

CAFM Report to the Family Medicine Leadership Consortium (FMLC) August 2021

Recommendations for 2021-2022 Family Medicine Interview Process

CAFM and the AAFP Commission on Education (COE) released recommendations to improve equity in the family medicine application process and reduce challenges in the recruitment process, including costs, travel, and the pressure for students to apply to a large number of residency programs.

CAFM's next step is to better understand what research on the effects of virtual recruitment on family medicine is already being done and identify any gaps. CAFM believes that research on virtual recruitment is vital to better understand how to improve the overall recruitment process.

CAFM Leadership Demographics

The four CAFM organizations published an article in the March/April issue of *Annals of Family Medicine* describing the need for a more robust and diverse leadership pipeline for academic family medicine and publishing the current baseline demographics collected by the four organizations.

Membership data will be used to:

- Better understand the current diversity of key groups of leaders within academic family medicine
- Set appropriate future diversity goals
- Track progress towards increasing diversity
- Determine the impact of diversity-focused interventions

In the summer of 2021, CAFM discussed how to set appropriate metrics to track progress. The group plans to finalize these metrics later this summer and will then publish the metrics in a future *Annals of Family Medicine* article.

CAFM Education Research Alliance (CERA)

The response rate for resident surveys has been low. In 2019, the response rate was 5.66% and in 2021 (with an incentive for completing the survey) the response rate was 5.3%. CERA works with the AAFP to get these surveys distributed to residents and students. The CERA Steering Committee discussed possible ways to increase the response rate and will meet with the AAFP representative to discuss options.

Grace Shih, MD, MAS has been accepted as the first CERA fellow. The goals of the fellowship are to increase education in survey methodology as well as help the fellow increase scholarship, become a strong mentor to faculty re. CERA, and learn more about analysis and the writing process.

At the most recent CERA meeting, the committee discussed the need to keep demographic questions consistent between surveys. Edits will be made to ensure future surveys are more consistent.

CAFM Government Relations

A separate report will be provided by Hope Wittenberg to the Family Medicine Leadership Consortium.