



ADFM REPORT TO FMLC August 2025

Greetings colleagues!

ADFM is looking forward to the upcoming FMLC meeting in Alexandria, VA!

Below gives some updates, including details related to: I) Artificial intelligence II) Residency Redesign/POCUS, and III) Attracting students into Family Medicine, and IV) Research as requested. We've also added V) Other timely updates, including the work within our strategic plan, on the efforts of ADFM by committee/priority area since February 2025.

I. Artificial intelligence

Artificial Intelligence has come up as a topic of discussion within most of our six Strategic Committees and within our Annual Conference Planning committee; our 2025 Annual Conference featured a panel entitled, "Harnessing AI in Clinical Practice: Opportunities to Enhance Operations and Patient Care." Looking ahead, this is a main topic for the ADFM Healthcare Delivery Transformation Committee's Clinical Operation Leaders and Chairs meeting in July, specifically the session will focus on AI in documentation and workflow automation. We're starting to think about the 2026 conference and hoping to feature another AI related presentation. We're also excited to partner with STFM on their new initiative to first identify the building blocks of excellence in AI in family medicine and then to create a designation for Centers of Excellence in AI in Family Medicine for places that meet these building blocks. In particular, ADFM will:

- Provide support/endorsement and marketing to departments for the effort
- Hold a session at the ADFM Annual Conference in February 2026, which will be an opportunity to "stress test" the early framework for the building blocks of excellence in AI in family medicine
- Use ADFM communication network to put out broad national call for applications; potentially help vet and decide on the first cohort of the centers of excellence
- Participate in the convening in May or June 2027 that will kick off the collaborative of the first 10-12 centers

II. Residency Redesign & POCUS

ADFM remains involved in synthesizing and sharing information with the membership to make sure every department knows what is happening in this space via their Education

Transformation Committee. To that end, they are planning an ADFM Hot Topic on FM AIRE scheduled for the end of July and are still hoping to plan a session on learning networks in the future. We are excited to support the new AAFP FMR-SRS: Family Medicine Residency Selection and Recruitment System Initiative. Related to POCUS, ADFM continues to be involved in conversations about defining the scope and training for family medicine in POCUS and we are planning a plenary session at our 2026 annual conference to discuss the role of departments in faculty development and assessing faculty competence related to POCUS.

III. Attracting students into Family Medicine

The 2025 ADFM Annual Conference gave a snapshot of the ways departments (and ADFM) are working to attract medical students into family medicine. Examples included a breakfast session focused on enhancing collaboration to improve specialty respect; a workshop on building the business case for family medicine which included “learners” as one of the target audiences for this messaging; a LEADS Fellowship Ignite Talk on Enhancing Rural and Unserved Population Opportunities for Students Using Federally Qualified Health Centers and Community Health Center Platforms; and an “innovation showcase” on creating a research track for a residency program. The finale of the conference was a panel of students and residents who developed innovative initiatives or projects during their training as a way to highlight how the future is bright!

IV. Research Strategic Plan efforts

ADFM is well into processing the initiatives outlined within the National Research Strategy for Family Medicine that ADFM agreed to “own” via the ADFM Research Development Committee and we have enjoyed being able to work closely with the Research Coordinator, Shannon Robinson. Below is an update on where we are at with the specific areas we’ve taken the lead on:

Pathways/mentorship (objective A5): Promote a “culture of curiosity” among medical students and family medicine residency programs to ensure the workforce is well-equipped to critically analyze and apply evidence

Update: During the July 2024 Quarterly Research Directors and Chairs meeting, we brainstormed together and gathered content around building the culture of curiosity for residents, faculty and learners. We are in the process of deciding how best to package this to be disseminated. ADFM is hoping to prioritize this work more after work with the next two areas winds down.

Funding & advocacy (objective B4): Advocate for increased funding for Departments of Family Medicine from institutional leadership; (objective B5): Identify and promote promising practices for chairs to support and fund research participation within their departments and institutions

Update: After several rounds of information gathering, synthesis and streamlining, structures for each component of the chair curriculum are ready. These include four lessons on infrastructure, ecosystem, regulations, and funding. In addition to written materials, there will be a recording of panelists from a range of departments with different research capacities ranging from beginners to advanced for each lesson.

Infrastructure (objective C4): Leverage Clinical and Translational Science Awards (CTSA) networks and create Centers of Excellence to increase family medicine research within institutions

Update: Two separate 1-pagers have been developed: the first one pager makes the case for why CTSA's should work with Family Medicine and the other makes the case for why Family Medicine Departments should work with CTSA's. These are finalized and have been added to [the strategic plan website](#). A subgroup of content experts is working on developing examples and other resources to supplement this content.

V. Other updates:

Below are a few relevant highlights from our 6 Strategic Committees around recent work or upcoming events/opportunities:

Advocacy Committee:

- 2025 Annual Conference session on, "Building the business case for family medicine: Getting your point across." The feedback from this session will be pulled into a related one-pager, which is part of ADFM's current strategic plan.
- Participated in several meetings around potentially joining a lawsuit in support of AHRQ that led to a pilot in which ADFM will host monthly Hot Topics, starting in July 2025 with one on, "Sustaining Leadership in Trying Times," and one in August around maintaining our mission during these uncertain times.
- Like other academic family medicine organizations, ADFM, through the Advocacy Committee, spent some time reviewing the AAMC workforce report and discussing ways to advocate for better messaging around the current status of the workforce. This was ultimately taken to CAFM and AFMAC.
- The committee is also working on updates to [their website](#).

DEI Committee:

- With the continued pushback around DEI and the way many institutions have had to rethink the structure and naming conventions for this type of work, the committee, with the Board's approval, is working on putting together a committee charge. This ultimately will likely lead to a name change, but will also hopefully allow the committee to focus on the values they're trying to uphold with this work.

- Continue to hold forums (2 in 2025) for the DEI leaders across the country and department chairs (similar to the research directors and department chairs meetings).
- In conjunction with this group and the new committee charge, the committee is also reviewing its resource website, the ADFM Anti-Racism Action Plan, and its SMARTIE goals.

Education Transformation Committee:

- In 2024 the committee collected data on gaps departments have around faculty development in the 2024 ADFM Annual Survey. The data showed that 75% of respondents identified that they have some sort of gap. The committee used these results to inform a panel discussion submission that took place at the 2025 STFM Annual Conference, “Recruiting From Within: Challenges and Opportunities With Faculty Development.” The committee is exploring submitting for another session in 2026.
- As part of the ADFM monthly Hot Topic series, the committee is planning a hot topic on match exceptions scheduled for Wednesday, Sept. 17 at 12 pm ET. The committee is also hosting a hot topic on the FM AIRE pilot on July 28 ([register now](#)) and hopes to plan one on learning networks for sometime in September.
- In 2024, the Committee hosted monthly 90-min virtual study group sessions from July to October for those who planned to take the initial HALM CAQ qualifying exam in November. Participants received their results in January 2025 and it looked like 70% passed. The peer group planners were able to provide some initial feedback on the whole process to the ADFM. There will be another round of exams in the fall of 2025 and if enough people in ADFM decide to take the exam for this round, the committee will explore hosting more study groups.

Healthcare Delivery Transformation Committee:

- The committee has hosted several meetings of the Clinical Operations Directors and Chairs; modeled after the successful quarterly Research Director and Chairs meeting, this meeting is intended to provide a space for clinical leads and chairs to connect across institutions and discuss timely topics related to their field. January’s meeting focused primarily on empanelment and saw upwards of 30 attendees. The next meeting in July will focus mainly on AI and currently has 50 people registered.
- A subgroup of the committee met to brainstorm the creation of a one-pager related to making the business case for family medicine, which will focus on two audiences: health systems leaders and school of medicine leaders. They plan to use the notes gathered from the Advocacy session on developing talking points from the 2025 ADFM Annual Conference (mentioned in the Advocacy Committee section) to inform this work.

Leader Development Committee:

- In collaboration with STFM, committee members participated on a 3 part podcast

related to the lifecycle of leadership. Episodes 1 and 2 are [available](#), with the last episode coming later this summer.

- The committee is reviewing the outcomes of its sessions at the STFM, STFM MSE, and ADFM earlier this year and starting to plan for 2026.
- They also created [a new leadership resources webpage](#) that includes resources previously like books and podcasts, recommended executive coaches, and a catalogue of mentoring programs. The newest resource available on this webpage is a list of external organizations and meetings that would be relevant to department chairs.
- LEADS Fellowship:
 - The team is planning to host its summer in-person workshop for the 2025-2026 cohort at the LEADS director's home institution in Colorado. Staff, faculty and the LEADS oversight committee are also reviewing the applications for the 2026-2027 cohort, after a deadline extension of a few weeks, they wound up with 17 applications.
 - Staff are also working with a contractor to help put together a comprehensive evaluation of the LEADS expansion to date.

Research Development Committee:

- As mentioned above, the committee will continue work on ADFM's objectives within the National Research Strategy for Family Medicine.
- They continue to plan the Quarterly Research Directors and Chairs meeting, which typically includes upwards of 40 attendees. As part of this group and within the committee meetings, there has been much discussion around the impacts of the new presidential administration's executive order on research funding. Most of the conversation has focused on strategies that lead to departments and teams successfully maintaining their grants. The next meeting is scheduled for September 2025.
- A subgroup is planning a session for the AAFP FUTURE conference (formerly National Conference for Students and Residents) related to "research pathways" and based on insights from students and residents at last year's conference on what is of most interest to them. Members of that group also co-authored this [ADFM Annals Commentary](#). Related to this session, a separate subgroup submitted a proposal for a workshop at the STFM MSE conference.