

# COUNCIL ON WORKFORCE AND MEMBER ENGAGEMENT

Thursday, November 13, 2025

2:30 – 5 p.m.

Location: The Waterford

Zoom connection information: Meeting ID: 840 3551 6706 | Passcode: 229541

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## AGENDA

1. Call to order by Eric Lee, MD chair (Dan Sepdham, MD, vice chair)
  2. Introductions
  3. Approval of report – April 4, 2025
  4. Current business
    - A. Student and Resident Summit
    - B. Resident Graduation Gift update
    - C. AAFP's Residency Ambassador program progress
    - D. Physician Well-Being Task Force update
    - E. HOSA Volunteers needed
    - F. IMG workforce and membership issues
  5. Other business
- Adjourn

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

# COUNCIL ON WORKFORCE AND MEMBER ENGAGEMENT REPORT

Author: Juleah Williams

Meeting date: April 4, 2025

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The following members and guests attended the meeting in person: Eric Lee, MD; Dan Sepdham, MD; Rebecca Campos, MD; Naomi D'Acolatse, MD; Tamara McGregor, MD; Heather Peniuk, MD; Alexis Ramos, MD; Saul Ruvalcaba, MD; Mary Shipman, DO; Nayeli Fuentes, MD; Michelle Le, DO; Rashmi Rode, MD, Board Liaison. Staff members Kathy McCarthy, and Juleah Williams. Guests: Terrance Hines, MD, Mayver Gonzalez, MD.

The following members attended the meeting via Zoom: Crawford Allison, MD; Vartika Atrey, MD; Trica Elliot, MD; Katharina Hathaway, MD; Jennifer Liedtke, MD; Dana Sprute, MD

## MINUTES

1. The meeting was called to order by Eric Lee, MD, chair at 3 p.m.
2. The report of the November 7, 2024, meeting was approved.
3. The council reviewed the membership dashboard document, and Kathy provided an update on our recruitment efforts targeting new physicians. This includes outreach through RLE participants and alumni and the new AAFP Resident Ambassador Program. Through this initiative, early-career physicians give presentations at residency programs across Texas to encourage membership and involvement. The council also discussed efforts to collect graduating resident contact information to ensure continuity in membership outreach.

Additionally, the Board had a discussion on Friday regarding Life Membership eligibility. The consensus was that we should be more transparent about the criteria for Life Membership. The Board recommended developing a process to notify members when they become eligible, while incorporating an appeal to encourage continued support of the Academy's work, especially for those who are still actively practicing. The board also voted to begin collecting a one-times dues payment from Life members equal to one year of Active member dues.

4. The council reviewed the 2025 Family Medicine Match outcomes. It was noted that the fill rate for family medicine programs remained strong nationally, with particular attention paid to how Texas programs performed. Members discussed trends in applicant interest and the importance of continued student engagement throughout medical school.

5. An update was provided on the upcoming Student and Resident Summit, scheduled for August 23, 2025, at the Westin Dallas Fort Worth Airport. The Summit will again feature the Residency and Career Fair, which continues to be a highly valued opportunity for networking and recruitment. The Clerkship and Residency Coordinator Conference and the Family Medicine Leadership Collaborative will take place the day prior on August 22.
6. The council also discussed the ongoing support from the TAFP Foundation and its contributions to workforce initiatives.
7. An update on the Texas Family Medicine Preceptorship Program (TFMPP) was shared. A key recruitment incentive includes free registration for preceptors to attend TAFP's Annual Session and Primary Care Summit, supporting both physician engagement and student learning.
8. The council talked about upcoming volunteer opportunities focused on outreach and mentorship. Members were encouraged to get involved with local and regional HOSA Future Health Professionals events, which give high school students a chance to learn about careers in family medicine. These events are a great way to build early interest in the field and connect future health professionals with practicing physicians.
9. The meeting was adjourned.

## TAFP's Student and Resident Summit sees success and growth in second year

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**By Samantha White**

September 04, 2025



From left: TAFP student and resident leaders Joshua Mihalik, Kyle Breed, DO, Sierra Rose, Jose Rincon, MD, and Yoana Flores.

TAFP hosted the Student and Resident Summit for the second year in a row last weekend, and it's safe to say the event will continue in TAFP's future. More than 300 Texas medical students, family medicine residents, physicians, faculty, and other family medicine enthusiasts came together August 22 and 23 in Irving for networking opportunities, education, and an evening social unlike any other. A huge thank you to the TAFP Foundation and several TAFP local chapters for graciously providing 133 students and residents with travel funding to attend. Participating chapters include the Alamo Chapter, Harris County Chapter, Tarrant County Chapter, Galveston Chapter, and the Valley Chapter.

Before the summit officially began, 77 people from around the state met for the Family Medicine Leadership Collaborative facilitated by the Faculty Development Center as well as the Clerkship and Residency Coordinators Conference, both held all day Friday, August 22. These were attended by leaders of Texas family medicine educational organizations including department chairs, residency program directors, administrators, faculty, clerkship coordinators, and other family medicine champions. The groups spent the day sharing experiences and brainstorming ideas, discussing common challenges, and hearing from various speakers.

Friday ended with a camp-themed networking social, fondly referred to as CAMP TAFP, complete with the option to make camp-style crafts like friendship bracelets and keychains, appetizers supplied by the Texas Beef Council, and a packed house of around 75 people. Summit registrants were encouraged to arrive early and attend the social to network and receive their free CAMP TAFP T-shirts, sponsored by Concord Medical Group, TAFP, and the Texas Family Medicine Preceptorship Program.

The summit Saturday was split into two tracks, with breaks mixed in for attendees to visit the Residency and Career Fair. This year's fair was bursting at the seams with exhibitors, including 27 Texas family medicine residency programs and nine companies hiring. The energy in the room was palpable as students met residency programs and residents chatted with possible employers. This year's fair also included free headshots for students and residents as yet another resource provided at the summit.

The medical student track included speakers on school loans, the Match, career options in family medicine, and lifestyle and obesity medicine. The family medicine resident track included speakers on lessons and advice from new physicians, financial wellness for new physicians, fellowship opportunities, and physician contracts.

For an additional fee, 20 students and 20 residents also attended a contraceptives procedures workshop taught by educators from TAFP and Bayer. The day ended with a keynote address for all attendees on AI and the future of family medicine, given by Stanford University Clinical Assistant Professor Timothy Tsai, DO. Despite the long day, the keynote address was still very well attended.

Thank you to the TAFP student and resident officers, as well as other TAFP leaders and volunteers for helping to make sure the weekend ran smoothly. And thank you to the TAFP Foundation and its many donors for allowing so many students and residents to attend with the assistance of travel funding. This program also received a grant from the AAFP Foundation's Family Medicine Chapter Alliance.

Between the large group in attendance and feedback received through a post-event survey, we'd say the second TAFP Student and Resident Summit was a huge success and will return once again in 2026. Thank you to everyone who attended.

September 2025

## Communication:

- Sent a "Congratulations on Your Residency Graduation" email, urging residents to fill out the new contact information form to receive a graduation.
- An initial congratulations email was sent to residents in May 2025.
- Follow-up emails were sent to residency directors and coordinators in June 2024 including the form and a list of residents who hadn't responded.
- We made sure to tell residents in the initial email to expect the gift in August, allowing for relocation.
- A follow-up email was sent in September confirming they received their gift and letting them know we are here to support them in the next steps in of their journey.

## The Gift:

- Our gift box includes a Stanley dupe with the phrase "everyone deserves a Family Physician," our logo, a TAFP logo notepad, a TAFP pen, and a postcard with information about the Welcome to Practice Initiative.



## Ordering, Packing and Shipping the Gifts:

- We chose a local company that could handle production, packing, and shipping of the gift boxes.

## Collecting Contact Information:

- Downloaded the list of current graduating residents and their address on file so we can track the response rate.
- Utilized a Microsoft form to collect data.
- Included a question asking if they are going into a fellowship, if so, what program.
- Updated new contact information in the AAFP Chapter portal.
- For those entering a fellowship, AAFP provided us with a form to ensure their membership status was updated with their fellowship information.

## Receiving and Unboxing:

- I reached out to a group of residents to provide feedback on the items and asked them to share a picture on their social media. We only had a few posts this year.

Among the 319 resident members that graduated in June 2025, we're pleased to report that we received responses from 206 individuals, a 64 percent response rate. There were 205 graduation gift boxes mailed out.

Of those that responded, 25 are going into a fellowship, 1 went into another specialty, 44 are moving out of state including one going out of the country.

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November 2025

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Texas was chosen as a pilot for AAFP's new Residency Ambassador program. Three new physician members have been trained by AAFP to deliver didactic lectures to as many programs as possible. The Ambassadors will establish relationships with the residents and be a resource for them. We believe that the presentation will be valuable content and hope that having it delivered by a peer, it will be well received.

- AAFP would like the visits with the programs to be in-person, but there will be exceptions made for virtual visits. We think that it will be for programs that are far from any of our ambassadors, or those who don't have in-person didactics, which are very small (or some combination of the three).
- TAFP sent a survey to the programs to gather some information about when these presentations would work best for each program, if they have in-person didactics, which years participate, and who the best point of contact is.



### **Mission Statement**

The TAFP Physician Well-Being Task Force seeks to assess the well-being of members, identify key challenges, and design initiatives that support physicians as whole persons. Through evidence-based approaches and member engagement, we aim to create sustainable programs that enhance professional fulfillment, well-being and connectedness in family medicine.

### **Vision Statement**

To foster a community where physician well-being is prioritized, sustained, and celebrated improving both the practice of medicine and the lives of those who deliver it.

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November 2025

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**Family Medicine Competitive Event:**

If you would like to volunteer to be interviewed by a high school HOSA student for the 2026 cycle, please complete this form: [HOSA Volunteer Form](#)

**About HOSA and the Family Medicine Competitive Event**

HOSA–Future Health Professionals is an international student organization that encourages pre-college students to explore careers in health care. The AAFP partners with HOSA to support the Family Medicine Physician Competitive Event, which gives students the opportunity to learn more about family medicine through interviews, research, and a peer presentation.

Participants conduct interviews with family physicians or medical students, research the specialty, and share their findings with peers in a formal presentation. These presentations are judged during the competition, and top-scoring students will advance to the HOSA International Leadership Conference later this year.

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The **2026 HOSA State Conference** will be March 24-26, 2026, in Corpus Christi, Texas. We will reach out more volunteer details as the event gets closer.

November 2025

During one of our RLE sessions earlier this year, someone shared that obtaining a medical license in Texas as an IMG was challenging. We know that the Texas Medical Board updated the list of approved medical schools earlier this year, but we aren't sure if that solved the problem and how widespread it is. Kathy analyzed membership trends among the 2024 graduating residents.

In the group that completed residency in 2024, 17.7% were International Medical Graduates. 27% of the IMGs transferred their membership to another state chapter after residency compared with 18.5% of US grads.

- The number of IMGs was low in 2024. For current residents in training, 28% completed medical school outside of the US. The breakdown by residency completion year is:

Year	US grads	IMG	Total residents
2026	220	102	322
2027	250	92	342
2028	264	93	357

- There continues to be a difference in retention of Active members based on medical school location. For 2024, 91.8% of US grads retained their membership vs 89.9% of IMG members. That is just for Texas, but the national numbers are similar with 90.9% vs 88%.

Texas Medical Board list of approved medical schools updated February 2025:

<https://www.tmb.texas.gov/media/871/download?inline>