

## CAFM Report To the Family Medicine Working Party July 2018

### CAFM's Leadership Development Focus: Increasing Women and Under-Represented Minorities (URM) in Leadership

CAFM has begun to implement recommendations of a taskforce to increase the number of women and URM rising to leadership positions in academic family medicine, focusing initially on roles of Department Chair, Residency Program Director, Research Director and Medical Student Education/Clerkship Director.

There are three main areas of activity as depicted in Figure 1 all of which lead to the overarching goal of a more diverse, strong leadership for academic family medicine nationally.

1. *Tool Augmentation and Promotion.* The CAFM taskforce developed tools to enhance mentoring of individuals along their own leadership pathways in academic family medicine. Funding to CAFM from FMAHealth is being used to support staffing at the AAFP's Center for Diversity and Health Equity (CDHE) to develop and make accessible these tools and materials and to assist CAFM organizations' links to and use of the tools. A one-page flier is being developed by the CDHE for sharing with students and residents at the upcoming National Conference Aug 2-4.
2. *Engaging CAFM Organizations.* Active engagement of CAFM organizations is underway to drill down within each of our communication channels and leadership development offerings to (1) reach targeted individuals for focused mentorship; (2) enhance ongoing leadership development programs with focused attention on developing women and those underrepresented in medicine; and (3) educate mentors engaged in CAFM's ongoing leadership development offerings about use of CAFM's tools in helping women and those underrepresented in medicine navigate leadership pathways.
3. *Data Tracking.* Drawing on member profile data, CAFM has agreed to work collaboratively to gather individual level, identifiable data to define what our baseline is now and to track progress.

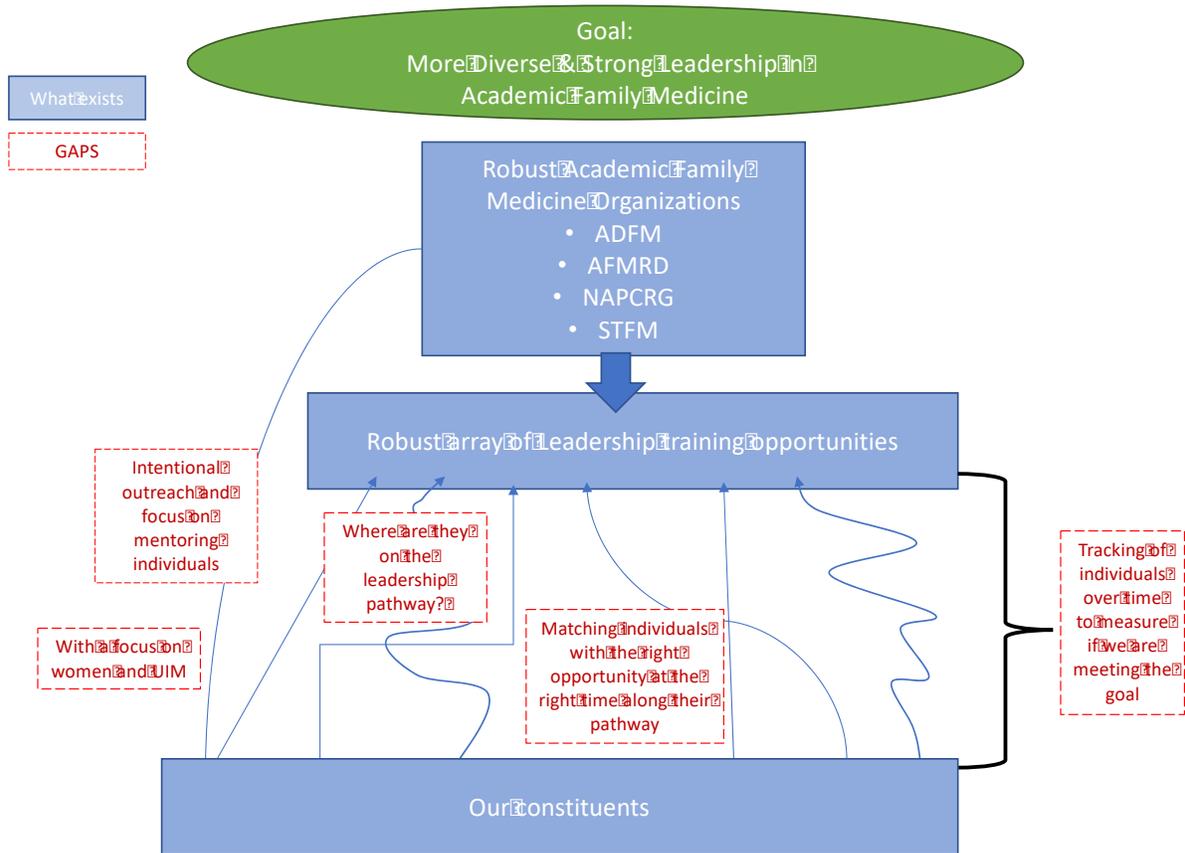
See Figure 1 on next page.

### CAFM Engagement with *US News & World Report (USNWR)*

As reported by STFM in June, in follow up to a letter initiated by CAFM and signed on to by all national family medicine organizations, Hope Wittenberg and Drs. Stephen Wilson and Melly Goodell met with *USNWR* to discuss concerns about publication of the "2019 Best Medical Schools Rankings."

The main concern was that family medicine had been withdrawn from the list of specialty rankings this year, while other specialties, such as anesthesiology and radiology, had been added. The publication staff explained that this year they had used an outside vendor to gather data and that the vendor's process only allowed for seven specialties. And because of the information used to rank those specialties was based only on full-time faculty in US medical schools by Department, family medicine wasn't one of them. Going forward, *US News* will move the process in house and add family medicine back into the rankings.

**Figure 1: CAFM Leadership Development Project**



**CERA Highlights**

We are waiting for IRB approval on the collaborative CERA/ABFM survey of residency directors. This will link to future graduate surveys. Connecting residency curricula to practice patterns of graduates has the potential to promote the outcomes-focused curriculum design. The survey is scheduled to go out this summer.

We are looking for a better way to keep track of who clerkship directors are. Currently, this is a very manual effort. It was previously done by the CERA survey director, but is now being done by STFM staff. Tracking department chairs is also time consuming.

CERA has historically received a small number of submissions for and low response rate to past general membership surveys. Going forward, there will be a call for the general membership survey every other year and the committee will decide whether to move forward based on the number and quality of submissions. We are currently recruiting a new director for this survey.

CERA was asked about financially supporting authors who are asked to pay a fee to publish their work. After discussing the growing trend of fee-based publishing, the committee reiterated a previous decision to not offer financial support to authors. There have been questions about how “publicly” available CERA data is. Some publishers require the data to be publicly available and have said that requiring

membership to access is not sufficient to meet their requirements. It was decided that CERA would not change the current policy of requiring membership in a CAFM organization to access the data, but authors can share their data with publishers.

Those submitting applications continue to struggle with creating hypothesis-driven proposals. CERA will continue to develop educational resources and presentations.

To date, CERA surveys have resulted in:

- 2011 – 1 published paper, 5 presentations
- 2012 – 6 published papers, 8 presentations
- 2013 – 4 published papers, 12 presentations
- 2014 – 10 published papers, 15 presentations
- 2015 – 13 published papers, 13 presentations
- 2016 – 14 published papers, 16 presentations
- 2017 – 13 published papers, 15 presentations
- 2018 – 10 published papers, 25 presentations

### **CAFM Government Relations**

Please see a separate written report from Hope Wittenberg, Director of CAFM Governmental Affairs, among materials for the Working Party.

### **CAFM Leadership**

Mary Hall, MD, has served as CAFM Chair for two years since August 2016. Her term as Chair will end at the conclusion of the August 2018 Working Party meeting. Last January, CAFM elected Karen Mitchell, MD as CAFM Chair-elect. Subsequently, Dr. Mitchell accepted a position with the AAFP to be Director, Division of Education beginning in September 2018. CAFM embraces Dr. Mitchell's continuing on as CAFM Chair from August 2018-August 2019 while also serving in her role at AAFP. We are grateful to her for this dedication to service and to CAFM. Ardis Davis continues to serve as CAFM executive staff.