



## 2014 Agenda for the Reference Committee on Organization & Finance

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National Conference of Special Constituencies—Sheraton Kansas City Hotel at Crown Center

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<b><u>Item No.</u></b>	<b><u>Resolution Title</u></b>
1. Resolution No. 4002	Resolution to Improve Payment Equity for Family Physicians
2. Resolution No. 4004	Developing Patient Centered Medical Home Leadership Skills for Physicians
3. Resolution No. 4006	The Importance of Advocates for Physicians With Disabilities
4. Resolution No. 4005	Increasing Awareness and Interest in Family Medicine as a Specialty amongst International Medical Graduates through National Conference of Family Medicine Residents and Medical Students
5. Resolution No. 4003	The Formation of a Family Physician Compensation Database
6. Resolution No. 4007	Family Physicians Know You Are More Than Your Vagina
7. Resolution No. 4001	Gender Equity in Health Care
8. Resolution No. 4008	Acknowledging Religious Diversity



## Resolution No. 4002

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2014 National Conference of Special Constituencies—Sheraton Kansas City Hotel at Crown Center

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1 Resolution to Improve Payment Equity for Family Physicians

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3 Submitted by: Will Sawyer, MD, ALF Observer  
4 Spencer Gainey, MD, New Physicians  
5 Benjamin Hansen, MD, ALF Observer  
6 David Nystrom, DO, FAAFP, New Physicians  
7

8 WHEREAS, The majority of family physicians are employed and that percentage is increasing,  
9 and

10  
11 WHEREAS, the majority of family physicians are not trained in contract negotiations, and

12  
13 WHEREAS, the American Academy of Family Physicians' (AAFP) strategies include improving  
14 payment equity for family physicians and increasing the family physician workforce, now,  
15 therefore, be it

16  
17 RESOLVED, That the American Academy of Family Physicians (AAFP) recommend to state  
18 chapters via existing methods (e.g., chapter executive listserv) to assist members in identifying  
19 employment contract negotiating specialists and additional resources in their state, and be it  
20 further

21  
22 RESOLVED, That the American Academy of Family Physicians (AAFP) identify resources to  
23 assist members in establishing the value of family physicians at the local level (e.g., a  
24 compensation database).



# Resolution No. 4004

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1 Developing Patient Centered Medical Home Leadership Skills for Physicians

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3 Submitted by: Krisemily McCroy, MD, New Physicians  
4 Annellys Hernandez, MD, New Physicians  
5 Syeachia Dennis, MD, New Physicians  
6

7 WHEREAS, The patient centered medical home (PCMH) is the preferred method for delivering  
8 primary care, and the family physician is the preferred leader of this PCMH, and  
9

10 WHEREAS, the American Academy of Family Physicians' (AAFP) curriculum guidelines outline  
11 the importance of leadership training in residency including the skills of effective negotiations,  
12 leadership of care teams, and leadership in health organizations, and  
13

14 WHEREAS, physicians need easily accessible tools available to become the leaders of the  
15 PCMH and to mitigate systems based improvements, and  
16

17 WHEREAS, the AAFP has teamed up with TransforMED to help create an effective PCMH,  
18 now, therefore, be it  
19

20 RESOLVED, That the American Academy of Family Physicians and its subsidiaries (including  
21 TransforMED) will explore and develop online, interactive tools as well as live continuing  
22 medical education courses to promote and facilitate family physicians in leadership positions  
23 within the patient centered medical home.



## Resolution No. 4006

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2014 National Conference of Special Constituencies—Sheraton Kansas City Hotel at Crown Center

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1 The Importance of Advocates for Physicians With Disabilities

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3 Submitted by: Joanna Bisgrove, MD, GLBT  
4 Adnan Ahmed, MD, Minority  
5 Cathleen London, MD, Womens  
6 Manuel O. Crespo, DO, Minority  
7 Robert Sedlacek, MD, New Physicians  
8 Jennifer Gilbert, MD, New Physicians  
9 Rachel Franklin, MD, Womens  
10 Gerry Tolbert, MD, New Physicians  
11 Mary Moon, MD, International Medical Graduates  
12 Samuel Hanson Willis, MD, General Registrant  
13

14 WHEREAS, According to the United States Department of Health and Human Services, 18-19%  
15 of the US population is defined as physically or intellectually disabled, and  
16

17 WHEREAS, there is a growing burden in health care regarding care of patients with physical,  
18 intellectual and emotional disabilities, and  
19

20 WHEREAS, the need for advocates for patients with disabilities are in great need but small  
21 supply, and  
22

23 WHEREAS, the American Academy of Family Physicians would gain great benefit from  
24 physician advocates who self-identify as disabled, now, therefore, be it  
25

26 RESOLVED, That the American Academy of Family Physicians direct the Commission on  
27 Membership and Member Services to use a cost effective method to gather membership data  
28 regarding physicians who self-identify as disabled, and be it further  
29

30 RESOLVED, That the American Academy of Family Physicians solicit participants for  
31 Physicians with Disabilities interest group which includes said physicians and their allies.



## Resolution No. 4005

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2014 National Conference of Special Constituencies—Sheraton Kansas City Hotel at Crown Center

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1 Increasing Awareness and Interest in Family Medicine as a Specialty amongst International  
2 Medical Graduates through National Conference of Family Medicine Residents and Medical  
3 Students

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5 Submitted by: Ankur Rana, MD, International Medical Graduates  
6 David Perez MD, International Medical Graduates  
7 Ana Solis, MD, International Medical Graduates  
8 Keith Elkins, MD, FAAFP, International Medical Graduates  
9 Asim Jaffer, MD, FAAFP, International Medical Graduates  
10 Jennifer Hernandez, MD, International Medical Graduates  
11 Melissa Duart, MD, International Medical Graduates

12  
13 WHEREAS, Minority round table already exists at National Conference of Family Medicine  
14 Residents and Medical Students, and

15  
16 WHEREAS, education content is already developed and exists, and

17  
18 WHEREAS, many international medical graduates (IMGs) are not aware of the full scope of  
19 family medicine, and

20  
21 WHEREAS, international medical graduates would benefit from a networking session with other  
22 students applying for family medicine and current IMG faculty and residents, now, therefore, be  
23 it

24  
25 RESOLVED, That the American Academy of Family Physicians offer a networking session for  
26 International Medical Graduates at National Conference of Family Medicine Residents and  
27 Medical Students.  
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# Resolution No. 4003

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2014 National Conference of Special Constituencies—Sheraton Kansas City Hotel at Crown Center

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1 The Formation of a Family Physician Compensation Database

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3 Submitted by: Khalil Alleyne, MD, Minority  
4 Wayne Forde, MD, Minority  
5 Tony Trong, MD, Minority  
6 Glenn Madrid, MD, Minority  
7 Carlos Latorre, MD, Minority  
8

9 WHEREAS, It is important for family physicians to have a good understanding of typical  
10 compensation for their spectrum of practice as they negotiate their compensation, and  
11

12 WHEREAS, there is no mandatory curriculum on contract negotiation as part of the family  
13 medicine residency curriculum or continuing medical education (CME), and  
14

15 WHEREAS, resources to access information on comparable family physician compensation  
16 nationwide is scarce, nonspecific and typically expensive. For example, the 2013 MGMA  
17 physician compensation report costs approximately \$600, and  
18

19 WHEREAS, the American Academy of Family Physicians has a mission to support and  
20 advocate for the practice of its member physicians, now, therefore, be it  
21

22 RESOLVED, That the American Academy of Family Physicians (AAFP) add questions to the  
23 practice profile survey that is sent to all members on an annual basis, and develop a database  
24 of regional family physician compensation that is updated annually and presented to the AAFP  
25 Congress of Delegates on an annual basis, and be it further  
26

27 RESOLVED, That the American Academy of Family Physicians should offer instruction on  
28 contract negotiation at live continuing medical education events and improve access to existing  
29 resources for contract negotiations.



# Resolution No. 4007

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2014 National Conference of Special Constituencies—Sheraton Kansas City Hotel at Crown Center

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1 Family Physicians Know You Are More Than Your Vagina

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3 Submitted by: Abayomi Jones, MD, Minority  
4 Mioki Myszkowski, MD, Minority  
5 Jocelyn Hines, MD, Minority  
6 Tanya Anim, MD, Minority  
7 Bich-May Nguyen, MD, Minority  
8 Tabitha Wells, MD, Minority  
9 Sheryl Beard, MD, Minority  
10 Kourtney Bradford Houle, MD, Women

11  
12 WHEREAS, The obstetrician-gynecologist is the primary care provider for many women and  
13 only 20% reported that their obstetrician-gynecologist takes care of all their needs (Montefiore  
14 “Study Finds Young, Minority Women Most Likely to Visit Ob-Gyn as Primary Care Provider”  
15 2013), and

16  
17 WHEREAS, The American Academy of Family Physicians supports family physicians being  
18 well-trained to provide comprehensive women’s health care as endorsed by prior resolution,  
19 “Women’s Health Care, Family Physician Providing” from 1993 and reaffirmed by COD in 2010,  
20 and

21  
22 WHEREAS, women may miss out on a comprehensive exam including cardiac risk stratification  
23 when receiving care only from a subspecialist, now, therefore, be it

24  
25 RESOLVED, That the American Academy of Family Physicians incorporate into existing  
26 campaigns actions to educate patients and communities that family physicians provide  
27 comprehensive women’s health care.



## Resolution No. 4001

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2014 National Conference of Special Constituencies—Sheraton Kansas City Hotel at Crown Center

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- 1 Gender Equity in Health Care  
2  
3 Submitted by: Joe Freund, MD, GLBT  
4 Tess Garcia, MD, GLBT  
5 Gordon Walbroehl, MD, FAAFP, GBLT  
6 Steve Williamson, MD, GLBT  
7  
8 WHEREAS, The American Academy of Family Physicians has a policy entitled “Gender Equity  
9 on Prescription Drug and Diagnostic Testing Coverage,” and  
10  
11 WHEREAS, transgender patients are often denied coverage for medically necessary  
12 procedures, now, therefore, be it  
13  
14 RESOLVED, That the American Academy of Family Physicians “Gender Equity on Prescription  
15 Drug and Diagnostic Testing Coverage” policy be amended by adding at the end of the first  
16 statement, “d) medically indicated surgical procedures.”





## Resolution No. 4008

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1 Acknowledging Religious Diversity

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3 Submitted by: Ravi Grivois-Shah, MD, FAAFP, GLBT

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Sarah Marks, MD, GLBT

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Gordon Walbroehl, MD, FAAFP, GLBT

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Sarah Lamanuzzi, MD, FAAFP, Women

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8 WHEREAS, Membership in the American Academy of Family Physicians (AAFP) has grown to  
9 115,900 members, including more students, minority members, international medical graduate  
10 members, and members from all parts of our nation, and

11

12 WHEREAS, the AAFP supports and values diversity amongst its members, delegates, and  
13 leaders, and

14

15 WHEREAS, the AAFP recognizes that its diverse member and leadership bodies include a  
16 diversity of religious background, different belief and non-belief structures, and

17

18 WHEREAS, the AAFP begins each Congress of Delegates with a Christian invocation, and

19

20 WHEREAS, the AAFP is a secular organization that represents family physicians of all  
21 backgrounds, now, therefore, be it

22

23 RESOLVED, That the American Academy of Family Physicians does not conduct organized,  
24 sectarian prayers or invocations during its public meetings.