Midlevels for the Medically Underserved (MMU)

New Mexico Hospital Association
Agenda

1. MMU overview
2. Timeline
3. Options for working together
4. FAQs
5. Next steps
MMU Overview
My Background

1. From Seattle, Washington
   a. Moved to Nashville, TN in 2003
   b. Graduated from Vanderbilt’s MSN program in 2008 as a Family Nurse Practitioner

2. Started MidlevelU in 2012
   a. Was working as NP in family practice then ER
   b. Very little information for others interested in entering the field

3. Over 100,000 readers/month by 2015
   a. Dozens of appearances on Fox News, CNN
   b. Close relationship with readers
BREAKING NEWS

CDC TO ISSUE NEW PROTECTIVE EQUIPMENT GUIDELINES

EXCLUSIVE REPORTED TO ATLANTA'S EMORY UNIV. HOSPITAL; FAMILY SAYS SHE
Career Opportunities for Psychiatric Nurse Practitioners On the Rise

MAY 18, 2014

While changes to our healthcare system are controversial, they bring good news when it

Finding a Nurse Practitioner Job in Colorado Just Got Easier

AUGUST 19, 2015

NP Job Search Logistics: States Where Licensing Matters

OCTOBER 05, 2015

Nurse Practitioner Job Blast: Shocking Loan Repayment Opportunities

SEPTEMBER 10, 2015

If you’re looking for a nurse practitioner job, thinking through more than just salary is a must. Benefits can add up to make a substantial compensation package sweetening your next job offer. The most lucrative of these potential add-ons? NHSC student loan repayment. Nurse practitioners
1. Lots of newer graduates…
   a. Motivated, passionate, enthusiastic
   b. Difficulty finding the kinds of jobs they wanted

2. Then, they got the jobs but…
   a. Little to no support
   b. Anxious about the skills they didn’t have yet

3. Also heard from practices nationwide…
   a. Many couldn't find NPs at all
   b. Paid huge fees to recruiters, locums
   c. Broken model
The Inspiration for MMU
Two Classes Under Our Belts…

1. Over 200 applicants
   a. Schools nationwide ex. Columbia, Duke, Vanderbilt, University of Massachusetts, U. of San Diego
   b. Average 8-9 years RN experience

2. More than 15 sites
   a. 10 states
   b. FQHCs, CHCs, CAHs

3. Over 30 medical professionals involved
   a. Kick-off training
   b. Weekly didactic sessions
   c. Speakers from Mayo Clinic, Vanderbilt, U. Conn.
How It Works
1. NPs and PAs apply with…
   a. Official transcripts
   b. Three essays
   c. Two references
   d. Phone interview
   e. Understanding pay will be $65k/year in Year 1

2. Sites apply with…
   a. Understanding that MMU participants will need extra support and oversight
   b. Understanding that MMU participants will need to attend kick-off conference and weekly MMU didactic training
Kick-off Conference

1. Two days of didactic training in Nashville
   a. 6 hours of hands-on minor office procedures and suturing
   b. Professional development (ex. Billing and Coding, Efficiency in Practice)
   c. Clinical development (ex. Chest X-Ray Interpretation)

2. Peer support
   a. Facilitate peer relationships
   b. Dinner, evening activities
Weekly Didactic Sessions

1. Clinical Learning
   a. Presentations from speakers who are experts in their fields (ex. Sorting Out Pediatric Abdominal Complaints, Considerations for Prescribing in Children and the Elderly, Lab Interpretation)
   b. Well rounded primary care content
   c. Supplemental reading and resources

2. Professional Development
   a. Supplemental lectures (ex. Leadership in Practice, Knowing the Laws that Govern Your Profession)
   b. Peer discussion
Structured Feedback

1. Quarterly Feedback
   a. From participants to MidlevelU
   b. From sites to MidlevelU
   c. From MidlevelU to sites and participants

2. Maintains open line of communication leading to improved relationships with participants

3. Ensures things are getting done the way you want
Timeline
Match Process

1. NPs and PAs given information about participating sites, indicate site preferences
2. Resume and applicant profiles for interested NPs and PAs shared with sites
3. Resumes and profiles reviewed by sites
4. Initial phone interviews
5. In-person interviews with qualifying NPs/PAs
6. Offer made to participant(s) by site
Timeline

May 31st
NP/PA and site applications / commitments due

May - July
Interviews, Match Process

August
Licensure and credentialing

Sept. 14th & 15th
Kick-off conference in Nashville, Tennessee

October
Weekly didactic sessions start

Note: We have an April and a September class each year
Options for Working Together
Two Options

1. “Candidate + The Curriculum”
   a. We include your site as an option to our applicants
   b. Your site is part of the matching process
   c. You interview and make offer(s)
   d. Anyone who accepts works for you and goes through the program

2. “Curriculum Only”
   a. You find NPs/PAs on your own
   b. They attend the kick-off conference and participate in the weekly didactic sessions just like the other MMU participants
Investment

1. Candidate + The Curriculum
   a. You pay the participant $65k as your W-2 employee. You also pay for the participant to attend the kick-off conference (flight and lodging)
   b. You pay MMU $15k

2. The Curriculum Only
   a. You pay for the participant to attend the kick-off conference (flight and lodging)
   b. You pay MMU $6,350
FAQs
1. Do I include benefits?

   *You would treat this person just like any other full-time W-2 employee you have as it relates to benefits.*

2. Can I pay the participant more than $65k?

   *Yes, you can.*

3. Can I require a commitment that the participant stay longer than 1 year?

   *That would be between you and the participant.*
4. Does support for the participant need to be provided by a physician?
   
   *No, the participant may work with any NP, PA or MD with enough experience to provide clinical support.*

5. How much time will be required for didactic training?
   
   *Two days for the Nashville kickoff, 90 minutes/week for webinar sessions.*
Next Steps