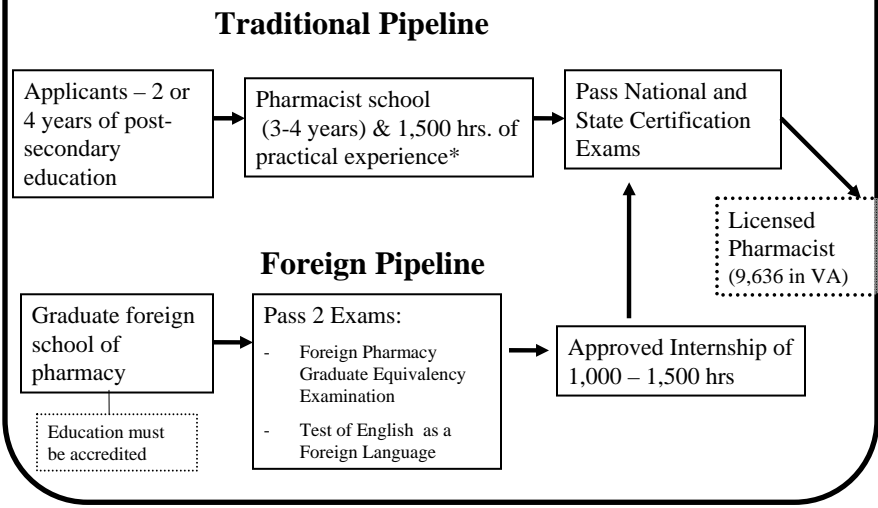
Note: \* The Institute of Psychological Sciences did not provide response to the survey. \*\* Argosy University did not provide data for instate %, therefore no instate % was computed. Source: JCHC email correspondence with Institution and SCHEV

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## Pharmacists







# 9,636 Pharmacists Are Licensed in Virginia



\* 300 hours of practical experience must be outside of school related internship  
 Sources: Virginia Board of Pharmacy website, [http://www.dhp.state.va.us/pharmacy/pharmacy\\_faq.html#Pharmacist%20Licensing](http://www.dhp.state.va.us/pharmacy/pharmacy_faq.html#Pharmacist%20Licensing) and discussion with Virginia Board of Pharmacy representative, Virginia Department of Health Professions website, *End of Quarter Licenses in Effect* (Q4, 2008).

# Virginia Has 4 Pharmacy Schools with 1,257 Pharm. D Students Enrolled

- Combined enrollments (2008-09)
  - 1,257 students
  - 1<sup>st</sup> year class – 334
  - In-state – 54%
  - VCU is the only publicly supported school
- Average annual tuition (2007-08)
  - In-state – \$25,274
    - VCU in-state tuition - \$18,622
  - Out-of-state - \$26,963
  - The 3 private schools do not have a tuition differential for in-state or out-of-state status
- VCU is the only state funded school (512 students)
  - General funds - \$4.1 million
  - Non-general funds – \$8.7 million
  - \$25,047 Total state funds/student

\* State funding based on funding formula as appropriations are made to University as a whole not individual schools within  
 Source: JCHC email correspondence with all Hampton University, Shenandoah University, University of Appalachia, VCU and SCHEV. 30

## Year Two Activities

- Study workforce issues including:
  - Current supply and demand by region
  - Health care professional trends regarding:
    - Current effects on supply and demand of services
    - Future supply and demand of services
  - Identifying strategies to meet Virginia's future health care needs

Edward Via Virginia College of Osteopathic Medicine's (VCOM) National Center for the Analysis of Healthcare Data has offered to conduct joint-research with JCHC regarding health care workforce issues

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## Policy Options

## Policy Options

**Option 1:** Take no action.

**Option 2:** Request by letter of the Chairman that the Virginia Board of Medicine save an electronic archive copy of the Doctor's Profile Database annually.

**Option 3:** JCHC staff conduct joint research with VCOM's National Center for the Analysis of Healthcare Data regarding JCHC health workforce pipeline study and report to JCHC by November 2009.



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