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!

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.
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

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-CShnJUA
or search YouTube under “why should I see a family doctor”

and on the ABFM website:
https://www.theabfm.org/findadoc/index.html

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.

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://adfammed.org/2015_meeting_resources

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).

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.

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) 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 apparent 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) or Amanda Weidner (akharris@uw.edu).
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.

Individual contacts “hotline” by emailing Amanda Weidner at akharris@uw.edu (or Ardis Davis, who forwards to Amanda) → Amanda assesses needs of individual and sends email request to full Department Leadership Development Committee → A committee member willing to serve as “advisor” for the situation will let Amanda and the rest of the committee know by responding to all → “Advisor” holds call and answers questions, addresses concerns, gives advice about job, etc. (including referring to an ADFM colleague with insight/interest/expertise in a specific problem area) → Following the “counseling” call, Amanda follows up with “advisor” and/or individual to track outcomes of hotline service

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).
The ADFM Education Transformation committee organized a session at the Winter Meeting, “Family Medicine for America’s Health: Educational Imperative to ‘Right the Inverted Triangle,’” which included a set of panelists: Ashley Bentley, MBA, AAFP Student Interest Strategist; Stan Kozakowski, MD, Director, AAFP Division of Education; Jerry Kruse, MD, MSPH, Executive Associate Dean, SIU School of Medicine; and Rebecca Marshburn, a medical student at Mercer University.

The inspiration for the structure of this session came from a message that John Saultz, MD, had made on the Chairs’ listserv regarding factors influencing student interest in Family Medicine and whether a Department of Family Medicine has any control over these factors.

Prior to the session, the Education Transformation Committee gathered a series of resources, all of which are available at: http://www.adfammed.org/Meetings/2015WinterMeetingResources/RightingtheInvertedTriangle

Resources include an annotated bibliography of factors influencing student specialty choice, “contemporary views of opinion leaders” (including John Saultz’s message that inspired the session structure), some best practices, as well as a number of other useful links. A tool for departmental self-assessment of factors related to student interest, developed by the AAFP Division of Education on our behalf, is available at this site, as is the transcript of the “microblog” discussion that was running parallel to the panel presentations; soon to be posted are the notes from the follow-up breakfast sessions on where we “CAN”/“MIGHT”/“DO NOT” have influence on student interest.

The “microblog” discussion generated a number of questions that have been left unanswered thus far. Below is a word cloud of the themes that arose from the microblog discussion; the Education Transformation committee is working to further code the themes from this discussion and answer some of the outstanding questions. A few examples of things that came up include:

- How can we get the student members of the AAFP more engaged in our Departments? Why don’t we have more impact on that 25% of students [who are members of the AAFP]?
- Are we talking about students too late in pipeline?
- Do schools with longitudinal ambulatory experiences develop more student interest? Do primary care tracks retain interest in the M3/M4 years and how?
- How much are people engaged with ADMISsion committee? Who we admit influences outcomes
- Is the myth of Marcus Welby one that needs to go? Maybe we just need to update him for 2015...
- Stories sell the idea, data supports it! How do we meld the best of the narrative with data/outcome driven strategies?
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) or Alex Ivanov (aivanov@aafp.org)

Ideas for future newsletters?
Contact Amanda Weidner at akharris@uw.edu

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*