



Organizational Update - Working Party – January 2018

The Association of Family Medicine Residency Directors continues to operationalize its strategic plan, several new initiatives, and ongoing projects -- all based on the organization's mission and current environmental needs.

The 2017-2019 Strategic Plan is focused in five areas: Professional Development and Education; Residency Program Quality Improvement; Advocacy and Collaboration; Communications; and Infrastructure.

Program Director Development

- ◆ The National Institute for Program Director Development (NIPDD) Academic Council and 60 Fellows met in Indianapolis in October. There are three required projects: a financial spreadsheet including the revenue, GME funding, and expenses for the residency and practice; an academic project; and an annual program report using financial data and other benchmarks to demonstrate the state of the residency. The NIPDD Academic Council members are Alan Douglass, Blake Fagan, Grant Hoekzema, Shannon Pittman Moore, Steve Ratcliffe, Amy Stevens, Karen Weaver, and Raj Woolever. Clark Denniston continues to serve as Academic Council Chair. The demand for NIPDD continues to be very high with over 110 applicants this year. In order to meet the demand, the program has grown from 40 positions eight years ago to 60 positions currently. This year's class includes 49 MDs and 11 DOs, and 36 women and 25 men. Six new developing programs and seven AOA programs are represented.

Residency Program Quality Improvement

- ◆ We did not see an increase in the response for last year's Residency Performance Index (RPI). We have some concern that the survey is becoming redundant considering that much of the data is being collected by other entities. The AFMRD will launch the RPI survey in January 2018 and then reevaluate.
- ◆ The Family Medicine Residency Curriculum Resource, a joint project of STFM and AFMRD, continues to have steady sales and a 75% renewal rate. Currently we have 176 subscribers. The content includes 160 topics, with more in development. We are in the process of restructuring the editorial staff to reduce its size and improve consistency in the product.
- ◆ Currently, the response to the National Resident Graduate Survey exceeds last year's. Reports will be distributed to residency programs in early 2018. The Graduate Survey Task Force, led by AFMRD President Karen Mitchell, will continue to seek feedback from program directors and work with the ABFM to annually monitor the performance of the survey, the

usefulness of the data for residencies, and to determine if any changes are needed in the questions. There are efforts by CERA and others to engage in research with the ABFM, using the graduate survey data. Some of the data in the survey that relates to scope of practice is causing some concern among family medicine organizations.

- ✦ Karen Mitchell and Vickie Greenwood continue to serve on the Length of Training Pilot Steering Committee as representatives of AFMRD.
- ✦ The materials developed by the EPA Task Force, chaired by Roger Garvin, are available on the AFMRD website. At its winter meeting, the AFMRD Board will discuss the EPAs as they relate to scope of practice and residency training.
- ✦ The 2017 Salary Survey has been released to AFMRD members. The participation was the highest ever, with 247 respondents. The increased participation allowed the results to be broken down by region.

Advocacy and Collaboration

- ✦ The AFMRD will again sponsor 10 scholarships for residents to attend the 2018 AAFP Family Medicine Advocacy Summit (formerly the Family Medicine Congressional Conference). New this year, AFMRD will also sponsor 3 scholarships for AFMRD members (program directors and/or associate program directors) to attend.
- ✦ Michael Tuggy continues to serve as the AFMRD's representative on the Family Medicine for America's Health Board and is a member of the Workforce Tactic Team.
- ✦ The AFMRD continues to support Hope Wittenberg's position and her work on behalf of CAFM and its members.
- ✦ The AFMRD is represented by the following liaisons: AAFP Commission on Education (Sherri Morgan); AAFP Congress of Delegates (Karen Mitchell); *Annals of Family Medicine* Board of Directors (Robert Langan); Center for History of Family Medicine (Steve Schultz); CAFM Education Research Alliance (Wendy Barr); PDW and RPS Residency Education Symposium Planning Committee (Karen Mitchell); Academic Family Medicine Advocacy Committee (James Jarvis, Karen Mitchell and Fred Miser)
- ✦ AFMRD responded on behalf of its members to the ACGME's invitation to comment on the Family Medicine Program Requirements. AFMRD's comments were related to clarifications regarding counting of outpatient visits.

Communications

- ✦ The AFMRD Board of Directors continues to contribute articles on important and timely subjects to each issue of the *Annals of Family Medicine*.

- ❖ Kathleen Ingraham joined the AFMRD staff in July and serves as the Online and Emerging Media Specialist. As part of our communication strategy, she has been actively building an AFMRD presence on Twitter.
- ❖ We continue to develop our online communities, however, the AFMRD member discussion forum remains the most active and robust community.

Infrastructure

- ❖ As the number of accredited program increases, AFMRD has seen an increase in membership. We will continue to focus on supporting new and developing programs through our programming and resources.
- ❖ Vickie Greenwood has announced that she will retire at the end of March 2018. As the management services provider, the AAFP has opened applications for her position, which includes 50% AAFP GME department manager and 50% Executive Director for AFMRD.

Works in Progress

- ❖ PD Toolbox – this continues to be updated with resources for our members around wellness, EHRs, assessment, and other important topics.
- ❖ The ABFM has completed programming to allow residency programs to enter USMLE and COMLEX Step II scores in the RTM system. This will provide the ABFM with data allowing them to examine the predictive value for passing the ABFM Board Certification Exam.
- ❖ AFMRD – Clinic First Collaborative - At the September AFMRD meeting, the Board held in-depth discussions around the role of the organization in the future of family medicine residency training. The content centered around the following: discussions with Larry Green around the AFMRD's role in improving training; the robust Clinic First discussion at the August Working Party around improving the practice experience and consequently improving residency training; a request from Kevin Grumbach to engage in the promotion of the Clinic First model aimed at improving the residents' practice/learning experience. The AFMRD Board developed a proposal to engage in a collaborative with the Center for Excellence in Primary Care (CEPC) and Clinic First. The AFMRD and CEPC reached an agreement to move forward with the collaborative which includes the following elements: a practice pre-collaborative assessment; an in-person meeting; 6 webinars; an online community; individual coaching for each program; and a post-collaborative assessment. Thirty-eight programs responded, indicating a high interest in the collaborative. We are very excited about the level of interest and enthusiasm around this work. It seems clear that we have targeted a need. If this initial endeavor is a success, we hope to continue with a second cohort in a year. We originally planned to support a group of 12-15 programs, but because of the response, we increased that number to 18. The selection committee

included AFMRD Board members (who were not applying), Clinic First staff, and AFMRD staff. The initial screening was blinded, using responses provided in the application. Further selection was based on location, type of affiliation, and other distinguishing factors. Due to the increased fiscal note, we will reach out to the ABFM Foundation to seek supplemental funding.

Respectfully submitted,

A handwritten signature in black ink that reads "Karen B. Mitchell". The signature is written in a cursive style with a large, prominent initial "K".

Karen Mitchell, MD
AFMRD President