

We Are Family: Moving from Competition to Collaboration through a Statewide FM Residency Network

Colorado Association of Family Medicine Residencies
PDW, March 2018



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Who Is Here?



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Why are you here?
What do you want to find out?



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Learning Objectives

By the end you should be able to

- 1) Describe one **model** for a statewide residency network
- 2) Describe the **benefits** of a residency network
- 3) List the **challenges** of maintaining a network
- 4) Identify potential **funding sources**

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Running a residency is hard



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- What are some of the major challenges that we face as program leaders?

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Challenges of running a residency

- NIPDD was born due to the challenges facing residency program directors (Pugno PA, Dornfest FD, Kahn NB, Jr, Avant R, et al. The National Institute for Program Director Development: a school for program directors. J Am Board Fam Pract. 2002;15(3):209–213).
 - Finance
 - Administration
 - Stress and burnout
 - Policies and Procedures
 - Networking

The Literature on Residency Admin Challenges

- The burnout of program directors and faculty (Life is Not a Dress Rehearsal: “It’s Time to Take Care of Ourselves”. Hepworth J. Fam Med 2013; 45(8):537-8) underscores the need for emotional, financial, and logistical support for programs.

“If you want to go fast, you go alone.
If you want to go far, you go together.”
--African Proverb



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Colorado's Network of Family Medicine Residencies

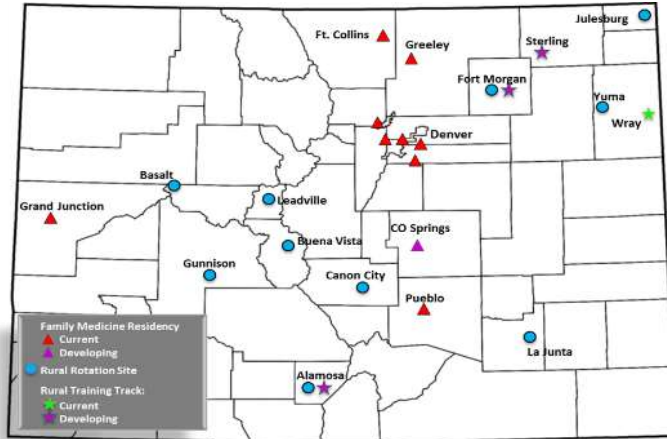
- Structure
- Coordinated activities
- Strengths and Weaknesses
- Funding



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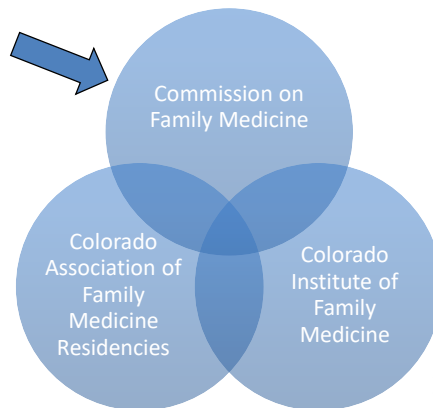
Colorado FM Training Sites



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Organizations Supporting Family Medicine Education



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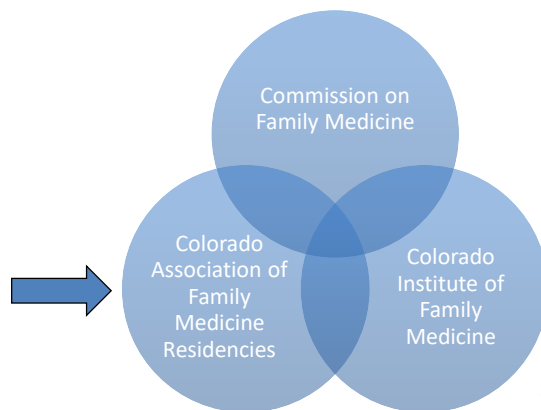
Commission on Family Medicine (COFM)

- Background:
 - 1977 by State statute
 - Meets quarterly
 - Membership: PDs, med school deans, reps (consumers of healthcare) from each congressional district in state
 - Mission: Advises Colorado Legislature, oversees quality of programs, recommendations re: rural and underserved areas of state
- Provides State Funding to Programs:
 - “Base funding” (\$296,000 per program)
 - funding for rural tracks
 - funding for expansion of 5 programs by one residency slot

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Organizations Supporting Family Medicine Education



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Colorado Association of Family Medicine Residencies (CAFMR)

- Background: Began 1988
- Mission: Collaboration of residency programs
- Membership: PDs and rep from Dept of FM
- Funding: Dues paid by residencies (\$54,000/program/year)
- Staffing: 3 FTE and contract lobbyist
- PDs meet monthly for a 5 hour meeting



CAFMR Shared Activities

Recruiting of medical students and faculty
Curricular development and coordination
Advocacy rotation
Rural rotation
Practice Transformation Collaborative
Rocky Mountain Research Forum
New Faculty Training Initiative
Chief Training
Support and advice (e.g., program director/BH educators/coordinator meetings and retreats)



Shared Recruiting



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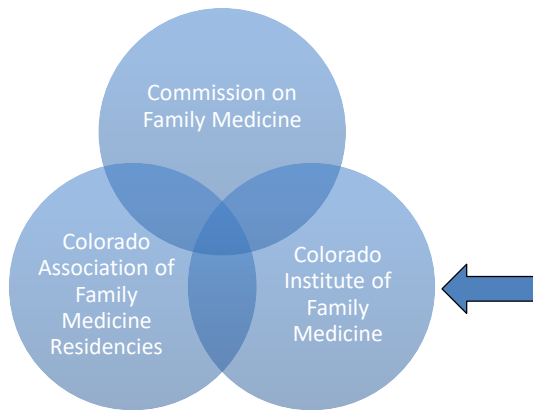
Director Mutual Support



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Colorado Institute of Family Medicine

Background: 2006 incorporated as 501-c-3

Mission: Support FM residencies through grants/state funding

Membership: Separate board with “healthcare leaders”

Funding: Administrative fee from grants or state funds

Staffing: None (administrative support “on loan” from CAFMR)

Projects/Goals:

- GME reform
- Innovation in care delivery (PCMH, etc) and payment reform

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What are the **benefits** and **challenges** of a Coordinated Network?

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Benefits of the Coordinated Model

- Joint recruiting at many events widens pool of applicants
- Facilitates projects that could not be undertaken by a single program
- Secures funding for residencies
- Provides avenue to give input to state legislature to help meet Colorado's healthcare needs
- Provides forum for PDs to share stresses and issues in a safe, collegial forum
- Enhances collaboration between programs

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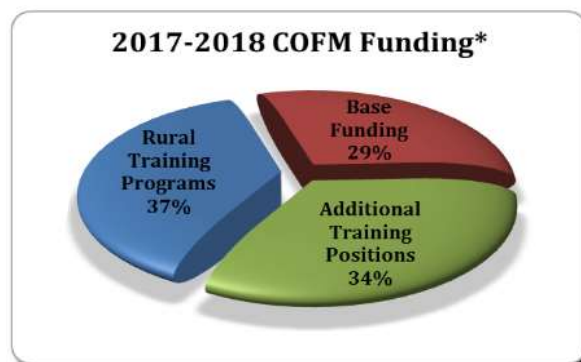
Challenges of Coordinated Model

- Maintaining spirit of coordination among those working in different systems with different masters
- Limited to Family Medicine Residency Programs

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Summary of Funding



*State funds (\$3,798,649) are matched by federal Medicaid funds (\$3,798,649)

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Base Funding is Key to Collaboration

- \$296,000/year to each residency program (regardless of size)
- \$54,000 is paid by each program to support the running of CAFMR

Please share...Do you have a collaborative model in your state/region?

--Alternative missions or activities?

--Alternative funding mechanisms?

Please share... Turn to your neighbor and share one way you'd like to start collaborating or collaborate more with close-by residencies.

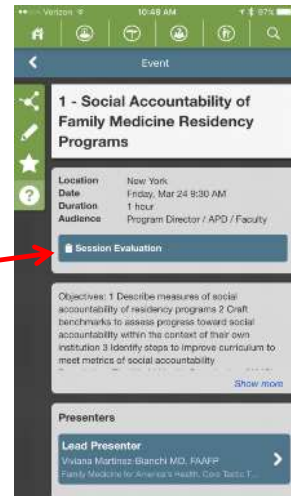
Questions?

Thank you!

Please send more thoughts and questions to Linda.Montgomery@ucdenver.edu and I'll get them to the correct PD.

Please
complete the
session evaluation.

Thank you.



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