



Family Medicine Interest Group (FMIG) Program of Excellence Award Winners

Categorical Award, Excellence in Professional Development

Oregon Health and Science University

FMIG Operation

Our FMIG has a combination of faculty, family medicine staff and student leadership in place. The faculty and family medicine administrative staff provides leadership in an organized way with one family medicine faculty member and a lead support staff, who share roles to develop student interest in Family Medicine. In 2013 we developed the FMIG Student Development Model, a theory-based approach that helps focus FMIG planning so different levels of student interest in FM are being met by intentionally focused, planned events. The three development stages are:

1. Early Interest, 2. Developing Interest, and 3. Residency Preparation. This progression can be conceptualized as an upside triangle, with the broadest number of students participating in the FMIG during the Early Interest stage. As students' progress through medical school and begin to differentiate, some leave FMIG to pursue other specialty interests. The triangle narrows in the Developing Interest stage, to a smaller group of students with a deeper interest in the field of Family Medicine as a future career. Activities at this stage also focus on community building through community-service, social events and skills workshops. The final stage, Residency Preparation, is focused on those students who have a committed interest in Family Medicine and are planning on applying for a Family Medicine Residency. Activities at this stage focus on both the residency application and preparedness. We have presented this approach nationally in former years.

Leadership in the OHSU FMIG is primarily student driven. Student leaders play a robust and empowered role in the day-to-day governance of the FMIG. Primary leadership is made up of five to seven MS1-MSIV FMIG leaders. The FMIG leaders switch out each year and the new leaders are chosen by the previous year's faculty and student leadership through an application process. These student leaders meet with the faculty advisor and one lead support staff monthly and are instrumental in developing the annual events and agenda of FMIG. Some events, like the end of the year mentor's dinner, are annual events that students assist with but do not coordinate. Events, like FMIG outreach events, clinical skills workshops and "socials" are led by student leaders with only monetary support from faculty leadership. This balance of planned events and student led events gives student leaders opportunities to both lead their peers and "plug in" to pre-planned events, this way they are empowered but not overwhelmed by their leadership roles.

This academic year (2022-2023), our FMIG expanded roles to include upper class medical students based on best practice information gleaned from the 2022 AAFP National Conference FMIG events. Previously, our FMIG had focused leadership on first year medical students, which was primary due to their availability and tradition. However, due to the condensed academic schedule at OHSU and increased off campus learning since COVID, it was felt that upper class students could offer additional schedule insight to other classes and help advertise better to their specific classes. This year we have a

STRONG MEDICINE FOR AMERICA

Chair and Co-Chair (MS1s), a new Volunteering / Mentoring / Community Service Lead and Advocacy and OAFP (Oregon Academy of Family Physicians) Leads. The latter roles were created due to an increased interest in service and advocacy and are owned by upper level students (MS2s and MS3s) who have better insight into the specific interests and unique scheduling needs of their classes. Our FMIG also launched an offshoot group called the Family Medicine Research Forum, specifically designed to help foster connections and develop research in Family Medicine and Primary Care. This group is also lead by two upper-level medical students given their familiarity with our medical schools' scholarly project efforts.

Student leaders typically "specialize" in their specific leadership tasks in the FMIG. Our Chair and Co-Chair (MS1s) develop and coordinate most Stage 1 events which include lectures like "What is Family Medicine," and "Can I Afford to Go into Family Medicine." Monthly FMIG workshops, such as suturing, circumcision, reproductive health workshops are developed and coordinated by the Chair and Co-Chair or the specialty community outreach and advocacy leads, again, upper years who have more insight into medical student interests / workload. Our leaders share responsibility in leading Student-Led panels, another major component of our lectures. This includes talks like an "Intro to Clinicals" panel, where MSIII students discuss and answer questions about what it's like to rotate through clinicals and how to navigate and succeed when doing so. These panels and workshops are considered primarily "Stage 2" events which give current FMIG members a way to develop connections and deepen relationships with themselves and outside mentors and initiatives. The combined efforts of these student leaders result in a high energy, high profile FMIG with lots of varied events for students to connect to at any given time in their journey through medical school at OHSU.

Goals

The mission of the OHSU Family Medicine Interest Group is to promote the specialty of Family Medicine and support and develop student interest in Family Medicine. To also empower students to lead and achieve their goals for FMIG.

While we continue to nurture and support their interest, we also see the important role of creating strong Family Medicine leaders.

The goals of the OHSU School of Medicine Family Interest Group (FMIG) are:

- To promote the value of Family Medicine as a specialty.
- To provide information to medical students about the wide range of opportunities in Family Medicine.
- To offer leadership and professional development for students who have an interest in Family Medicine.
- To offer clinical skills building workshops for students, led by Family Medicine physicians.
- To organize opportunities for students to meet Family Medicine physicians in the community and state.
- To offer opportunities for FMIG students to serve and advocate in the community.
- To offer residency application guidance for students planning careers in Family Medicine.
- To celebrate students who choose Family Medicine as a career and give them a forum to find physician mentors.
- To dispel any negative myths relating to choosing a career in Family Medicine such as salary, quality of life and job satisfaction.
- To promote concepts of Diversity, Equity and Inclusion in Family Medicine and decrease structural racism.

Faculty Advisor

One faculty member and one support staff work with student leaders continually throughout the year to support these varied efforts. , they lead and main FMIG administrative support, works closely with our FMIG leaders on organizing interest generating events, such as initial social events for upcoming students, skills workshops and lectures with FM faculty. , spearheads Stage 2 and 3 level events, working closely with students in the development of leadership skills, early contact with faculty mentors and peer-to-peer communication forums. - spearheads the Stage 3 Residency Preparation of FMIG student development. Students who have chosen to apply to Family Medicine are supported through advisor placements, workshops on the residency application process and post interview informational sessions. These efforts create a sense of community among FMIG students, giving them a "home" to explore and develop their interest in Family Medicine. Following Match Day, coordinates our Post Match Day Mentoring Celebration for fourth year students who have matched into Family Medicine to celebrate their achievements.

Our FM advisor/staff members:

Director of FMIG Career Advising and Mentorship works with students throughout their four years of their medical education with a primary focus on two different groups of students. The first group is targeted to helping foster students already interested in Family Medicine and ensuring they're getting excellent advising and mentorship. The second group are students who are undecided about specialty choice, she helps them gain experiences within Family Medicine so they can make the most informed decisions possible; leads all programming in the third and fourth year that are related to residency selection, application and preparedness. She also works with students in the development of leadership skills, early contact with faculty mentors and peer-to-peer communication forums. Her efforts are intended to take an early interest in Family Medicine and develop that into a desire to pursue the specialty as a career choice.

FMIG Support Lead, Medical Student Education works closely with the FMIG student leaders on event planning for FMIG related events, organizes the logistics, catering and any emails necessary, for each event to run smoothly and efficiently. She leads communication via our teams advising channel for students and our FMIG listserv to keep students informed on all our FMIG current events and happenings and to further promote FM as a specialty and get students recruited for our events to further their interest in FM.

Programs

Early and Meaningful Exposure to Faculty and the Clinical Practice of Family Medicine

- Skills Workshops: Our Chair and Co-Chair help co-manage the coordination of Skills Workshops primarily. These occur on an every 2 month basis - our next workshop is a suture workshop on June 1. Students will plan and coordinate the workshops and faculty to lead the workshops. These include suture skills, circumcision, IUD insertion and contraception and joint injection workshop. Many more topics are brainstormed annually to be implemented by FMIG leaders. These workshops are free and open to all students, with FMIG members receiving priority registration. The workshops are very popular with medical students, and sometimes PA students participating. They typically reach the limit of capacity for each workshop, with many students needing to be wait-listed. These are primarily Stage 1 (early interest) events meant to expose students to the scope of FM.

- Lectures: This series is intended to deepen interest in FM with more focused sessions on specific topics (Stage 1 and 2 events). The leaders invite a number of family medicine physicians in for a

lunchtime lecture about a particular topic relevant to Family Medicine and current events surrounding this field of medicine. Topics this year we will have included are:

- "What is Family Medicine", led by our Department Chair in early Fall to help introduce new medical students to the specialty.
- "Can I Afford to go into Primary Care", led by a community doctor and a financial advisor. This is highly attended, and students report great surprise about how much FM physicians can make, effectively dispelling the myth FM physicians aren't highly compensated. This is often held later in the Fall.
- "Trauma Informed Care", led by a primary care behaviorist in Feb 2023 prior to students entering clinical rotations.
- "Long COVID, a primary care perspective": NEW talk coming in 2023 with two Family Medicine physicians. One physician helps run OHSU's Long COVID program and the other leads the Human Performance Lab at OHSU. The hope is that students will get to learn more and experience late breaking PT protocols for Long COVID treatment.
- "Adolescent Sexual Health": NEW talk this summer. One of our FM faculty with partner with the Pediatric Interest Group and lead an informative panel for medical students.

Residency Preparedness and Career Advising

January/Feb: Rank List Panel: This event is held at least 1 month prior to Rank List submissions. We invite recently matched residents local to Portland to help impart advice to medical students participating in the match, though medical students of all levels are welcome. This event usually hosts about 20 students in the evening with dinner provided.

Early Spring: MSIII Preparation Evening:

This is a focus on building a 4th year schedule to aide in being a successful FM resident and having success in matching. Topics discussed include, sub-internships, electives, away rotations, getting letters of recommendation and how to start looking at FM residency programs.

Late Spring: Post-Match Panel:

This evening event is one of our most popular and is geared to MSII and MSIII who are considering applying to a family medicine residency. We invite a panel of OHSU MSIV who matched into Family Medicine to share information and impressions from their residency search.

Summer Events:

- ERAS 101: Lunch time virtual panel led by FMIG faculty advisor and another Family Medicine residency specialty advisor about how to navigate ERAS. NEW to this year, we will discuss the ability to signal to programs.
- How to Pick a Family Medicine Program: Lunch time virtual panel led by FMIG faculty advisor and another Family Medicine residency specialty advisor. NEW to this year, we will have a former Family Medicine Program Director join to talk about how to pick one of the 700+ family medicine programs.
- Personal Statement Workshop: Led by FMIG faculty advisor and another Family Medicine residency specialty advisor, we review best-practices in terms of writing personal statements and share essays amongst each other. While this event focuses on students applying to Family Medicine, it is open to medical students applying to other specialties.
- AAFP Resident/Student Conference in Kansas City: Students interested in FM are supported by FMIG and departmental leadership in attending the annual conference.

Early Fall: Residency Social Nights: Residencies interested in talking to our students work with FMIG leaders to set up a time and place for an event. Our student Teams channel and email listserv is used to effectively get the word out.

Pre Interview Panel: This evening event is held after students submit to ERAS and prior to most Family Medicine interviews. This talk includes a panel of Oregon area interns to share their interview tips, particularly how to excel at the virtual interview.

Throughout the year for MSIV: We ensure all FMIG students have the opportunity for one of our faculty to review their personal statement and to provide one-on-one residency advising.

Developing and Fostering Advocacy Efforts in Family Medicine

Due to a growing interest in supporting advocacy efforts in Family Medicine from medical students, the OHSU FMIG created two additional leadership positions -- the Advocacy and OAFP Liaison Co-Leads. One of our current leads is also an OAFP (Oregon Academy of Family Physicians) Policy Scholar, while another is pursuing an MPH that supports policy education.

This year, our Advocacy efforts were centered around Oregon's legislative session with the OAFP Lobby Day. On this day, three medical students joined together with 5 OHSU Family Medicine residents and faculty to support key legislative agendas. One such effort students spoke about was advocating for increased funding for the Oregon Residency Collaborative Alliance. Students learned about the important work by lobbyists and how to talk with your local congressional representatives.

Additional advocacy initiatives are advertised through our FMIG list serve and internal communication messaging platform to help continue our mission to promote Family Medicine and primary care efforts throughout the year.

These OAFP and Advocacy leads also work together to create an article for our quarterly OAFP Magazine submission.

Increasing Community Outreach and Volunteering in Portland area

The Discovery Career Days program is an OHSU School of Medicine initiative whereby local high school students are brought to OHSU to hear about medical careers. The Family Medicine Department at OHSU is always an active participant and enlisted the support of FMIG to help recruit medical students to join the program and talk about life as a medical student, interest in Family Medicine and/or Primary Care. On each day, 3-4 students joined a panel of Family Medicine faculty and residents and participated in a round robin conversation with high schoolers. Students were encouraged to bring mementos and other special items to help represent their path to medicine. Afterwards, students joined the high schoolers for lunch and continued conversation and mentorship.

The Health Occupations Day at Ida B. Wells High School is an annual program that re-started this year (on pause due to the pandemic previously). FMIG helped recruit 4-5 medical students will join a Family Medicine faculty to engage in a brief discussion about the breadth of Family Medicine. The medical students will then lead a workshop for the high schools on suturing and other dermatology procedures that are done commonly in a Family Medicine clinic.

Finally, FMIG is in conversation with the OHSU Volunteering Interest Group to plan a group volunteering event in the Summer of 2023 when the Oregon weather is more cooperative.

Mentorship within Family Medicine

OHSU Family Medicine Resident & Medical Student Mentorship Program: This academic year, our OHSU FMIG has a new Volunteering & Mentorship lead who has worked extensively with an OHSU Family Medicine resident to build a mentorship program among residents and medical students. This year, our efforts were significantly improved and we were able to match 19 medical students with Family Medicine residents. Our Mentorship lead has a specific desire to streamline the mentorship program and is in the process of making this a more sustainable program for future years such that medical students can easily access a database of likeminded resident mentors. We continue to aim to support efforts of diversity, equity and inclusion by being sure to include students and residents of all backgrounds and if students identify as coming from a marginalized or less represented demographic, we would aim to support that student with an appropriate mentor. Our Volunteering & Mentorship lead is also working with OHSU Family Medicine residency administrative staff to create a longitudinal database of potential FM advisors to support students of all backgrounds and interests.

OHSU Family Medicine Medical Student & Faculty advising: Through our administrative staff support and faculty advisor, our FMIG also fields multiple requests from students interested in a variety of Family Medicine niches like Sports Medicine, Reproductive and Family Health. We help introduce and coordinate connect for students with faculty. We take into consideration when students identify when patients come from an under-represented demographic in medicine and try to match students with faculty who can be particularly supportive.

Fostering and Connecting Students to Research Initiatives in Family Medicine

As previously mentioned, our FMIG created an off-shoot group entitled the Family Medicine Research Forum (FMRF) in 2022. This year, we expanded the role of FMRF and leadership opportunities to allow for increased programming due to a strong desire from medical students to learn more about research in Family Medicine and Primary Care. As with FMIG, this off-shoot is student led and works in close collaboration with our Family Medicine Department Chair who has a strong desire to foster and develop interest in this kind of research. We have two FMRF Co-Leads who support this group.

Scholarly Project Reception (March 10th) -- NEW event this year. Our first FMRF event of 2023 centered on show-casing the hard work of graduating medical students and their scholarly projects. Around 10 fourth year medical students who did work in Primary Care joined the reception and shared their work with MS1s-MS3s. They also shared tips and tricks for how to maintain a successful scholarly project while being very busy in medical school. Several fourth-year students build connections that will allow for these younger students to continue to advance their primary care work.

How to design a Scholarly Project (early Summer, date TBD) -- NEW event this year. This event will include members of the OHSU Family Medicine Research group to help talk with MS1s about how to design a strong scholarly project. This event may also foster connections with ongoing research.

How to Maintain Research Efforts (late summer / early fall, date TBD) -- NEW event this year. This event will include members of the OHSU Family Medicine Research team and ideally faculty who do research alongside their clinical practice. This event is meant to inspire students that they, too, can do research and do clinical work together.

Scholarly Project Roundtable (Fall, date TBD): This was our inaugural event in 2022 and we plan to hold again this year. Our hope is to have a panel of upper-class students who are working on scholarly projects share their in-progress work and inspire MS1s with research and scholarly project ideas.

Throughout the year, if students express interest in Family Medicine and/or Primary Care research we foster connections with supportive faculty to help guide them. Our hope is to have a more formal research mentorship program, similar to current Mentoring efforts.

Leadership Opportunities for Medical Students

- **Chairman Lunches:** The FMIG student leaders meet with the OHSU FM Chair, Dr. J, within the year of their leadership to discuss issues facing family medicine, national health care and medical students. It provides mentorship opportunities for promising FMIG students by the department chair. It gives the Chair a chance to meet and get to know the leaders of FMIG, as well as a chance for our leaders to learn more about our department chair.
- **Monthly FMIG Leadership Committee Meetings:** The meetings are student organized and allow the FMIG faculty leaders and student leaders to co-create the agenda for upcoming FMIG events, thus empowering students to lead in their roles and still feel supported.
- **Student Representative on the board of the Oregon Academy of Family Physicians:** We have one student representative on the board of the state academy. The student is an MSII-III and has voting power on the board and reports back to FMIG about issues discussed.
- **AAFP National Conference in Kansas City:** The FMIG at OHSU regularly has student members attend this conference each summer. Students are encouraged to write resolutions, present posters, and run for office. The students come back from the conference and share their experiences and information with other FMIG members. This helps with the planning for the FMIG activities for the year and suggestions for new FMIG programs.