

Clinical Preceptor Recruitment in the Time of COVID-19

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Disclosures
None

Objectives

1. Summarize common barriers to recruiting, motivating, mentoring and retaining high quality clinical preceptors.
2. Contrast recruitment and retention of preceptors before and during the COVID-19 pandemic.
3. Formulate strategies to overcome the barriers and challenges of preceptorship recruitment, particularly during the COVID-19 pandemic.

Introduction - The Current State

- U.S. MD-granting school enrollment grew 33% between 2002-2003 and 2019-2020
- From 2019 AAMC survey of Deans:
 - 84% concerned about the number of clinical training sites
 - 86% concerned about the supply of qualified primary care preceptors

The Current State

- % of MD schools that experienced moderate or major difficulty w/factors affecting their existing clinical training sites
- Changes in health system alignment impacting placements: 35%
- Competition from MD-granting schools: 37%
- Competition from DO-granting schools: 41%
- Competition from offshore schools : 22%
- Competition from other health care professionals: 43%
- Difficulty replacing retired physician volunteers: 25%
- High turnover among volunteer physicians: 31%
- Pressure for payment(s) for student rotations: 34%

Our Group - Our Settings



Students Adding Value

- Telemedicine

Connections in COVID

- Autonomy, Competency, Relatedness
- Formal & Informal meetings
- JIT communications
- Faculty development
- Ceremonies & SWAG

Incentives

- ABFM Preceptor Expansion Initiative
- MOC
- Student documentation
- Preceptor Awards
- STFM Tools for Onboarding

Student Connections and Alumni

- Alumni Association
- Students recruited preceptors
- Personal Relationships
- Vetting new preceptors

Casting a wide net

- Social Media
- Medical Societies
- CMOs for newly credentialed physicians
- Residency program graduates
- Friends of friends

Questions?

- What strategies have worked for you in recruiting new Preceptors?
- How has COVID impacted Preceptor motivation and retention?
- What challenges are you still facing?

References

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Thank you!

Evaluation

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