

CAFM Educational Research Alliance (CERA)

Date: March 2023

Individuals Submitting This Report: Heather Paladine, MD, CERA director; Melissa Abuel, CMP

1. Status of Program (please type an X before appropriate option):

Green: On target with achieving objectives/timeline.

X Yellow: Caution - program moving forward but key areas need attention.

Red: Not hitting multiple targets.

2. REQUESTED ACTIONS FOR STFM Board: (i.e., feedback requested on areas of concern, additional fiscal note/resources requested, etc.): Approve 2 new SMART Objectives, retire Objective #3, and revise Objective #1 as outlined in section 4

3. Program Goals

CERA Vision
 excellent family medicine educational research

CERA Mission

Provide a centralized infrastructure to:

- Produce rigorous and generalizable medical education research
- Facilitate collaboration among medical education researchers
- Provide training and mentorship in educational research methods

4. Program Smart Objectives

Note: The SMART objective for the student/resident survey from 2022 was not achieved and was removed in 2023. These surveys are currently on hold as the committee works on rebuilding the framework for the survey to increase the response rate.

SMART Objective	2022	2021	2020
Each core survey (Program Director, Clerkship Director, Dept Chair, and General Membership) will each receive at least 7 submissions.	43*	84	94
CERA participants will generate at least 25 presentations and/or peer-reviewed papers annually**	41	33	33
NEW: CERA will maintain an active mentor list of at least 50 mentors. An active mentor is defined as someone who has served as a mentor in the last 3 years.			
NEW: CERA Steering Committee will have at least 4 national/regional presentations per year to educate on survey research methodology and increase collaboration among family medicine researchers	2	0	1

* There was no call for proposals for the student or resident surveys; 7 proposals from the past resident and student surveys were used

** CERA sees presentations and publications as an outside validation on the quality of research of these projects.

- 5. Attendance/program participation (3-year history, if applicable):** Expect maintenance or some growth in attendance for activities. Steady decline in attendance is an indication that issues need to be addressed.

	(2022)	(2021)	(2020)
# of Accepted Research Team Proposals*	(7 surveys) 31**	(5 surveys) 24	(6 surveys) 27

*This is an internal marker of research quality by the survey directors.

** Includes the 7 resident and student proposals from previous surveys

6. Program's budgeted income/expenses & actual income/expenses:

(Net profit accounts for direct staff salaries, not indirect)

	(2022)	(2021)	(2020)
Projected Income	\$12,000 NAPCRG, ADFM, AFMRD, ABFM contrib.	\$12,000 NAPCRG, ADFM, AFMRD, ABFM contrib.	\$12,000 NAPCRG, ADFM, AFMRD contrib.
Projected Expenses	\$10,000	\$10,000	\$22,800
Projected NET PROFIT	\$2,000	\$2,000	-10,800
Actual Income	\$16,000 (ADFM, AFMRD, NAPCRG, ABFM)	\$16,000 (ADFM, AFMRD, NAPCRG, ABFM)	\$12,000 (ADFM, AFMRD, NAPCRG)
Actual Expenses	\$18,141	\$14,221	\$16,907
Total NET PROFIT	(-\$2,141)	\$1,779	(-\$4,907)

Comments on trend or overall financial performance:

- CAFM organizations increased their annual support from \$2500 to \$4000 in 2020.
- 2020 expenses were lower due to no travel expenses with all virtual meetings
- 2021 income was higher due to the new contribution from ABFM. Expenses were lower due to no travel expenses with all virtual meetings

BACKGROUND:

7. Program Description:

The CAFM Educational Research Alliance (CERA) is a framework to focus and support medical education research. CERA is a joint project of the Council of Academic Family Medicine (CAFM) which consists of STFM, ADFM, NAPCRG, and AFMRD. Expenses are shared by member organizations, and STFM provides administrative support for the initiative.

CERA conducts 5-6 surveys per year, generally of various subsets of CAFM membership. Each survey includes questions submitted by CAFM members on multiple subjects, as well as a set of recurring questions to provide data for historical comparisons. CERA added resident and student surveys in 2020.

Researchers receive their individual survey results, plus the demographic and organizational information. Individuals who submit survey questions are given 3 months to analyze the data before it is released to the general membership. The expectation is that investigators will write and submit a paper within those 3 months. Data is collected through STFM and housed at STFM under the oversight of CERA. CERA has had three directors: Chip Mainous, PhD (founding director); Dean Seehusen, MD; and now Heather Paladine, MD.

8. Accomplishments to Date:

- The number of reviewers tripled over the last year, and we have 10 new mentors.
- The CERA fellowship is moving into its third year. The first fellow is currently serving as our CERA Mentor Director.

- In 2018, CERA began an ambitious partnership with the ABFM to link the results of the 2018 Program Director survey with the ABFM’s 2021 survey of residency graduates. This study will allow us to determine the direct impact of residency curricula on graduates’ future practices. Preliminary data have been presented and the survey teams are in the process of writing for publication.
- In 2021, CERA updated the demographics questions for each survey.
- In collaboration with AAFP, CERA completed the first student and resident surveys in 2020. The CERA chair currently serves as director over these surveys.
- The Robert Graham Center now has a representative on the CERA Steering Committee.
- CERA had its 100th published paper in 2020. To date, CERA research has resulted in 158 published papers and 183 presentations.
- Starting in 2021, the ABFM Foundation agreed to financially support CERA with \$4,000 per year and will continue to have a representative on the steering committee.

9. Areas we are watching or working to address:

- We still continue to have a low response rate for the resident and student surveys. These surveys are currently on hold while the committee works on building a new infrastructure for the surveys. A relevant SMART objective will be added in 2024.
- CERA and our family medicine organizations have not identified effective, alternative surveying solutions for individuals not accepted for inclusion in a CERA study, particularly those of sufficient quality but not accepted due to space constraints. CERA plans to create a webpage that communicates the top reasons why a submission isn’t accepted to help educate submitters.
- CERA will work to identify ways to increase the submission numbers for the Department Chairs and General Membership Surveys. (For chairs: 2019 – 8, 2020 – no survey, 2021 – 6, 2022 – 5; For general membership: 2019 – 9, 2020 – 8, 2021 – 13, 2022 – 4)

10. Estimated staff time required to administer program:

	(2022)	(2021)	(2020)
High=>30 days per year	X	X	X
Mod=8-29 days per year			
Low= <8 days per year			

11. Impact on helping to achieve STFM strategic priorities: The Board will use our strategic priorities as the measure by which we determine what is of highest importance to STFM.

High	Med	Low	Prior Assessment	Priority	Outcomes
X			2022: High 2021: High	PROFESSIONAL AND LEADERSHIP DEVT	STFM will be the leader in training, leadership development, and creation of knowledge that improves family medicine education and teaching.
Comments: Research teams are receiving mentorship in research methods and surveys, survey directors get experience with running a large research survey, CERA fellow receives professional development					
X			2022: High 2021: High	SCHOLARSHIP	STFM will enhance the capacity and quality of family medicine scholarship.
Comments: CERA provides a venue for educational scholarship that was not present before. CERA has brought educational scholarship to a higher level					

		X	2022: Low 2021: Med	WORKFORCE RECRUITMENT AND RETENTION	STFM will inspire individuals to become exemplary, fulfilled, and compassionate family medicine teachers.
Comments:					
		X	2022: Low 2021: Low	ANTIRACISM AND HEALTH EQUITY	STFM will drive antiracism initiatives and the health equity of communities through medical education.
Comments: CERA has had surveys specifically focusing on DEI and anti-racism topics. We are working to provide more support for newer researchers. We are planning to review the demographics of submitted vs accepted proposals with the goal of decreasing bias in the survey process					
	X		2022: Med 2021: Med	ADVOCACY	STFM will champion family medicine education, research, and workforce recruitment and retention.
Comments: Individual survey results are providing data to improve resident, student, and faculty experiences (eg, the survey on parental leave was cited when ABFM changed their parental leave policy for residents).					

12. Alignment with STFM Mission and Values: (Add X to designate your evaluation.)

High	Med	Low	Prior Assessment	Mission: Advancing family medicine to improve health through a community of teachers and scholars. Core Values: Diversity, Excellence, Integrity, Nurturing, Openness, Relationships
X			2022: High 2021: High	

13. Impact on Field: (Add X to designate your evaluation.)

High	Med	Low	Prior Assessment	Level to which the program is, or has the potential to, contribute meaningfully to advancing FM.
X			2022: High 2021: High	

14. Program Differentiation: (Add X to designate your evaluation.)

High	Med	Low	Prior Assessment	This indicates the level to which the program offers something particularly unique to the discipline that we can do better than anyone else. Is another organization providing this service through another program?
X			2022: High 2021: High	

15. Member Need: (Add X to designate your evaluation.)

High	Med	Low	Prior Assessment	In general, the more specialized the audience is that a program addresses, the greater the need for the program to address a high priority for the discipline or be a strong revenue generator.
X			2022: High 2021: High	

Current CERA Steering Committee Members:

- Heather Paladine, MD, MPH, CERA director
- Grace Shih MD, MAS, mentor director
- Lars Peterson, MD, PhD, ABFM representative
- Amanda Kost, MD, clerkship director survey director
- Diane Harper, MD, NAPCRG representative
- Tiffany Ho, MD, MPH, general membership survey director
- Wade Rankin, DO, CAQSM, program director survey director
- Irfan Asif, MD, MSPH, ADFM representative
- Kelsie Kelly, MD, AFMRD representative
- Alison Huffstetler, MD, Robert Graham Center representative

STFM staff:

- Melissa Abuel, CMP, project liaison and Ray Biggs, MBA, IT support