

COUNCIL ON WORKFORCE AND MEMBER ENGAGEMENT

April 12, 2024

3 – 5 p.m.

Pecos | Renaissance Austin Hotel

Zoom connection information: Meeting ID: **863 3809 0249** | Passcode: **041042**

AGENDA

1. Call to order by Laura Nietfeld, MD, chair (Eric Lee, MD, vice chair)
2. Introductions
3. Approval of report – November 9, 2023
4. Current business
 - A. JAMP Update Matthew Meeks and Nina Gonzalez
 - B. Addressing preceptorship recruitment challenges Tom Banning
 - C. FMLE revitalization
 - D. HOSA update
5. Other business
6. Adjourn

Kathy McCarthy and Juleah Williams are the staff liaisons for this group.

COUNCIL ON WORKFORCE AND MEMBER ENGAGEMENT

Staff Liaison:

Kathy McCarthy kmccarthy@tafp.org

Juleah Williams jwilliams@tafp.org

NIETFELD Laura Amanda MD, FAAFP

Chair (2024)
6108 Rue Sophie St
San Antonio TX 78238-1640
drlauranietfeld@gmail.com
Mobile: (832) 538-5865

LEE Eric Ted MD, FAAFP

Vice Chair (2024)
4414 1/2 Jonathan St
Bellaire TX 77401-4612
erictlee@alumni.rice.edu
Office: (713) 219-3050
Mobile: (713) 287-0874

ATREY Vartika MD

Member (2025)
2665 Scripture St
Denton TX 76201-2302
vartika.atrey@usmd.com
Office: (940) 387-8763

BRACKS Jessica Amanda MD

Member (2025)
11937 US Highway 271
Tyler TX 75708-3154
jessica.bracks@uttyler.edu
Office: (903) 877-7200
Mobile: (972) 799-8110

CAMPOS Rebecca Lee MD, FAAFP

Member (2024)
5001 El Paso Dr # MSC21009
El Paso TX 79905-2827
beccacamposmd3@gmail.com
Office: (915) 215-4527
Mobile: (915) 204-4309

CHHIBBER Suparna M MD, FAAFP

Member (2025)
1026 Blackhaw St
Houston TX 77079-1002
schhibber@comcast.net
Office: (281) 493-3681
Mobile: (832) 249-0476

COLON-GONZALEZ Maria Carmen MD, FAAFP

Member (2024)
1380 Studer St
Houston TX 77007-3223
mcgmed2010@gmail.com
Office: (832) 319-8213
Mobile: (956) 789-0217

D'ACOLATSE Naomi Jane MD, MPH, FAAFP

Member (2025)
14517 Travis Cir
McAllen TX 78504-9749
njdacolatse@gmail.com
Office: (956) 309-8343
Mobile: (956) 309-8343

ECHOLS Bruce Alan MD, FAAFP

Member (2024)
4430 Bowser Ave Apt A
Dallas TX 75219-5731
echols.b@sbcglobal.net
Office: (214) 402-3901

ELLIOTT Tricia C MD, FAAFP

Member (2024)
9720 Latour Ct
Fort Worth TX 76126-2685
tricia.c.elliott@gmail.com
Office: (713) 408-6967

HATHAWAY Katharina MD

Member (2024)
3112 Windsor Rd PMB A239
Austin TX 78703-2350
khathawaymd@gmail.com

JETPURI Zaiba Iqbal DO, FAAFP

Member (2024)
930 Horseshoe Bnd
Richardson TX 75081-5141
zaibajetpuri@gmail.com

MCCAIN Taylor Dale DO

Member (2025)
201 Posey Ave
Clifton TX 76634-1200
tdm0135@gmail.com
Office: (940) 300-7957
Mobile: (940) 300-7957

MCGREGOR Tamara L MD, FAAFP

Member (2024)
4209 Southwestern Blvd
Dallas TX 75225-6765
tamara.mcgregor@utsouthwestern.edu

MENDONCA Chelsea Elizabeth MD

Member (2025)
2223 Briar Branch Dr
Houston TX 77042-2959
chelsea.mendonca@gmail.com
Mobile: (713) 304-1375

RODE Rashmi MD, FAAFP
Member (2024)
3654 Blue Bonnet Blvd
Houston TX 77025-1304
rode@bcm.edu
Office: (713) 294-4339

SEPDHAM Dan MD, FAAFP
Member (2024)
8194 Walnut Hill Ln Ste 100
Dallas TX 75231-4316
dan.sepdham@utsouthwestern.edu
Office: (214) 891-6416
Mobile: (214) 356-8339

SHIPMAN Mary Elizabeth DO
Member (2025)
113 Magona Trl
Georgetown TX 78628-7236
mrs.mary.shipman@gmail.com
Office: (254) 742-7400
Mobile: (832) 921-1760

SHOKAR Gurjeet S MD
Member (2024)
1601 Trinity St
Austin TX 78712-1765
gurjeet.shokar@austin.utexas.edu
Mobile: (832) 236-7177

SPRUTE Dana MD, MPH, FAAFP
Member (2025)
5109 Turnabout Ln
Austin TX 78731-5631
dsprute@ascension.org
Office: (512) 324-7318
Mobile: (512) 657-2922

VETTAMATTAM Melanie Mary MD
Member (2024)
307 Spanish Moss Dr
Coppell TX 75019-3239
mvettima@gmail.com
Office: (817) 684-3500
Mobile: (214) 236-5845

BHARATI SINHA Vidya MD
Resident Member (2024)
1200 Albert Apt A202
Midland TX 79701-8227
vidyabharati15@gmail.com
Office: (432) 703-5200
Mobile: (432) 770-0199

KADARI Priyanka
Student Member (2024)
5415 Maple Ave Apt 242
Dallas TX 75235-7491
priyanka.kadari@utsouthwestern.edu
Mobile: (630) 640-0052

NINO Donald R MD, FAAFP
TAFP Board Liaison (2024)
15055 East Fwy Ste A10
Channelview TX 77530-4140
drnino2003@yahoo.com
Office: (281) 452-4747
Mobile: (713) 828-5520

COUNCIL ON WORKFORCE AND MEMBER ENGAGEMENT REPORT

Author: Juleah Williams

Meeting date: November 9, 2023

The following members and guests attended the meeting in person: Laura Nietfeld, MD, Eric Lee, MD, FAAFP; Tricia Elliott, MD, FAAFP; Zaiba Jetpuri, DO; FAAFP; Taylor McCain, DO; Rashmi Rode, MD, FAAFP; Dan Sepdham, MD, FAAFP; Gurjeet Shokar, MD; Farron Hunt, MD, FAAFP. Staff members Kathy McCarthy, Tom Banning, and Juleah Williams. Guests: Adrian Billings, MD, PhD, FAAFP; Terrance Hines, MD, FAAFP; Jake Margo, MD, FAAFP; Mary Shipman, DO; Vidya Bharati-Sinha, MD; Naomi D'Acolatse MD, MPH, FAAFP.

The following members attended the meeting virtually: Vartika Atrey, MD; Rebecca Campos, MD, FAAFP; Suparna Chhibber, MD, FAAFP; Maria Colon-Gonzalez, MD, FAAFP; Katharina Hathaway, MD; Dana Sprute, MD, MPH, FAAFP; Melanie Vettimattam, MD.

MINUTES

1. The meeting was called to order by Laura Nietfeld, MD, chair at 2:30 p.m.
2. The report from the April 21, 2023, meeting was approved.
3. **ACTION ITEM: THAT TAFP CHANGE THE THREE TEACHING AWARD CATEGORIES TO: ACADEMIC, VOLUNTEER, AND PRECEPTOR.**

BACKGROUND: To improve clarity, it is essential to highlight the presence of three distinct teaching award categories. Formerly known as Full-Time, Part-time, and Volunteer, these titles were identified as potentially confusing. To address this concern, the group has proposed new titles: Academic, Volunteer, and Preceptor.

The Academic Award will serve as a combination of part-time or full-time faculty contributions. The Volunteer Award will recognize volunteer community physician contributions. The Preceptor Award will differ slightly to align with the Preceptorship program experience and would be as follows: The physician must have precepted students through the TFMPP program twice in the previous five years and have at least one outstanding evaluation.

4. **ACTION ITEM: THAT TAFP CREATE THE RISING STAR AWARD.**

BACKGROUND: Recipients of the Rising Star award would be new to practice members recognized for their outstanding achievement in the areas of academics, leadership, and/or advocacy for the specialty of family medicine. The application requirements would be the following: Must be a new physician (within seven years post residency), must submit two letters of recommendation (one from a TAFP/AAFP member), and must be a TAFP/AAFP member.

5. **ACTION ITEM: THAT TAFP CREATE THE PHYSICIAN EXECUTIVE AWARD**

BACKGROUND: The council proposes the creation of the Physician Executive Award to recognize outstanding family physicians in executive leadership positions. Application requirements would be as follows: five years in an executive leadership position, submission of two letters of recommendation (one from a TAFP/AAFP Member), must be a TAFP/AAFP member.

6. **ACTION ITEM: THAT TAFP EXTEND THE ELIGIBILITY OF THE WELCOME TO PRACTICE INITIATIVE FROM TWO YEARS TO FIVE YEARS OUT OF RESIDENCY.**

BACKGROUND: We just finished our seventh year of the Welcome to Practice Initiative, we've offered one free CME registration for new physicians in their initial two years of practice. Our goals were to increase the retention of new physician members and increase participation in TAFP CME conferences. Despite 2,200 residents graduating in the past seven years, only 255 individuals (11% utilization rate) have had the opportunity to take advantage of their free CME benefit.

We propose extending the Welcome to Practice Initiative eligibility period from two to five years out of residency. This extension includes one free Continuing Medical Education (CME) within the initial five years of practice, aligning with the AAFP re-election cycle for new physicians set at four years. This allows new physicians additional time to fulfill CME requirements.

7. The council reviewed the recommendations from the task force on awards, expressing concerns about the potential barrier of requiring three letters of recommendation. The consensus was to reduce the requirement to two letters, with one letter specifically from a TAFP/AAFP member.
8. The TAFP Strategic Plan 2023 was shared with the council. The council discussed the section relating to the council's mission, Advancing the specialty of family medicine and strengthening our organization. Ideas discussed include:
 - a. Social media - The day in the life of a family doc, make sure members share TAFP social media posts, maybe get FMIG's to do a social media take over.
 - b. One of the goals is to increase opportunities for hands-on learning and the council agreed we need to figure out how to create a process to break barriers imposed by employers for physicians to precept.
9. The JAMP student scheduled to present during the Council Forum introduced herself and gave a quick discussion of her experience with JAMP. The group was excited to hear the full presentation. Juleah also gave an update on the incoming HOSA student requests and asked for more physician volunteers.
10. The meeting was adjourned.

April 2024

Encouraging Preceptorship in Family Medicine in Texas

Author: George Downham, DO, Resident at Conroe Family Medicine

Background

Texas needs to continue to improve its primary care shortage, especially in underserved areas. Early exposure to quality family medicine experiences may help to encourage medical students to choose family medicine as a career path, and therefore help to fill the primary care shortage. Precepting students negatively impacts productivity for family physicians, which is becoming a greater issue now that physician contracts are moving towards a productivity-based model. TAFP is tasked to improve the clerkship participation, therefore increasing the amount of quality family medicine physician preceptors so that there are more opportunities for students to have these experiences.

Potential Barriers

1. Lack of Financial Incentive – Other states experience a similar issue, and many of those states have implemented a tax credit for preceptors.
2. Loss of Productivity – Physicians who precept students tend to generate less productivity while teaching, which is especially troublesome for employment contracts that are productivity-based.
3. Employed Positions – Most family physicians are in employed positions and they may not have the ability to make decisions about participation in student clerkships.
4. Potential lack of Student Participation – Lack of resources, time, and temporary housing are barriers which would discourage students from participating in family medicine clerkships, especially in rural areas.

Areas for Improvement

After discussion with leaders in Texas medical education, some possible means of improvement of this issue were identified:

1. Focus on the partnership between employers and physicians. Consider an arrangement with mutual benefit that would allow employers to encourage physicians to precept. Examples would include an RVU value for precepting, or a simple financial incentive. Many employed positions allow access to CME materials or designation of a faculty position to participating doctors. This arrangement would be beneficial to the employer in terms of academic prestige as well as potential future recruitment of medical students. Another means of benefiting the employer would be a tax incentive that applies to the employer. Also, encourage physicians to allow students to work with them of their own volition.
2. Other health professions including nurses and physician assistants are experiencing a similar issue. The main difference in contrast to physicians is that nurses and physician assistants require training specifically to become preceptors for their field. Numerous grants were awarded in the past several years to invest in the training of these preceptors. Due to the nature of their training, physicians do not need any supplemental training to teach medical students. This is a

major cost-saving opportunity, as no additional funding would be required for preceptor development.

3. The TAFP Preceptorship Program – historically meant for 1st and 2nd year medical students to have early exposure to family medicine. Consider including a system for 3rd and 4th year medical students. Many private or new medical schools do not have a well-established family medicine clerkship curriculum, and students often find themselves in various “rotation sites” where either the student or a staff member at the institution is responsible for securing family medicine rotations in the community. TAFP has an opportunity to coordinate this by allowing passionate preceptors to register to a matching system in order to accept students. It would also be beneficial to allow out-of-state students. During the 4th year of medical school, medical students often rotate away from their home institution at a location of their choosing. This is a state-wide recruitment opportunity to give these students a quality family medicine rotation in Texas.

References

Theobald M, Everard KM, Morley CP. Changes in the Shortage and Quality of Family Medicine Clinical Training Sites. *PRiMER*. 2022;6:7. <https://doi.org/10.22454/PRiMER.2022.960678>

Elliot DO, Joy. Who Chooses to be a Family Physician? *Family Medicine Program, Riverside Family Medicine, Newport News, VA. Osteopathic Family Physician*. 2014;1, 33-36.

April 2024

Family Medicine Competitive Event:

We've successfully paired 25 Texas high school students with medical students and family physicians for interviews in the Family Medicine Competitive Event. We had 11 family physician volunteers and 12 medical student volunteers. If you would like to volunteer for an interview for the 2025 requests, please email Juleah Williams at jwilliams@tafp.org.

HOSA International Leadership Conference:

We're seeking volunteers to participate as panelist for family medicine discussions and judges for the Family Medicine Competitive event for the upcoming HOSA International Leadership Conference June 26-29 in Houston, Texas. If you would like to volunteer, please email Kathy McCarthy at kmccarthy@tafp.org.

Advance the Specialty of Family Medicine and Strengthen Our Organization

1. Carry out effective communications campaigns that inform, engage, and activate TAFP members and other stakeholders on issues important to family physicians.

- ADVOCATE – Highlight success stories through media outlets and platforms.
- CONNECT – Build on the success of the Member of the Month program and the “I am a Family Physician” campaign.
- EDUCATE – Publish research and case studies showcasing the impact and effectiveness of family medicine.

2. Foster leadership development for aspiring family physicians.

- ADVOCATE – Support a residency learning collaborative that actively engages 100% of Texas’ family medicine residency programs.
- CONNECT – Provide family medicine leaders and graduates of the Family Medicine Leadership Experience and Resident Leadership Experience opportunities to share best practices and personal experiences in leadership.
- EDUCATE – Inform members about leadership opportunities within TAFP, AAFP, TMA and other organizations when strategically advantageous to the Academy.

3. Increase opportunities for hands-on learning and mentorship for family medicine residents and medical students interested in pursuing a career in family medicine.

- ADVOCATE – Encourage policy makers, health systems, payers, employers, and physicians in private practice to provide more exposure to family medicine.
- CONNECT – Provide online and in-person forums for the chairs of the state’s family medicine departments, family medicine residency program directors and faculty to share best practices and network.
- EDUCATE – Leverage AAFP’s Practice & Career Center to inform medical students and family medicine residents about programs and services offered by AAFP and TAFP.

4. Grow a robust family physician workforce that fully represents our country’s diversity.

- ADVOCATE – Support policies and funding to increase Texas’ family medicine GME training positions and increase preceptorship opportunities for students interested in family medicine.
- CONNECT – Nurture medical student and resident engagement by providing professional development programs and networking opportunities.
- EDUCATE – Encourage health systems, payers, and other physician employers to invest in and incentivize precepting, teaching and mentoring.