

New Mexico

HEALTH POLICY COMMISSION

2005

HEALTH WORKFORCE PROFILES

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2005 HEALTH WORKFORCE PROFILE

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INTRODUCTION

Successful health care provision depends on the availability of qualified health care professionals. When formulating policies, plans, and programs relating to health care, it is necessary to carefully consider the supply and demand of health care professionals.

There is considerable agreement that there are a variety of health care professional shortages in New Mexico. However, it is not entirely clear how many health care professionals practice in New Mexico, what their specific job activities are, or which communities they serve.

The Health Policy Commission (HPC) collects information from various licensing boards and maintains a Geographic Access Database per statute 7 NMAC 1.23.¹ It is assumed that anyone providing health care services in New Mexico is properly licensed and therefore, the data provided in this report should be considered to be an approximate upper-limit of the supply of health care professionals practicing in New Mexico.

The following Health Workforce Profile report is intended to provide an easily accessible snapshot of New Mexico's health care workforce and was compiled using December 31, 2005 data unless otherwise noted. For further information or additional requests, please contact the HPC.

CAVEATS AND LIMITATIONS

Health care professionals are required by statute to provide a practice address to their licensing board. Only health care professionals reporting a New Mexico practice address are used in the analysis for this report unless otherwise noted. Neither the licensing board nor the HPC have verified the accuracy of the reported practice address. It is also not known if the health care professional practices at an additional location, possibly in another city, county, or state. In some cases, there are glaring omissions; for example, licensure data indicates that there were no licensed physicians practicing in Hidalgo County. The case may be that a physician practicing in Hidalgo County reported a practice address in neighboring Grant County, for example.

Licensure data does not contain vital information necessary to effectively analyze New Mexico's health care workforce. For example, licensure data does not contain how many hours a health care professional is actually employed in that specific role. Therefore, the reader must be careful not to assume that a health care professional in this report is a full-time equivalent. Additionally, licensure data does not contain ethnic, racial, or cultural competency data.

This report may not include health care professionals employed at the federal level, such as Commissioned Officers of the US Public Health Service who serve at Indian Health Services sites or physicians employed with Veterans Affairs. These professionals are required to have a valid license from any US state and not necessarily New Mexico.

Health care professional to population ratios are provided in many cases in this report using the latest census data available.² Population ratios are a potential source of controversy, and are presented in this report for comparison use only.

¹ The full text of 7 NMAC 1.23 is available at:
<<http://www.nmcpr.state.nm.us/nmac/parts/title07/07.001.0023.htm>>.

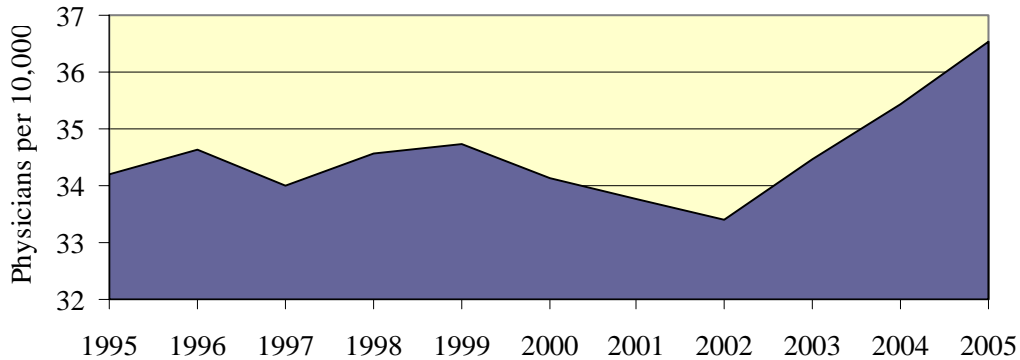
² Population Division, US Census Bureau. 1 June 2006.
<<http://www.census.gov/popest/archives/1990s/ST-99-03.txt>> and
<<http://www.census.gov/popest/counties/tables/CO-EST2004-01-35.xls>>.

PHYSICIANS

ALLOPATHIC AND OSTEOPATHIC PHYSICIANS

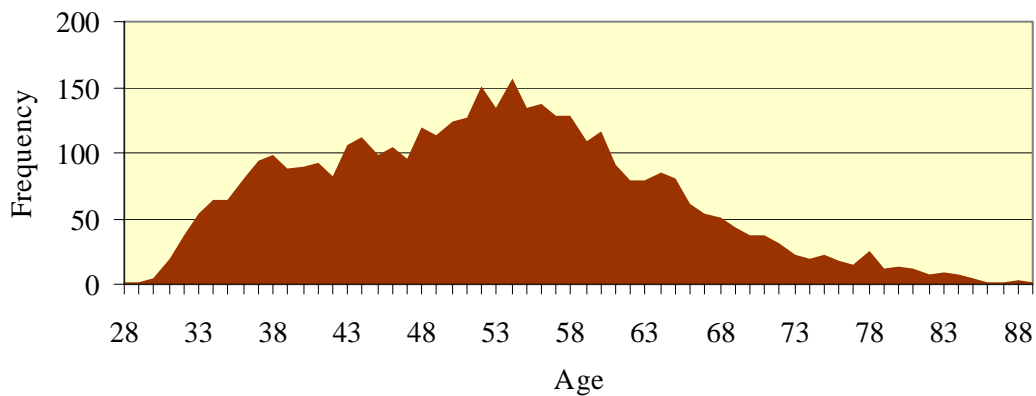
There were 3,793 Medical Doctors and 217 Doctors of Osteopathy licensed to practice in New Mexico who reported a New Mexico practice address in 2005.³ The mean and the median ages for all physicians were both 52.⁴ Approximately 70% were male.⁵ There were approximately 21 licensed physicians per every 10,000 people in New Mexico. Nationally, there were approximately 25 active physicians per every 10,000 people.⁶

Physician Trend⁷



In a May 2003 report, *Physician Supply and Distribution in New Mexico, 2001*, it was found that of 6,176 licensed physicians in New Mexico only 52% (3,186) provided patient care services within New Mexico.⁸ The remaining physicians practiced out of state, were employed in teaching, research, or administration, or were retired or otherwise inactive in medicine.

Physician Age Distribution⁴



³ Licensure data courtesy of the New Mexico Medical Board, the New Mexico Board of Osteopathy, and the New Mexico Regulation and Licensing Department.

⁴ Of the 3995 Doctors of Osteopathy and Medical Doctors licensed to practice in New Mexico, had a New Mexico practice address, and reported a valid date of birth.

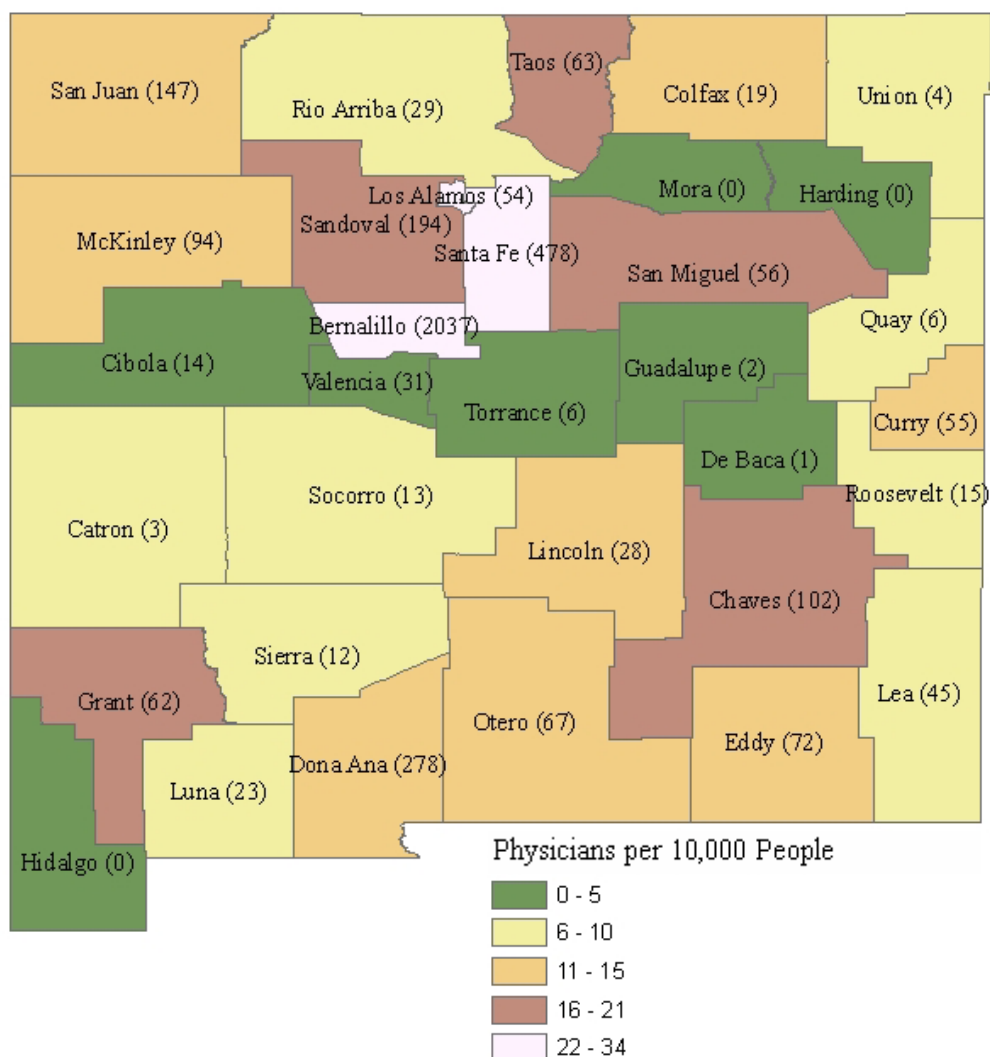
⁵ Of the 3329 Doctors of Osteopathy and Medical Doctors licensed to practice in New Mexico, had a New Mexico practice address, and reported a gender.

⁶ Key Physician Data by State. Association of American Medical Colleges. Center for Workforce Studies. January 2006. 4 June 2006. <<http://www.aamc.org/meded/cfws/statedata.pdf>>.

⁷ Physician trend data based on all active licenses, including non-New Mexico practice addresses.

⁸ Physician Supply and Distribution in New Mexico, 2001. The Center for Health Workforce Studies. University of Albany. State University of New York. May 2003. 1 June 2006. <<http://www.hpc.state.nm.us/physiciansurvey/nmphysicians2003unlocked.pdf>>.

Physician Distribution by County⁹



TELEMEDICINE PHYSICIANS

There were 162 Telemedicine physicians licensed to practice in New Mexico in 2005.¹⁰ Telemedicine physicians are Medical Doctors that live out of state and diagnose cases via electronic consultations. Oftentimes, this service is used when a local physician is not available due to geographic inaccessibility or if diagnosis is required after normal business hours. Nearly 76% of all Telemedicine licensees have a type of Radiology specialty.¹¹

⁹ Of the 4010 Doctors of Osteopathy and Medical Doctors licensed to practice in New Mexico and had a New Mexico practice address. The number in parenthesis is the number of physicians with a practice address in that county.

¹⁰ Licensure data courtesy of the New Mexico Medical Board and the New Mexico Regulation and Licensing Department.

¹¹ Radiology specialty types include Radiology, Radiology - Board Certified, Diagnostic Radiology, Diagnostic Radiology - Board Certified, and Neuroradiology - Board Certified.

PHYSICIAN RESIDENTS

There were 156 Residents licensed to practice in New Mexico who provided a New Mexico practice address.¹⁰ Their mean and median ages were 34 and 32, respectively.¹² Approximately 54% of Physician Residents were female.¹³

PHYSICIAN SPECIALTIES

Of the 3,793 licensed Medical Doctors with a New Mexico practice address, there were 126 unique specialties.¹⁴ The following are the top 30 specialties with the most physicians practicing in New Mexico. Physicians may have more than one specialty; in this case, it is not clear what the physicians' primary practice specialty is.

Internal Medicine	Ophthalmology	Pulmonary Diseases
Family Practice	Diagnostic Radiology	Urology
Pediatrics	Radiology	Medical Oncology
Psychiatry	Neurology	Physical Med and Rehabilitation
General Surgery	Otaryngology	Nephrology
Emergency Medicine	Anatomic/Clinical Pathology	Infectious Diseases
Anesthesiology	Occupational Medicine	Child & Adolescent Psychiatry
Obstetrics and Gynecology	Gastroenterology	Neurological Surgery
Orthopedic Surgery	General Practice	Endocrinology
Cardiovascular Diseases	Dermatology	Hematology

PRIMARY CARE PHYSICIANS

In 2005, there were 2,341 Primary Care Physicians with a New Mexico practice address. Per federal definition¹⁵, Primary Care Physicians are Medical Doctors or Doctors of Osteopathy with one or more of the following specialties: Family Practice (688), General Practice (59), Internal Medicine (general) (1026), Pediatrics (general) (370), Gynecology (5), and Obstetrics and Gynecology (193). Primary Care Physicians may have additional specialties.

NON-PHYSICIAN CLINICIANS

PHYSICIAN ASSISTANTS

In 2005, there were 390 Physician Assistants licensed to practice in New Mexico.³ Their mean and median ages were both 45. Approximately 57% of all Physician Assistants were female.

CHIROPRACTORS

There were 415 licensed Chiropractors with a New Mexico practice address in 2005.¹⁶ Their mean and median ages were 51 and 52, respectively.¹⁷ Approximately 24% were female.

PODIATRISTS

There were 77 licensed Podiatrists with a New Mexico practice address in 2005.¹⁸ Their mean and median ages were both 43. Approximately 17% were female.

¹² Of 153 Residents licensed to practice in New Mexico, had a New Mexico practice address, and reported a valid date of birth.

¹³ Of 141 Residents licensed to practice in New Mexico, had a New Mexico practice address, and reported a gender.

¹⁴ Specialty count combines Board Certified and non-Board Certified specialists.

¹⁵ HRSA State Health Workforce Profiles: New Mexico. Bureau of Health Professions. National Center for Health Workforce Information and Analysis. US Department of Health and Human Services. Dec. 2000.

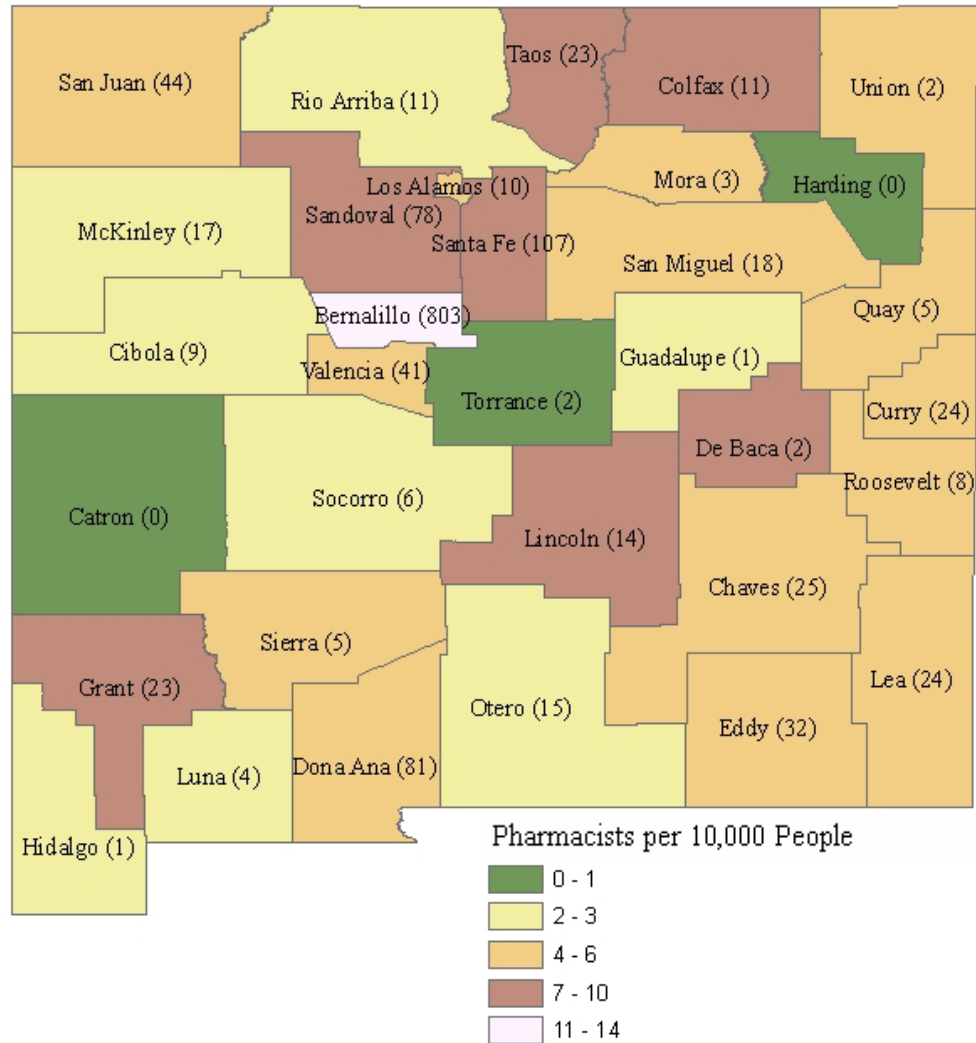
¹⁶ Licensure data courtesy of the New Mexico Board of Chiropractic Examiners and the New Mexico Regulation and Licensing Department.

¹⁷ Of 412 Chiropractors licensed to practice in New Mexico, had a New Mexico practice address, and reported a valid date of birth.

PHARMACISTS

In 2005, New Mexico had 1,450 Registered Pharmacists, 2,290 Pharmacy Technicians, and 79 Pharmacist Clinicians.¹⁹ Many individuals have more than one license type. Therefore, when duplicates are removed, there were 3,819 pharmacy professionals in New Mexico. There were approximately 7.61 Registered Pharmacists per every 10,000 people in New Mexico.²⁰

Registered Pharmacist Distribution by County²¹



¹⁸ Licensure data courtesy of the New Mexico Podiatry Board and the New Mexico Regulation and Licensing Department.

¹⁹ Licensure data courtesy of the New Mexico Board of Pharmacy and the New Mexico Regulation and Licensing Department.

²⁰ According to *The Pharmacist Workforce: A Study of the Supply and Demand for Pharmacists*, there were slightly more than 7.1 pharmacists per 10,000 people nationally in 2000. Department of Health & Human Services. Health Resources and Services Administration. Bureau of Health Professions, December 2000. 1 June 2006. <<ftp://ftp.hrsa.gov/bhpr/nationalcenter/pharmacy/pharmstudy.pdf>>.

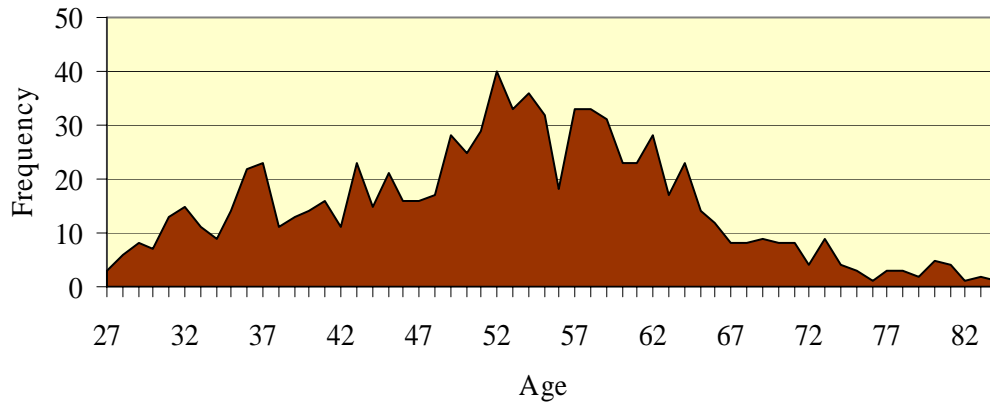
²¹ Of 1449 Registered Pharmacists licensed to practice in New Mexico and had a valid New Mexico practice address. Number in parenthesis indicates the number of Registered Pharmacists with a practice address in that county.

DENTAL PROFESSIONALS

DENTISTS

In 2005, New Mexico had 871 licensed Dentists with a New Mexico practice address.²² Their mean and the median ages were 52 and 53, respectively.²³ Approximately 84% were male. There were approximately 4.58 Dentists per every 10,000 people in New Mexico. Nationally, the ratio of Dentists per 10,000 is expected to decline from 5.83 in 2000 to 5.37 in 2020.²⁴

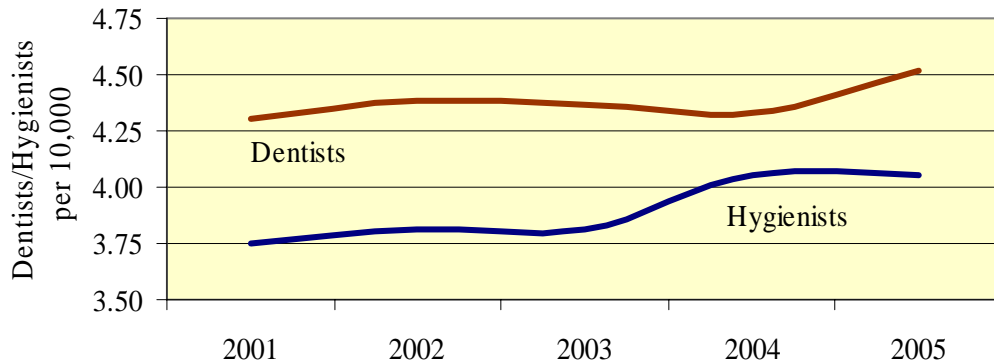
Dentist Age Distribution²²



DENTAL HYGIENISTS

There were 782 licensed Dental Hygienists with a New Mexico practice address in 2005.²² Approximately 96% were female. Their mean and median ages were both 44.²⁵ There were 23 Collaborative Practice Hygienists, who work with a consulting dentist, but without general supervision from a Dentist.

Dentist/Hygienist Trend²⁶



²² Licensure data courtesy of the New Mexico Board of Dental Health Care, the New Mexico Dental Hygienists Committee, and the New Mexico Regulation and Licensing Department.

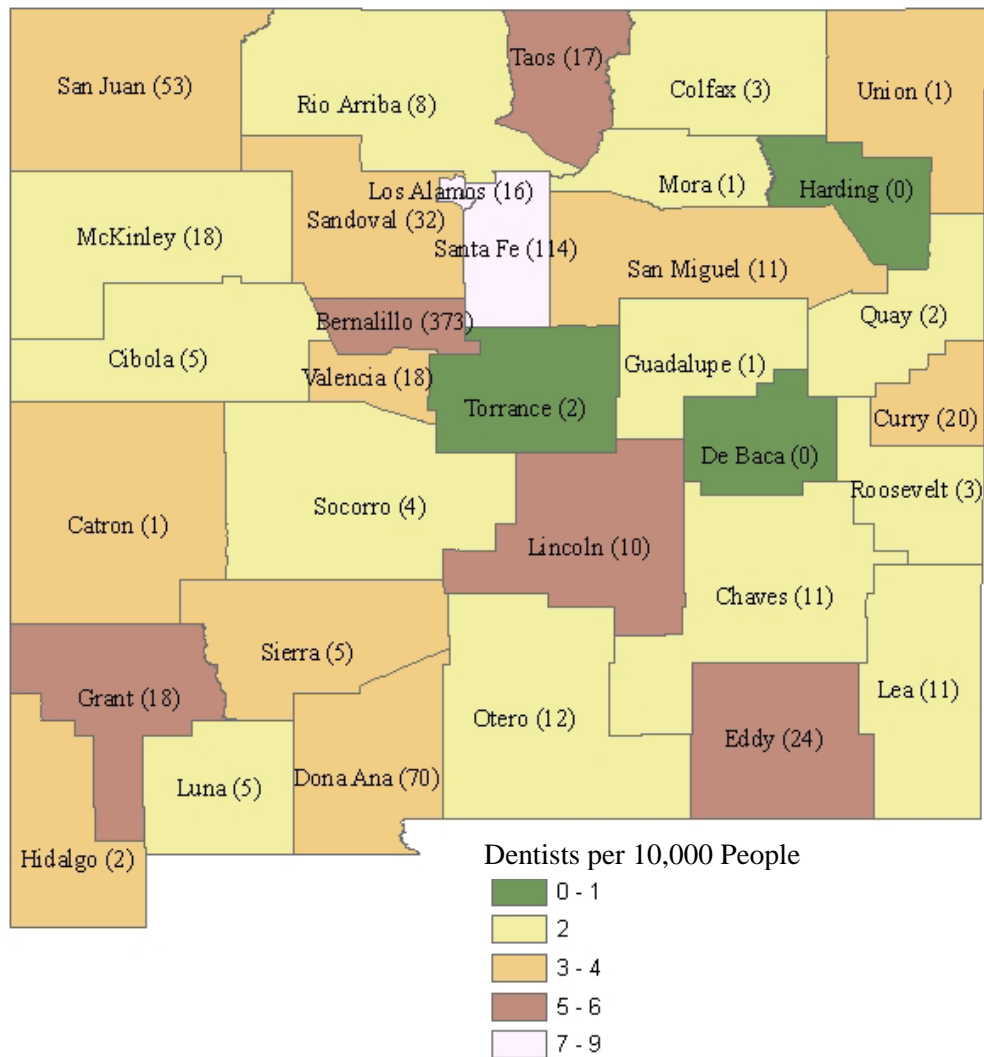
²³ Of 867 Dentists licensed to practice in New Mexico, had a New Mexico practice address, and reported a valid date of birth.

²⁴ U.S. Department of Health and Human Services. Oral Health in America: A Report of the Surgeon General. 2000. 1 June 2006. <<http://www.surgeongeneral.gov/library/oralhealth/>>.

²⁵ Of 781 Dental Hygienists licensed to practice in New Mexico, had a New Mexico practice address, and reported a valid date of birth.

²⁶ Trend data includes all Dentists and Dental Hygienists licensed to practice in New Mexico and had a New Mexico practice address.

Dentist Distribution by County²⁷



DENTAL ASSISTANTS

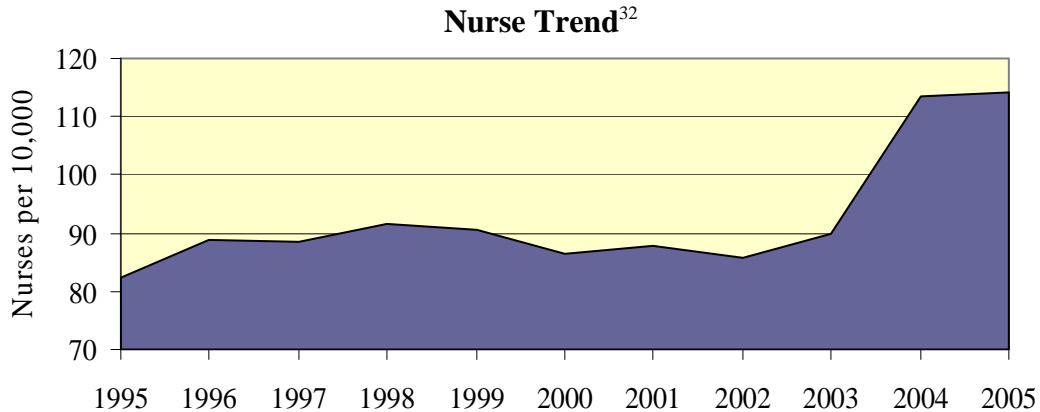
There were 1,386 licensed Dental Assistants with a New Mexico practice address; approximately 97% were female.²² Their mean and median ages were 36 and 35, respectively.²⁸

²⁷ Of 871 Dentists licensed to practice in New Mexico and had a New Mexico practice address. The number in parenthesis indicates the number of Dentists with a practice address in that county.

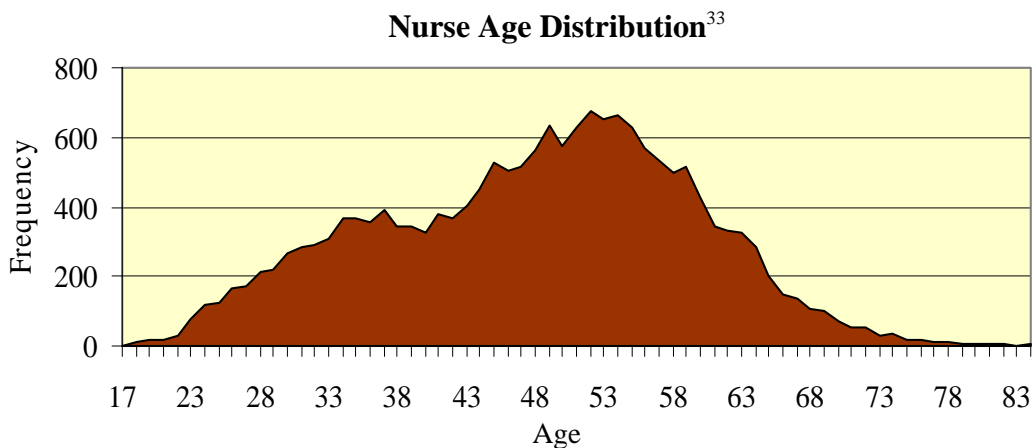
²⁸ Of 1,285 Dental Assistants licensed to practice in New Mexico, had a New Mexico practice address, and reported a valid date of birth.

NURSES

New Mexico had a total of 17,833 licensed nurses with a New Mexico practice address in 2005.²⁹ Of the licensed nurses, approximately 83% (14,885) were Registered Nurses; the remaining 17% were Licensed Practical Nurses. New Mexico had 734 Nurse Practitioners in 2005. There were approximately 93.64 licensed nurses per every 10,000 people in New Mexico. Approximately 90% were female.³⁰ According to the New Mexico Board of Nursing in 2005 there were 10,306 New Mexico resident licensed nurses employed full-time in New Mexico, 3,059 were employed part-time.³¹



The mean and median ages for all nurses were 48 and 49, respectively.³³ The nursing workforce has significantly aged over the last two decades. For example, the percentage of Registered Nurses 40 years or older has increased from 50% in 1988 to 67% in 1996 and 72% in 2005.^{33,34}



²⁹ Licensure data courtesy of the New Mexico Board of Nursing and the New Mexico General Services Department.

³⁰ Of 17,779 Licensed Nurses, including RN's and LPN's, with a New Mexico practice address who reported a gender.

³¹ Annual Report to the Governor for the 05 Fiscal Year. New Mexico Board of Nursing. 1 June 2006. <<http://www.state.nm.us/nursing/pdf/GovReport05FINAL.pdf>>.

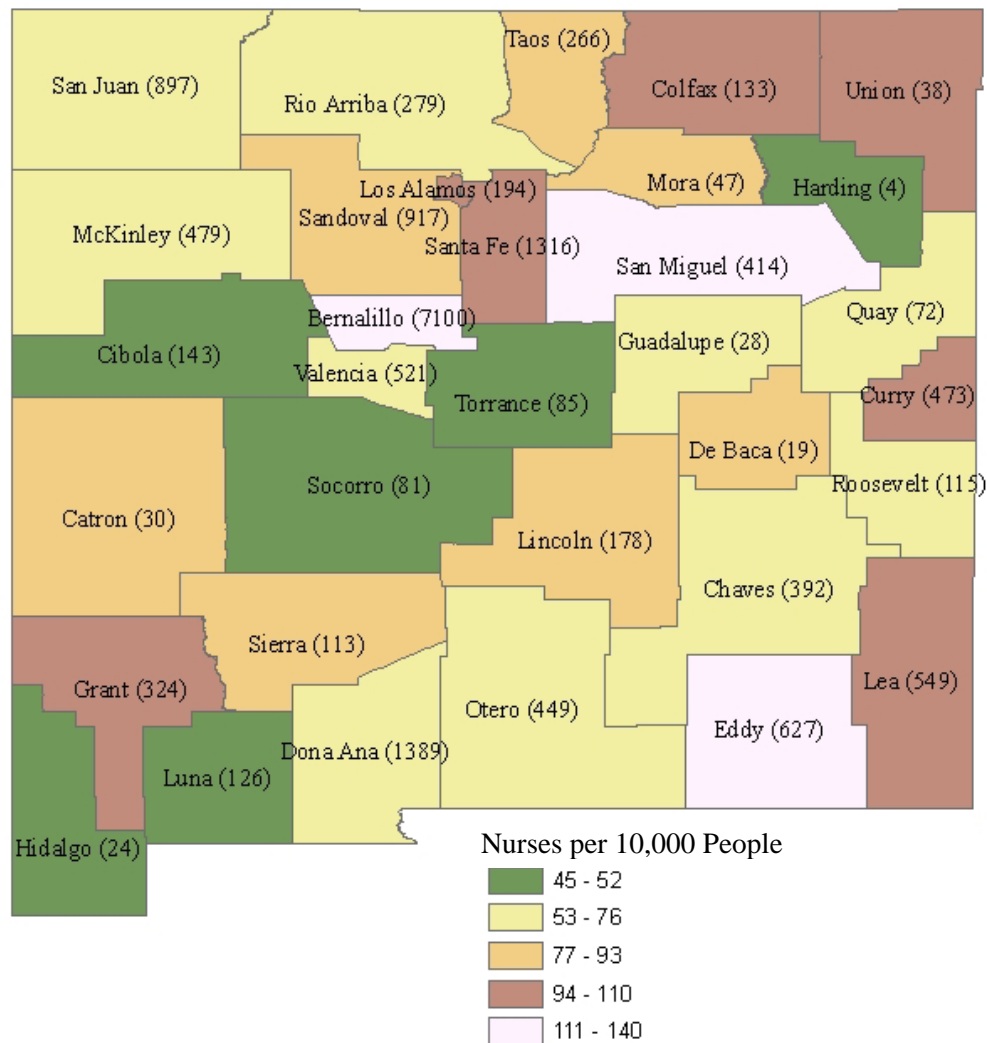
³² Nurse trend data based on all active licenses, including non-New Mexico practice addresses.

³³ Of all 17,833 licensed nurses, including RN's and LPN's, with a New Mexico practice address.

³⁴ State Health Workforce Profiles: New Mexico. Health Resources and Services Administration. U.S. Department of Health and Human Services. December 2000.

In 2005, the HPC directed a task force to study nurse staffing and recommend nurse-to-patient ratios. The task force developed recommendations that focused on staffing issues, safety for nurses and patients in the work environment, including physical as well as mental well being with relation to numbers of hours worked, nursing education, retention, recruitment and faculty development.³⁵

Nurse Distribution by County³⁶



MIDWIVES

There are 137 licensed Certified Nurse Midwives and 44 Licensed Midwives with a New Mexico practice address.³⁷ All Certified Nurse Midwives and some Licensed Midwives are also licensed Registered Nurses.

³⁵ Senate Joint Memorial 37: A Study on the Impact on Nurse Staffing and Retention Issues on Workforce Development. New Mexico Health Policy Commission. October 20, 2005, 1 June 2006. <<http://www.hpc.state.nm.us/reports/Memorials/2005/SJM%2037%20Report%202005.PDF>>.

³⁶ Includes 17,822 Registered Nurses and Licensed Practical Nurses licensed to practice in New Mexico and reported a valid New Mexico practice address. The number in parenthesis indicates the number of nurses, including RN's and LPN's, with a practice address in that county.

MENTAL HEALTH

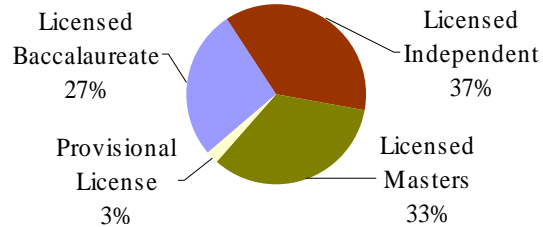
PSYCHOLOGISTS

There were 507 licensed Psychologists reporting a New Mexico practice address in 2005.³⁸ Approximately 50% were female.³⁹ Their mean and median ages were both 59.⁴⁰

SOCIAL WORKERS

In 2005, New Mexico had a total of 3,032 licensed Social Workers with a New Mexico practice address in 2005.⁴¹ The mean and median ages for all licensed Social Workers with a New Mexico practice address were 48 and 50, respectively. Approximately 81% were female.⁴²

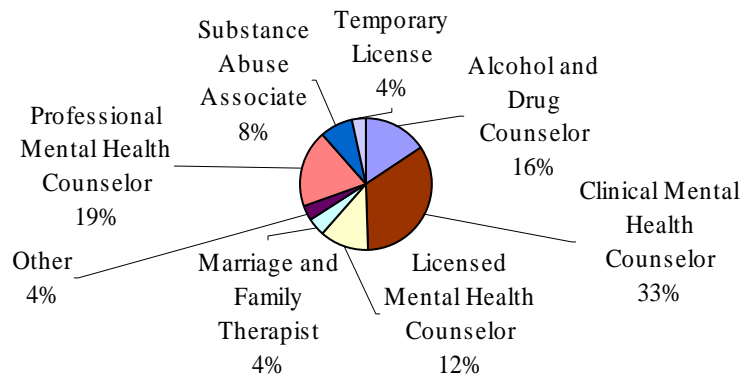
Types of Social Workers



COUNSELORS

There were 3,377 licensed Counselors with a New Mexico practice address with 11 license types.^{44,45} Their mean and median ages were 52 and 53, respectively.⁴⁶ Approximately 72% of all licensed Counselors were female.⁴⁷ In a few cases, one professional had 2 licenses; for example, a counselor may have an Alcohol and Drug Counselor license and a Clinical Mental Health Counselor license.

Types of Counselors⁴³



³⁷ Licensure data courtesy of the New Mexico Department of Health, Maternal Health Program.

³⁸ Licensure data courtesy of the New Mexico Psychologist Examiners Board and the New Mexico Regulation and Licensing Department.

³⁹ Of the 425 licensed psychologists reporting a New Mexico practice address who reported a gender.

⁴⁰ Of the 295 licensed psychologists reporting a New Mexico practice address who reported a valid date of birth.

⁴¹ Licensure data courtesy of the New Mexico Board of Social Work Examiners and the New Mexico Regulation and Licensing Department.

⁴² Of the 2,939 licensed social workers with a New Mexico practice address who reported a gender.

⁴³ In cases where an individual has more than one type of Counselor license, that individual is only counted once and is identified by the first Counselor type listed alphabetically held by that individual.

⁴⁴ Licensure data courtesy of the New Mexico Counseling and Therapy Board and the New Mexico Regulation and Licensing Department.

⁴⁵ The 11 license types are: Alcohol Abuse Counselor, Alcohol and Drug Counselor, Art Therapist, Clinical Mental Health Counselor, Drug Abuse Counselor, Licensed Mental Health Counselor, Marriage and Family Therapist, Professional Mental Health Counselor, Registered Mental Health Counselor, Registered Independent Counselor, Substance Abuse Associate, and Temporary License.

⁴⁶ Of the 3343 licensed counselors with a New Mexico practice address and who reported a valid date of birth.

⁴⁷ Of the 3341 licensed counselors with a New Mexico practice address and who reported a gender.

POLICY IMPLICATIONS AND CONCLUSION

Policymakers need accurate and relevant data on the health care workforce in New Mexico in order to better allocate resources. Although licensure data is readily available, it should only be considered as an approximate upper-bound of the number of health care providers practicing in New Mexico. Additionally, licensure data does not contain vital information necessary to effectively analyze the New Mexico health care workforce.

A recent report to the US Congress by the Government Accountability Office stated that the regular reassessment of the health care workforce supply and demand is key to setting workforce policies as health care needs change throughout the nation.⁴⁸ Currently, the HPC is working with the New Mexico Medical Board and other key stakeholders to develop on-going survey material linked to the licensure process in order to better understand the needs and concerns of physicians as well as to better identify workforce gaps. It is hoped that once this process is initiated it can serve as a model for other licensing boards.

New Mexico, along with the nation as a whole, has significant health care workforce shortages. Additionally, these shortages are expected to increase as the health care workforce ages along with the general population and policy makers should be cognizant of future trends. Predicting future physician supply and demand is subject to a variety of variables. Jordan Cohen, MD, president of the Association of American Medical Colleges recently stated that predicting future physician supply and demand is akin to “predicting the weather 10 years from now.”⁴⁹ However, accurate and timely data on the health care workforce is essential for policy makers to plan for and implement successful health care programs.

FURTHER INFORMATION

The HPC is committed to its mandate of providing a forum for the discussion of complex health policy and planning issues, as well as the creative exploration of ideas, issues, and problems surrounding health policy and planning. As such, the HPC is eager to collaborate with sister organizations on a wide variety of topics concerning New Mexico’s health including workforce development.

This report was intended to provide an easily accessible snapshot of New Mexico’s health care workforce through December 31, 2005. For further information, please contact the HPC at 505-424-3200 or email gads@hpc.state.nm. More information on this and related projects can be found at <http://hpc.state.nm.us>.

⁴⁸ Health Professions Education Programs: Action Still Needed to Measure Impact. United States Government Accountability Office. Report to Congressional Requesters. February 2006. 1 June 2006. <<http://www.gao.gov/new.items/d0655.pdf>>.

⁴⁹ Jordon J. Cohen, MD. Help Wanted: More Doctors for the United States. Association of American Medical Colleges. 24 June 2005. 2 June 2006. <<http://www.aamc.org/workforce/>>.

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