

# AAFP Update

North Dakota Academy of Family Physicians



12 November 2022

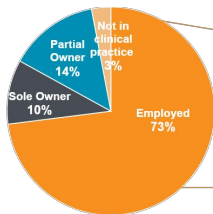
## AAFP Membership Data

	Previous Benchmark	Current Benchmark
Total	133,500 Apr 2021	127,600 Feb 2022
Active	72,700 Feb 2021	73,400 Feb 2022
Resident	14,300 Feb 2021	14,600 Feb 2022
Student	33,500 Apr 2021	26,600 Feb 2022

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## Practice Environments



Employer	
Hospital or health system	53%
Physician Group	16%
Government	15%
University-owned	10%
Managed Care Organization	2%
Other	4%

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Vision: Transform health care to achieve optimal health for everyone

Mission: Improve the health of patients, families, & communities

Member Value Statement: Advance the specialty of family medicine, enhance health, strengthen member voices

Increase family physician payment

Strengthen the pathway of family physicians

Ensure family physicians can practice comprehensively

Develop & diversify family physician leadership

Be the most trusted source of family physician education

Protect the well-being of family physicians

Reduce administrative complexity

Be the most effective influencer on family physician priority issues in government advocacy

Understanding, adopting, & leveraging technology in medicine

DIVERSITY, EQUITY AND INCLUSION

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## Diversity, Equity and Inclusion

### Our Goal:

Embed and integrate DEI into all we do

### Our Actions:

- ✓ Formed the new Commission on DEI; first meeting held in June 2022
  - Commission charter is to apply diversity, equity, inclusiveness and antiracism lenses to inform and guide the Academy's recommendations and policies
  - Inaugural chair: Ada Stewart, MD
- ✓ Commission structure updated; designed to increase engagement and remove barriers to participation
  - Each commission will include new physicians (one per cohort year), residents, students and chapter executives
  - In person meeting requirement reduced to one per year (Winter Cluster); all other meetings will be virtual (Summer Cluster + optional additional meeting)

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Increase family physician payment to reflect the value of their contributions to health

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### Increase accessibility to value-based and alternative payment models

- ✓ Advance recently approved Value-Based Payment policy through thought leadership and focused member resource deployment
- ✓ Develop VBP model scorecard to evaluate alignment of models with AAFP priorities
- ✓ Equip state chapters for success with VBP toolkit to advocate with regional payers, state leaders, and other key stakeholders

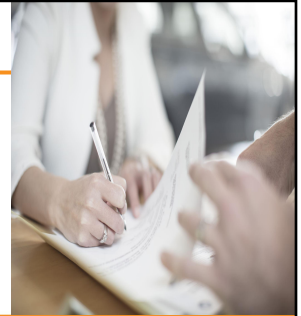


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### Advocate for greater investment into primary care by public and private payers

- ✓ **Learning Community** through convening chapter leaders, advocates, and other stakeholders to participate in a Primary Care Policy and Investment Learning Community
- ✓ **Facilitated Discussions** where chapter participants will engage in six, expert-led, facilitated discussions focused on key topics related to increasing primary care investment and deploying innovative payment models to support a sustainable system of advanced primary care
- ✓ **Toolkit** for chapters will provide a comprehensive and practical resources



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### Ensure family physicians are appropriately compensated for all services provided

- ✓ Advocate with public and private payers for adequately funded prospective payment models that are adaptable to each practice's needs.
- ✓ Equip employed members with knowledge and resources to advocate for themselves within their organizations.



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## Strengthen the pathway of family physicians to best care for our communities

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### Increase family medicine's representation in communities

- ✓ Overall: Grow a diverse family physician workforce
- ✓ Increase mentorship programming for URiM individuals
- ✓ Systematic review of pathway programs
- ✓ Ambassador Program: Early pathway students/medical students/chapters



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### activating the **pathway** to family medicine

**Program Goal:** Position Ambassadors in the pathway and the process of medical education with information, tools and support to be leaders in health equity, recruit a diverse workforce, and champion a positive vision or the future of family medicine.

#### Mentorship Program

Program pilot in collaboration with 13+ AAFP Chapters

Program participants are AAFP members (students, residents, and practicing physicians) who are interested in learning more so they can be more effective FM champions to early pathway students.

#### High School + College

- ✓ HOSA
- ✓ National AHEC Organizations
- ✓ High School STEM Programs
- ✓ Youth Support Groups:
  - Boys & Girls Clubs
  - 4H
  - YUSA
  - Scouts

#### Medical School

- ✓ FMIG
- ✓ NRHA Student Leaders, other rural programming
- ✓ Admissions & Recruitment Offices
- ✓ AAMC

#### Family Physicians

- ✓ AAFP Chapter members
- ✓ Residents
- ✓ STFM
- ✓ Pre-health and medical advisors (NAAHP)

**Potential Opportunities:** Sponsoring chapters to support events/meetings/workshops, sponsoring content development & amplification across the markets, assisting community and high school partners

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## Family Medicine Leads Scholarships and Emerging Leader Institute



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## Strengthen the narrative of family medicine

- ✓ Create a positive family medicine image and expose myths
- ✓ Career options
- ✓ Financial considerations
- ✓ Target messages to students when/where they need them
- ✓ Education and resources
- ✓ FMIG network
- ✓ FM residency application and Match support
- ✓ Strolling Through the Match
- ✓ Residency Directory
- ✓ National Conference



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## The Family Medicine Attitudes Questionnaire

### Top Ten FMAQ Statements

1. Family physicians provide a large portion of healthcare delivered in the US.
2. Family physicians can usually decide how much they want to work.
3. The US would provide better for its people if more medical students chose primary care.
4. To give good care, it is important to consider each patient in the context of their family.
5. Family medicine requires knowledge that a subspecialist practice may not.
6. The US has a very serious shortage of primary care physicians.
7. Research-oriented students should consider family medicine careers.
8. Family medicine provides a physician with enough income to live well.
9. The US healthcare system can only work well with family physicians playing an integral part.
10. Family medicine has a bright future.

Phillips, J. Fam Med. 2019

- ✓ 14 validated questions, 5-point Likert scale
- ✓ Only validated student choice instrument
- ✓ Score of 56-70 indicates high likelihood of choosing family medicine
  - 78.1% sensitive
  - 65.3% specific

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## Expand and support high-quality family medicine GME positions

- ✓ GME funding advocacy
- ✓ Program Resources:
  - Residency Program Solutions and Criteria for Excellence
  - Residency Leadership Summit
  - Curriculum guidelines
  - Learning collaboratives
- ✓ Resident Resources for Programs:
  - Chief Resident Leadership
  - Career, practice, leadership and well-being

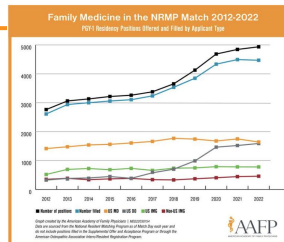


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## 2022 Match Largest Ever for Family Medicine!

- ✓ Family medicine grows despite pandemic-related challenges
  - 4,935 positions offered, up 91 positions from 2021
  - 4,470 medical students matched into family medicine
- ✓ Record-breaking number of osteopathic medical students match in family medicine
- ✓ U.S. MD students matching in family medicine stagnates
- ✓ Family medicine represents 12.2% of all U.S. students or graduates who matched in 2022



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Protect the well-being of  
family physicians to ensure  
professional fulfillment

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## Reduce factors contributing to family physician burnout

- ✓ In February of 2022, we were awarded a HRSA grant to expand our Physician Health First offerings to medical students and family medicine residents
- ✓ 2023 Physician Health and Wellbeing Conference will be in-person in Spring 2023
- ✓ New content is being developed for Physician Health First webpage



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## Identify burnout factors by demographics, geography, practice type, patient population

- ✓ Sustaining Women In Medicine (SWIM) Project
  - Explored factors contributing to burnout in women
  - First study to investigate potential INTERVENTIONS for female FPs
  - Major theme of "TIME"
  - Majority of reported interventions were individual level and were ineffective
- ✓ Embarking on an environmental scan to determine physician demographic and practice level factors (geography, practice type, patient populations) that contribute to burnout
- ✓ Pursuing funding to replicate SWIM study for additional physician populations



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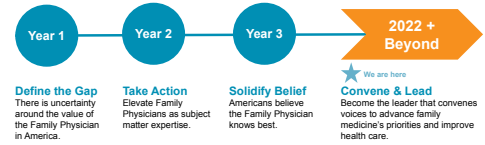
## Elevating the Importance of Family Medicine

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## MEMBERS IN THE MEDIA Consumer PR Project Overview

Beginning in 2019, the AAFP Board of Directors approved the "PR Special Project" as an initiative to elevate the value of family medicine among consumers. It's important to sustain the momentum, and to continue promoting and evolving the reputation of family medicine. In 2021, the Board approved 2 years of continued efforts with the potential for 2 additional years after that.



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## MEMBERS IN THE MEDIA Coverage Highlights

"We trust the COVID vaccine," heads of top medical groups say in ads targeting parents



U.S. Department of Health and Human Services @ 107K subscribers

**THE WALL STREET JOURNAL.**  
The Smart Way to Catch Up on All Your Postponed Doctors' Appointments

**The New York Times**  
How to Apologize to Your Kids

**4% NEWS**  
Covid booster rollout needs a reboot to save older Americans, experts say

**AP**  
Doctors grow frustrated over COVID-19 denial, misinformation

**Health**  
The pandemic has allowed family physicians across the country to demonstrate the value of having a strong primary care workforce.

Margot L. Sorey, MD, MPH, FAAP

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## Wrapping It Up



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## AAFP Foundation

The American Academy of Family Physicians Foundation advances family medicine through philanthropy, using humanitarian, educational, and scientific programming to improve health.

- Family Medicine **Cares**
- Family Medicine **Leads**
- Family Medicine **Discovers**
- Center for the History of Family Medicine



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Strong Action for Family Medicine

## How to Support FamMedPAC

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contribute today!**

# Questions



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