



STFM REPORT TO THE WORKING PARTY AUGUST 2018

What follows are the highlights of significant or new STFM activities since the January 2018 Working Party meeting.



Free Leading Change Course: Updated for 2018

In 2018, STFM revamped its Leading Change Course designed to train faculty and learners key components of leading change in their institution, within their communities, and nationally. The Leading Change Course covers how to assess the need for change, develop a plan for change, and provide successful change leadership. This online course contains interactive modules, a downloadable Leading Change Workbook for individual learners, 18 optional group activities, and video interviews with change leaders.

Topics include:

- Building Your Team
- Creating Urgency
- Constructing a Change Plan
- Motivational Interviewing
- Situational Leadership
- Common Team Dysfunctions
- Leadership Wellness
- Resilience and Authenticity
- Personal Improvement Plans

The Leading Change Course is free and takes approximately 3 hours to complete. See the link below to access these training modules. <http://www.stfm.org/OnlineCourses/LeadingChangeCourse>

STFM Foundation Activities

The STFM Foundation's 2-year fund-raising campaign for underrepresented in medicine activities kicked off with a tremendous start at STFM annual. As of June 30, we have raised more than \$110,000. Initially, the Foundation is raising dollars to increase the number of scholarships and awards for URM students, residents, and new faculty for our STFM and Foundation programs. We plan to expand this outreach to other initiatives and collaborate with external organizations. The Foundation's focus is to inspire students, residents, and new faculty to become faculty and leaders for tomorrow.

Shots by AAFP/STFM

Launched in March 2018, the new joint immunization app collaboration between STFM and the AAFP has been well received. This app is available through the Apple and Google stores and blends the best functionality of the former AAFP and STFM immunization apps. In 2019, we hope to launch a desktop version of Shots to complement the app. We are also adding clinical teaching scenarios to our immunization education offerings to help faculty use the app to train learners on appropriate vaccinations.

STFM Offers Free Medical Student Memberships

As a strategy to address the 25% by 2030 student choice goal for family medicine, the STFM Board agreed as of March 2018 to offer free STFM membership to medical students. This is a first step to remove the barrier of cost for medical students and work with the family to develop enhanced strategies to improve student choice. STFM is particularly interested in exposing students to scholarship and education. The hope is to provide training of key components of family medicine education such that medical students may consider careers in academic family medicine as well as provide foundational teaching skills to those who will become community preceptors.

This strategy builds on other efforts to increase student choice for the specialty. Others include joining AAFP, ADFM, and STFM in the Student Choice Learning and Action Network initiative. This is intended to develop a network to leverage data and the concepts of positive deviance to gain increased knowledge of the solutions that work to improve outcomes of increased student choice in family medicine. This pilot is interested in identifying previously unknown or undocumented tactics and behaviors that enable a person or group to overcome student choice barriers without special resources.

Other efforts to ramp up opportunities to address student choice include 1) adding more student scholarships for underrepresented in medicine students, 2) becoming more involved in health equity efforts. STFM views the health equity initiatives as closely linked to student choice.

Health Equity Efforts

For the past year, the STFM Board has been discussing and refining its thoughts about how to have an impact on improving health equity. The Board agreed that the focus over the next 2 years is on disseminating STFM and other organizations' existing resources, enhancing communication/labeling of what STFM is doing re health equity work, and developing relationships with other partners doing health equity work. STFM is exploring a process for identifying key individuals and institutions doing innovative work related to health equity and social determinants of health.

As one of our strategies, STFM will launch a Health Equity Awareness Campaign throughout 2019 to provide resources and education to reshape medical education and empower family physicians to provide community-responsive care that improves outcomes and reduces disparities. A health equity campaign aligns with family medicine's 25% by 2030 initiative and the STFM Foundation's underrepresented in medicine fund-raising efforts. Senior STFM staff are participating in the Family Medicine Health Equity Action Team (FM HEAT) to share ideas and collaborate on health equity work.

What We'll Do During Our 2019 Campaign:

- Weave health equity into our conferences through:
 - Health equity conference themes and calls for presentations on health equity topics. We anticipate numerous health equity sessions at the Annual Spring Conference.
 - Preconference workshop at the Conference on Practice Improvement for coordinators on social determinants of health
 - Workshop at the Conference on Medical Student Education for students on recognizing inequities and being advocates for change (possibly partner with Beyond Flexner)
- Conduct a webinar and publish an education column about teaching residents and students about health equity
- Put out a call for and publish blog posts from residency programs and departments of family medicine that have addressed health equity in their curriculum and/or community
- Promote and facilitate a Twitter Chat for residents and students on unconscious bias
- Publish a president's column on health equity in *Family Medicine*
- Publish a special issue in *Family Medicine* on racism

- Use one of our presentation slots at the National Conference of Residents and Students for a presentation on health equity. We'll need to ensure we don't overlap with AAFP programming.
- Offer the Minority and Multicultural Health Collaborative a microsite to share health equity resources, including those from the mentoring project and FMAHealth
- Promote STFM and others' health equity resources through Facebook and Twitter
- Continue scholarships for URM to attend STFM conferences
- Look for opportunities to weave health equity into the Residency Faculty Fundamentals Certificate Program
- Promote an STFM Foundation fundraising campaign for underrepresented in medicine
- Continue communications and collaboration with the AAFP Center for Diversity and Health Equity and look for opportunities to collaborate with others addressing health equity

Preceptor Expansion Action Plan

STFM was charged with FMAHealth's Workforce Education and Development Core Team's task of identifying, developing, and disseminating resources for community preceptors. The Society is addressing that task through a multi-year Preceptor Expansion Initiative. Successfully expanding the number of clinical training sites for students and the quality of the learning and precepting experience is one key piece to reaching the family's shared aim to increase the percentage of US allopathic and osteopathic medical school graduates choosing family medicine to 25% by 2030.

STFM acknowledges and appreciates the financial support for the initiative from the ABFM Foundation, the Physician Assistant Education Association, STFM, and the FMAHealth Board.

An update on the action plan tactics is included in the preceptor initiative section of the Working Party materials.

Residency Faculty Fundamentals Certificate Program

On June 19, 2018, STFM celebrated its 1-year anniversary of the Residency Faculty Fundamentals Certificate Program, an online, self-led course that provides foundational training for residency faculty. As of July 11, 2018, there are 184 learners enrolled in the program. Our faculty instructor is Karyn Kolman, associate program director for the University of Arizona South Campus FMR.

Course list:

- ACGME Program Requirements
- Competencies, Milestones, and EPAs
- Structure and Funding of Residency Programs
- Billing and Documentation Requirements
- Recruiting and Interviewing Residents
- ABFM Rules and Requirements
- Scholarly Activity
- Writing for Academic Publication
- Curriculum Development
- Didactic Teaching Skills
- Clinical Teaching Skills
- Assessment and Evaluation
- Giving Feedback
- Residents in Difficulty: Academic and Behavioral Problems

Medical Student Faculty Fundamentals Certificate Program

STFM is taking what we have learned from RFF to create a faculty fundamentals certificate program for medical student faculty. The Medical Student Education Committee has provided input on a course list and will develop the course content, along with staff and subject matter experts. The goal is to launch the Medical School Faculty Fundamentals Certificate Program by spring 2019.

New Association Management System for STFM, NAPCRG, and ADFM

STFM staff continues its work to transition from our association management system to Fonteva. We are also building our own abstract management system to handle our call for papers submission and review processes for STFM and NAPCRG. The transition to a new AMS requires STFM to move our web site to a new content management system, and we are revamping our web site as we move 100s of pages of web content to a new system. Staff have met with outside experts to look at our website navigation to help us consider the most user friendly experience. By this fall, we expect to have a responsive web design, real-time dashboard reporting, rich data quality reporting & querying tools, and robust custom development options.