Appendix D: Primary Care Physician Training Expansion Program Letter of Commitment

WHEREAS

- Graduate Medical Education (GME) also called Residency Programs refers to post degree physician training.
- Residency programs are key to increasing physician workforce, with projected national shortage estimated between 37,800 to 124,000 by 2034, and research demonstrates that the majority of training program graduates stay and practice in the same area where they completed their residency (Source, AAMC).
- The Centers for Medicare & Medicaid Services (CMS) has financed GME for more than 30 years via Medicare and Medicaid payments:
    - Direct Graduate Medical Education Payments, which fund resident and faculty salaries, benefits and other direct costs of training.
    - Indirect Graduate Medical Education Payments, which funds residency-related costs in hospital settings.
- New Mexico Human Services Department (HSD) has a 5-Year GME Expansion Strategic Plan, which anticipates that at least 30 new primary care physicians will graduate annually in NM, starting in 2025. HSD has implemented several changes in Medicaid financing to incentivize primary care physician workforce development, contingent on certification that all funding goes directly to residency programs. These changes include, but are not limited to:
    - Each new Primary Care resident FTE will be funded at $100,000 whereas all other resident FTE will be funded at $50,000.

THEREFORE

- By receiving HSD Primary Care Physician Training Expansion Program funding, I commit to the development of the training program as outlined in the application. If at any point the organization experiences hardships that delay development or necessitate the cessation of the work, the organization will advise HSD of the situation and seek its guidance.
- By establishing or expanding a training program, I understand the organization will be a leader in Graduate Medical Education in New Mexico. As leaders, it is the organization's responsibility to support residency training program leadership with the best possible resources to ensure high quality educational and clinical environment for residents.
- I confirm the organization's administrative leaders are aware of the time and effort required to develop and maintain a residency training program, and that it fully supports residency program leadership and the program's long-term success.
- I affirm the organization is making a valuable investment in the State's healthcare workforce expansion by developing future primary care physician leaders. The organization will provide an environment that is welcoming, inclusive, and community-oriented so residents feel welcomed in the community.
- I commit that Medicaid funding for GME will go directly to the GME program.

In submitting this Letter of Commitment, I, as a representative of the Sponsoring Institution/Organization, formally express the organization's commitment to supporting the development of Graduate Medical Education in New Mexico.

I, the undersigned, have read, understand, and agree to the conditions listed in this Letter of Commitment.

Name (printed): _____

Title: _____

Organization: _____

Phone number: _____ *Preferred email:* _____

_____ _____

SIGNATURE *DATE*