

# ADFM Newsletter

• • Winter 2015 • • Volume 4 (1) • •

The ADFM Newsletter is a quarterly update of key information that all members of ADFM should know, with highlights on the recent work of our committees. We'd love to hear your feedback (to: akharris@uw.edu)!  
Happy reading!

## Inside this issue:

Who are we as ADFM?	...1
Message from ADFM Secretary Allen Perkins	...2
2015 Winter Meeting a Success!	...3
U MO New Chairs' Workshop	...4
Competencies for New Chairs	...4
ADFM-hosted sessions at STFM	...5
Interim Chair Hotline	...5
Follow-up from "Righting the Inverted Triangle" session	...6
New Administrators' Steering Committee positions	...7

## WHAT DO WE REPRESENT AS ADFM?

### AS 150 DEPARTMENTS OF FAMILY MEDICINE...

We represent 94% of allopathic medical schools who have a Department of Family Medicine and 80% of (allopathic) regional medical campuses who have a DFM. We also represent a handful of osteopathic medical schools and large regional medical centers. We currently also have one Canadian member.

Collectively, we represent between 5,500 and 7,500 residents and support almost 200 comprehensive programs, from geriatrics, sports medicine and palliative care to physician assistant programs to public and community health divisions.

We represent an average (median) of 38 FTE of core personnel per department --- and over 8,500 total FTE of core personnel across all departments.

Our cumulative revenue is over \$2 BILLION dollars.

Together, we garner over \$260 million in research funding.

*\*The 2014 ADFM Financial Survey response rate was 49% (73/150) and respondents were roughly representative of ADFM departments as a whole. Summative survey data was multiplied x2 to get information across all of ADFM.*

## ADFM Website Name Change: adfm.org now works!

ADFM has recently acquired the domain name "adfm.org" and is in the process of transitioning all sub-pages on the website to this domain as the main ADFM website. The previous domain name, "adfammed.org", will continue to bring you to the ADFM website, but we hope that "adfm.org" is easier to remember and more intuitive for those who do not visit the site as frequently.

## Message from New ADFM Secretary, Allen Perkins, MD, MPH!

**Summary by the  
National Academy for  
State Health Policy of  
different state payment  
reform initiatives:**

<https://www.statereforum.org/weekly-insight/payment-reformers-tackle-innovation-different-strokes-for-different-states>

Hi All! Having seen the Chairs' list-serve "blow-up" with time sensitive information, I am very cognizant of keeping that channel of communication open for the timely needs of my chair colleagues yet allowing broader issues of concern to the specialty to be shared with this group.

It occurs to me that one way to triage is that some communications which go out over the list-serve are not time-sensitive and might better be sent out in a "bundled" fashion in the form of a quarterly communication, hence the ADFM Quarterly Newsletter.

So, in that spirit, today I am using this opportunity to share with everyone now a letter written by the ABFM in response to the House

Energy and Commerce Committee regarding GME. It is available at: <http://www.adfammed.org/Admin/FileManagement/LinkClick.aspx?fileticket=TncPAfRcAM4%3d&portalid=50>

Please take the time to go to the link and read the letter. ADFM, as part of the Council of Academic Family Medicine (CAFM), also signed onto a letter to the House Energy and Commerce Committee in response to the same request for input.

I would like to take this opportunity to remind all ADFM members that all of our own advocacy efforts through CAFM and Hope Wittenberg, CAFM Government Relations Director, are tracked on the STFM Website at "Advocacy in Action"

at: <http://www.stfm.org/Advocacy/AdvocacyinAction>

The letter which CAFM sent to the House Energy and Commerce Committee can be found by the January 19, 2015 link at: [http://www.stfm.org/Portals/49/Documents/Advocacy%20Docs/AAFP\\_CAFM\\_ResponseToQuestionsonGME.pdf](http://www.stfm.org/Portals/49/Documents/Advocacy%20Docs/AAFP_CAFM_ResponseToQuestionsonGME.pdf)

I welcome any feedback from you on this idea, how we are doing in general regarding communication, and any other ideas you might have to improve communications. In addition, if you have not-so-time sensitive materials of general interest, please forward to Ardis or Amanda for the next edition of the newsletter.

Allen

### Have you seen the ABFM's new video "Why Should I See a Family Doctor"?

The ABFM has produced a video in collaboration with those conducting the Health is Primary campaign. It is a great explanation of what we are and do for our patients in a positive light.

It can be embedded into your website or used with your messaging.

Find it at:

<https://www.youtube.com/watch?v=TyR-C5hnJUA>  
or search YouTube under "why should I see a family doctor"

and on the ABFM website:

<https://www.theabfm.org/findadoctor/index.html>

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**Also be sure to check out the Health is Primary promotional video at:**

<http://www.healthisprimary.org/make-health-primary>

## 2015 Winter Meeting Deemed a Great Success!

Thank you all who presented and participated in the 2015 Winter Meeting - we had many comments that it was one of the best ADFM meetings ever.

The 2016 Winter Meeting Planning Committee is excited to build on some of the topics and ideas that came out of this year's meeting. **If you are interested in being a part of the committee, it is not too late! Just let Amanda Weidner know at [akharris@uw.edu](mailto:akharris@uw.edu).**

Highlights from 2015 included thought-provoking presentations from outside speakers. Vivian Lee, PhD, MD, MBA, Dean, School of Medicine, University of Utah, Senior Vice President, University Health Services, and CEO, University of Utah Health Care shared

ways to use data to drive health care transformation; Andrew Sussman, MD, President of CVS' "Minute Clinics" and Todd Stivland, MD, Founder, Owner, and CEO of Bluestone Physician Services shared some new models of care; Tom Schwenk, MD, Dean, University of Nevada School of Medicine and Vice President for Health Services, University of Nevada, Reno gave an inspiring presentation on leadership, Family Medicine, and Academic Medical Centers; and a group of panelists - including Jerry Kruse, MD, MSPH, Executive Associate Dean, SIU School of Medicine, Ashley Bentley, MBA, AAFP Student Interest Strategist, Stan Kozakowski, MD, Director of the AAFP Division of Education, and Rebecca Marshburn, a student at Mercer University School of

Medicine - discussed factors related to students choosing Family Medicine that we can influence, might be able to influence, and cannot influence. In addition to these outside speakers, there were a number of great discussions and presentations from folks within ADFM, including a focus on building resilient departments with Chantal Brazeau, MD and John Franko, MD; an attempt to begin looking more deeply at our own data in ADFM; and a panel on service lines from a number of our departments.

**Slidesets from the presentations and additional background resources for many of the covered topics are available on the ADFM website at: [http://adfam.org/2015\\_meeting\\_resources](http://adfam.org/2015_meeting_resources)**

**Save the date!  
ADFM 2016  
Winter Meeting**

**February 17-20, 2016  
Hyatt Regency  
San Antonio Riverwalk  
San Antonio, TX**

*Announcing the 2017  
Winter Meeting  
Program Chair:*

**John Franko, MD  
Chair at East Tennessee  
State University**

## Welcome to our ADFM 2015-2016 Fellows!

Omar Kahn, MD, MHS  
Christiana Care  
*Fellowship Advisor: J. Mack Worthington, MD, FAAFP*

Mack Ruffin, IV, MD, MPH  
University of Michigan  
*Fellowship Advisor: Kevin Pearce, MD, MPH*

Randy Wexler, MD  
Ohio State University  
*Fellowship Advisor: Lloyd Michener, MD*

K. Ashok Kumar, MD  
University of Texas Health Science Center at San Antonio  
*Fellowship Advisor: Carlos Moreno, MD, MSPH*

## WELCOME TO NEW CHAIR MEMBERS\*

*Since the last newsletter*

- Janet Albers (*Southern Illinois University*)
- Chyke Doubeni (*University of Pennsylvania Perelman School of Medicine*)
- Warren Heffron (*University of New Mexico*)
- Ted Johnson (*Emory University*)
- Mitch King (*University of Illinois College of Medicine at Rockford*)
- Mark Loafman (*Cook County Health & Hospitals System*)

\* New chair members since the last edition of the newsletter. If this information is incorrect or you have additional information, please let Amanda Weidner know ([akharris@uw.edu](mailto:akharris@uw.edu)).

## University of Missouri New Chairs Workshop September 13-16, 2015 Columbia, MO

ADFM consultant to the workshop will be  
ADFM Board Chair & Past President Paul James, MD

The New Chairs workshop, as described in the 2012 issue of the Annals of Family Medicine (University of Missouri's "Reincarnated" Workshop for New Chairs of Departments of Family Medicine <http://www.annfammed.org/content/11/5/483.full.pdf+html>) has received excellent evaluations in the past three years. Among the many positive comments, attendees have noted that "every new chair would benefit from this" and that "the personal attention I received was extremely helpful in navigating my way through some of my challenges during this first year as a chair."

The targeted group for the workshop is relatively new chairs (i.e. in the job for 3-5 years or less), any chair who has an interest in growing and learning in this small group environment is welcome.

If you are interested in attending or have questions, please let Ardis Davis, ADFM Executive Director, know at [ArdisD7283@aol.com](mailto:ArdisD7283@aol.com).

## Want a New Chair Advisor or Want to Become a New Chair Advisor?

ADFM offers all new chairs who join the opportunity to be paired with another chair with more experience (5+ years preferred). The advising relationship is tracked by ADFM for 2 years; pairs are expected to check in with each other at least quarterly and to set specific goals/objectives for the advising relationship.

For more information or if you are interested in having or being an advisor, let Amanda Weidner ([akharris@uw.edu](mailto:akharris@uw.edu)) know!

## Key Competencies for New Chairs

The rapidly changing environments of academic health centers (AHCs) are demanding adaptation to new roles for Chairs of Departments of Family Medicine (DFMs). Witnessing substantial turnover in Chairs over the past few years, ADFM has identified the development of new chairs as a high strategic priority. As ADFM's Leadership Development Committee began to consider key competencies for Chairs, it became appar-

ent that a number of the competencies needed by Chairs are also competencies of successful senior leaders within DFMs, many of whom may someday find themselves in a chair role. Through an iterative process, whereby input on key competencies has been received from participants of various ADFM leadership development sessions, an evolving set of competencies for Chairs of DFMs has emerged. These competencies will be featured in

the upcoming July/August commentary in the Annals of Family Medicine. You can find the evolving competencies along with our other resources for new chairs at:

<http://adfammed.org/Members/NewChairs>

Please send any comments/input on these competencies to Ardis Davis ([ardisd7283@aol.com](mailto:ardisd7283@aol.com)) or Amanda Weidner ([akharris@uw.edu](mailto:akharris@uw.edu)).

**Sessions to be held at STFM Annual Conference:  
 Leadership Competencies and Research Infrastructure**

**Competencies for Family Medicine Department Chairs: What New/Aspiring Chairs of Departments of Family Medicine Need to Know**

April 26, 2015, 4:00 PM - 5:30 PM  
 Hosted by the ADFM Leadership Development Committee

Chairs of departments of family medicine come into their roles from a variety of backgrounds and with a set of skills that may or may not align well with many of the skills required of a chair. However, all chairs of departments of family medicine in ADFM report feeling unprepared for the job of chair in one area or another. The ADFM Leadership Development Committee has identified a list of competencies that all chairs of departments of family medicine and those aspiring to be chairs should be aware of as items critical to their success in the role. This workshop will focus on exploring these in depth, including tools for self-assessment and resources to shore up skills in areas that are identified as lacking.

**Developing Research Infrastructure in Departments of Family Medicine of All Sizes and Structures**

April 26, 2015, 10:30 AM - 11:30 AM  
 Hosted by the ADFM Research Development Committee

Family medicine research is a key strategic priority of Family Medicine for America's Health and critical to our discipline's future. Research productivity is also a key element in medical schools' promotion decisions. However, many family medicine departments (DFMs) lack a strong research program or a realistic pathway to create research infrastructure. The Association of Departments of Family Medicine (ADFM) has a strategic objective to increase research capacity in DFMs and to educate department leadership and potential new department chairs about how to approach this. This interactive case-based session will inform ADFM's work in this area and educate current and future department leadership in building the resources necessary to develop strong research programs. ADFM will offer "mini-consultations" to participants as a follow-up activity.

**OPEN CHAIR POSITIONS\***

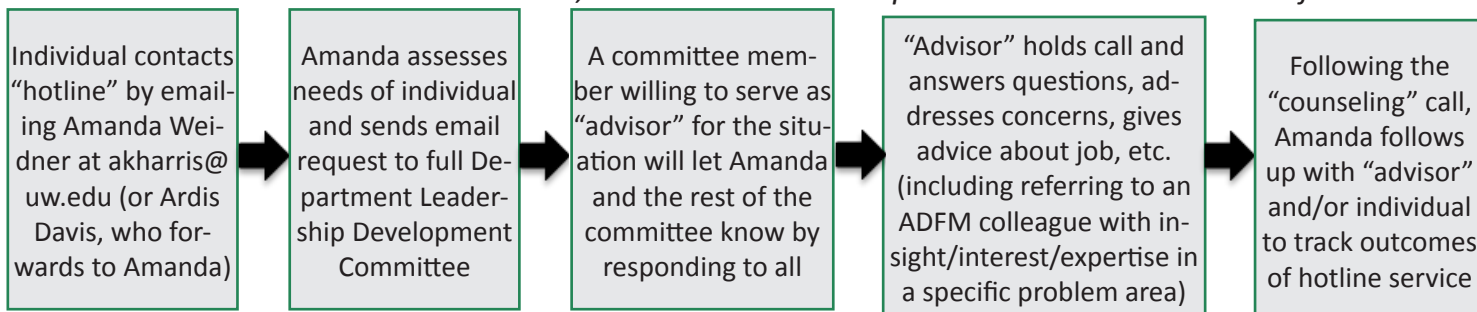
*with an active search underway*

- Cleveland Clinic
- Howard University
- Jefferson Medical College
- Meharry University
- MetroHealth
- Michigan State University
- Michigan State University - Grand Rapids
- SUNY-Buffalo
- University of Alabama
- University of Arizona
- University of California - Irvine
- University of New Mexico
- University of Texas Health Science Center at Tyler
- Wayne State

*\* If this information is incorrect or you have additional information, please let Amanda Weidner know (akharris@uw.edu).*

**Don't forget about our Interim Chair "Hotline"!**

*The ADFM Leadership Development Committee has a "hotline" service for those who have been asked to become interim chairs in the near future or have been in the interim chair role a short time and have not yet been connected with an advisor, but have immediate questions related to the chair job.*



Please be sure to pass this information on to your colleagues for whom it might be useful (e.g. other members of your department if you are planning to retire or change roles, or colleagues at other institutions).





## New Administrators' Steering Committee positions

Congratulations to the new leadership of the Administrators' Steering Committee!

### Chair\*

Jennifer Johnson, University of California, San Diego

### Chair-Elect\*

Chuck Perry, University of Virginia

### Membership Chair

Tonya Van Fossen, Ohio State University

### Co-Membership Chair and Mentor Program

Katharine Rebolledo, University of New Mexico

### Pre-Conference Chair

Elizabeth Smith, Brown University

### Co Pre-Conference Chair and Member at Large

Chris Feifer, University of Southern California

*\*Administrator members of the ADFM Board of Directors*

### Submit your abstracts for the 2015 AAFP Family Medicine Global Health Workshop

(<http://www.aafp.org/events/global-health.html> )

Learn from global health experts and your peers and share your global health experience at the 2015 AAFP Family Medicine Global Health Workshop, October 2-4, Grand Hyatt Denver, Denver, Colorado. This year's theme is Promoting "Health for All": Family Medicine and Global Health.

Practicing physicians, faculty, residents and students with interests or experience in international and/or global health activities are encouraged to submit abstracts (<http://www.aafp.org/events/global-health/abstracts.html>) for poster, peer and concept presentations sessions.

The submission deadline is May 31

Submit your abstract today - <http://www.aafp.org/events/global-health/abstracts.html>

For more information, contact Ashley Jungles ([ajungles@aafp.org](mailto:ajungles@aafp.org)) or Alex Ivanov ([aivanov@aafp.org](mailto:aivanov@aafp.org))

*Ideas for future newsletters?  
Contact Amanda Weidner at [akharris@uw.edu](mailto:akharris@uw.edu)*