**STFM Report to the Family medicine leadership consortium – august 2023**

*What follows are the highlights of significant or new STFM activities since the last FMLC meeting.*

**Recently Approved**

**FM POCUS Educator Certificate Program**

Also at its May 2023 meeting, the STFM board approved the development of an STFM Family Medicine Point of Care Ultrasound Educator Certificate Program. With the increased expectation in the new FM-RC requirements for POCUS training for residents, STFM has recognized a gap in the knowledge in residency faculty that it hopes to address with this program. Program goals are to:

* Develop and present POCUS educational content targeted for family medicine educators created by family medicine educators by means of workshops, modules, and mentorship.
* Train family medicine residency faculty to serve as their programs’ POCUS champions with the skills to train family medicine residents to effectively use POCUS.

Components of the program will include three workshops, monthly mentoring with peer review of POCUS images, and online training modules. STFM is on a fast track to advance this project and launch it at the 2024 STFM Annual Spring Conference. We are seeing strong interest in POCUS training and this certificate program. Our call for faculty resulted in 72 applications and 6 more who inquired after the deadline. More details on the program will be shared over the coming months.

**ML/AI Curriculum and Video Series for Clinicians**

At its May 2023 meeting, the STFM board approved the development of a five module STFM Artificial Intelligence/Machine Learning Curriculum for medical students and residents that could be integrated into EBM, clinical reasoning, or health systems science curricula. The curriculum will include a component to educate faculty on how to teach the curriculum. In addition, to improve understanding and reduce fear among frontline clinicians about what AI/ML is and how it could improve the delivery of care, we will create four short videos (3-5 minutes each). This video series will also be integrated into the student-resident curriculum but have a broader clinician audience as its primary target.

Development is expected to begin in spring 2024, following the creation of an advanced AI/ML curriculum at the University of Michigan. Winston Liaw, MD, University of Houston, will lead the initiative. We have included Cornelius James, the curriculum lead from Michigan, as part of our faculty to learn from his experience and build a foundational curriculum that complements the Michigan advanced-level product.

**Residency Redesign**

**Competency-Based Medical Education**  
In August 2022 STFM received a grant 17-month grant from the ABFM Foundation to support the development phase of a multi-year project to equip residency programs to deliver competency-based education and assessment. STFM convened a Summit in January 2023 to get input on the future of competency-based education in family medicine. Participants included family medicine leaders, faculty, coordinators, and residents, plus representatives from pediatrics, surgery, and Canadian family medicine. Technology vendors and users attended virtually. Based on the needs identified at the Summit, the STFM task force is working in four tracks:

1. Faculty Development
2. Resident-engaged Learning (education, ILPs)
3. Assessment
4. Authoritative Guidelines Writing Group

In 2023, the task force plans to release aggregated resources, authoritative CBME guidelines for family medicine residency programs, an Individualized Learning Plan template, and a mapping of Family Medicine Core Outcomes to Milestones. The task force is also exploring working with a technology vendor to create standardized – but customizable – app-based assessments for direct observation assessment and feedback. The entrustment-based assessments will be mapped to the family medicine milestones. You’ll hear more about this during the FMLC meeting.

**Learning Networks**   
The new ACGME requirements also include expectations for residency programs to participate in learning networks “to attain their educational and community aims.”

In December 2022, the ABFM Foundation awarded STFM a 10-month grant to inform and provide leadership for future development of residency learning networks. Specifically, the grant provided funding for STFM to:

1. Conduct a Summit to gather input on needs for residency learning networks and perspectives on various types of and structures of successful learning networks
2. Create an Action Plan for developing infrastructure for residency learning networks
3. Implement Residency Learning Network Leadership Training for faculty, PDs, and/or APDs who have an interest in leading Residency Learning Networks

STFM convened the Summit in April 2023 and has developed a draft action plan that was presented to the STFM Board in July and, later, to the ABFM Foundation with a request for funding.

In April of 2023, STFM put out a call for applications for Residency Learning Network Leadership Training for faculty, PDs, and/or APDs who have an interest in leading Residency Learning Networks. 47 individuals applied; 23 were accepted. Training will include:

* A preconference workshop at the 2023 Conference on Practice and Quality Improvement. The workshop will be Sept 10th from 3-6 pm and Sept 11th from 8:30 am-12:30 pm in St Louis, MO.
* Attendance at the 2023 CPQI, with attendance required at specific sessions that will contribute to effective leadership of learning networks. The conference is September 11-13.

***PRiMER* Author Mentorship Program**

PRiMER invites authors who identify as a member of a group that is underrepresented in family medicine or has been historically excluded from health professions to opt into a mentorship program. These authors are assigned an editor-mentor before their submission proceeds to peer review.

**Reducing Mental Health Stigma**

STFM is in the midst of a project to:

* Increase awareness of factors contributing to faculty, resident, and student reluctance to seek mental health treatment
* Empower family medicine leaders, faculty, residents, and students to break the cycle of mental health stigma

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An STFM work group [aggregated resources](https://stfm.org/teachingresources/resources/mental-health-stigma/reducing-mental-health-stigma/), developed [Guidance for Program Director Response to Mental Health Questions](https://stfm.org/teachingresources/resources/mental-health-stigma/guidance-for-program-director-response/), promoted state-level advocacy, and worked with STFM staff to implement a social media campaign. STFM members Timothy Riley, MD, and Terri Wall, PhD, will be leading a series of presentations over the next year or so.

**STFM Underrepresented in Medicine Initiative**

In fall 2019, STFM launched an initiative to increase the percentage of URM family medicine faculty and the number of solutions focused, adaptable URM leaders within and across the health care system. The oversight committee and work groups have completed their terms, and oversight of ongoing programs is transitioning to the newly forming STFM Committee on Diversity, Equity, Inclusivity, and Accessibility, chaired by Ebony Whisenant, MD.

Key products/programs developed through the initiative include:

* [[URM Leadership Pathways in Academic Medicine online course](https://www.stfm.org/facultydevelopment/onlinecourses/urm-leadership-pathways-in-academic-medicine-course/overview/)](https://www.stfm.org/facultydevelopment/onlinecourses/urm-leadership-pathways-in-academic-medicine-course/overview/)
* [URM Journey to Academic Medicine (URM JAM) podcast](https://www.stfm.org/about/keyinitiatives/antiracism-and-health-equity/urm-initiative/urmjampodcast/)
* [Mentoring Underrepresented Faculty to Academic Excellence Toolkit](https://stfm.org/mufae)
* [URM Scholarship webinars](https://www.stfm.org/facultydevelopment/onlinecourses/webinars/urmscholarship/)
* [STFM URM Mentorship Program](https://www.stfm.org/about/keyinitiatives/antiracism-and-health-equity/urm-initiative/urmmentorship/)
* [Leadership through Scholarship Fellowship](https://stfm.org/facultydevelopment/fellowships/leadershipthroughscholarship/overview/)
* In person and virtual faculty development

**Residency Faculty Fundamentals Certificate Program Revamp**

On March 13, 2023, STFM launched a [revamped](https://stfm.cmail19.com/t/j-l-vddoht-edrtdpui-y/)Residency Faculty Fundamentals Certificate Program. Staff and faculty rebuilt it from the ground up to provide a better, faster, more secure experience. The entire certificate program was updated with:

* More than 20+ new videos by experienced faculty (almost doubling the video content)
* Updated content in nearly all courses with significant content added to Residency Recruiting & Interviewing, Giving Feedback, Classroom Teaching Skills, Structure & Funding of Residency Programs, and Scholarly Activity
* A DEIA lens applied throughout the content to ensure greater inclusivity
* Greatly enhanced module functionality & accessibility

**VA Faculty Development – 3rd Cohort**

In May 2022, STFM signed its third MOU with the VA to conduct another series of faculty development offerings for a third cohort of clinical faculty and staff. This agreement runs from June 2022 – May 2024. The 2-year agreement includes 21 virtual workshops, access to TeachingPhysician.org, and access to the online asynchronous VA Faculty Fundamentals Certificate Program, tailored for the audience in this initiative. This collaboration continues to be well received by the participants, VA staff leads on the collaboration, and STFM faculty who present the work.

**Society of General Internal Medicine Collaboration**

STFM and SGIM continue to move forward with a new 3-year collaboration with the Harrington Foundation and ChristianaCare to provide professional development and mentoring for early URM career faculty in Delaware. The program is intended for STFM and SGIM to work together to provide a robust menu of career development programs to help diversify and expand the network of primary care physicians in Delaware and enhance the ability of ChristianaCare to recruit and retain URM general internists and family physicians.  
  
Grace Shih, MD, and Ronya Green, MD, MPH, MBA, represent STFM on the advisory committee along with SGIM and ChristianaCare members and met for the first time in March 2023. The first cohort of 4 early-career IM and FM faculty was identified in January 2023 and are working with the advisory committee on individualized learning plans that use existing STFM and SGIM resources. They will receive paid memberships, conference registration to our annual meetings, and provided $3,000 each for engagement in fellowship activities. The HEAL fellows are Bridget Peters, DO, PhD, Lamar Johnson, MD, Henrique Jaime, MD, and Danielle Sanders, MD.