



**ORGANIZATIONAL UPDATE TO  
THE AMERICAN ACADEMY OF FAMILY PHYSICIANS  
COMMISSION ON EDUCATION  
AUGUST 2021**

**MISSION:** The Association of Family Medicine Residency Directors inspires and empowers family medicine residency directors to achieve excellence in family medicine residency training.

**VISION:** The Association of Family Medicine Residency Directors envisions a vibrant community of residency directors engaged in excellence, mutual assistance, and innovation to meet the health care needs of the public.

The **2020-2023 Strategic Plan** is built around the following strategic objectives: Diversity, Equity and Inclusion; Member Engagement; and Impact in the Field of Family Medicine. The plan includes goals and objectives in five focus areas: Professional Development and Education; Residency Program Quality Improvement; Advocacy and Collaboration; Communications; and Infrastructure.

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**SERVICES, PRODUCTS AND PROGRAMMING**

**National Institute for Program Director Development (NIPDD).** After cancelling NIPDD in 2020 due to the pandemic, the NIPDD Academic Council is excited to be refreshing the curriculum and making plans for the 2021-22 fellowship, which will begin in October 2021.

**Academic Council Members:** Clark Denniston, MD, Chair, Alan B. Douglass, MD, FAAFP, Marjorie Guthrie, MD, Grant Hoekzema, MD, FAAFP, Melissa Nothnagle, MD, Shannon Pittman Moore, MD, Amy Stevens, MD, Karen Weaver, MD, Raj Woolever, MD, FAAFP.

## SPECIAL PROJECTS

**Program Director Tenure Study:** In 2019 AFMRD contracted with the National Research Network on a two-part program director tenure study. Phase 1 focused on program directors departing their positions and the factors contributing to their departure. Phase 1 of the study is complete. The results of the study were published in Family Medicine in May 2021 [Why Family Medicine Program Directors Leave Their Position](#). Phase 2 of this project focused on program directors serving in their positions for more than 15 years. Phase 2 is ready for publication. The AFMRD Board recently approved a third phase, which will explore factors related to program director departure and retention.

**UCSF Center for Excellence in Primary Care (CEPC) Collaborative:** The AFMRD is continuing collaborative efforts with the UCSF CEPC AFMRD offered a two-session webinar miniseries entitled *Continuity & Access – Applying the Clinic First Model in a Post-COVID World*. Sessions were open to all residency program staff and attendees and were well attended.

**AAFP Health Equity Fellowship:** AFMRD is sponsoring scholarships to support two fellows in the 2021 AAFP Health Equity Fellowship. Both recipients are associate program directors and are active members of AFMRD's Diversity and Health Equity Committee. The AFMRD Board recently approved continuing support for up to three fellows in 2022.

**Diversity and Health Equity Committee:** The Diversity and Health Equity Committee has developed Diversity, Equity, and Inclusion Milestones designed to help residency programs assess their DEI efforts. The Milestones were presented during the AAFP's Residency Leadership Summit in March 2021. The Milestones have been prepared for publication and further dissemination.

**Mentorship:** The AFMRD began offering monthly Mentor Monday sessions in February of 2021. Designed for new program directors, but open to all members, these sessions are facilitated by program directors and include a short presentation on 1-2 specific topics followed by an open Q&A session. Recordings of the sessions are available to members unable to attend. Attendance has been stable, and recordings are well utilized. Topics have included: scholarly activity, resident engagement, leadership development, diversity and health equity, incoming intern assessment and scholarship.

**Accreditation Council for Graduate Medical Education (ACGME) Program Directors in Patient Safety & Quality Improvement (PDPQ) Educations Network:** AFMRD recently participated in an ACGME pilot designed to develop specialty specific learning communities related to a national learning networked for program directors, associate program directors and faculty to rapidly advance their capacity to develop, model and evaluate resident and fellow engagement in patient safety and health care quality improvement.

**Equity Matters:** The AFMRD has named a team to participate in the joint Accreditation Council for Graduate Medical Education (ACGME), Council on Medical Specialty Societies (CMSS), and the Organization of Program Director Associations (OPDA) Equity Matters initiative. Equity Matters is an 18-month long learning collaborative focused on workforce diversity and creating safe, inclusive and equitable clinical learning and practice environments.

Respectfully submitted,



Wendy Barr, MD, MPH, MSCE  
Association of Family Medicine Residency Directors - President