

NATIONAL ACADEMIES OF PRACTICE

NEWSLETTER

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The National Academies of Practice is dedicated to quality health care for all, by serving as the nation's distinguished, interdisciplinary policy forum that addresses public policy, education, research, and inquiry.

Featured in this issue:

- Forum 2007 Sold Out! 1
- New: Advocacy "Tool Kit" Training Session
a Pre-Conference Session. 3
- NAP Banquet: 74 Medallions Awarded! 4-5
- New Member Recommendations Form . . . 6

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Forum 2007 Sold Out!

Critical Health Care Workforce Issues Outlined; Policy Paper to Follow!

The NAP Forum "Healthcare Workforce Shortages: From Foresight to Action," held November 3, 2007 was organized by the Academies of Osteopathy and Nursing. It featured speakers from all Academies and attracted a *sold out* audience who reflected on the program for the upcoming NAP Public Policy paper on workforce shortages.

The program began with an address by **Founding President, Nicholas Cummings**. Dr. Cummings urged attendees to **Think Outside the Box** as he had about health care workforce issues. Given the many problems of our broken health care system, he used mental health as an example of what could be done. Because most persons who need mental health care either are not recognized as needing help or do not make it through the referral system to care, and because primary care has become the mental health system by default, he brought mental health to the primary care setting at Kaiser-Permanente. With a ratio of one MHP to 6 PCP's, the problem of "hand-off loss" is solved by sending patients down the hall, not across town, from the primary care physician's office to the office of a mental health provider. 90% of patients accept mental health treatment, compared with 47% of patients referred to offices not on site. This "Integrated Behavioral Primary Care" model reduces medical costs by 35-45% and leverages physician time, and is spreading to the military and VA systems.

Dr. Harold Hodgkinson next gave a fascinating talk on the areas of greatest healthcare need and opportunity in coming years using data from the US Census and many other sources. In his view, the demographic trends having greatest impact on the healthcare workforce are as follows: 1) The increase in the geriatric population; 2) The increase in the diversity of the population, especially Hispanics and the location of most of this diverse population group in the southern half of the US; 3) Declining high school graduation rates which sap the potential pool of health care workers; 4) The sex of the workforce which is increasingly female; 5) the need and opportunity to try to increase the percentage participation in the health care workforce among middle class African-Americans and Hispanics as that cohort grows.

Dr. Donald Weaver, director of the Federally-funded health primary care center program, gave some reflections on the competencies needed by future health care professionals based on the experiences and principles used in FQHCs. They need to be able to give patient care through interdisciplinary teams; they need to be culturally competent, speaking the language(s) of their client populations; they need to engage in continuous quality improvement; they need to integrate population health and personal health; they need to work in teams; they need

continued on page 2

Forum 2007

Continued from page 1

to see prevention as a foundation; they need to use evidence-based practice; they need to use a systems-approach to care; they need to make individual and group visits; they need to use health information technology effectively for the mobile population. In response to questions from the audience questioning recent funding decisions made by the Federal government concerning health care training and models of care, Dr. Weaver indicated that the termination of funding to the Interdisciplinary programs had been cut sharply in 2006 because the quantitative impact of these programs had not been shown, and that there was no overall Federal Health Professions Advisory Committee to look at overall needs and deal with the diversity issues.

Next came a panel focusing on workforce needs in Nursing and Medicine/Osteopathy.

Dr. Jeanette Lancaster, Dean, University of Virginia School of Nursing, described the dimensions of the Nursing shortage. The total is estimated at the huge number of 340,000-760,000, depending on assumptions by 2020. Said Dr. Lancaster, the issue is not supply of willing nursing applicants, but the shortage of faculty to train the students given the large pay disparity between what nurses earn in universities compared with salaries in hospitals and healthcare systems. Dr. Lancaster described a series of partnerships designed to address the faculty shortage issue in Virginia and went on to describe needed funding steps by State and Federal government sources. **Dr. Steve Shannon, President, AACOM**, described the situation in Osteopathy. Pointing to estimates of a deficit of approximately 200,000 physicians by the year 2020, Dr. Shannon went on to describe Osteopathy's role in helping meet that demand. The number of DO's has increased 67% since 1990 to about 60,000 with 65% practicing in primary care specialties. However, as with the rest of primary care, the problem has been that a declining percentage of DO's entering primary care training programs. The reasons? Low compensation, high debt, and other issues which at this time are all going in the wrong direction. Echoing the same messages was **Dr. Michael Barry**, Massachusetts General Hospital and Harvard University. Dr. Barry outlined the nationwide concerns expressed about the shrinking pool of primary care physicians. In Massachusetts, the new universal access program has been hampered by the already-full practices of primary care physicians. Quoting the American College of Physicians, Dr. Barry agreed that "primary care, the backbone of the nation's healthcare system, is at grave risk of collapse." Pointing to statistics about the shrinking numbers of physicians choosing primary care training, Dr. Barry cited a litany of studies showing the relationship between provider workforce and

quality and Medicare spending, the income gap between primary care and specialties and ended calling for efforts to SAVE primary care in the same way Tom Hanks' character had saved Private Ryan!



Dr. Tina Brashers introduces panelists Col. Rachel Armstrong, Drs. Horbelt and Chaddock and Joel Kantor

In the afternoon, perspectives on workforce shortages in the eight remaining NAP Academies were addressed:

Psychology: Representing Dr. Pat DeLeon, Col. Rachel Armstrong described shortages in psychologists in the military and VA;

Veterinary Medicine: Dr. Mike Chaddock described the lack of veterinarians for all the important areas in which veterinarians are needed for public health. For example, 43% of research and veterinary medicine pathology jobs are unfilled; there is a shortage of 1,500 in Federal agencies alone including food safety and inspections and bio-terrorism. The real need: 9 new veterinary medicine colleges;

Podiatric Medicine: Dr. Harold Glickman indicated a shortage in the next ten years that could be met by increasing class size and the numbers of schools;

Dentistry: Dr. Carlton Horbelt documented the declines in dentistry and the increase in dental hygienists, indicating that the issues in his field were the lack of minority group and women participants and the geographic distribution of dentists with 30% of the population not having access to care.

Optometry: Dr. Ron Hopping indicated that the issue of shortage or surplus depended on assumptions, with a new study underway. The profession is 70% female.

Social Work: Joel Kantor, MSW discussed the issues of not enough males, and the discrepancy between licensed and unlicensed social workers and pay issues.

Pharmacy: Dr. Robert Pittman described studies of the supply issue. There have been unexpected, but notable increases in the numbers of pharmacists in the past ten years along with an educational expansion. However, there has been a fall in the ratio of pharmacists per 100,000 for the over-65 population.

Presentations were then followed by small group discussions of six questions relating to the NAP position on the healthcare workforce issue. Written or PowerPoint presentations are on the website at www.napnet.us. Watch out for the Policy Paper!



Dr. Tina Brashers introduces Drs. Lancaster, Shannon and Barry



Dr. Gary Matzke, standing, and Drs. Rodos and Ross-Lee, sitting, present training session.

New: Advocacy “Tool Kit” Training Session a Pre-Conference Session!

In a first-ever event, NAP Osteopathic Medicine representatives Drs. Jerry Rodos and Barbara Ross-Lee, and Pharmacy Academy representative Dr. Gary Matzke provided a lively four-hour session on how to advocate for public policy change at the Federal and State levels. Dr. Rodos began by addressing the history in this country of addressing government, followed by Dr. Ross-Lee who illustrated the differences between practice management issues practitioners might think of, and the “higher ground” that represents public policy issues. Dr. Matzke went on to outline the principles of healthcare policy for those new to this area, and went on to outline the basics of how Congress operates and how the Federal budget is put together. Dr. Ross-Lee then went on to illustrate how the topic of the healthcare workforce—the topic of the next day’s Forum—would be addressed, and Dr. Rodos closed by talking about the art of government relations—relationships, relationships!!

Participants gave the session high marks, and recommend it to all NAP members who seek to participate in NAP’s public policy activities—or their own. Copies of the “Tool Kit” presentations are on the NAP website if you were not able to attend. Go to www.napnet.us/

NAP Awards 2007: Interdisciplinary Group and Nicholas Cummings Awards Presented!

At the Forum luncheon, the NAP Interdisciplinary Group Award was given to the Center for Health Interprofessional Programs and the CLARION competition at the University of Minnesota. Dr. Sandra Potthoff, and student Tracy L. Hanson represented the program. The program offers students across six disciplines in health care a meeting place, and a forum for interprofessional learning programs. The CLARION Committee and Case Competition gives



Interdisciplinary Group Award winners are flanked by nominator Dr. Madeline Schmitt and NAP President, Dr. David Rodgers.

students a chance to develop quality improvement plans given a case they all debate which is judged by real world standards of practice.

At the NAP Banquet, Dr. Carlton V. Horbelt, Dental Academy Chair was awarded this year’s Nicholas Cummings Award which carries with it a monetary prize of \$1,000. Dr. Horbelt was lauded as a national and international interdisciplinary leader and educator in the field of special care dentistry. Extremely active in national and international volunteer and service organizations, Dr. Horbelt has been providing direct patient care to persons with developmental disabilities for the last 21 years, as well as authoring publications and giving presentations. His honors are many as he is a diplomate or fellow of many dental organizations.



Dr. Carlton Horbelt receives the Andrew Cummings Award. To his left are Dr. and Mrs. Cummings, and NAP President, Dr. David Rodgers.

THINK ABOUT YOUR NOMINATIONS FOR NEXT YEAR! CRITERIA FOR THE NAP AWARDS ARE ON THE WEBSITE AT WWW.NAPNET.US!



The Herb Dimmock Singers provide entertainment at the Banquet.

NAP Banquet: 74 Medallions Awarded!

In a sold-out NAP Banquet, 74 Medallions were awarded to distinguished practitioners and scholars from all ten Academies. Brief biographical sketches were read about each of this most distinguished group. The Herb Dimmock singers entertained. Congratulations!

2007 Medallion Recipients

Dentistry

Robert G. Henry, DMD, MPH
David Itzkoff, DDS, FADPD, DABSCD
Jerome A. Kleponis, DMD
H. Mark Livingston, DDS, MS
Burton L. Nussbaum, DDS

Medicine

Michael J. Barry MD
W. Carl Cooley, MD
Suber S. Huang, MD
Howard S. King, MD, MPH, FAAO
Jeffrey M. Levine, MD
Joseph F. O'Donnell, MD
Rick Rader, MD
Seddon Savage, MD

Nursing

Cynthia G. Ayres, RN, PhD
Margaret-Ann Carno, PhD, MBA, RN
Sandra L. Cotton, MS, RN, C-ANP
Lynne M. Dunphy, ARNP, PhD
Naomi E. Ervin, PhD, RN, APRN
Bonnie Gance-Cleveland, RNC, PhD
Jeanette Lancaster, PhD, RN, FAAN
Catherine A. Lyons, RN, MS
Eleanor S. McConnell, RN, PhD, APRN
Bernadette Mazurek Melnyk, PhD, RN
Jill R. Quinn, PhD, RN, CS-ANP
Gloria C. Ramsey, JD, RN
Jeanne Salyer, PhD, RN
Bruce A. Schoneboom, CRNA, PhD
Diane C. Seibert, PhD
Theris A. Touhy, DNP, APRN, BC
Michelle R. Troseth, RN, MSN
JoAnn Trybulski, PhD, APRN, BC
Bonnie Wesorick, RN, MSN
Richard Yakimo, PhD, APRN, BC

Optometry

Felix M. Barker, II, OD, MS, FAAO
James C. Leadingham, OD, FAAO
Steven A. Levin, OD
Edwin C. Marshall, OD, MS, FAAO
Howard B. Purcell, OD, FAAO
Joan Stelmack, OD, MPH
Siu G. Wong, OD, MPH

Osteopathic Medicine

Leonid Skorin, Jr., OD, DO

Pharmacy

Fred M. Eckel, MS, FAAAS, FASHP
Brian Erstad, PharmD
Robert J. Kuhn, PharmD
Charles D. Ponte, PharmD, FAPLA
Dorothy L. Smith, PharmD
Peter H. Vlasses, PharmD, BCPS, FCCP
Jeannette Yeznach Wick, RPh, MBA

Psychology

David R. Cox, PhD, ABPP
Eugene J. D'Angelo, PhD
Florence L. Denmark, PhD
Dan Egli, PhD
George B. Litchford, Jr., PhD, ABPP
Kathleen M. McNamara, PhD
Antonio E. Puente, PhD

Social Work

Marcia V. Adler, MA, LCSW, BCD
Jeane W. Anastas, PhD, LMSW
Samoan R. Barish, PhD
C. Susanne Bennett, PhD
Yvette Colon, PhD, MSW
Richard R. Dickens, MS, LCSW-R
Virginia C. McIntosh, MSW, BCD
Judith Kay Nelson, MSW, PhD
Dolores Sweeny Paulson, MSW, PhD
Erika S. Schmidt, MSW, LCSW
Shulamith Lala A. Straussner, DSW

Veterinary Medicine

Rene A. Carlson, DVM
Gregory S. Hammer, DVM
Roger K. Mahr, DVM
Col. Donald L. Noah, DVM, MPH
Kenneth E. Nusbaum, DVM, PhD
Marguerite Pappaioanou, DVM
John R. Pascoe, BVSc, PhD
James C. Wright, DVM, PhD



Dentistry Academy



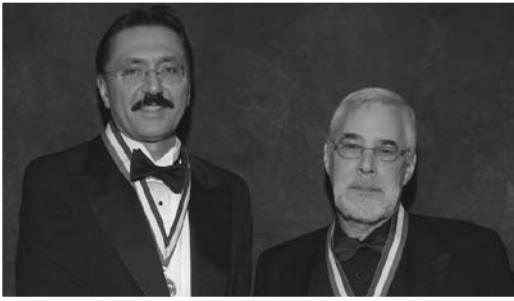
Medicine Academy



Nursing Academy



Optometry Academy



Osteopathic Medicine Academy



Pharmacy Academy



Podiatric Medicine Academy



Psychology Academy



Social Work Academy



Veterinary Academy

NAP WELCOMES NEW COUNCIL MEMBERS

The NAP is governed by the Council, composed of Chairs and Co-Chairs of the ten Academies of the NAP, and elected officers. New members are:

Richard F. Multack, OD, DO, FOCOO
Chair, Osteopathic Medicine Academy

Gary R. Matzke, PharmD
Co-Chair, Pharmacy Academy

Jay C. Williams, PhD, LCSW, BCD
Chair, Social Work Academy

Allen A. DuMont, MSW, CSWR
Co-Chair, Social Work Academy

Marie A. DiCowden, PhD
Vice President for Public Policy

Dr. Harold Glickman
Co-chair Podiatric Medicine Academy

The list of NAP Council members is on the NAP website. Go to www.napnet.us!

MEMBER NEWS

This is an abbreviated list this time not including all Academies due to space limitations, but the next issue of the Newsletter will contain much more. Don't forget to include NAP in your notices of good news, and fill out the form that comes with the Dues Renewal so that we know about you!

Dentistry

Arthur Hazlewood, the NAP Treasurer, has had a journal article printed in the *New York State Dental Journal* called Oral Health in Cuba based on his visit there. WHO has put it in its data base.

Burton Nussbaum is President of the American Board of Special Care Dentistry among other honors this year.

Medicine

Suber Huang is the Philip and

Elizabeth Searle Professor and Vice Chairman of the Department of Ophthalmology at Case Western Reserve University, is on the Executive Board of the American Society of Retina Specialists, and is Chair, Diabetic Eye Diseases, NEI/NIH.

Howard King is Project Director for a training program in psychosocial assessment of children and families funded by the Sidney Baer Foundation.

Rick Rader has been appointed to the Editorial Advisory Board, the *Journal of Disability and Health*.

Nursing

Richard Yakimo is co-author of Pharmaceutical care among pharmacists offering compounding services in the *Journal of the American Pharmacists Association*.

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New Member Recommendations

Please give your recommendations for new distinguished practitioners or scholars for the NAP Academies:

Your Name _____ Academy _____

Name/Title/Degrees of Nominee _____

Academy _____

Address _____

Telephone _____ Email Address (if known) _____

PLEASE CUT THIS FORM OUT AND FAX TO 410-676-7980 OR SEND TO NAP, P. O. BOX 1037, EDGEWOOD, MD 21040