



Train and Retain in Montana

A Plan for a Permanent Pipeline of Psychiatrists

Date: 19 November 2015

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Chair, Department of Psychiatry

Health Care, Education and Research



At the Epicenter of a Mental Health Crisis

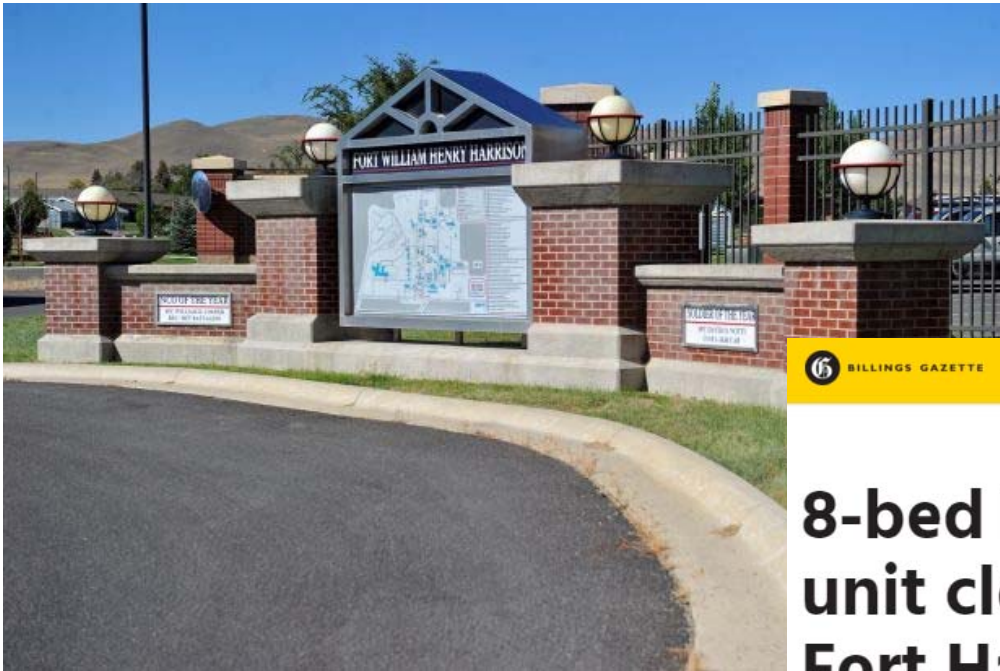


Montana State Hospital



Cost of contracted medical staff rocketed to \$820,000 in 2014 from \$32,000 in 2012. 4 psychiatrists left in 2012, and another 2 left in 2015.

VA Hospital at Fort Harrison



8-bed behavioral health unit closing temporarily at Fort Harrison due to lack of VA staff

By CHRIS CIOFFI ccioffi@billingsgazette.com Feb 10, 2015  0



Glendive Medical Center





Yellowstone County Detention Facility





Rimrock Foundation



- Over 1 year to recruit.
- 3 'locums' docs during that year.
- One was terrible, another was telepsych.
- Recruiting fee, premium salary, living expenses, time-and-a-half for vacations.



- Money leaving Montana.
- Financial strain on Rimrock.



South Central Montana Regional Mental Health Center

MHC
Mental Health Center



HealthLinkNow

HealthLinkNow awarded \$7.7 million CMS Innovation Grant to provide online mental health services in Montana and Wyoming

July 26, 2012

SACRAMENTO, CA – June 15, 2012 – HealthLinkNow Inc, announced a successful bid to provide an innovative “Patient Centered Medical Home” Program for mental health services in Wyoming and Montana.” The program is funded by the [Medicare and Medicaid Services \(CMS\) Innovation Awards](#), a federal program seeking to fund promising new models of healthcare delivery, has awarded \$7.7 million to HealthLinkNow over the next three years to provide online mental health services in Montana and Wyoming where there is a severe shortage of psychiatrists and other mental health providers.



[How It Works](#) [Our Providers](#)



Our mental health experts
are here to help, wherever
you are.

Montana State Prison

- 1,500 inmates.
- 2 telepsychiatrists from Illinois, 20hrs weekly at \$160/hr.
- One of the largest providers of MH services in MT.





Montana State Prison

On a daily basis, the Montana Department of Corrections oversees approximately 1,490 men incarcerated at the Montana State Prison in Deer Lodge and 200 women at the Montana Women's Prison in Billings.

Like other prisons and jails throughout the nation, Montana's correctional system is the largest de facto mental health provider in the state. In addition, chemical dependency is the norm in the prison population. At the Women's Prison in Billings, Warden Joan Daly, MS, LCPC, has introduced a recovery/reentry model that acknowledges that the vast majority of female offenders are also victims who have suffered significant trauma earlier in their lives.

Mental health services are a vital part of the treatment many inmates need. But attracting and retaining qualified mental health staff is an ongoing challenge for the department. We are fortunate to have a great mental health team within the department, but the need for services always exceeds our resources. We are currently recruiting for both psychiatrist positions at the men's prison and, in the interim, are providing services via tele-psychiatry.

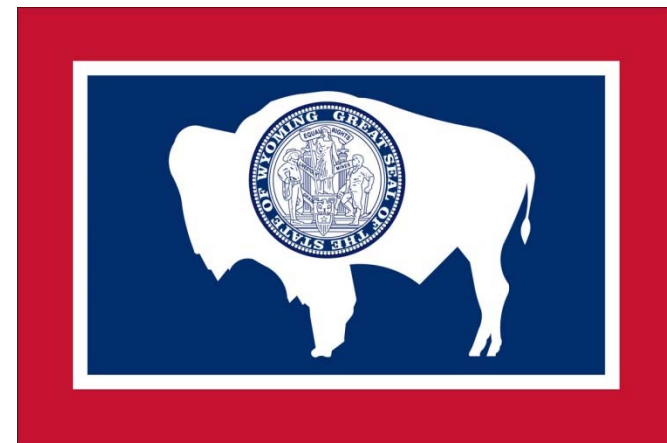


Billings Clinic



- An aging team. 5 of 11 psychiatrists >60yrs old.
- NJ-based telepsych service.

The Have Nots



The Haves



North Dakota



The screenshot shows the website for the UND School of Medicine & Health Sciences. The header includes the UND logo, a search bar, and navigation links like 'Live Help', 'Apply Now', and 'Show Menu'. The main navigation bar lists 'Education', 'Research', 'Centers', 'Faculty/Staff', 'Administration', 'New Building', and 'About Us'. The breadcrumb trail is 'School of Medicine & Health Sciences > Residency Programs > Psychiatry'. The page title is 'Psychiatry Residency Training Program'. A sidebar on the left lists menu items: 'Psychiatry', 'From the Directors', 'Program Overview', 'How To Apply', 'Sample Schedules', 'Electives', 'Clinical Training Sites', 'Faculty', 'Resident Testimonials', and 'UND GME'. The main content area contains a paragraph describing the program's history and goals, followed by a photo of the residents and a caption 'Psychiatry Residents 2015-2016'.

UND School of Medicine & Health Sciences

Search UND.edu SEARCH

A - Z DIRECTORIES

Live Help

Apply Now

Show Menu

Education Research Centers Faculty/Staff Administration New Building About Us

Home > School of Medicine & Health Sciences > Residency Programs > Psychiatry

Psychiatry

From the Directors

Program Overview

How To Apply

Sample Schedules

Electives

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Faculty

Resident Testimonials

UND GME

Psychiatry Residency Training Program

The Psychiatry Residency Training Program at the University of North Dakota School of Medicine and Health Sciences is dedicated to the training of well-qualified psychiatrists for a diverse and ever-changing practice environment. Established in 1980, our program has evolved into a strong program in which residents and faculty get to know each other well and which, as our residents attest, allows for residents to be treated as individuals with their needs addressed flexibly.

As a community-based training program, we offer residents experience in public, private, university, community, state, and federal settings. The program



Psychiatry Residents 2015-2016

Est. in 1980, graduating 4 psychiatrists yearly.

South Dakota



The screenshot shows the website for the University of South Dakota's Psychiatry residency program. At the top left is the University of South Dakota logo, featuring a red 'S' and 'D' intertwined, with the text 'UNIVERSITY OF SOUTH DAKOTA' to its right. To the right of the logo are navigation links: 'ALUMNI', 'MYUSD', 'QUICKLINKS', and 'SEARCH' with a magnifying glass icon. Further right are two buttons: 'APPLY' in red and 'VISIT CAMPUS' in yellow. Below these is a dark red navigation bar with white text links: 'About USD', 'Academics', 'Admissions', 'USD Online', 'Student Life', 'Research', and 'Athletics'. Below the navigation bar is a breadcrumb trail: 'Sanford School of Medicine > Residencies and Fellowships > Psychiatry'. The main heading is 'Psychiatry' in a large, serif font. To the left of the main content is a vertical menu with the following items: 'Psychiatry Home', 'About our Program', 'Our Residents', 'Faculty', 'Recent Graduates', 'Prospective Residents' (with a right-pointing chevron), and 'Contact Us'. To the right of the menu is a photograph of a smiling male resident in a green lab coat and stethoscope, talking to a woman whose back is to the camera.

Graduating 6 psychiatrists yearly.

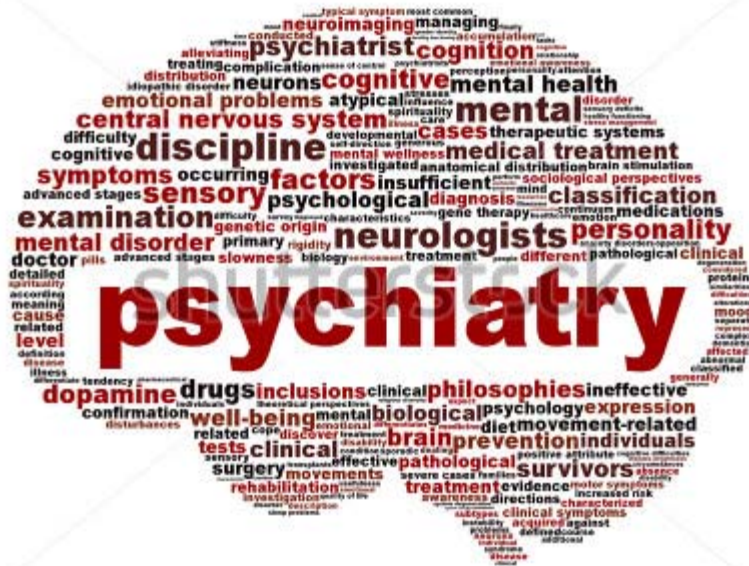


Idaho



Graduating 3 psychiatrists yearly. 63% stay in Idaho.

How to Build a Psychiatrist



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How to Build a Psychiatrist

- Different than a PSYCHOLOGIST.
- College (pre-med) = 4yrs
- Medical School (MD or DO) = 4yrs
 - Can't practice medicine yet.
- Residency (board certification) = 4yrs
 - Docs tend to stay where they FINISH training



The Montana Psychiatry Training Track

- Copy a successful model:
 - Boise, ID
 - 63% in-state retention 2007-2014.
 - Spokane, WA
 - 83% in-state retention 2010-2014.



PEOPLE

CURRICULUM

SEMINARS &
CONFERENCES

TRAINING SITES

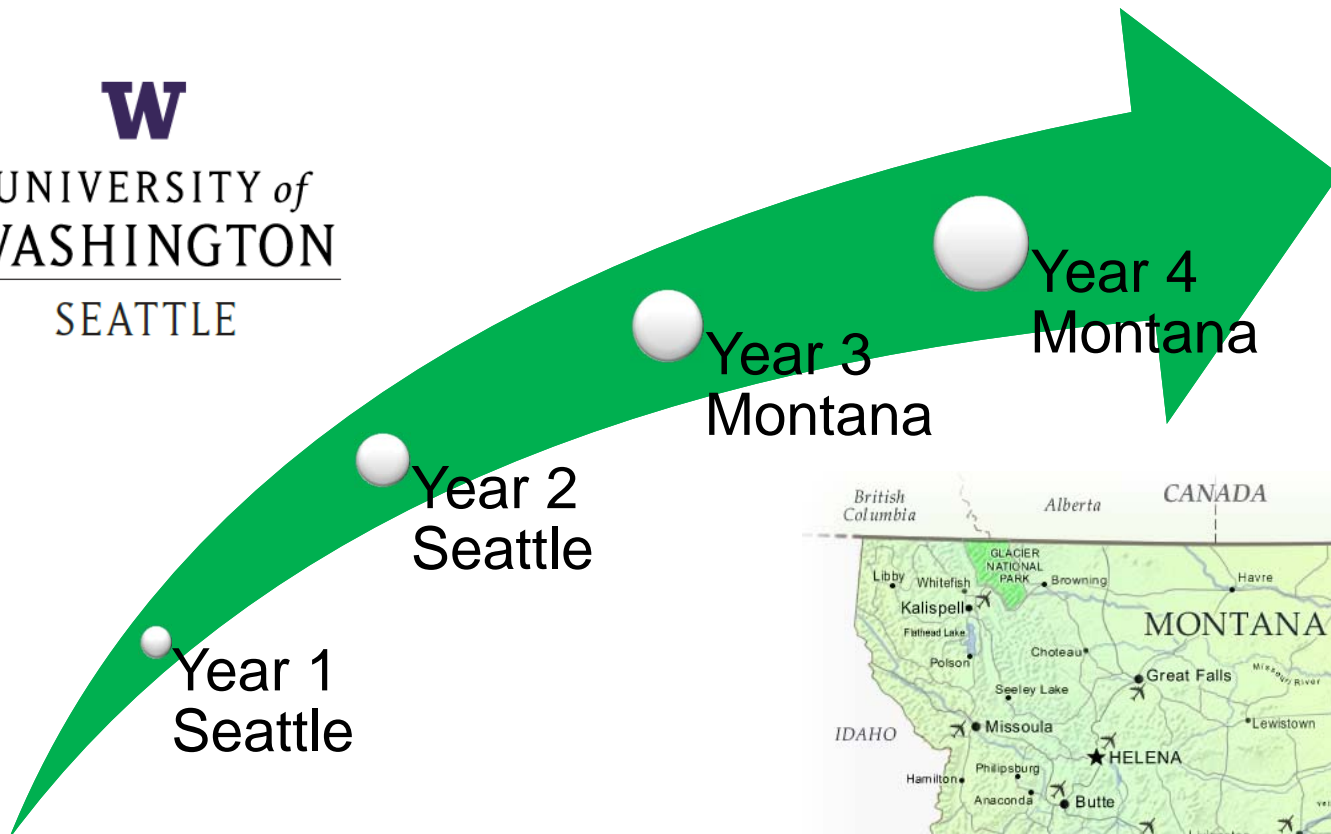
SALARY &
BENEFITS

HOW TO APPLY



The Montana Psychiatry Training Track

W
UNIVERSITY of
WASHINGTON
SEATTLE





The Montana Psychiatry Training Track

- A mental health toolbox for Montanans:
 - Rural psychiatry
 - Telepsychiatry
 - Primary care integration
 - Collaboration and care coordination
 - Veterans
 - Native Americans
 - Geriatric psychiatry and Alzheimer's



The Montana Psychiatry Training Track

- A game changer vs. incremental change.
- Where are we today?



The Montana Psychiatry Training Track

- Statewide collaboration:
 - MT Healthcare Foundation
 - Veterans' Administration
 - Senator Tester
 - Department of Corrections
 - DPHHS
 - Governor's Office
 - Big Sky Economic Development Alliance



The Montana Psychiatry Training Track

- Return on investment:
 - Immediately expand the workforce
 - 3rd and 4th year trainees provide direct care.
 - Produce high-quality, Montana-based psychiatrists.
 - Recruit seasoned psychiatrists to join the Montana-based faculty.

The Cost of Inaction

- Top suicide completion rate in the U.S.
- #1 cause of medical disability.
- Multiplier effect of mental illness:
 - Morbidity and mortality
 - Healthcare costs



The Cost of Inaction

- High cost of recruiting and temporary medical staffing.
 - Millions leaving the state.
- A drag on the economy.
 - Direct and indirect costs of anxiety and depression.
 - Impact on the workforce.





November 13, 2015

Chairman Ron Ehli and Members
Child, Family, Health and Human Services Interim Committee
Montana Legislature
Montana State Capitol
1301 E. 6th Avenue
Helena, MT 59601

Dear Chairman Ehli and Members:

RE: Support for the "Train and Retain" Initiative for a Psychiatric Training Track

Big Sky Economic Development hereby extends its support to Dr. Eric Arzubi's Initiative—A Plan to Train and Retain Psychiatrists in Montana. We had the pleasure of working with Dr. Arzubi on our recent Big Sky Business Healthcare Forum. His work in this area was very impressive to our business leaders, and more so, was the bottom line reality of the impact of mental health disorders on business, workforce, and Montana's economic future.



Our Ask

- Public support
- Funding
 - Trainee salaries
 - Faculty teaching and supervision time

