

CFAS FM Networking Breakfast Friday, November 9, 2019

7:00 – 8:15 am Hyatt Regency Phoenix Ballroom

GOAL: To promote collaboration, communication, and scholarship within FM and across disciplines and professions within the CFAS and AAMC

Attendees with Institution, Affiliation and CFAS Committee participation:

1. Catherine Pipas, Dartmouth, STFM supported CFAS Admin Board (Resilience)
2. Linda Montgomery, U of CO, AFMRD/STFM Rep (Diversity, Mission Alignment)
3. Renee Crichlow, U of Minnesota, STFM Rep (Advocacy)
4. Kevin Pearce, U of KY , Institutional Sr. Rep (Resilience)
5. Daniel Knight, University of Arkansas Institutional Sr. Rep
6. Adam Franks, Marshal U, Institutional Sr. Rep (Mission Alignment)
7. Katy Gold, University of Michigan, Institutional Jr. Rep, (Communication)
8. Karen Mitchell, AAFP Rep (Diversity)
9. Jamie Haynes, Texas Tech Institutional Jr. Rep (Resilience)
10. David Doukas, Tulane University Institutional Sr. Rep
11. Eric Weismann , Senior Director, CFAS Engagement

Discussion with Eric Weismann

Eric has identified figuring out term limits as a goal. Currently, the bylaws say the representatives serve three-year terms, with no more than two consecutive terms. Our group discussed with him the frustrations of being term limited to two terms because it takes a few years to understand the work of the CFAS and committees, feel productive, and assume leadership roles. This will affect many current reps because CFAS is six years old and many people will finish their two terms soon. Our group recommended a three year term that can be continually renewed based on the engagement of the representative. Working on more flexible term limits would allow those who are engaged to stay and continue their good work.

Admin Board Update – Cathy Pipas

The Admin Board is working on standardizing and formalizing the structure and composition of committees as follows.

- a) Asking each chair to formalize and publish goals for their committee
- b) Working on defining committee structure --- how many, what composition with the goal to create a more active core working group working on some projects with true outcomes
- c) Most committees will remain open to all but will try to have a more centralized leadership and active participation group
- d) Of note, the Evaluation Committee was subsumed by the internal administrative staff of CFAS.

Committee Updates

1. Nominating Committee (no FM representation, summary given by Cathy Pipas and Eric Weisman):
They are working to increase transparency of their work and committed to promoting diversity across all areas, ie gender, race, discipline. Jamie Haynes is interested in nomination and will look into timeline.
2. Advocacy (Crichlow)
 - a. Reviewing updates of AAMC work with Congress
 - b. Creating a Primer for Societies detailing how to approach requests for Society Sign-On Letters
 - c. Invitation to join AAMC Advisory Panel for AAMC News to look at top issues
3. Basic Science (no FM representation)
 - a) Those present had collectively heard that they are looking at the impact of USLME on curriculum and achievement in residency
4. Communication (Keen and Gold)-
 - a) Promotion of *Tweet Chats* occurring on diversity and medical education, next will add wellness and sexual harassment topics- great success with even international responses
 - b) Reformatting and increasing access to weekly CFAS NEWS
 - c) Working on bidirectional information to and from CFAS members
5. Mission Alignment (Franks co-chair, Montgomery)
 - a. There is a working group to figure out best practices for teaching across the generations
 - b. Promotion and Tenure Working Group is trying to figure out a project on inventorying institutions about promotion and tenure practices and trying to figure out what are fair and transparent practices for clinician educators.
6. Program (no current FM reps)
 - a) Susan Keene is interested
7. Resilience (Pipas, Pearce)
 - a) Working on survey questions at the level of wellness for individuals, teams and organizations
 - b) Will interview best practice programs
8. Diversity (Mitchell, Montgomery)
 - a) Tweet Chats and Portal on AAMC site very successful
 - b) Working on formalizing committee structure with core group that can work together between meetings. Working to make sure that the committee stays open but that a core group (Advisory Committee perhaps?) can be engaged throughout the year.

Objectives with Discussion Items:

1. Maintain a list of FM CFAS participants
 - a. Linda Montgomery now holds master FM list – please use this list for future mailings, (includes today’s attendees)
 - b. Eric Weissman (CFAS Admin Staff) continues to provide updates of FM members as available.
2. Sustain Networking breakfast of FM at all CFAS and AAMC meetings
 - a. Linda Montgomery to circulate minutes from today
 - b. Linda to send invite to all on list March CFAS meeting breakfast
3. Promote FM participation in CFAS leadership
 - a. Cathy Pipas, now on CFAS Admin Board
 - b. Susan Keen, interested in nomination for Program committee - applied last year but told needs more experience
 - c. Jamie Haynes, submitted interest in Nominating committee
4. Promote FM participation in CFAS scholarship
 - a. Review of Atlanta CFAS Presentations by FM faculty
 - i. Workshop on Global Health - Sam Matheny and Katy Gold
 - ii. Workshop On Community Engagement- Cathy Pipas
 - iii. Spark Session on Medical Education- Susan Keene
 - iv. Spark Session on Sexual Harassment- Cathy Pipas
 - b. CFAS FM presentations at LSL 2019
 - i. “Gratitude and Appreciation in the Workplace to Promote Well-Being and Engagement” –Cathy Pipas
 - c. Information on future meetings
 - i. Spring CFAS meeting (March 12-15, 2020 San Diego) --- Eric Weisman said there will be a new format with collocated COD/COTH/CFAS. Friday combined and Thurs/ Sat CFAS only days. Will continue Ignite format . Topics TBD. Some topics on gender equity and sexual harassment most likely. The programming committee is looking for more active teaching rather than just experiential content.
 - ii. LSL 2020 in San Antonio
 - d. Possible topics for CFAS Spring Meeting (person identifying topic)
 - i. Gender differences in burnout (Katie)
 - ii. Defining professionalism (David has a model program around professionalism)
 - iii. GME Expansion in Primary Care and faculty satisfaction (Kevin)
 - iv. Reorganizing leadership to promote women, URIM (Renee has a program at Minnesota.)
 - v. Gender equity in promotion and tenure (Adam’s project)
 - vi. INCAS project by AAMC, ACGME ---solving problems about residency transition ---- Plenary that will then be broken into groups to provide solutions to the INCAS project (Group discussion with Eric Weismann)

- vii. For Shared Day with COD possible workshop/panel --How leaders in academic medicine solve problems in academic settings at various levels. How you solved problems using what skills, what teamwork strategies to creatively solve problems.
- e. Ideas for scholarly topics from past meetings (keeping these as a repository for future discussions):
 - i. Diversity Training
 - ii. Population health –
 - 1. Usage of Evidence based data and SDH to drive changes
 - 2. Work force changes based on population
 - 3. Developing community health workers
 - iii. Promotion and Tenure principles- limited by RVU in PC
 - 1. Supporting Volunteer Faculty
 - iv. Global Health – partnering with AAMC Global Health learning Opportunities
 - v. Advocacy training – for Opioids, Workforce from a population perspective - GME slots
 - vi. Wellness within frontline clinical and teaching teams
 - 1. Pairing of Students, Residents and faculty for understanding similarities and differences in needs and resources
 - 2. Career Stages
 - 3. Evidence based Wellbeing and Resilience strategies
 - vii. Innovative Models for Primary Care Residency Training: A Panel discussion of non-traditional groups including: FQHC, IHS, VA, Global health and Accelerated Medical School Programs
 - viii. EMR regulations
 - ix. Challenges Faced in Primary Care
 - x. Allopathic and osteopathic requirements
 - xi. Leadership training – more hands on
 - xii. QI training for faculty-Understanding health systems innovation- more form ECU
 - xiii. Telemedicine
 - xiv. Technology in teaching- for IPE , simulation, attracting in class attendance, point of care US, etc

Submitted by Linda Montgomery, MD