



# 2017 Agenda for the Reference Committee on Organization & Finance

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National Conference of Constituency Leaders — Sheraton Kansas City Hotel at Crown Center

| <b><u>Item No.</u></b> | <b><u>Resolution Title</u></b>  |
|------------------------|---|
| 1. Resolution No. 4001 | Adding Diversity to the AAFP Board of Directors   |
| 2. Resolution No. 4002 | Establish a Rural Family Medicine Constituency  |
| 3. Resolution No. 4003 | AAFP Physician Burnout Resources  |
| 4. Resolution No. 4004 | Non-Discriminatory Meeting Locations  |
| 5. Resolution No. 4005 | Gender Neutral Restrooms at American Academy of Family Physicians (AAFP) Events   |
| 6. Resolution No. 4006 | Walking the Walk  |
| 7. Resolution No. 4007 | Opportunities to Encourage Graduating Residents to Maintain Membership within the American Academy of Family Physicians |
| 8. Resolution No. 4008 | AAFP Funding for IMG Delegate to NCCL   |



# Resolution No. 4001

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2017 National Conference of Constituency Leaders — Sheraton Kansas City Hotel at Crown Center

1 Adding Diversity to the American Academy of Family Physicians Board of Directors

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3 Submitted by: Megan Guffey, MD, IMG

4 Sabesan Karupprah, MD, FAAFP, IMG

5 Ambar Kulshreshtha, MD, FAAFP, IMG

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7 WHEREAS, The American Academy of Family Physicians has a Board of Directors that furthers  
8 the mission of the organization, and

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10 WHEREAS, the Board of Directors should more closely mirror the makeup of the overall  
11 organization, and

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13 WHEREAS, traditionally members of the member constituencies have been under represented on  
14 the Board of Directors, and

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16 WHEREAS, this has already been remedied by adding the new physician, resident, and student  
17 directors to the Board of Directors, now, therefore, be it

18

19 RESOLVED, That the American Academy of Family Physicians add one seat to the Board of  
20 Directors for the four under-represented constituency leader groups (e.g. International Medical  
21 Graduate, Lesbian, Gay, Transgender, Minority, and Women), and be it further

22

23 RESOLVED, That the new board seat for under-represented constituency leader groups (e.g.  
24 International Medical Graduate, Lesbian, Gay, Transgender, Minority, and Women) would be for a  
25 one-year term, elected at the National Conference of Constituency Leaders meeting annually in a  
26 similar fashion as the new physician board member.



# Resolution No. 4002

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2017 National Conference of Constituency Leaders — Sheraton Kansas City Hotel at Crown Center

1 Establish a Rural Family Medicine Constituency

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3 Submitted by: Andrew Ellsworth, MD, FAAFP, New Physician

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Christy Vowell, DO, New Physician

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Vincent Shaw, MD, Minority

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Robert Sedlacek, MD, FAAFP, New Physician

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Richard Bridges, MD, New Physician

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Rachel Frankin, MD, Women

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LaTaha Selby, MD, Women

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11 WHEREAS, The mission of the American Academy of Family Physicians is to improve the health of  
12 patients, families, and communities, and

13

14 WHEREAS, patients in rural communities face unique healthcare challenges including limited  
15 access to care, higher rates of poverty, and lower rates of education, and

16

17 WHEREAS, family physicians in rural communities face unique challenges including having limited  
18 resources, and

19

20 WHEREAS, Native Americans are underrepresented in healthcare and more proportionally live in  
21 rural communities, and

22

23 WHEREAS, family physicians in rural communities have unique challenges in collaboration with  
24 and competition from nurse practitioners and physician assistants, and

25

26 WHEREAS, family physicians in rural communities may be isolated and have fewer opportunities  
27 for interactions with colleagues, and

28

29 WHEREAS, family physicians that serve rural communities are often underrepresented in state  
30 chapter leadership, at the Congress of Delegates, and on the national Board of Directors, and

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32 WHEREAS, a rural family medicine constituency could help to engage more physicians at the state  
33 and national levels, now, therefore, be it

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35 RESOLVED, That the American Academy of Family Physicians create a Rural Family Medicine  
36 Constituency at the AAFP National Conference of Constituency Leaders.



# Resolution No. 4003

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2017 National Conference of Constituency Leaders — Sheraton Kansas City Hotel at Crown Center

1 American Academy of Family Physicians Physician Burnout Resources

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3 Submitted by: Shadi Edalati, MD, Women

4 Stella King-Turner, MD, Minority

5 LeeAnna Muzquiz, MD, Minority

6 Tina Tanner, MD, Women

7

8 WHEREAS, Multiple studies show that over half of US family physicians experience burnout, and

9

10 WHEREAS, the American Academy of Family Physicians (AAFP) is the main organization  
11 advocating for family physicians, and

12

13 WHEREAS, the AAFP is concerned about the high rates of professional burnout among family  
14 physicians in the United States and has a position paper stating such, and

15

16 WHEREAS, other professional medical organizations place access to physician burnout resources  
17 front and center on their websites, now, therefore, be it

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19 RESOLVED, That the American Academy of Family Physicians (AAFP) places physician burnout  
20 resources as a direct tab under Member Services on the AAFP website.



# Resolution No. 4004

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2017 National Conference of Constituency Leaders — Sheraton Kansas City Hotel at Crown Center

1 Non-Discriminatory Meeting Locations

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3 Submitted by: Joseph Freund, MD, FAAFP, LGBT

4 Edward Braun, MD, FAAFP, LGBT

5 Marian C. Allen, MD, LGBT

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7 WHEREAS, The American Academy of Family Physicians (AAFP) policy on discrimination that  
8 states: “the AAFP opposes all discrimination in any form, including but not limited to, that on the  
9 basis of actual or perceived race, color, religion, gender, sexual orientation, gender identity, ethnic  
10 affiliation, health, age, disability, economic status, body habitus or national origin”, now, therefore,  
11 be it

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13 RESOLVED, That the American Academy of Family Physicians (AAFP) schedule meetings and  
14 events, preference be given to locations with policies and laws consistent with the AAFP policy on  
15 discrimination.



# Resolution No. 4005

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2017 National Conference of Constituency Leaders — Sheraton Kansas City Hotel at Crown Center

1 Gender Neutral Restrooms at American Academy of Family Physicians Events

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3 Submitted by: Chelsea Unruh, MD, LGBT  
4 Marian C. Allen, MD, LGBT  
5 Scott Hartman, MD, FAAFP, LGBT  
6 Kevin Bernstein, MD, FAAFP, LGBT  
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8 WHEREAS, The growing diversity of the American Academy of Family Physicians includes those  
9 physicians who may not identify within the gender binary, and  
10

11 WHEREAS, all people share the real human need for access to safe restroom facilities, and  
12

13 WHEREAS, being required to use a public facility that does not correspond with gender identity is  
14 a health issue that negatively affects transgender or gender-variant people by increasing their risk  
15 of sexual, verbal, and physical harassment and violence, and  
16

17 WHEREAS, the Gay And Lesbian Medical Association has a long history of providing gender  
18 neutral bathrooms at national conferences by ensuring either non gendered single-stall restrooms  
19 or changing existing signage of multi-stall restrooms, now, therefore, be it  
20

21 RESOLVED, That the American Academy of Family Physicians (AAFP) ensure at least one (or  
22 more) gender neutral restroom stall(s) at all national AAFP events that is not a participant's hotel  
23 room, and be it further  
24

25 RESOLVED, That all American Academy of Family Physicians (AAFP) event restrooms including  
26 gender neutral restroom(s) be labeled on the AAFP event mobile application map.



# Resolution No. 4006

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2017 National Conference of Constituency Leaders — Sheraton Kansas City Hotel at Crown Center

1 Walking the Walk

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3 Submitted by: Toby-Lynn Smith, MD, FAAFP, Women

4 Tabatha Wells, MD, General Registrant

5 Tiffany Leonard, MD, Women

6 Elizabeth Salisbury-Afshar, MD, FAAFP, New Physician

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8 WHEREAS, National Conference of Constituency Leaders Resolution No. 4004 Better Parental

9 Leave Policies for Family Physicians was adopted by the NCCL and under review in the

10 Commission on Health of the Public /Science which states, "That the American Academy of Family

11 Physicians (AAFP) support a minimum of 12 weeks paid leave for primary caregivers for a

12 newborn or adopted child, including family physicians and residents, and support an optional

13 extension of this leave as unpaid time off," and

14

15 WHEREAS, current AAFP personnel policy allows staff 6 weeks of paid maternity leave for AAFP

16 staff members which is inconsistent with Resolution No. 4004, and

17

18 WHEREAS, we feel that the wellbeing of our staff is as important as the wellbeing of our members,

19 and

20

21 WHEREAS, the AAFP non-clinical policy statements may not always align with AAFP internal

22 practices and personnel policies, now, therefore, be it

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24 RESOLVED, That the American Academy of Family Physicians (AAFP) review AAFP personnel

25 policies and ensure continued alignment with AAFP non-clinical policy statements.



# Resolution No. 4007

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2017 National Conference of Constituency Leaders — Sheraton Kansas City Hotel at Crown Center

1 Opportunities to Encourage Graduating Residents to Maintain Membership Within the American  
2 Academy of Family Physicians

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4 Submitted by: Alex Mroszczyk-McDonald, MD, FAAFP, New Physician  
5 Po-Yin Samuel Huang, MD, Minority  
6

7 WHEREAS, 94% of graduating family medicine residents are entering into employment contracts  
8 with hospitals and medical groups, and  
9

10 WHEREAS, the American Academy of Family Physicians (AAFP) membership was traditionally  
11 comprised of predominantly small and solo practicing family physicians, and  
12

13 WHEREAS, 89% of AAFP's new to practice physicians are now employed, and  
14

15 WHEREAS, a quarter of members of the AAFP are new physicians who are within seven years of  
16 graduating from their residency, and  
17

18 WHEREAS, many new physicians may fail to see the benefit of maintaining AAFP membership  
19 after graduation and find the cost prohibitive or at least a barrier to continuing their membership,  
20 and  
21

22 WHEREAS, AAFP's dues reduction is offered only to resident members who convert to active  
23 membership upon graduation from their programs, and  
24

25 WHEREAS, isolation, burnout, and poor wellness are major contributors to job dissatisfaction  
26 especially in new practicing physicians, now, therefore, be it  
27

28 RESOLVED, That the American Academy of Family Physicians (AAFP) explore opportunities to  
29 specifically reach out to and engage graduating residents and recently graduated family physicians  
30 on the benefits of AAFP membership for physicians in an employed setting, and be it further  
31

32 RESOLVED, That the American Academy of Family Physicians develop language to help residents  
33 negotiate for employer to support state and national specialty society membership dues within their  
34 compensation/CME package, and be it further  
35

36 RESOLVED, That the American Academy of Family Physicians (AAFP) expand the discounted  
37 dues program to graduated resident members who continuously maintain membership for the first  
38 three years following completion of their family medicine residency and increase visibility of this  
39 option on the AAFP website, as well as better publicize this information among graduating  
40 residents.





# Resolution No. 4008

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2017 National Conference of Constituency Leaders — Sheraton Kansas City Hotel at Crown Center

1 American Academy of Family Physicians Funding for IMG Delegate to National Conference of  
2 Constituency Leaders

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4 Submitted by: Monica Fudala, MD, IMG  
5 Srikar Reddy, MD, FAAFP, IMG  
6 Tamer Said, MD, IMG  
7 Ambar Kulshreshtha, MD, FAAFP, IMG

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9  
10 WHEREAS, 20.1% of Active American Academy of Family Physicians (AAFP) members are  
11 International Medical Graduates (IMGs) and 32.4% of New Physicians are IMGs, and

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13 WHEREAS, the AAFP has recognized and supported IMGs in previous policy, and

14  
15 WHEREAS, IMG constituency representation at the National Conference of Constituency Leaders  
16 (NCCL) has been declining, and

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18 WHEREAS, chapters currently receive transportation funding from AAFP for New Physician  
19 delegates to attend NCCL thereby encouraging attendance, now, therefore, be it

20  
21 RESOLVED, That the American Academy of Family Physicians provide funding to each chapter for  
22 at least one International Medical Graduate delegate to attend the National Conference of  
23 Constituency Leaders, similar to current funding provided for New Physician delegates.