



8th International Medical Workforce Collaborative Preliminary Program Schedule

Wed. October 6, 2004 to Saturday October 9, 2004

Mayflower Hotel
Washington DC, USA
September 22, 2004

Wednesday, October 6

Pre-Conference Activities

8:00 AM Registration desk open

9:00 - noon **Visit to the Upper Cardozo Health Center, Washington DC**

The Upper Cardozo Health Center is a federally supported community health center (CHC). This health center is an excellent example of a critical component of the US approach to trying to assure access to health care in under-served communities and for the uninsured population. In addition to a brief tour of the facility, there will be a short presentation on the health center movement in the US, recruitment and retention issues, medical education in the CHC setting, and other issues.

Fitzhugh Mullan, (US), Contributing Editor, Health Affairs and Clinical Professor of Pediatrics and Public Health at the George Washington University will lead the site visit. Dr. Mullan, one of the founders of the IMWC, also practices pediatrics part time at the Cardozo Center.

12:30 – 1:30 Working Lunch

1:30 – 5:00 **Physician Workforce: Using Data for Better Planning**

1. The OECD Human Resources for Health Care Project – Update

Gaetan Lefortune, Economist, OECD

2: Data Collection, Modeling and Planning: Four Countries Addressing Critical Workforce Questions

This session will include a presentation from the four countries sponsoring the IMWC on current developments and recent innovations in data collection, modeling and planning. This will be followed by a general discussion with the panelists and the attendees.

6:30 PM Informal gathering for dinner; meet in hotel lobby

Thursday, October 7

7:30 – 8:30 Conference Registration and breakfast

8:30 – 9:30 **Welcome, Opening Comments and Introductions**

Edward Salsberg, Conference Chair and Director, Center for Workforce Studies at the Association of American Medical Colleges (US)

Elizabeth M. Duke, Ph.D., Administrator, Health Resources and Services Administration in the U.S. Department of Health & Human Services

Captain Kerry Paige Nessler, Associate Administrator for Health Professions, Health Resources and Services Administration in the U.S. Department of Health & Human Services

9:30 – 12:30 **Programs and Policies to Re-distribute Physicians to High Need Areas (Plenary Session #1)** This session will review issues related to the geographic mal-distribution of physicians with a focus on urban areas. The papers will review location, causes and impact of the mal-distribution as well as the nature, effectiveness and unanticipated consequences of strategies to redistribute physicians.

Discussant: *Professor Jim Buchan, Queen Margaret University College, Edinburgh, Scotland (UK)*

Authors:

- *Paul Gavel, Executive Officer, Australian National Health Workforce Secretariat, and Brett Lennon, Assistant Secretary, Australian Department of Health and Ageing (Australia).*
- *Thomas Ward, President and CEO, The Scarborough Hospital, Scarborough, ON (Canada.)*
- *Bob Elliot, Professor of Economics and Director of the Health Economics Research Unit at the University of Aberdeen, and Tony Scott (UK).*
- *Neil Calman, Co-Founder and President, The Institute for Urban Family Health, and Diane Hauser, Senior Research Analyst, The Institute for Urban Family Health (US).*

12:30 – 2:00 Working Lunch

A New Zealand Workforce Perspective

Sue Ineson, CEO, Medical Council of New Zealand

2:00 – 5:00

Education and Training (Plenary Session #2) This session will address the following key question: how well do the health and education and training sectors interact to ensure that there is a physician workforce with the skills and competence needed to meet the health care needs of the nation? How should the length of training and curriculum be determined and by whom to assure it is responsive to health care needs of the nation?

Discussant: *Dr. Jeannette Young, Chair, Australian Medical Workforce Advisory Committee*

Authors:

- *Geoffrey Metz, Chair, Board of Continuing Education, The Royal Australasian College of Physicians (Australia).*
- *Ian Bowmer, Professor and former Dean at Memorial University of Newfoundland (Canada).*
- *Alan Crockard, National Director for the Modernising Medical Careers (MMC) Program (UK).*
- *Michael Whitcomb, Senior Vice President, Association of American Medical Colleges (US).*

Thursday 6:30 -8 pm **Reception** (Mayflower)

Sponsored by:

*The Cecil G. Sheps Center for Health Services Research,
University of North Carolina at Chapel Hill*

Friday October 8

7:30 – 8:30 Conference Registration and Continental breakfast

8:30 –11:30 **Models of Care (Plenary Session #3).** The authors have addressed how the health care delivery system in their country is evolving and the implications for the physician workforce and planning. Changes to consider include the use of interdisciplinary teams, changes in the scope of practice of physicians and other health professionals, changes in the role of generalists and specialists, reimbursement practices and evidence based practice.

Discussant: *Carole Herbert, Dean of the Faculty of Medicine & Dentistry, University of Western Ontario Canada*

Authors:

- *John Ramsay, Secretary of the Tasmanian Department of Health & Human Services, (Australia)*
- *Louise Nasmith, Chair, Department of Family & Community Medicine, University of Toronto, (Canada)*
- *Alan Maynard, Professor of Health Economics, University of York, England and Martin McKee, Professor of European Public Health at the London School of Hygiene and Tropical Medicine (UK)*

- *Helen Burstin, Director, Center for Primary Care, Prevention and Clinical Partnerships, Agency for Healthcare Research and Quality (AHRQ) and David Meyers, Agency for Healthcare Research and Quality (AHRQ) (US)*

11:30 – 12:30 **Special Presentation: John Wennberg, Professor of Medicine and of Community and Family Medicine; Director, Center for the Evaluative Clinical Sciences, Dartmouth Medical School**

Dr. Wennberg is the principal investigator and series editor of The Dartmouth Atlas of Health Care, which examines the patterns of medical resource intensity and utilization in the United States. The Atlas project has also reported on patterns of end of life care, inequities in the Medicare reimbursement system, and the underuse of preventive care.

To be introduced by: David Goodman, Professor of Pediatrics, Center for the Evaluative Clinical Sciences, Dartmouth Medical School

12:30 – 2:00 Working Lunch

Presentation by Jordan Cohen, President of the Association of American Medical Colleges

2:00 – 5:00 **Breakout sessions**

A. Research in Progress

Coordinator: Joshua Tepper, Senior Medical Consultant, Health Canada (CA)

This session will feature six short presentations of research in progress. The six papers were selected from abstracts submitted to a review committee. A listing of the six authors and papers is attached to the program.

B. Continued Discussion of the John Wennberg Presentation

David Goodman, Associate Professor of Pediatrics, Center for the Study of Clinical Evaluation Services, Dartmouth Medical School, (US)

C. Performance Assessment and Quality of Care: The Clinical Assessment Examination

James Hallock, President and CEO of the Educational Commission for Foreign Medical Graduates (ECFMG®) and William P. Burdick, M.D., M.S. Ed., Assistant Vice-President, Assessment Services, ECFMG

Participants will learn about the development of the ECFMG Clinical Skills Assessment program and the introduction of a Clinical Skills examination into the United States Medical Licensing Examination (USMLE). Participants will observe and discuss videotapes of actual assessment encounters and participate in a Case development exercise. An overview of the logistics of performance assessment will be presented for discussion. Participants will develop an understanding of the implications, costs, benefits and strategies behind clinical skills assessment examinations.

Dinner: delegates on own

Saturday October 9

7:30 – 8:30 Conference Registration & Continental breakfast

8:30 – 9:30 **Global Perspectives on the Health Workforce - Lincoln C. Chen,
Director, Global Equity Initiative, Harvard University
Special Presentation**

Lincoln Chen, a distinguished professional in international public health and development, founded the Global Equity Initiative at Harvard in 2002 after serving five years as executive vice president for strategy at the Rockefeller Foundation. Over the previous decade, Dr. Chen was the Taro Takemi Professor of International Health and Chair of the Department of Population and International Health at the Harvard School of Public Health and Director of the university-wide Harvard Center for Population and Development Studies.

To be introduced by: David Rutstein, M.D. *Deputy Associate Administrator for Health Professions (US)*

9:30 – 12:30 **Plenary Session #4: International Medical School Graduates (IMGs) and Global Workforce Issues.** All of the host IMWC countries have high numbers of IMGs in their physician workforces – many of whom come from countries with less developed economies. While IMGs have been discussed previous meetings, the topic has never been approached from the perspective of the supplier countries. This session is designed to hear the perspectives of the nations that educate significant numbers of IMGs that immigrate to IMWC countries.

Sponsored by the Educational Commission for Foreign Medical School Graduates (ECFMG)

Discussant: *James Hallock, President and CEO of the Educational Commission for Foreign Medical Graduates (US)*

- *Overview - Fitzhugh Mullan (US),*
- *Ravindra Bapat, Vice Chancellor, Maharashtra University of Health Sciences, India*
- *Jaime Galvez-Tan, Philippines, former Minister of Health*
- *Percy Mahlathi, Deputy Director General, Human Resources National Department of Health South Africa*

Group discussion facilitators and reporters:

- *Jeannette Young, Chair, Australian Medical Workforce Advisory Committee Australia*
- *Rod Crutcher, Co-Chair of the Canadian Taskforce on IMG Licensure (Canada)*
- *Yong-Lock Ong, Associate Dean, Overseas Office, London Department of Postgraduate Medical and Dental Education UK*

12:30 – 2:00 Working lunch and country delegation meeting

This is an opportunity for participants to meet with the other delegates from their countries to discuss possible follow up from the conference. The discussion may include potential policy implications, future research directions, suggestions for next year's conference, potential partnerships within the country etc. It is also a chance to identify potential partnerships with other countries that could be followed up on before the conference ends. To facilitate this session, countries may wish to appoint a facilitator and/or note taker. The hope is that this session will provide an opportunity to begin internalizing the information from the conference and then translating this new knowledge into constructive ends.

2:00 - 3:00 Country delegation reports back

3:00 – 4:00 Closing session/wrap up and discussion of 2005 meeting

5:30 – 8:00 Reception and dinner at the Kennedy Center
Sponsored by the Association of American Medical Colleges (AAMC)

8:00 – 10:00 Shows at the Kennedy Center
Sponsored by: The Lewin Group

Sunday, October 10

8:00- 9:00 AM 2005 Planning Committee Breakfast