

Take Two Aspirin and Call Me... in 100 Days: Rural Workforce Challenges

12th Annual New England Rural Health RoundTable Symposium

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Dental Professionals: Growing Your Own to Recruiting from Afar

Sally Sutton, MA, MSSW

Cutler Institute for Health and Social Policy

Muskie School of Public Service, University of Southern Maine

ssutton@usm.maine.edu

Dental Professionals: Growing Your Own to Recruiting from Afar

- ▶ **Collaborative Dental Recruitment Initiative Working Group**
 - ▶ **Dental School Recruitment at the University of Maine**
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▶ Collaborative Dental Recruitment Initiative Working Group

- **Purpose** - to coordinate current and develop new recruitment and retention activities
- **Funded** by HRSA grant and Maine Health Access Foundation (MeHAF) grant to MCDC
- **Members** – MDA, MDHA, FAME, MPCA, MCDC (Oral Health Program and Rural Health and Primary Care), MeHAF, Maine Dartmouth Family Medicine, Acadia Health Education Coalition, Maine Dental Access Coalition, UM Health Professions Office, Oral Health Funders

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▶ STATEMENT OF COMMITMENT

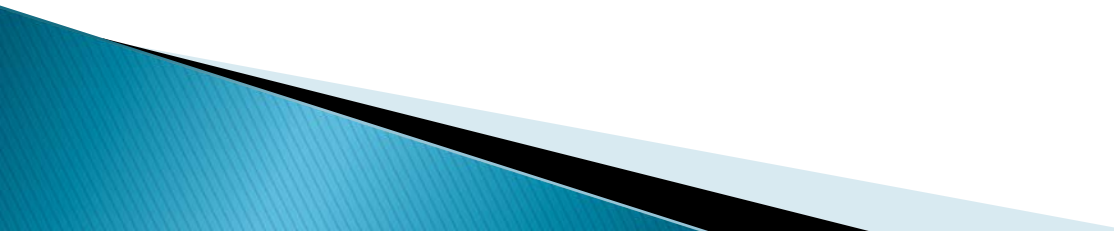
Principles

- Enhanced rational collaboration and elimination of ineffective competition
- Collaboration and coordination of efforts serving all interests, better meeting the needs of the State of Maine and Maine people



▶ **STATEMENT OF COMMITMENT**

Work Toward Following Goals

- **Increased awareness** of all dental workforce needs – private and public
 - **Collaborative strategies** based on successful practices that avoid competition and duplication and that are evaluated for effectiveness
 - **Expanded**, well trained, well educated, well tested dental workforce
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▶ **STATEMENT OF COMMITMENT**

Work Toward Following Goals – cont.

- **Marketing and recruitment effective enough to:**
 - **Provide equitable distribution across all regions of the state**
 - **Sufficiently qualified applicants to prevent long term vacancies**
 - **Adequate supply to cover short term gaps to avoid interruptions in service and coverage**

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▶ **STATEMENT OF COMMITMENT***

- ***However, notwithstanding.....**We fully recognize and believe that the State must make it a priority to address financial barriers:

- **Costs of professional education**
- **Costs of providing dental care and MaineCare reimbursements**

....which could have contributed to and may be some of the root causes behind shortages and the maldistribution of oral health professionals in the state.

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Dental Recruitment Working Group

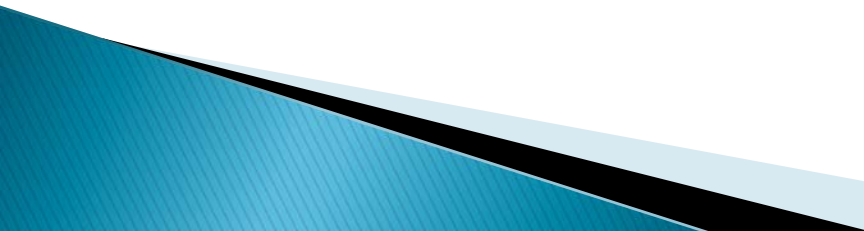
▶ **PRIORITY RECOMMENDATIONS**

- **Increase MaineCare** reimbursement rates so consistent with 75th% of rates in New England
- **Support development of UNE dental school**
- **Increase funding for loan and scholarships** for Maine residents pursuing careers in dental professions

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Dental Recruitment Working Group

▶ **ADDITIONAL RECOMMENDATIONS**

- **Create supportive pipeline for Maine high school students**
 - **Develop dental training programs in Maine or for Maine students** (residency and pre-dental programs)
 - **Keep focus on oral health in overall health workforce initiatives**
 - **Recruit dental professionals to work in shortage areas**
 - **Expand education and workforce partnerships**
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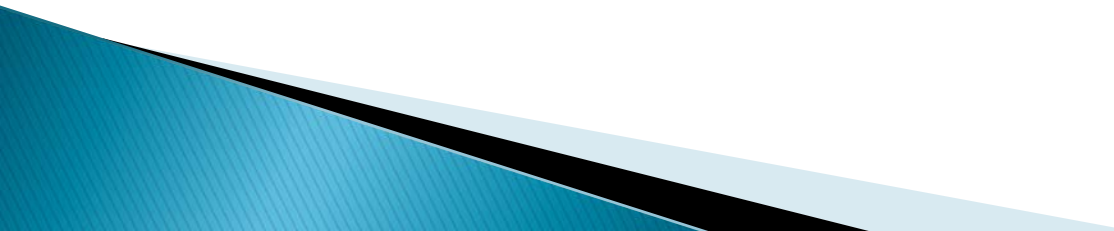
- ▶ **Dental School Recruitment at the University of Maine**
- ▶ Health and Legal Professions Career Specialist, part of the Career Center staff, is the primary point of contact for pre-dental students. The Health and Legal Professions Career Specialist.....

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- ▶ **Meets with students individually to assist with**
 - Major selection
 - Prerequisites
 - Extra curricular activities
 - Dental School application process

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▶ **Assists with Maine Mentor Program**

- Matches UMaine students with dentists to shadow
 - May lead to letters of recommendation and/or part-time positions
 - Ideally “opens doors” for students who do not have a professional advocate
 - Many of these mentors are invited to campus to meet with students in the Health Professions Club
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▶ **Coordinates Medical Outreach Maine, an AHEC funded program**

- Dental outreach programs are delivered to Penobscot County school children – this includes “How to Brush” and “Healthy Dental Snacks” utilizing dental puppets. All children receive a toothbrush
- Programs are also delivered to schools and Head Start programs in Aroostook County
- Current UMaine students visit high schools to promote careers in the health professions. Typically students are invited by a teacher or school counselors.

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▶ **Arranges Campus visits by dental school admissions representatives**

- Dalhousie Faculty of Dentistry has taken advantage of this program:
 - The admissions representatives host a lunch presentation to all interested pre-dental students to learn about Dalhousie
 - Individual meetings are set-up between students and reps for the afternoon. This year, 13 students had a 1 on 1 meeting. These students range from first year college students to current applicants. They are able to discuss their classes with the reps and identify some strategies that will make them a better candidate for the Dalhousie dental program. Current applicants may have their actual admissions interview.

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▶ **Arranges Campus visits by dental school admissions representatives**

- Dalhousie Faculty of Dentistry has taken advantage of this program, cont.
 - An evening dental reception for local area dentists, Dalhousie admissions reps and pre-dental students. This is a time when students can network with local dentists and it provides an opportunity for a personal connection to be made between the Maine students and Dalhousie.

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▶ **Additional helpful activities**

- First year student assigned an upper-class peer mentor, our current program is voluntary.
- Since many pre-dental students need to find summer jobs, it would be helpful to have a summer job listing service be developed where a Maine dentist could post a summer or a vacation coverage position. This would help students to gain valuable job and mentoring experience.
- The creation of a website available for all Maine health professions advisors, pre-dental students and faculty that provides application information.

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▶ **Helpful Website Activities Could Include:**

- Links to all
 - Application Services (AADAS AMCAS, AACOMAS, PharmCas, etc.)
 - Links to Advisor portals
 - Professional Associations
 - Career Related websites
(Mainehealthcareers.com, Explorehealthcareers.com, etc.)
 - Clearinghouses of information regarding graduate programs financial aid resources

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▶ **More Helpful Website Activities**

- Student planning resources
 - Academic planning forms
 - Application process
 - Reading lists
 - Test Prep and testing information
 - Links to their own campus resources
 - Pod casts, PowerPoint presentations, and training presentations
 - Live feed of speakers from all campuses

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▶ **Most Common Pre-Dental Enrichment Activities of Top US Feeder Colleges**

- Pre-professional health advising group
- Dentistry club
- Dentistry volunteer opportunities
- Pre-dental advisor
- Practice interview sessions
- Shadowing program
- Personal statement workshops
- Letters of recommendation committee
- Clinical observation program
- Elementary/middle school oral health outreach
- On-campus dental care facilities
- Dentistry overview/intro course
- DAT review course

(Thibodeau, E. (4/30/09). *Career Opportunities in Health Care: Successfully Navigating the Health Career Education System*. UCONN School of Dental Medicine. Presentation)

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