



Incentive Programs in Oral Health

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Introduction

The resources, programs, and practices provided in this document come from all areas of primary care including general physicians, nurse practitioners, and oral health professionals. Some programs offer a unique approach and are operated in conjunction with state entities and local universities. The Noteworthy programs identified are retention programs for the medical field; however none of them are designed specifically for the oral health profession.

We encourage your contribution!

It is important to note that this is a working document. The MOHC and MDCH are fully aware that new programs are being developed across the country daily and are also aware that some programs may have been inadvertently overlooked. To contribute to Incentive Programs in Oral Health, you may email the MOHC at: mchristensen@mohc.org Or the MDCH at: Moorej14@michigan.gov.

State Loan Repayment Program

The State Loan Repayment Program (SLRP) provides loan repayment assistance for medical, dental and mental health care professionals in exchange for full-time services in a Health Shortage Area. SLRP is partially funded by the Health Service Corp. through the U.S. Department of Health and Human Services, Health Resource Services Administration (HRSA) to improve access to underserved communities. If a state chooses to take on this program, it is asked to match the funds and operate its own program. Applicants typically have the opportunity to obtain \$20,000 to \$50,000 for student loan forgiveness. Eligibility and requirements vary from state to state, however in a typical program, the applicant must:

- Serve in a Federally designated Health Professional Shortage Area (HPSA)
- Serve for 2 or more years
- The following states are currently part of the HRSA / SLRP program and will expire 8/30/2010:

[AZ](#) | [CA](#) | [CO](#) | [CT](#) | [DE](#) | [IA](#) | [IL](#) | [KY](#) | [LA](#) | [MA](#) | [MD](#) | [MI](#) | [MN](#) | [MO](#) | [NV](#) | [NM](#) | [OH](#) | [PA](#) | [SD](#) | [UT](#) | [VA](#) | [WA](#) | [WI](#) | [WV](#)

In Michigan:

SLRP offers medical providers, including Oral Health Professionals and Mid-Level providers the opportunity to have loans repaid.

- For Dentists, the provider is required to work in a HPSA for two years
- Provider can be reimbursed up to \$50,000 for loan forgiveness
- The practice site must also participate by offering a sliding fee scale
- Must serve in a HPSA
- Must accept Medicaid and Medicare patients

Noteworthy U.S. Programs

Iowa – Osteopathic Physician Recruitment (O.P.R.P) Program

Des Moines University and a State of Iowa Grant combine to contribute up to \$100,000 toward student loan debt in exchange for 4 years served in a medically underserved community. A 2006 study by the Iowa Association of Independent Colleges determined the following:

- 780 students have participated since 1990
- 126 elected to practice in Iowa (of these 80 have repaid their loans)
- 87 Iowa Counties are identified as having working graduates of this program.

Massachusetts – University of Mass Medical School *

This new program (2008) works with legislators providing over one million dollars for the university to expand class sizes and waive tuition for students who agree to 4 years as primary care doctors.

- No statistics as of yet

Missouri – Primary Care Resource Initiative PRIMO

This initiative is to create a pipeline approach where students become involved starting in high-school through graduate school to address the needs of communities such as building clinics. This allows students to have a place to practice upon graduation.

- Makes efforts to match candidates with appropriate practice site.
- 7 sites around Missouri

New York – Doctors Across New York *

Early in 2008, New York Gov. Elliot Spitzer announced a new State initiative to increase the number of primary care doctors in the state of New York. An increase in Medicaid reimbursement rates as well as medical forgiveness awards is being proposed. This program is being dubbed a “Peace Corps” for doctors.

- No statistics as of yet

Rural Medical Education Program (RMED) of the State University of New York

This program, designed for medical students to spend 36 weeks of an educational experience in a rural community. The Association of American Medical Colleges did a study in 2005 that determined the program was successful in its goals of assisting rural communities recruit physicians. It was found in the study that a greater percentage of students who participated in RMED practiced in a rural setting compared to students who were not RMED participants.

- *“RESULTS: A greater percentage of former RMED students practiced in rural locations [22/86 (26%)] than did non-RMED students [95/1,307 (7%)]. Ninety-one percent (69/76) of former RMED students were satisfied with their location, and 84% (64/76) believed that RMED was important in helping them choose a location. Hospital administrators viewed the program highly because it helped them recruit physicians and benefitted their medical staff. RMED students had higher adjusted mean Step 2 scores than did non-RMED students (212.3 versus 199.1).”*
- academicmedicine.org

Universities across the U.S. - Dental Pipeline Program

This education based program is designed to place more students in dental clinics and to increase the number of minority and low-income students enrolled in dental schools. Senior students are placed in dental clinics for several weeks. Since the programs inception in 2002, the number of students spending time in a dental clinic has grown from 15 days to 50 days.

- 10% of the graduating students continue to work in a dental clinic.
- Some students return to work in clinics as volunteers
- For a list of Universities participating in the program visit, <http://www.dentalpipeline.org/aboutus/Sheetv5.pdf>

Noteworthy Global Programs

Australia – Remote Areas Attraction and Retention Pilot Incentive Package New South Wales Government

Several agencies of the New South Wales Government (NSW) are attracting professionals to very remote areas of Australia for human health and services positions.

- Living away from home monetary allowance (\$12,000 - \$15,000 per year) (U.S. Exchange rate: \$7,000 to \$10,000 per year)
- Notebook computer & connection provided
- Moving expenses provided
- Cash bonus for every 12 months of service completed
- Professional development training
- Jobs are advertised as temporary so there is flexibility to return home

British Columbia – The Red Carpet Program

The City of Kamloops, BC has its own marketing department responsible for economic development through local business support. The organization has developed a program that is designed to “roll out the red carpet” to physicians in an effort to attract new doctors to the area. The campaign includes showing off city amenities such as:

- School districts
- Shopping areas
- Real Estate
- Social Networks
- *The program is hoping to draw participation from local groups and services in order to offer visiting medical professionals the opportunity to experience the lifestyle and business advantages of Kamloops and to see and hear about the city from a number of perspectives including their medical colleagues, members of the business community, and local residents.*
- Venture Kamloops.com

Ontario Town of Collingwood– Physician Retention and Attraction Community Committee

This committee works very closely with the **Rural Ontario Medical Program (ROMP)** and the G&M Hospital in Collingwood for physician retention for the city. They focus on community Health Centers and encourage residents to open their own practice. A rigorous follow up on prospective candidates is done by:

- Partnering in events
- Real estate
- Career opportunities for spouses

Ontario - Rural Ontario Medical Program (ROMP)

The existence of this program is to create electives outside of the medical university core education. The students are offered community based rotations

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and a chance to work in a community that suits them. The hope is that the rural rotation offers the students a chance to open doors and as ROMP says “see the world”. The point is to create home-grown physicians.

- Mandates community support
- Works with six medical universities
- Offers ongoing support after placement

Information Sources

United States Department of Agriculture (USDA) Community Development Resources:

http://ric.nal.usda.gov/nal_display/index.php?info_center=5&tax_level=3&tax_subject=211&topic_id=1157&level3_id=5742

Association of American Medical Colleges (AAMC):

http://services.aamc.org/fed_loan_pub/index.cfm?fuseaction=public.welcome&CFID=6690434&CFTOKEN=23c34d1-a5fbf26b-bbae-4fc3-b544-cdb16d0bbe19

Journal of AAMC Study:

[http://www.academicmedicine.org/pt/re/acmed/selectreference.htm;jsessionid=JGQpdT5C6yTFWMZsvDczQGwN7097pGpRQcQN2rh61LTbGRW1rHsDI-595418120!181195629!8091!-1!1229361278411?an=00001888-200803000-00005&id=P94&data=00001888_2005_80_733_smucny_evaluation_%7C00001888-200803000-00005%23xpointer\(id\(R20-5\)\)%7C1160700%7C%7Covftdb%7C00001888-200508000-00006&lu=ovid:/bib/medline/16043527/ui](http://www.academicmedicine.org/pt/re/acmed/selectreference.htm;jsessionid=JGQpdT5C6yTFWMZsvDczQGwN7097pGpRQcQN2rh61LTbGRW1rHsDI-595418120!181195629!8091!-1!1229361278411?an=00001888-200803000-00005&id=P94&data=00001888_2005_80_733_smucny_evaluation_%7C00001888-200803000-00005%23xpointer(id(R20-5))%7C1160700%7C%7Covftdb%7C00001888-200508000-00006&lu=ovid:/bib/medline/16043527/ui)

Rural Medical Education Program (RMED) of the State University of New York – Program Overview:

<http://www.upstate.edu/fmed/rmed/overview.php>

Iowa – Osteopathic Physician Recruitment (O.P.R.P) Program

<http://www.iaicu-icf.edu/viewInformation.aspx?rid=195>

HRSA State Loan Repayment Program

http://nhsc.bhpr.hrsa.gov/join_us/slrp.asp#mj

Michigan Department of Community Health SLRP Overview

http://www.michigan.gov/mdch/0,1607,7-132-2945_40012-135399--,00.html#SLRP_program_requirements

Dental Pipeline Program

<http://www.dentalpipeline.org/index.html>

New South Wales Remote Areas Attraction and Retention Pilot Incentive Package

http://www.health.nsw.gov.au/policies/ib/2007/pdf/IB2007_014.pdf

British Columbia – The Red Carpet Program

<http://www.venturekamloops.com/redcarpetporgram.htm>

Ontario Town of Collingwood– Physician Retention and Attraction Community Committee

<http://www.town.collingwood.on.ca/term/1/32/43>

Ontario - Rural Ontario Medical Program (ROMP)

<http://www.romponline.com/>