



The Mississippi State Department of Health (MSDH) is accepting applications for the Director of the Office of the Mississippi Physician Workforce (OMPW). The Director is responsible for the execution of the mission of the office, which is to develop strategies that attract, educate and sustain a well-trained and appropriately distributed physician workforce in Mississippi to ensure healthcare access for all Mississippians.

The Office of Mississippi Physician Workforce was created by the Mississippi state legislature in 2012 through HB 317 as an office in the University of Mississippi Medical Center. Its mission was later modified in 2017 by HB 422 to encompass a broader scope and support mission. In 2024, HB 1129 moved the OMPW from the University of Mississippi Medical Center to the Mississippi State Department of Health. The office shall have the following duties, at a minimum:

- Assessing the current numbers, ages, types of practice, hospital affiliations, and geographic distribution of physicians in each medical specialty in Mississippi
- Assessing the current and future physician workforce needs of the State of Mississippi
- Assisting in the creation and/or support of Accreditation Council for Graduate Medical Education (ACGME) accredited Graduate Medical Education (GME) training programs in the State of Mississippi based on needs analysis and criteria established by the office and the advisory board while maintaining a strong and continued priority focus on family medicine. This support may include the awarding of state financial assistance as available, for the creation or support of family medicine residencies and other GME programs approved by the advisory board
- Encouraging the development of an adequate and geographically distributed physician workforce in all specialties for the State of Mississippi with an evolving strategic plan
- Providing an annual report to the Governor, the Legislature, and the State Board of Health, the Board of Trustees of State Institutions of Higher Learning on the status of the physician workforce and residency programs in Mississippi

Opportunities and Challenges

The Director of the OMPW will have a unique opportunity to develop and bring together a diverse physician workforce community, to continue to improve physician workforce planning in Mississippi, and to ensure that the State has an adequate supply of physicians to meet the citizens' healthcare needs.

It will be critical that the Director understands the current and future physician supply and demand in the State; understands what specialties are at greatest risk for shortages; understands how international medical graduates might impact the Mississippi healthcare system; has insights into how the changing practice patterns of the current workforce will impact the supply of and demand for physician services; and understand the implications of new health care delivery models.

Goals for the OMPW

- Hire and supervise a researcher to collect and analyze data concerning the physician workforce needs of Mississippi
- Establish robust databases that are proactively designed to track the Mississippi physician workforce and use predictive models to recommend GME program evolutions

- Align physician workforce projections with the aim of adequately caring for all Mississippians
- Recommend empirically derived student recruitment practice methods to GME programs
- Distribute empirically derived physician recruitment and retention data to inform practices intended to supply targeted and/or underserved areas
- Serve as a statewide data resource for GME program information, including geographic locations, graduation rates, specialties and retention rates
- Recommend research-based advancement of technology to maximize physician workforce capabilities
- Support investigative-based tactics for effectiveness and efficiency of the existing physician workforce

Advocacy

- Continuously network with State, regional and national stakeholders including groups, organizations, agencies and communities, and develop partnerships for support and collaboration.
- Create and execute a plan to identify potential foundations, grants, and philanthropic organizations with which to establish partnerships to strengthen and expand the physician workforce
- Create and execute a plan to encourage state and federal support to ensure the development and sustainability of quality GME training programs across the state

Training

- Develop strategies to identify, encourage, and support the establishment of new GME programs where needed
- Develop strategies to support, strengthen and expand existing GME programs
- Develop strategies and training programs for targeted areas and communities to enhance recruitment opportunities that expand and strengthen the local physician workforce
- Develop a training manual for new GME program personnel for their use in preparing an application for a new GME program
- Develop or identify programs by working with state boards of medical licensure to establish training programs for career movement of physicians, especially to primary care practice environments

Career Placement

- Develop strategies and resources to assist with recruitment, placement and retention of residents
- Develop strategies to recruit and assist with career moves of physicians, especially to primary care
- Market the OMPW and its resources
- Develop networking opportunities with stakeholders from program leadership, medical associations and organizations, communities, other health care related organizations, and government

Funding Sources

In coordination with the State Health Officer and MSDH governmental affairs, explore, plan and secure funding to accomplish the office's goals

Responsibilities

- Provide leadership and general oversight of the OMPW in alignment with the Advisory Board
- Manage the infrastructure, professional personnel, and necessary resources to facilitate OMPW operations as it evolves
- Implement policies and programs to ensure that the diversity of the physician workforce supports the ethnic and cultural demographics within Mississippi
- Continuously conduct ongoing needs assessment, including a supply/demand forecasting model, of current and future physicians, as well as distribution of physician practices across the State
- Continually improve the process for gathering and maintaining adequate data to guide interventions and policy recommendations
- Ensure the allocation of resources based on workforce needs, including physician shortages, graduate medical education (GME) priorities, and funding needs of programs with the greatest impact on workforce needs, and provide incentives to teaching programs to retain graduates to practice in Mississippi
- Develop and implement strategies to assist with the academic and financial success of the GME programs across the state
- Develop retention and recruitment initiatives to encourage physicians to enter, remain in, or return to practice in Mississippi
- Identify issues and barriers that impede medical schools, teaching hospitals, state agencies, and the market at large in addressing physician shortages
- Research and recommend specific strategies that will address and correct health workforce shortfalls to ensure future adequate access to health care services for Mississippi citizens
- Develop and implement strategies and activities for the OMPW, including the development of a strategic plan, to accomplish the stated goals
- Through close collaboration with the Advisory Board, engage and partner with key stakeholders to formulate policy, to educate, to foster growth, and to create active participation in the mission, vision and goals of the OMPW
- Coordinate legislative funding requests with the State Health Officer and MSDH governmental affairs.
- Oversee the creation of a formal annual report in collaboration with the Advisory Board and MSDH leadership, and present it to the Governor, the Legislature, and the State Board of Health.

Qualifications and Experience

- Physician licensed in the State of Mississippi
- Innovative, proactive and strategic. Must possess the ability to develop new partnerships and alliances with physicians and other key stakeholders
- Highly developed research, analytical and problem-solving skills to plan and direct the multifaceted strategic management and activities of the OMPW

- Proven in physician and community relations, and possesses the skills that ensure effective communication and the understanding of constituent needs
- Highly developed interpersonal and communication skills to interact tactfully and persuasively, including one-on-one, and in small and large groups
- Leads by example and through genuine collaboration
- Demonstrated ability to align varied stakeholders' interests into synergistic performance
- Proven in the ability to recruit, develop, mentor, motivate and retain a diverse and qualified staff
- Prior experience in research and grant writing is preferred
- Prior experience in residency training/academics/GME is preferred

Leadership Characteristics

Creating the New and Different

Is creative, a visionary, and can manage innovation; is an effective strategist full of ideas and possibilities; has broad interests and knowledge; can both create and bring exciting ideas to market; comfortable inferring alternative futures

Getting Organized

Is well organized, resourceful and planful; effective and efficient at marshaling multiple resources to get things done; lays out tasks in sufficient detail to mark the trail; can get things done with less and in less time; can work on multiple tasks at once without losing track; foresees and plans around obstacles

Focusing on Action and Outcomes

Attacks everything with drive, energy, and with an eye on the bottom line; not afraid to initiate action; driven to finish all that has been started

Being Organizationally Savvy

Maneuvers well to get things done; knows where to go to get what is needed; politically aware; knows what the right thing to do is; presents views and arguments well

Communicating Effectively

Writes and presents effectively; adjusts to fit the audience and the message; gets a message across

Managing Inclusive Relationships

Relates well to a wide variety of diverse styles and types; open to differences; effective up, down, sideways, inside and outside; builds diverse and inclusive networks; quick to find common ground; treats differences fairly and equitably; treats everyone as a preferred customer

Acting with Honor and Character

Is a person of high character; is consistent and acts in line with a clear and visible set of values and beliefs; deals and talks straight; is direct and truthful and at the same time can keep confidences

Compensation

The selected candidate will receive a compensation package that is competitive and commensurate with the candidate's experience and with the percent of effort.

Apply for This Position

Qualified candidates may apply for this position by sending their résumé/CV by e-mail to Jennifer.Gholson@msdh.ms.gov

Community Overview

Discover the scenic State that is legendary for its hospitality and warm, friendly people. Wherever you travel in the State, from the Hill Country to the Coast, from the Delta to the Heartland, a genuine southern “welcome” greets you at every corner. Mississippi’s landscape is only one example of the diversity that you will find within its borders. It is home to excellence in the arts, technology, commercial ventures, health care advances, and a commitment to educational achievement. It is home to a broad range of enterprises including casinos, shipbuilding, service industries, agriculture, commercial fishing and manufacturing. Mississippi has produced a diverse multitude of prominent talent, including William Faulkner, Eudora Welty, Leontyne Price, John Grisham, B.B. King, Walter Anderson, Faith Hill and Morgan Freeman, to name a few.

Mississippi is home to a wide array of music, artisans, museums, art galleries, theatres and every type of delightful cuisine imaginable. It is also home to celebrations of its numerous ethnic backgrounds and cultures with festivals and special events all year round. Whether you prefer the country or city living; golfing on championship courses or sailing on Jackson’s 33,000-acre reservoir, attending the International Ballet Competition in Jackson or wandering through a museum or historical site, Mississippi has something for everyone. Majestic trees, fresh air, short commutes, and a lower cost of living can all be found in this lush, beautiful State where everyone is considered a neighbor and hospitality is a lifestyle.

There’s no better way to sample the South than Jackson, Mississippi. A blend of the old and the new, Jackson offers glimpses of the past while looking ahead to the future. From fabulous history, art and science museums to world-class exhibits and performances, Jackson is a secret full of surprises.

Mississippi’s Capital City is conveniently located at the crossroads of Interstate 55 (north-south) and Interstate 20 (east-west) in the heart of our “Hospitality State.” As the center for the Metro Jackson area, home to more than 425,000 people, the city of Jackson is steeped in history, music, performing arts, sports, and our Southern way of life.

Although fewer than 8,000 people lived in the Jackson area at the turn of the century, its population began accelerating rapidly after 1900, and it is now one of the dynamic growth areas of the Sunbelt. In 2009, the population of the Jackson metropolitan area rose to 537,285. It is a major distribution center with a prime location equal distance between Memphis and New Orleans, north-south, and between Dallas and Atlanta, east-west. The city is conveniently located and is a three-hour drive from Birmingham, New Orleans, and the Gulf Coast.

As a major distribution center, efficient transportation facilities are a must. Four major air carriers – American, Southwest, United, and Delta – provide service to Jackson-Medgar Wiley Evers International Airport. Jackson also has an Amtrak station.

Eleven hospitals, including the University of Mississippi Medical Center, provide diagnosis and treatment for nearly every possible physical and emotional ailment. Every major church denomination is represented in the city and there are more than 400 houses of worship scattered throughout the 105

square miles of community. An excellent public and private school system is an integral part of the area, and seven colleges and junior colleges are located within 15 miles of Jackson's center.

Jacksonians are extremely proud of their famed southern hospitality and quality of life. Community support is strong for the Mississippi Symphony Orchestra, the Mississippi Opera, New Stage Theatre, and the Mississippi Braves, a minor-league professional baseball team, along with the Mississippi Museum of Art, the Mississippi Museum of Natural Science, the Mississippi Children's Museum, the Museum of Mississippi History, the Mississippi Civil Rights Museum, the Mississippi Agriculture and Forestry Museum, the Smith- Robertson Museum and Cultural Center, the Old Capitol Museum, and other venues. Jackson is the United States host city of the International Ballet Competition every four years.

Gourmet dining and nightlife sparkle the Jackson scene. Many races and ethnic groups provide the city with cuisine that is truly international. One can choose Greek, Continental, Indian, Italian, Chinese, Japanese, French, Mexican, Thai, Russian, or good old Southern cuisine.

Jackson is a city with wonderful citizens who provide the energy to meet today's challenges and make Jackson one of "America's Most Livable Cities."

Contact Information

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