

**YOUR CARE IS
AT OUR CORE**

New Mexico's Physicians

NMMS

**NEW MEXICO MEDICAL SOCIETY
2025 ANNUAL CONFERENCE**

*Saturday, September 27, 2025
Sandia Resort and Casino*

Barriers to Care Panel



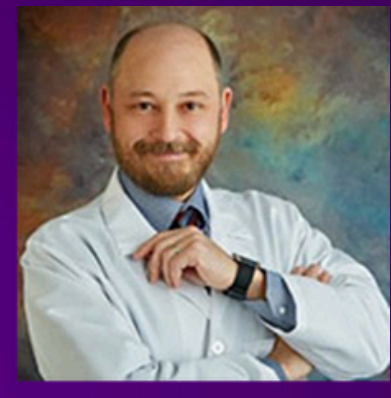
**Ayyappa Swami
Duba M.D., Rh MSUS**
Chief of
Rheumatology
Nor-Lea Hospital
Lovington, NM



Jana Williams M.D.
Pediatrician
Full Bloom Pediatrics
Las Cruces, NM



Jay Lucas D.O.
Orthopedic Surgeon
Orthopedic Associates PA
Farmington, NM



Joshu Raiten M.D.
Physical Medicine,
Rehabilitation, and
Interventional Pain
Associates
Albuquerque, NM

Moderator



New Mexico Medical Society
Vice-Presiding Officer of the
Annual Business Meeting
Ryan Orosco, MD, FACS
Albuquerque, NM





NEW MEXICO
MEDICAL SOCIETY

Barriers to Care Panel

NMMS Annual Conference

Saturday, September 27, 2025

Moderator: Ryan K. Orosco, MD

BUILDING PARTNERSHIPS TO ENHANCE HEALTHCARE POLICIES EFFECTIVELY





***Don't wish it were easier,
wish you were better.***

-Jim Rohn

Fostering Collaborative Engagement Between Physicians and Legislators in New Mexico

- More efficient
- Higher quality
- Timely
- High value
- Safer

LET'S MAKE HEALTHCARE IN NEW MEXICO BETTER!

Strengthening Relationships: Government & Medicine

- ▶ Disconnect between legislation & clinical reality
- ▶ Physicians must have a stronger voice in policymaking
- ▶ NMMS as bridge between government and medical community



The landscape for doctors was getting more treacherous.

Barriers to Care Panel

Fostering Collaborative Engagement Between
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Joshu Raiten MD
Physical Medicine,
Rehabilitation, and
Interventional Pain
Albuquerque, NM

Dr. Ayyappa Swami Duba

Southeast New Mexico



**Chief of Rheumatology
Nor-Lea Hospital
Lovington, NM**

- ▶ Medical school and early research training in India
- ▶ Specialized research on myositis at Children's National Hospital in Washington, D.C.
- ▶ Internal Medicine residency at Howard University Hospital
- ▶ Rheumatology fellowship at Dartmouth-Hitchcock Medical Center



*Designed by TownMapsUSA.com

Recruitment

Ayyappa Swami Duba, MD



Increasingly, the reputation damage caused by the professional liability crisis ... makes recruitment of physicians and advanced practice practitioners very difficult

- ▶ Loan repayment in NM: ~\$75K vs. \$200–300K in neighbors
- ▶ UNM faculty ≈\$158K vs. family doc ≈\$221K
- ▶ Persistent pipeline 'leakage' – grads trained in NM leave for other states
- ▶ Lack of licensing compact causes delays in licensing new providers
- ▶ Potential recruits' false perception of rural medicine.

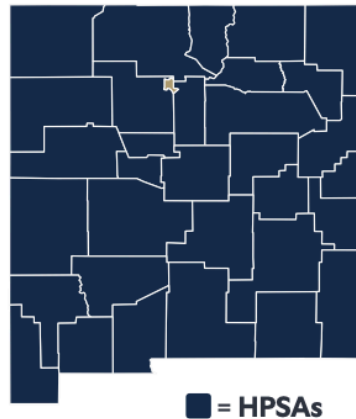
Poll: Workforce Shortages

32 of New Mexico's 33 counties are health professional shortage areas (HPSA).⁷⁻⁹

▶ **Low-income citizens** are disproportionately affected by these shortages.

▶ HPSA designations indicate areas where there are **3,500 or more patients for every one provider.**

▶ **1,027,943 New Mexico residents** live in an HPSA.

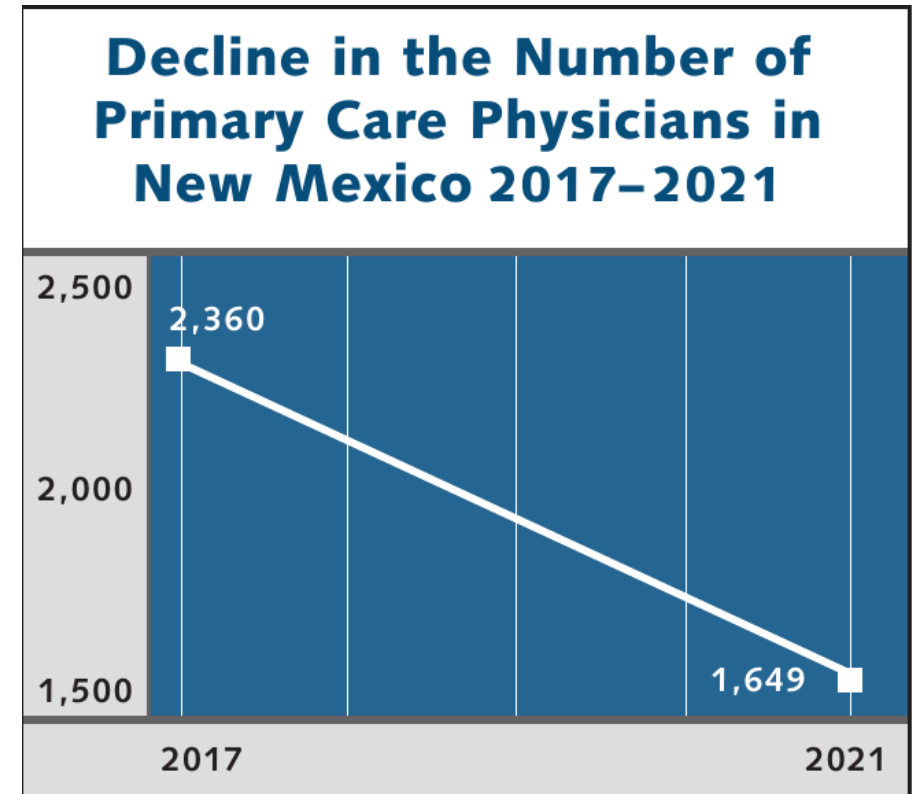
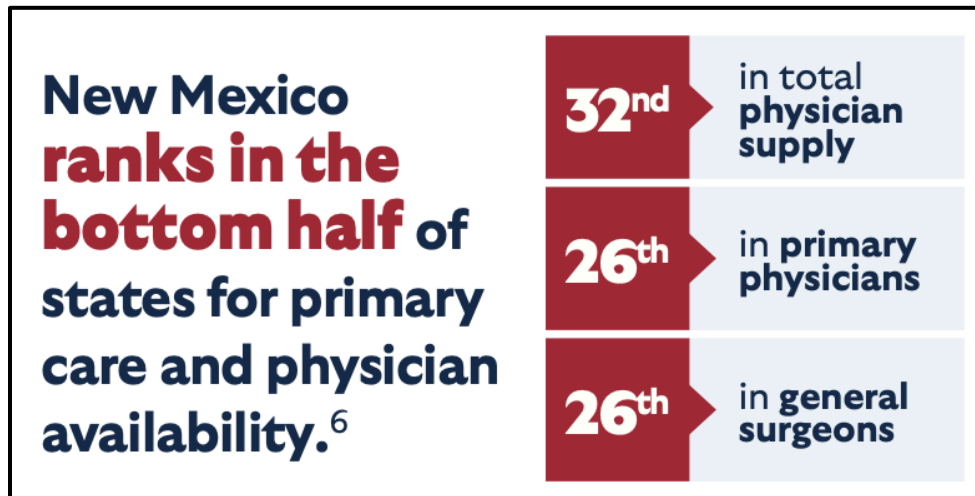


- ▶ Issues recruiting physicians?
 - ▶ APPs?
 - ▶ Nurses?
 - ▶ Other office staff? (MA, LVN, secretary)
- ▶ Are you carrying >20% more patient volume than feels safe?
- ▶ Are you delaying retirement because no replacement is available?

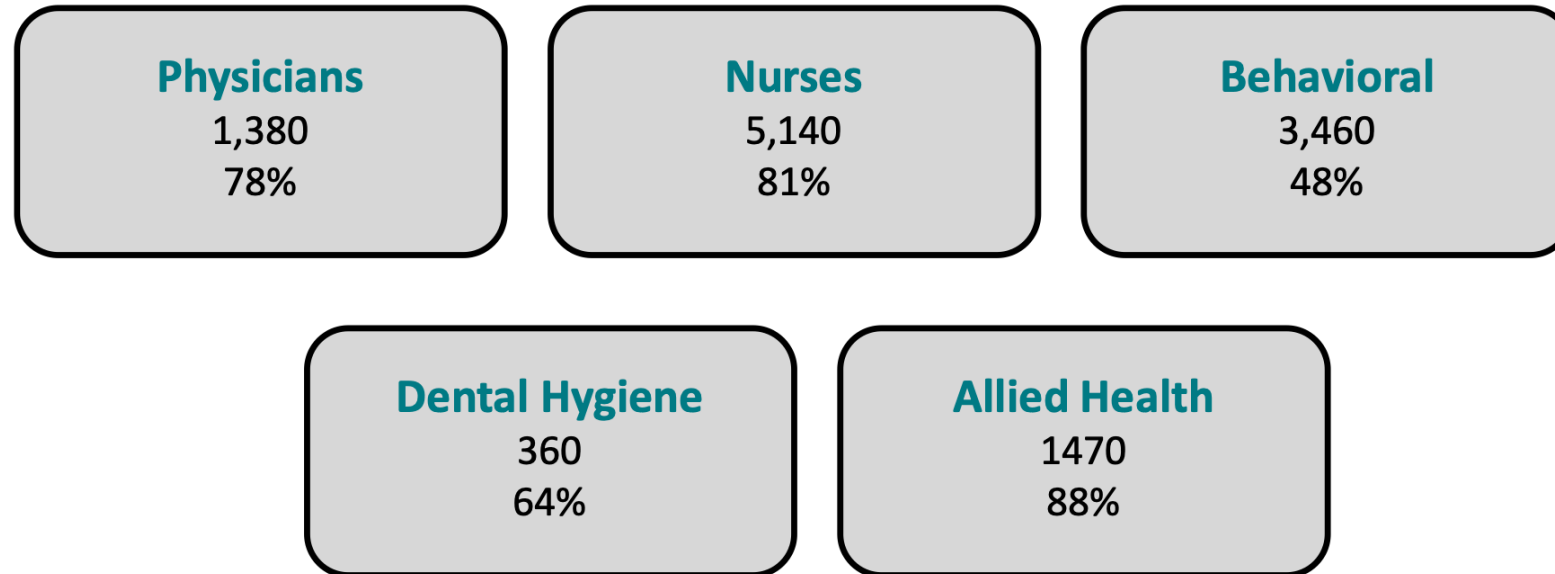
NM Workforce Shortages

Crisis in both recruitment & retention

- ▶ NM short ≈334 PCPs & thousands of nurses
- ▶ NM ranks bottom 5 nationally in physicians per capita (AAMC, Think NM)
- ▶ **2,118 doctors short overall** (Ciceroinstitute)



New Mexico Supply 2034 Gap and Adequacy



HRSA National Center for Health Workforce Analysis

Dr. Jana Williams

Southwest New Mexico



★ Designed by TownMapsUSA.com



Pediatrician
Full Bloom Pediatrics
Las Cruces, NM

- ▶ B.S in Pharmacy from University of South Carolina
- ▶ Medical degree from the University of South Carolina
- ▶ Residency in pediatrics at Baylor College of Medicine and Texas Children's Hospital in Houston
- ▶ After practicing in Houston for four years, Dr. Williams moved to Las Cruces and has called the city her home since 2001
- ▶ Co-owner of Full Bloom Pediatrics and owner of Thrive MD
- ▶ Active member in the community presently serving on the NMSU Dean's Council for Arts and Sciences, the Resilience Leaders, and the Autism Diagnostic team at NMSU

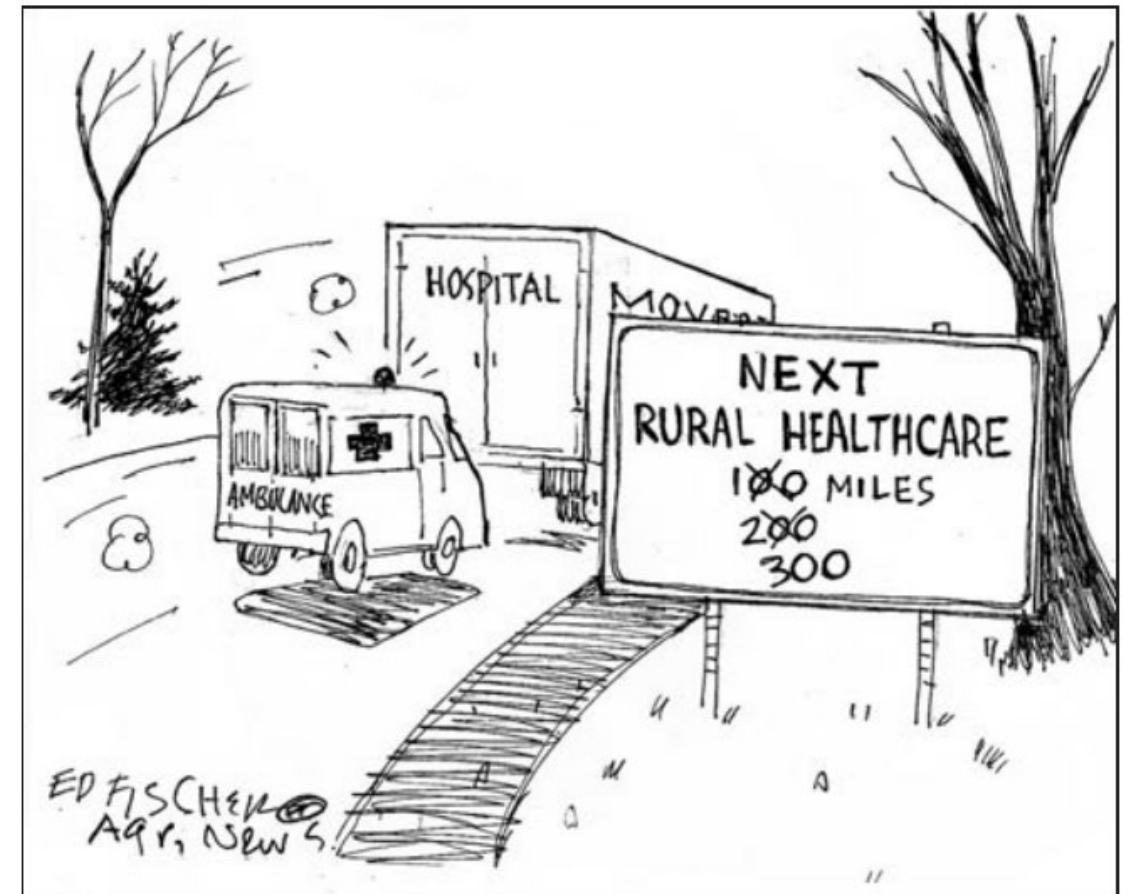
Rural Medicine

Dr. Jana Williams



Las Cruces should be a hub for healthcare for Southwestern Mexico

- ▶ Las Cruces: 114K pop, 22% poverty
- ▶ 81 PCPs vs. 151 NP/PAs – midlevel reliance rising
- ▶ Specialty care frequently out-of-state (El Paso, Phoenix, Denver)



Rural Medicine

- ▶ Rural NM tends to have lower life expectancy, more chronic disease burden (heart disease, diabetes, cancer) compared to more urban areas¹
- ▶ Disability prevalence is higher²:
 - ▶ ~17.7 % in non-metro NM report disability
 - ▶ ~13.1 % in metro areas

- Overall Planning Group Priority Recommendations:

Expand State Loan Repayment Program to include behavioral health professionals.	4.64
Restore Rural Primary Health Care Act Program (RPHCA) funding to previous appropriation level.	4.36
Expand funding for State Loan Repayment Program awards.	4.27
Expand Rural Health Care Practitioner Tax Credit Program to include additional behavioral health providers, including LISWs.	4.18
Implement and provide funding to support a statewide tele-behavioral health network.	4.09
Provide additional funding under RPHCA to support substance use disorder services.	4.09
Expand the number of behavioral health investment zones and engage additional local governments in coordinated approaches to these needs.	4.09

Who Will Replace Our Physicians?

Retirement cliff
approaching ...
pipeline too small

- ▶ ~40% of NM physicians >60 yrs old (AAMC)
- ▶ Retirement cliff threatens future access
- ▶ Limited recruitment pipeline = worsening shortages



Poll: Aging Physician Workforce

NM has one of the **oldest physician workforces** in the US: nearly **40% of physicians are aged 60+** and projected to retire by 2030

ThinkNM report

- ▶ How many are within 10 years of retirement?
- ▶ Is your community's physician replacement pipeline in bad condition?
- ▶ Are you delaying retirement because no replacement is available?
- ▶ How many would reconsider retirement if support systems improved?
- ▶ If you were in another state, would you likely retire sooner than in NM?



HRSA National Center for Health Workforce Analysis

New Mexico Primary Care Adequacy - FCM

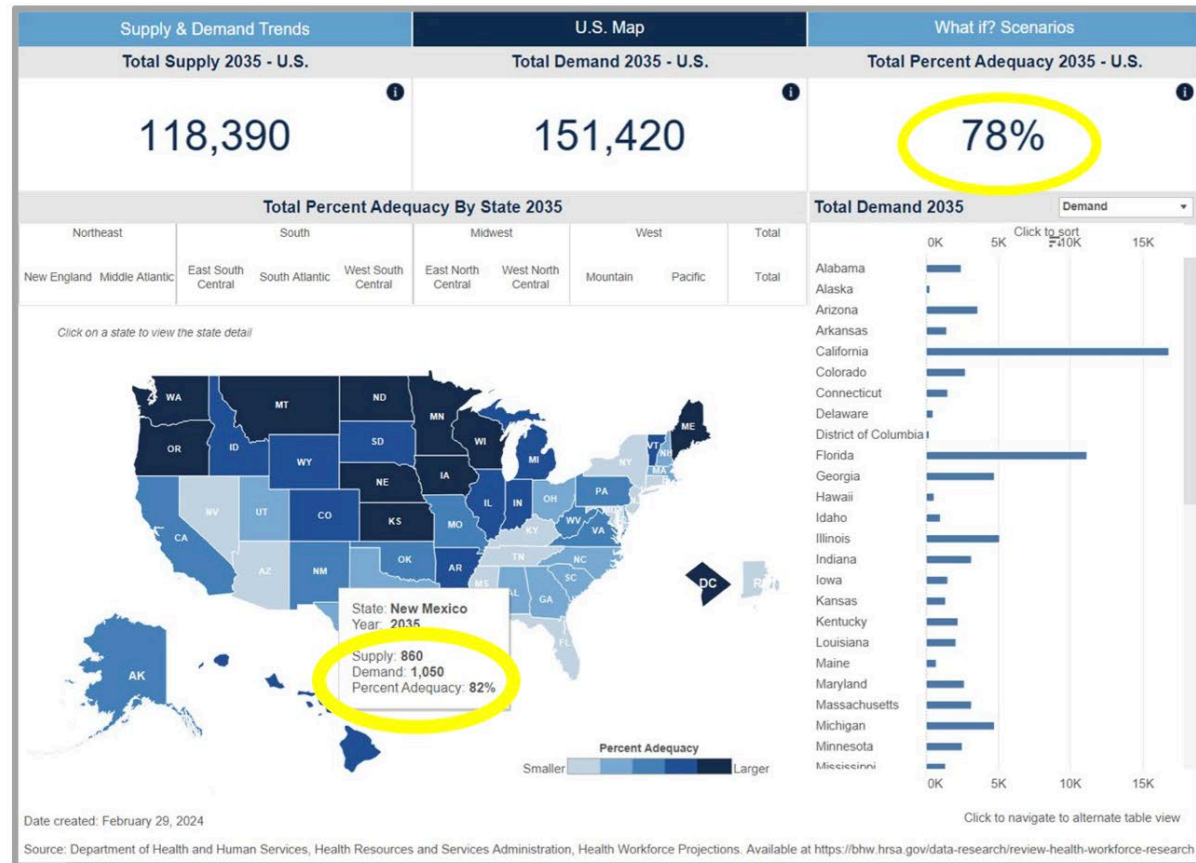
2021 – 93%

- Supply – 860
- Demand – 920

2035 – 82%

- Supply – 860
- Demand – 1050

HRSA Bureau of Health Workforce
Program Data and Tools



Dr. Joshu Raiten

Central New Mexico



**Physical Medicine,
Rehabilitation, and
Interventional Pain
Albuquerque, NM**

- ▶ UNM medical school
- ▶ Residency in PM&R and fellowship training in Interventional Pain management at the University of Texas Health Science Center in San Antonio
- ▶ His dedication to treating both acute and chronic pain in New Mexicans began with his early career as a massage therapist specializing in sports injuries. His background of hands-on therapy, academic research, and advanced clinical training provides a solid foundation for his private practice at Interventional Pain Associates.
- ▶ Assistant Professor in the Department of Neurosurgery/PM&R at UNM



Private Practice

Joshu Raiten, MD



- Independent practice declining: 77.6% of physicians now employed
- 100-125% doesn't pay for costs for giving the treatment to patients

New Mexico's Medicaid Burden

- ▶ 48% of NM residents on Medicaid – highest in U.S.
- ▶ National avg ≈25%
- ▶ Creates instability for rural and specialty practices

Highest Medicaid reliance in the U.S.

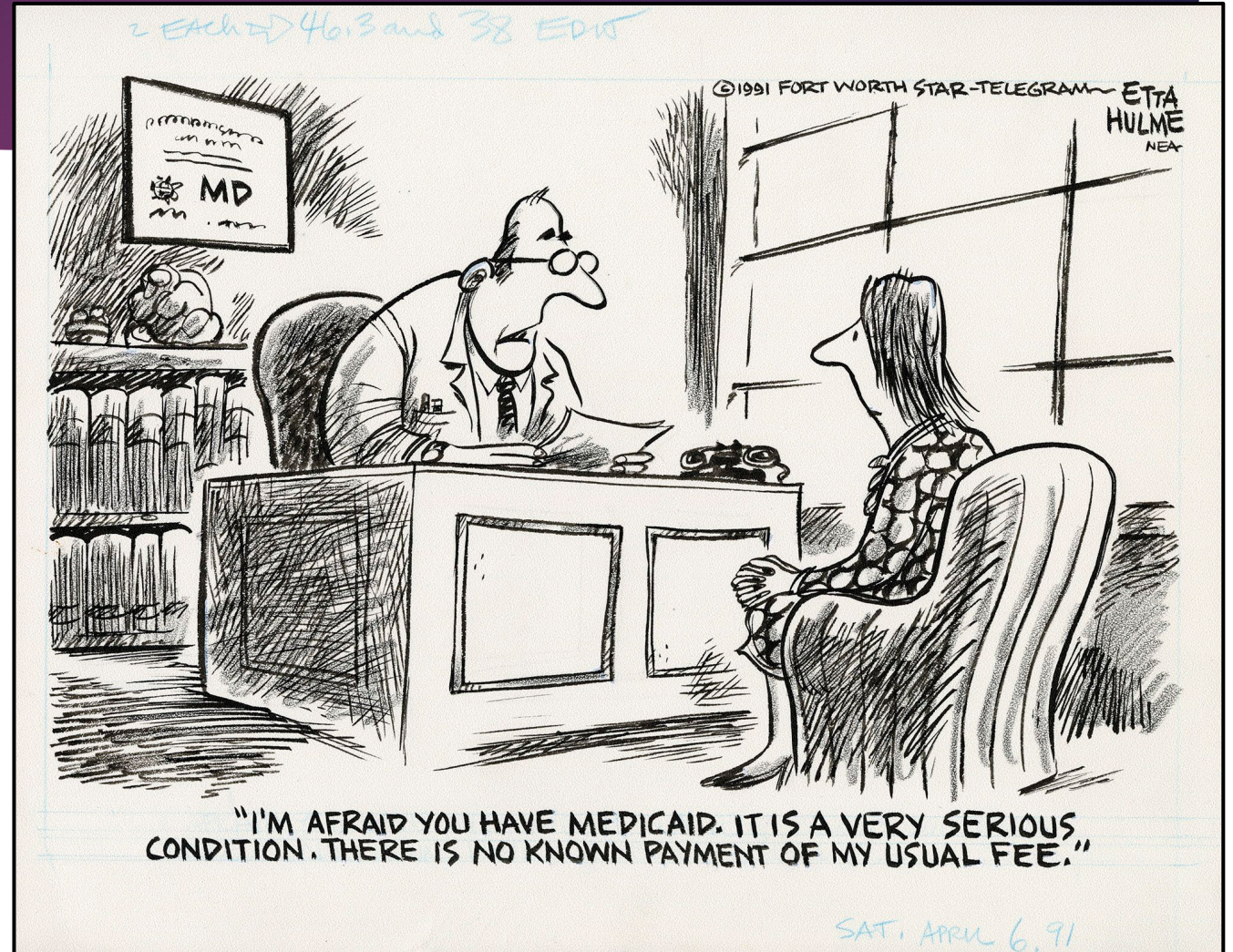
Percent of the Population Insured by Medicaid

STATE	MEDICAID %	STATE	MEDICAID %
New Mexico	41.7%	Maryland	27.0%
Louisiana	41.3%	Nevada	26.8%
New York	37.7%	Iowa	26.2%
West Virginia	36.3%	Maine	26.0%
Alaska	35.9%	Mississippi	25.6%
California	35.9%	Tennessee	24.5%
Kentucky	35.4%	Wisconsin	23.8%
Arkansas	33.3%	South Carolina	23.6%
Rhode Island	32.8%	New Jersey	23.4%
Oregon	32.3%	Minnesota	23.3%
Hawaii	31.8%	Missouri	22.7%
Oklahoma	31.4%	Virginia	22.6%
Arizona	30.5%	Alabama	22.6%
Michigan	30.1%	Idaho	22.4%
Illinois	30.0%	Georgia	22.0%
Vermont	29.6%	Florida	21.1%
Indiana	28.8%	North Carolina	21.1%
Delaware	28.6%	Nebraska	19.3%
Colorado	28.4%	Texas	18.5%
Ohio	28.3%	New Hampshire	17.5%
Montana	28.2%	Kansas	16.9%
Pennsylvania	28.2%	North Dakota	16.2%
Massachusetts	27.9%	South Dakota	15.5%
Connecticut	27.6%	Wyoming	13.9%
Washington	27.5%	Utah	13.8%

ThinkNM report

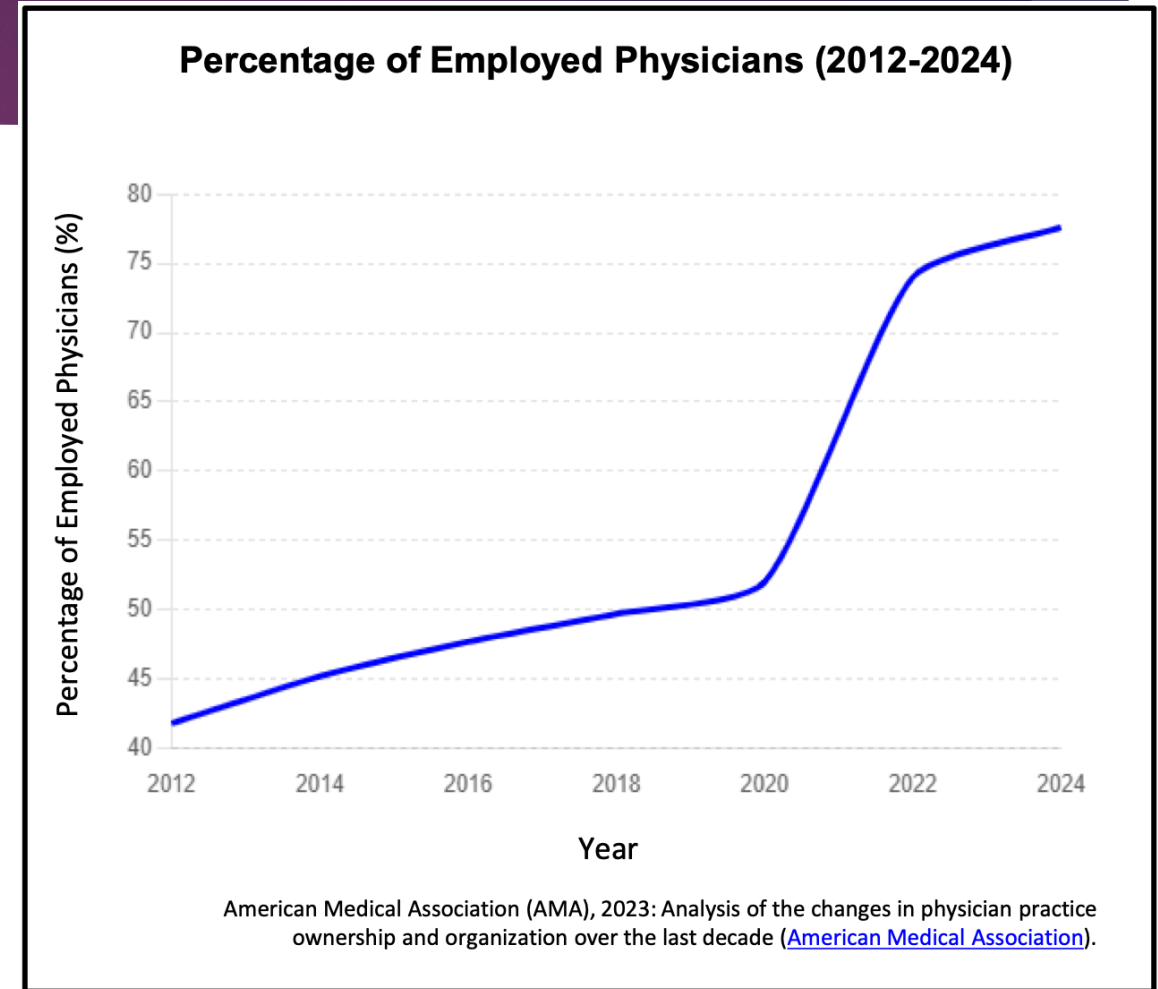
Poll: Medicaid Dependence

- ▶ How many have >50% Medicaid payer mix?
- ▶ How many have had to limit/stop accepting new Medicaid patients?
- ▶ How many believe Medicaid rates threaten practice viability?



Shift away from private practice is noted as one of the trends affecting workforce dynamics¹

- AMA Medicaid decrease reimbursement trend chart – costs of practice increasing
- Dependence on locums in multiple specialties



¹ HRSA & New Mexico Gaps in Healthcare Workforce presentation, June 2024. NMlegis.gov

Dr. Jay Lucas

Northwest New Mexico “Four Corners”



**Orthopedic Surgeon
Orthopedic Associates PA
Farmington, NM**

- ▶ Masters in Health Administration
- ▶ Associate fellow of the American Academy of Orthopaedic Surgeons.
- ▶ 21 years as an Orthopedic Surgeon at Orthopedic Associates PA in Farmington
- ▶ President of Orthopedic Associates PA, President of Four Corners Surgery Center, and former Chief of Staff at San Juan Regional Medical Center
- ▶ Dr. Lucas also directed the development of the Four Corners High School Athletic Training program, receiving the Rocky Mountain Athletic Trainers Association Presidential Award for this service



Malpractice/Education/Crime

Jay Lucas, DO



Malpractice costs and lawsuits are a huge barrier to recruitment and maintain surgeons here.

High Public Insurance Rates deter great candidates.

- ▶ **Farmington:** ~50k pop.
 - ▶ 150k including surrounding area and reservation
- ▶ OB premiums ~\$105K in NM vs. ~\$50K in AZ
- ▶ General Surgery premiums ~\$94K NM vs. \$39K CO
- ▶ Example: Knee surgery billed \$100 → insurers pay ~\$75
- ▶ 13% of the highest national crime rate

Malpractice/Education/Crime

Jay Lucas, DO

In 2024, NM had one of the highest **violent crime** rates in the U.S.: ~717 violent offenses per 100,000 people

- ranking **2nd** among states

USAfacts.org

NM has sometimes ranked at or near the top of states in **property crime**. For example, an article reports the property crime rate in NM is ~2,888 per 100,000

- **51% above the national average**

SafeHome.org


OF PUBLIC SCHOOLS WITH TEACHING VACANCIES ...PERCENTAGE THAT FOUND IT VERY DIFFICULT OR WERE NOT ABLE TO FILL THE VACANCIES IN EACH FIELD, BY FIELD IN NM 2020–21

 61.9%
Special education

 27.3%
English or language arts!

 *
Social studies ‡

 41%
Computer science!

 53.7%
Mathematics

 51.6%
Biology or life sciences

 54.9%
Physical sciences¹

 47.3%
English as a Second Language (ESL), or bilingual education

 54.7%
Foreign languages

 28.5%
Music or art

 36.8%
Career or technical education!

 *
Physical education or health ‡

National Center for Education Statistics

Malpractice/Education/Crime

Jay Lucas, DO



Illustration by Joe Corlino. Courtesy Corlino.com ©1998-2000.

¹ National Center for Education Statistics

States with Higher Standards of Proof for Punitive Damages than New Mexico

Alabama	Mississippi
Alaska	Missouri
Arizona	Montana
Arkansas	Nevada
California	New Jersey
Colorado	North Carolina
D.C.	North Dakota
Florida	Ohio
Georgia	Oklahoma
Hawaii	Oregon
Idaho	South Carolina
Indiana	South Dakota
Kansas	Tennessee
Kentucky	Texas
Maine	Utah
Maryland	West Virginia
Minnesota	Wisconsin

Source: Chu, Vivian. *Medical Malpractice Liability Reform: Legal Issues and 50-State Surveys of Caps on Noneconomic and Punitive Damages and of Punitive Damages and of Punitive Damages Burden of Proof Standards*. Congressional Research Service. March 1, 2011, updated by Think New Mexico.

States that Cap or Ban Punitive Damages

Alabama	Nebraska
Alaska	Nevada
Arkansas	New Hampshire
Colorado	New Jersey
Florida	North Carolina
Georgia	North Dakota
Idaho	Ohio
Illinois	Oklahoma
Indiana	Pennsylvania
Kansas	Texas
Louisiana	Virginia
Maine	Washington
Mississippi	Wisconsin
Montana	

2022 Medical Malpractice Insurance Loss Ratio by State

STATE	LOSS RATIO	STATE	LOSS RATIO
New Mexico	183.6%	New Jersey	73.1%
Delaware	141.4%	West Virginia	71.7%
Vermont	126.9%	Oklahoma	71.3%
Oregon	109.3%	Ohio	71.0%
Connecticut	105.6%	Arizona	70.1%
Alabama	105.6%	Massachusetts	69.5%
Iowa	100.1%	Kansas	67.0%
New Hampshire	99.3%	North Dakota	65.4%
Hawaii	99.2%	Minnesota	65.1%
Tennessee	93.1%	Illinois	61.9%
New York	88.6%	Idaho	61.4%
Pennsylvania	88.5%	Mississippi	58.3%
South Dakota	88.3%	Maryland	57.7%
Missouri	86.1%	Florida	56.9%
South Carolina	83.7%	Montana	55.8%
Georgia	82.2%	Colorado	54.7%
Washington	81.3%	Rhode Island	54.3%
Wisconsin	80.8%	Texas	54.0%
Utah	77.4%	Maine	53.0%
Indiana	75.9%	North Carolina	51.3%
Michigan	75.4%	Nevada	49.2%
Nebraska	75.0%	California	45.9%
Kentucky	74.3%	Louisiana	44.6%
Arkansas	73.8%	Wyoming	34.0%
U.S. Average	73.5%	D.C.	33.8%
Virginia	73.1%	Alaska	10.5%

Source: 2023 *Medical Malpractice Financial Information: Annual Report*. Florida Office of Insurance Regulation. October 1, 2023.

Poll: Specialty Gaps & Behavioral Health

- ▶ How many of your patients wait >3 months for a specialist?
- ▶ How many must travel >100 miles for care?
- ▶ How many of you see ER boarding because of bed shortages?



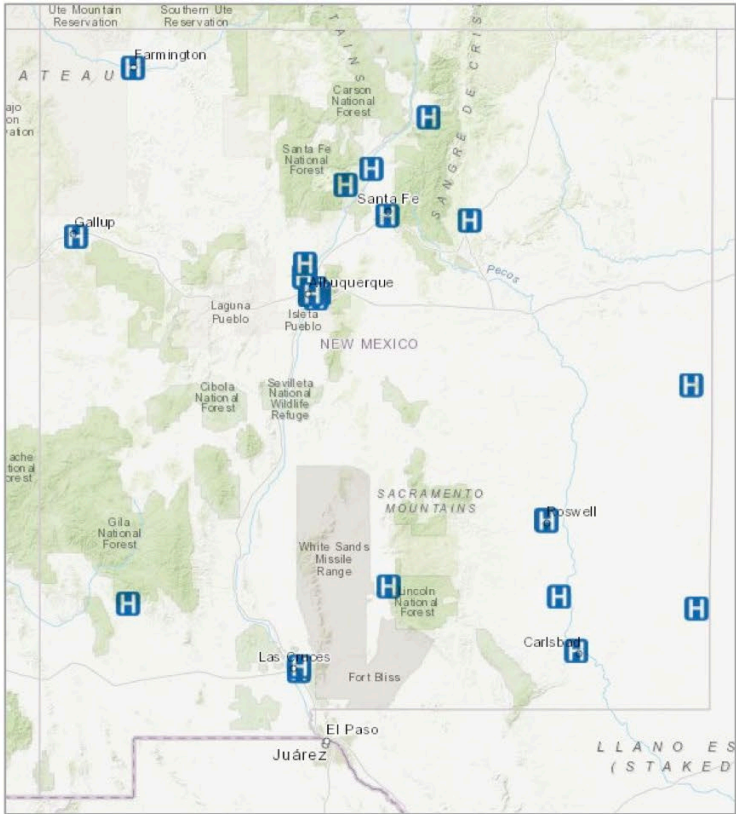
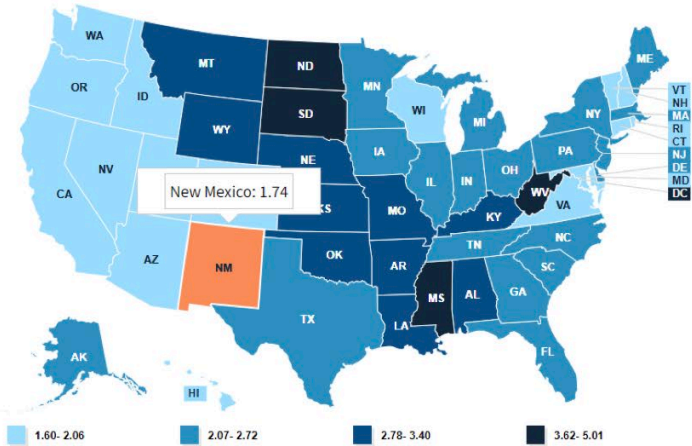
Hospital Beds per 1,000 Population

US

- 2.35 bed/1,000 pop
- Range 1.6 – 5.0

NM

- 48th
- 1.74 beds/1,000 pop
- Bed gap to US avg
 - 31%
 - 1255 beds
- Distribution



New Mexico Acute Care Hospitals with >25 Beds

<https://www.kff.org/other/state-indicator/beds-by-owner>
<https://nmdoh.maps.arcgis.com/apps/>

Administrative & Systemic Burdens

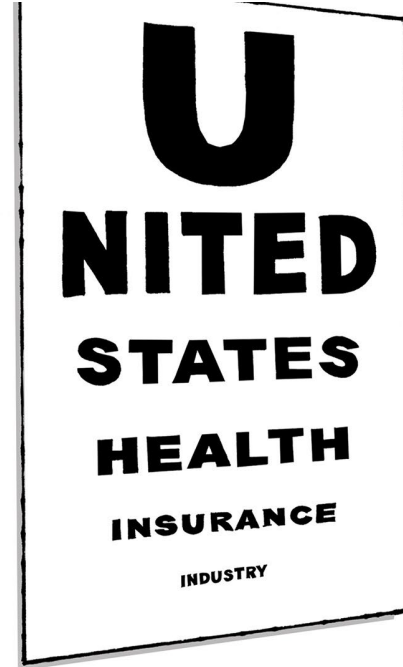
- ▶ NM lacks external review for insurance denials (14 states do)
- ▶ Credentialing delays across systems
- ▶ GRT taxes on medical services burden practices

Many doctors spend >5
hrs/week fighting
paperwork

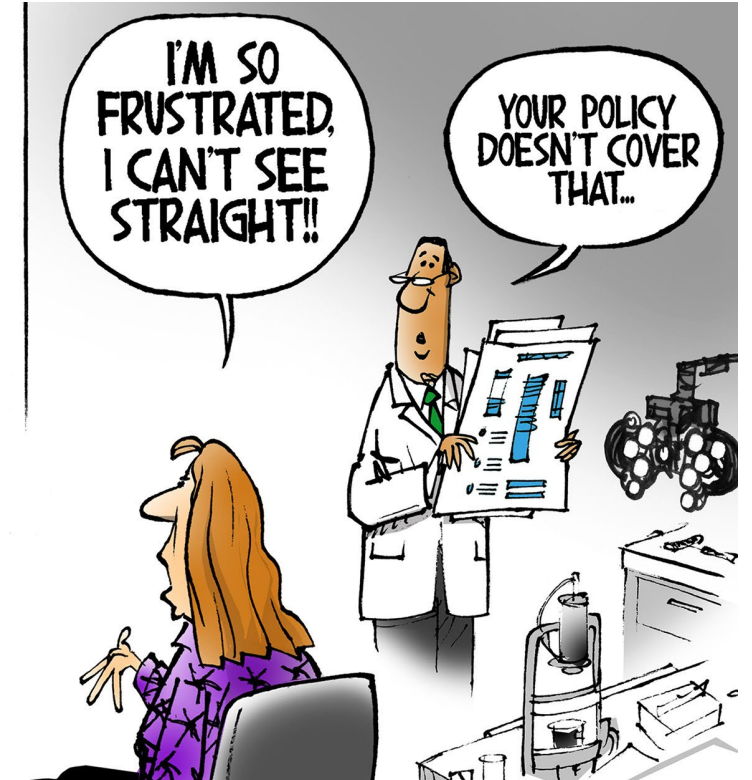


Poll: Administrative & Systemic Barriers

- ▶ How many lose >5 hrs/week to prior authorization?
- ▶ How many patients have been harmed by insurance delays?
- ▶ How many feel GRT or malpractice premiums threaten practice viability?



VADY HANDELSMAN
THE TIMES-PICAUNE
THE ADVOCATE
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Existing Communication Channels Between Physicians and Legislators

Current Communication Pathways

Advisory committees and informal meetings serve as the main communication channels between physicians and legislators.

Limitations of Channels

Existing communication channels are limited, affecting the efficiency of information exchange and policy decisions.

Need for Enhancement

Improving communication pathways can enhance information flow and responsiveness in healthcare policy.

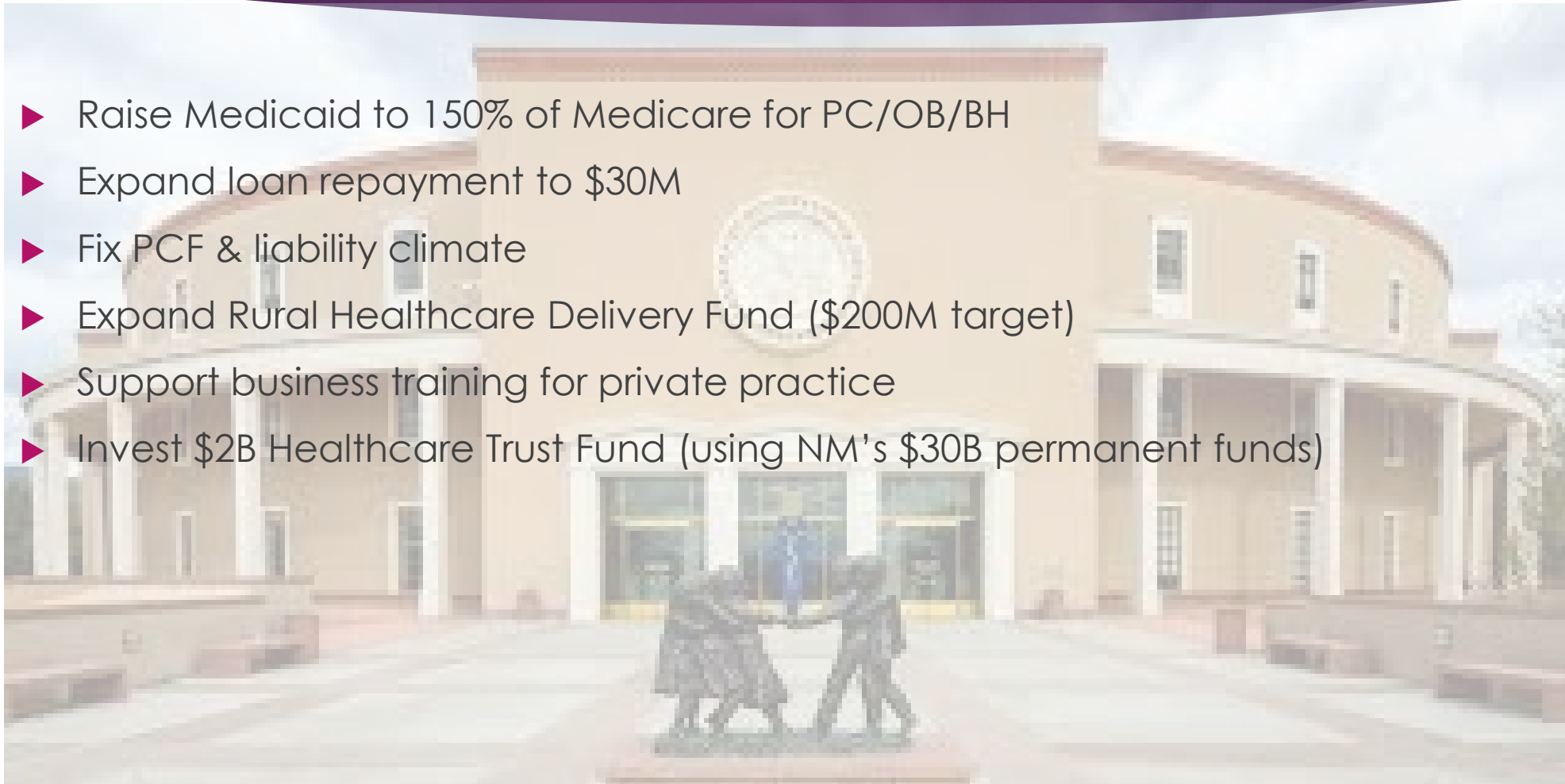
Number of Additional Health Care Workers Needed to Bring New Mexico Up to National Benchmarks

HEALTH CARE PROFESSION	NATIONAL BENCHMARK FOR NM	SHORTFALL
Registered Nurses & Clinical Nurse Specialists	19,443	5,704
Emergency Medical Technicians	6,763	4,967
Physical Therapists	2,010	526
Pharmacists	1,925	482
Primary Care Physicians	1,798	334
Physician Assistants	952	281
Certified Nurse Practitioners	1,775	231
Psychiatrists	339	119
Occupational Therapists	783	114
Dentists	973	88
Ob-Gyns	235	59

The health care professions included in this chart are selected from the limited number of professions that are tracked by the New Mexico Health Care Workforce Committee, so this should not be considered a comprehensive list. National benchmarks represent the total number of providers that New Mexico would need in order for the state to reach the national average of each type of provider, on a per capita basis. Shortfalls are calculated as the number of additional providers needed to reach the benchmark in all New Mexico counties, assuming no redistribution of current providers. Source: New Mexico Health Care Workforce Committee. 2023 Annual Report. October 1, 2023.

Policy & Legislative Priorities

- ▶ Raise Medicaid to 150% of Medicare for PC/OB/BH
- ▶ Expand loan repayment to \$30M
- ▶ Fix PCF & liability climate
- ▶ Expand Rural Healthcare Delivery Fund (\$200M target)
- ▶ Support business training for private practice
- ▶ Invest \$2B Healthcare Trust Fund (using NM's \$30B permanent funds)



Specialty Care & Behavioral Health Gaps

- ▶ Psychiatrists: 9 per 100K vs. U.S. avg 16
- ▶ Many NM counties lack OB/GYN coverage
- ▶ Collapse of community BH providers; long ER boarding

Thank you!

Working together to remove barriers to care