



**STFM REPORT TO THE FAMILY MEDICINE LEADERSHIP CONSORTIUM
AUGUST 2021**

What follows are the highlights of significant or new STFM activities since the January 2020 FMLC meeting.

NASEM Report on Implementing High-Quality Primary Care

The STFM Board has reviewed the report and started discussions on what STFM is doing and could do in the focus areas and how those actions advance the objectives in STFM’s strategic plan.

Protected Faculty Time Guidelines

This task force wrapped up its work with publication of the [Joint Guidelines for Protected Nonclinical Time for Faculty in Family Medicine Residency Programs](#).

Antiracism Action Plan

STFM formed a new task force that began meeting in March. To date, the task force has:

- Defined action items aligned with STFM’s strategic objectives (see below).
- Submitted a grant proposal for an academic family medicine learning collaborative. The collaborative will include one Underrepresented in Medicine faculty member from up to 20 family medicine departments or residency programs and one ally (pairs) from the same program, institution, or health system. Selected pairs will attend two full-day in-person sessions and three virtual sessions within a 20-month timeframe. During the 20 months, participant pairs will refine and work on projects within their institutions.
- Developed and administered a survey to gather baseline data on STFM members’ perceptions of racism in their academic environments. The survey was distributed on June 24 to nearly 5,000 members, including residents and students. As of July 15, more than 1,000 members had responded.

Strategic Plan Objective	Tactic/Action Item
Create institutional change: <ul style="list-style-type: none"> • Help members identify racist structures and behaviors within their institutions and work with leaders to implement change. • Provide family medicine faculty and learners the knowledge and skills to be effective advocates for antiracism policies and practices in their institutions and communities. 	<ul style="list-style-type: none"> • Create a confidential online assessment that departments and programs can use to evaluate their current structures and policies. Link results to resources for improvement. This assessment may be based on the Association of Family Medicine Residency Directors’ DEI Milestones. • Conduct a summit with Diversity Officers and Health System Senior leaders to Empower participants to work as teams to identify racist structures and behaviors within their academic institutions and become leaders for change. • Initiate and develop relationships with external organizations to drive actions leading to addressing racism in medicine. • Explore developing an Antiracism Performance Improvement Activity where family medicine faculty meet PI requirements for continuing certification by implementing projects to reduce the prevalence of racism in their institutions.
Promote allyship: <ul style="list-style-type: none"> • Enhance the knowledge and skills of family medicine faculty and learners in bestowed power and intercultural humility so they may more 	<ul style="list-style-type: none"> • Implement an antiracism learning collaborative with one URM faculty member and one ally (pairs) from up to 20 family medicine departments or residency programs.

effectively serve as allies to BIPOC peers and trainees. • Help STFM members take action as upstanders	<ul style="list-style-type: none"> Educate members on being effective allies. Share examples of microaggressions and strategies for responding to microaggressions.
Model antiracism: • Integrate an antiracist analysis and identity into the work of all STFM resources and programming provided to members.	<ul style="list-style-type: none"> Create and/or promote the use of tools to help authors of STFM resources incorporate antiracism, health equity and social justice themes into their materials.
Empower the next generation to impact change: • Provide support to STFM members in their efforts to transform family medicine educators, learners, and their institutions to be more antiracist.	<ul style="list-style-type: none"> Create or link to antiracism curriculum for the Family Medicine Residency Curriculum Resource. Develop and/or disseminate training and mentorship for residents and students on the history of racism, advocacy skills, combatting racism in medical schools and residency programs, and how to dismantle the institutional racism they will encounter in their careers. Provide opportunities for students to teach about racism.

Health Systems Engagement Action Plan

One of the key areas of STFM's strategic plan is engaging with health systems leaders, from an organizational level as well as from an individual member standpoint.

Highlights of progress:

- A task force has been compiling and creating curriculum for faculty development. They are developing new modules on health systems data and health systems finance.
- STFM collaborated with the Graham Center to identify family physicians in positions of leadership and to author a paper for *FPM*: "The View From the Top: Conversations With Family Physician Executive Leaders".
- The initiative put out a call for case studies about family medicine leaders during COVID. These have been published on the STFM website.
- The initiative submitted a CERA proposal on "Attitudes about and current scope of clinical practice of academic family physicians."
- The initiative chair conducted a series of interviews with family medicine-friendly health systems leaders.

STFM Underrepresented in Medicine Activities

STFM staff and members continue their work to increase the number of URM medical students, residents, and new faculty going into academic family medicine.

Updates on major projects:

Focus Area	Key Elements	Timeline/Steps
Scholarship	<ul style="list-style-type: none"> A series of webinars for students, residents, and early career faculty on building scholarly writing and research skills A series of Twitter chats that promote skills to engage and produce research that leverages open science Hands-on virtual workshops on specific topics to build research experience – 2 per year 	2020-2021 <ul style="list-style-type: none"> Webinar series launched in Oct. 2020, 6 planned through 2022. 2 held so far. Quarterly Twitter Chats began in Aug. 2020. 3 held so far. 2 workshops planned for 2021. 1 held in Mar. 2021.
Scholarship	<ul style="list-style-type: none"> Building from contacts generated out of the webinar and Twitter chats, the group will build an online "Community of URM Scholars" forum to provide research support and mentorship for URM faculty 	2021 <ul style="list-style-type: none"> Fall 2021: "Community of URM Scholars" forum launches
Scholarship	<ul style="list-style-type: none"> STFM Leadership through Scholarship Fellowship for URM faculty with focus on developing 	2019 – 2021: <ul style="list-style-type: none"> 2019-2021: Pilot of the fellowship

	<p>scholarly writing skills for academic advancement and leadership</p> <ul style="list-style-type: none"> • Fellows learn how to recognize, navigate, and overcome the minority tax in scholarship and leadership • Fellows receive practical guidance on navigating promotion and tenure opportunities at their institutions 	<ul style="list-style-type: none"> • July 2021: STFM fellowship began with 14 fellows
Mentorship	<ul style="list-style-type: none"> • A longitudinal year-long mentorship program with ~25 mentors and mentee pairs • Mentor training webinars on mentee action plans, having conversations around experiences of racism and bias, and how to help mentees build professional success and connections 	<p>2020 – 2022:</p> <ul style="list-style-type: none"> • Year 1 cohort: Aug. '20–Aug. '21 • Year 2 cohort: Aug. '21– Aug. '22
Mentorship	<ul style="list-style-type: none"> • Development and release of “Train-the-trainer” facilitator guides for URM mentorship • Record webinars and provide training materials for URM mentorship/mentee pairs 	<p>2021-2022</p> <ul style="list-style-type: none"> • July 2021: Release of resources 1.0 • Spring 2022: Updates based on feedback
URM Faculty Pipeline	<ul style="list-style-type: none"> • A podcast series that explores the academic track for family medicine residents, with a focus on the unique perspectives and experiences of URM learners and faculty. Topics include academic advancement and CV advice; contract negotiation; implicit bias in medicine; writing a good poster presentation; charting a leadership career path... 	<p>2021 - 2022</p> <ul style="list-style-type: none"> • First episodes released summer 2021
URM Faculty Pipeline	<ul style="list-style-type: none"> • Presentations, booths, and ads at relevant conferences to recruit to academic track 	<p>2021 – 2022</p> <ul style="list-style-type: none"> • Presentations begin summer/fall '21
Leadership	<ul style="list-style-type: none"> • Virtual and in-person presentations to academic medical leaders on countering structural racism in academic medicine and fostering URM leadership 	<p>2021:</p> <ul style="list-style-type: none"> • Presentations at ADFM, STFM Conference on Medical Student Education, Residency Leadership Summit
Leadership	<ul style="list-style-type: none"> • Virtual and in-person panel presentations on “Becoming” to model paths to leadership for URM learners and faculty 	<p>2021:</p> <ul style="list-style-type: none"> • Presentations at ADFM and the STFM Conference on Medical Student Education
Leadership	<ul style="list-style-type: none"> • Free online course on pathways to leadership in academic medicine, addressing minority tax and systemic racism, building networks and finding mentors, and defining leadership pathways 	<p>Fall 2021</p> <ul style="list-style-type: none"> • Course released

Much of this work is being funded by the ABFM Foundation.

Telemedicine Curriculum

The STFM telemedicine curriculum task force is nearly finished with the first stage of their work, developing telemedicine modules and guidance for teaching clinicians. The following modules for residents and students will launch in September 2021. They will be free to STFM members:

- **Module 1: Intro to Telehealth**
- **Module 2: The Telehealth Encounter**
- **Module 3: Requirements for Telehealth**
- **Module 4: Access and Equity in Telehealth**
- **Module 5: Future of Telehealth**

The task force will be conducting a pilot project, beginning in September 2021, to evaluate the effectiveness of the new curriculum. A call for applications went out to residency programs and departments. Seventy-five applied, and the task force selected 15 residency programs and 15 medical school departments to participate.

Selected departments/programs are expected to:

- Complete a pre-pilot survey (completed as part of the application process).
- Participate in a pre-pilot kick-off virtual meeting and a post-pilot wrap-up virtual meeting.
- Require students and/or residents to complete all modules in the curriculum. The department/program can determine how/when the modules are assigned and completed between September and December of 2021.
- Complete a post-pilot survey about effectiveness of the curriculum and how it was used.

STFM Conferences

Virtual conferences continued in 2021, with each offering simulative, on-demand, and poster sessions.

- The 2021 Conference on Medical Student Education was February 1-4, with 430 attendees. This attendance figure is about 72% of the regular in-person attendance.
- The 2021 Annual Spring Conference was May 3-7, with 1,400 attendees experiencing more than 500 sessions. This attendance figure is about 87% of the regular in-person attendance.
- The 2021 Conference on Practice & Quality Improvement is scheduled for September 13-15.

Resident Leadership Training

The Faculty for Tomorrow workshop for Residents was held in 2021 as a 4-hour virtual session attended by more than 50 residents. It included presentations on Career Tracks in Academic Medicine, Finding Your Place as a Teacher in Family Medicine, and Physician Leadership. Scholarships were provided to 20 Faculty for Tomorrow Resident Scholars, including 11 URM recipients.

For the 2021 Annual Spring Conference, STFM's Graduate Medical Education Committee put out a call for submissions for sessions on leadership development for residents and junior faculty. Accepted presentations for the virtual conference were curated into an online track with approximately 15 sessions on topics such as effective leadership, teamwork, conflict management, and mentorship.

Expanded Special Issue of *Family Medicine*: "Reenvisioning Family Medicine Education"

The July/August issue of *Family Medicine* included 37 articles and commentaries to inform new residency standards that will impact family medicine teachers, learners, and patients for the next decade and beyond. The papers came out of a process implemented over the past year to gather input from practicing clinicians, educators, researchers, administrators, and learners.

The 180-page issue is divided into the following sections:

- Foundations of Residency Redesign
- What Should We Teach?
- The Practice Is the Curriculum
- How Do We Teach?
- Building a Better System of Residency Education
- Increasing the Social Accountability of Residencies
- Shaping the Future of the Specialty

The articles were published online ahead of print beginning in early June.

The special issue was funded by the ABFM Foundation, and Warren Newton, MD, served as guest editor.

Virtual Coaching Program

STFM's Virtual Coaching Program began as a pilot in September of 2020 and rolled out to all STFM Members in February 2021. The program, funded by the ABFM, offers brief, interactive coaching experiences that can help participants:

- Solve a challenging problem
- Receive feedback on a process or project
- Identify and achieve their professional and personal goals

To date, 46 coaches and 36 learners have signed up. There are currently 10 active and 11 completed coaching relationships. Recruitment of coaches and learners is ongoing through advertising, email, and social media.

Preceptor Expansion Initiative

In January of 2021 STFM began a new phase of the Preceptor Expansion Initiative, focusing on refining the resources that have been developed over the past five years and disseminating them more broadly. A key piece of this is engaging with and through AAFP chapters. To date, STFM has:

- Presented at AAFP's Chapter Leadership Forum: "New Ideas for Tackling the Preceptor Shortage in Your State."
- Convened (virtually) chapter executives from states that have tax incentives for preceptors to see if the incentives are making an impact. This dialogue took place in webinar format as a facilitated panel presentation.
- Offered precepting presentations for chapters for their virtual and in-person annual meetings (up to 8). One is complete; 7 are scheduled. STFM will also exhibit at these meetings if there is an opportunity to do so.
- Created a series of one-page tips for chapters to share with preceptors in their publications and/or on their websites.
- Created print and social media ads for chapter publications.