



**Organizational Update to
Family Medicine Leadership Consortium
August 2025**

MISSION: *The Association of Family Medicine Residency Directors (AFMRD) inspires and empowers family medicine residency leaders to continually pursue excellence in family medicine residency training.*

VISION: *AFMRD envisions a vibrant community of family medicine leaders engaged in excellence, collaboration, innovation, and advocacy to meet the needs of current and future family physicians and the health care needs of the public.*

AFMRD is recognized as a premier leadership organization for Family Medicine Residency Directors – through training, mentoring, and program development; collaborating with organizations such as FMLC, AAFP, ABFM, STFM, CAFM, and others in the family of Family Medicine; and advocating for and advancing the role of Residency Directors.

AFMRD's newly-developed 2025-2028 Strategic Plan, Mission, and Vision – which was presented to members at its Annual Meeting in March 2025 – is built around how it can best support its members through the following goals:

- AFMRD members will be valued by their institutions as leaders and innovators who consistently meet the needs of the learners, their faculty, and the communities they serve.
- Family medicine residencies, as the hub for education and delivery of high-quality primary care for all communities, will inspire diverse learners at all stages to engage with the specialty.
- AFMRD will engage every family medicine residency director as active members and will continuously inspire and empower all its members to achieve excellence.

2025-2026 BOARD OF DIRECTORS:

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STAFF:

Lisa Ochs – Executive Director
Neil Robertson – Deputy Executive Director
Lindsay Blake – Program Strategist
Cristin Estes – Medical Education Specialist
June Cho – Program Manager

LIAISON:

Hannah Ponder – AFMA Immediate Past President

National Institute for Program Director Development (NIPDD): In coordination with AFMRD's NIPDD Academic Council (AC), the fellowship expanded for the first time in years from 60 members to 70 members, to provide more residency directors the opportunity to receive the much-desired training – consistently receiving applications outpacing available spots per year. The AC expanded its members to 10, starting with the 2025-26 fellowship beginning in September 2025. The cohort will meet in October in Minneapolis, MD; January 2026 in San Diego, CA; with the final workshop to be held in conjunction with AAFP's Residency Leadership Summit in Dallas, TX, March 4-6, 2026. NIPDD continues providing

innovative curriculum to a diverse pool of applicants from across the country due to an active and engaged AFMRD Academic Council and AFMRD leadership.

Just-In-Time Opportunities for Leadership Training (JOLT): With the success of NIPDD, AFMRD identified a training need for GME leaders who do not or may not yet fall into the Program Director role or be on said leadership track. To this point, professional development needs have gone unmet. Through a grant from The ABFM Foundation, AFMRD is developing JOLT to be a distinctly separate entity from NIPDD, which will address the unique professional development needs of family medicine faculty transitioning to leadership roles other than that of PD of a currently accredited program. Potential candidates include Associate PDs, Directors of Osteopathic Education, Site Directors, Rural or other Track Directors, Fellowship Directors, Medical Directors of resident continuity clinics, PDs of developing programs that have not yet achieved accreditation, or faculty with multi-year experience with an interest in becoming a Program Director in the future. There is currently a call open for applications for five (5) members of the JOLT Cabinet that will be responsible for formal curriculum development, faculty and learner application criteria, teaching methodologies, program evaluation and assessment tools, etc. Cabinet member recommendations will be made to the AFMRD Board of Directors in September. AFMRD hired June Cho who will be the program manager responsible for working with the cabinet in developing the components necessary to usher in the first pilot group of learners. The objective is for a successful JOLT program to become a sustaining AFMRD program to offer the FM GME community.

Strengthening Outcomes and Assessment in Residency (SOAR): AFMRD continues working with ABFM and The ABFM Foundation on SOAR with the purpose of SOAR of studying data collected through the ABFM's annual National Graduate Survey and other relevant data to support family medicine's transformation and for the improvement of family medicine residencies to meet the needs of the public for social accountability. AFMRD Member at Large Barbara Miller, MD, FAAFP serves as co-chair for the SOAR advisory group. Two SOAR scholars have had their work recognized: 1) From her work as a SOAR scholar, **Dr. Alexis Reedy-Cooper** won the most outstanding paper award at the STFM Annual Conference in 2025 2) **Dr. Varshaben Songara's** manuscript "[Milestones Progression of International Medical Graduates in Family Medicine](#)" was published in Family Medicine. The AFMRD Board of Directors approved expanding the eligibility criteria for future scholars to residency leaders, including CCC chairs, PEC chairs, Research Directors, Directors of Osteopathic Education, Medical Directors and Instruction Directors and residency program administrators/coordinators. Potential scholars beyond the AFMRD membership must have an AFMRD member from their program/institution to be eligible. Dr. Viviane Sachs and Dr. Kate Rowland were selected by the board of directors to be this year's SOAR scholars.

STFM Partnership - Residency Curriculum Resource: AFMRD and STFM continued their partnership promoting and supporting the Family Medicine Residency Curriculum Resource, which houses more than 255 peer-reviewed case-based presentations, facilitators' guides, and additional tools for family medicine graduate medical education. With both free and subscription-based materials, medical professionals can access tools on topics ranging from Management of Hypertension and Prenatal Care to Prognosis of Terminal Illness and Abnormal Uterine Bleeding.

ABFM Foundation Partnership - FM-NICCE: Started in 2020 (and prior to COVID), the pilot funded through AFMRD and The ABFM Foundation allows family medicine residencies to be innovative with their resident schedules and develop continuity clinic schedules which potentially reduce the number of weeks residents are scheduled in the family medicine practice to fewer than 40 weeks per year. Participating programs received an ABFM waiver – facilitated by AFMRD as a group waiver – of the 40-week per year minimum requirement. The research program concluded through the end of April 2025 with the closure of the pilot. Dr. Fred Miser presented his findings to the AFMRD Board of Directors in March 2025. The findings were shared at the AAFP RLS and a final report given to the ABFM Foundation.

AFMRD Procedures Work Group: At the invitation of the ABMF, AFMRD established a working group of GME leaders from the AFMRD board of directors, membership, and an appointee from STFM, to evaluate the list of procedures (excluding POCUS, required in 2027) in 2026 that will become necessary for board eligibility. The objective of the group is to provide clarity and concrete examples of qualifying activities that will aid program directors in creating an environment where residents are positioned to meet the new requirements. From this work, AFMRD and ABFM hope to publish a white paper on this topic in the JABFM. Likewise, AFMRD, AFMA, and Dr. Newton aim to host a webinar in the final week of August 2025.

AAFP Residency Selection Improvement Initiative Convening: AFMRD brings a key perspective to what residency selection improvements look like for family medicine, and AFMRD leaders have been helping spearhead the planning leading up to this important gathering of stakeholders.

ACGME WebADS Case Log Data Entry: AFMRD has been work in partnership with teams at ACGME to address a plethora of logistical questions that have arisen regarding the new Case Log Data entry process. Navigational issues include an earlier submission date, questions regarding verification process, and how off-cycle residents should be managed in the system.

Diversity, Equity, and Inclusion: In response to the ACGME's 2020 request for programs to report activities in areas of DEI, the AFMRD Diversity & Health Equity committee created DEI Milestones that could be used for assessment, goal setting, and progress tracking in the areas of Curriculum, Resident Evaluation, Institutional Work, and Personnel & Pathways Goals. The committee surveyed FM residency programs on their DEI Milestone scores in 2022 and 2024, resulting in updated [DEI Milestones 2.0](#), with greater consistency indicating a progression for each of the areas across every milestone. These updated milestones were presented at the 2025 AAFP RLS and shared more broadly through the Annals of Family Medicine.

FMAS Scholarships: AFMRD awarded 20 scholarships to residents and AFMRD members to attend the 2025 Family Medicine Advocacy Summit.

Gender and Racial Equity in Compensation of Family Medicine Residency Directors: AFMRD is poised to evaluate and launch its biennial Salary Survey in February 2026 and provide information on program director salary (as well as the salaries of other associated staff members) by gender to better understand the statistically significant gender pay disparity found in the 2021 Program Director Salary Survey report. The salary survey continues to be a valuable source of information for the program director community.