

COUNCIL ON WORKFORCE AND MEMBER ENGAGEMENT

Friday, April 4, 2025

3 – 5 p.m.

Kalahari B | Kalahari Resorts and Conventions

Zoom connection information: Meeting ID: 881 0241 0020 | Passcode: 669593

AGENDA

1. Call to order by Eric Lee MD, chair (Dan Sepdham, MD, vice chair)
2. Introductions
3. Approval of report – November 7, 2024
4. Current business
 1. Membership Growth and Engagement
 - a) Membership Dashboard
 - b) Graduating resident contact information
 - c) FMLE and RLE update
 2. Workforce Development
 - a) Family Medicine Match Details
 - b) Student and Resident Summit/Residency and Career Fair
 - c) TAFP Foundation Support
 - d) TFMPP update and Preceptor free CME
5. Volunteer Opportunities - HOSA, TFMPP
6. Other business
7. 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: November 7, 2024

The following members and guests attended the meeting in person: Laura Nietfeld, MD, Eric Lee, MD; Suparna Chhibber, MD; Naomi D'Acolatse, MD; Katharina Hathaway, MD; Dan Sepdham, MD; Donald Nino, MD, Board Liaison. Staff members Kathy McCarthy, Tom Banning, and Juleah Williams. Guests: Nayeli Fuentes, MD; Jose Rincon, MD.

The following members attended the meeting via Zoom: Trica Elliot, MD; Chelsea Mendonca, MD; Rashmi Rode, MD; Mary Shipman, DO; Gurjeet Shokar, MD; Vidya Sinha, MD; Priyanka Kadari, MD; Guests online: Raymond Huerta, Alexis Ramas, MD; and Saul Ruvalcaba, 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 12, 2024, meeting was approved.
3. The council discussed TAFP's inaugural Student and Resident Summit. The Summit was a hit, full of networking opportunities, education, and an evening social. More than 200 Texas medical students, family medicine residents, physicians, faculty, and other family medicine enthusiasts came together August 24 in Grapevine for a day full of career-building events.
Before the summit began, more than 80 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, held all day Friday, August 23. 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 ideas, discussing common challenges, and hearing from various speakers. Thanks to the TAFP Foundation and its many donors, 130 of those students and residents received funding to travel to Grapevine and attend.
4. The council reviewed the new curriculum for the 2025 FMLE class. FMLE is relaunching after a short pause to incorporate alumni feedback. One of the changes is to combine the advocacy and communication sessions into one session and FMLE participants will be paired with an FMLE alumni mentor.
5. Council members were updated on the Residency Graduation Gift project which is in its second year. This year we had a 60 percent response rate from graduating residents.

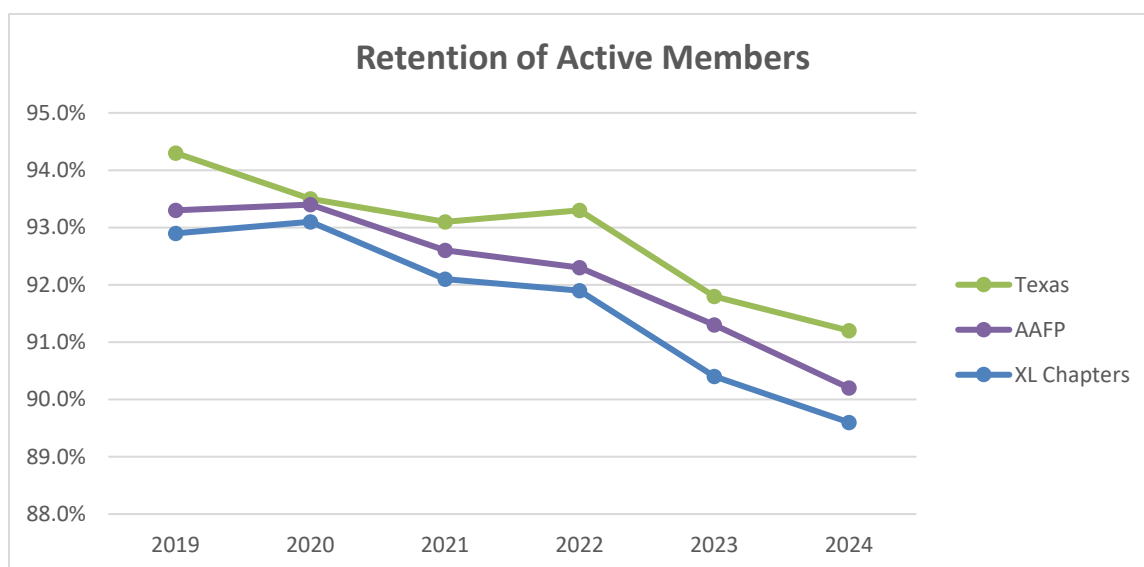
Which means we were able to mail out 203 graduation gifts! So far we have seen higher retention rates among recipients compared to non- responders. We will continue to monitor the retention rates.

6. The council was updated on the resolution advocating for a national tax credit for preceptors. The resolution was adopted by the AAFP Congress of Delegates. The next step includes AAFP bringing the resolution to the AMA to also advocate for the tax credit.
7. The council discussed the new pilot program which the TAFP was selected to participate in with the AAFP, called the Residency Ambassador Program. The Ambassadors will be new physicians, and they will receive training from AAFP and then deliver presentations to residents during their didactics.
8. The council discussed the 2024 HOSA Leadership Conference in Houston which had a strong presence of Texas physician mentors and medical students. HOSA Family medicine competitive event medical student and family medicine mentors are still needed. Anyone who would like to volunteer can reach out to Juleah Williams.
9. Tom discussed his article, "Reimaging Texas' Health Care System by investing in Primary Care Research and Innovation."
10. The council recognized the outgoing chair Dr. Nietfeld and welcomed incoming leadership.
11. The meeting was adjourned.

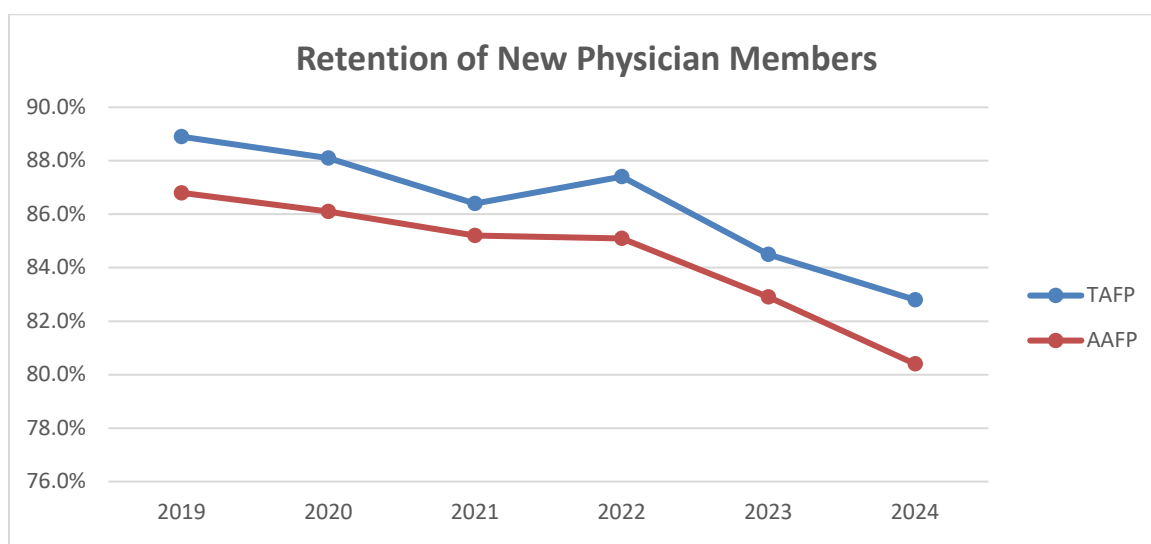
The following is data compiled by AAFP to give you a snapshot of our membership growth compared to national.

Retention

The rate can be difficult to calculate because there is movement of members in and out of the state. AAFP does an overall calculation and a state-by-state report looking at the list of members at the beginning of the year and whether they are still members at the end. Our retention continues to decline but is still higher than other extra-large state chapters and AAFP as a whole.

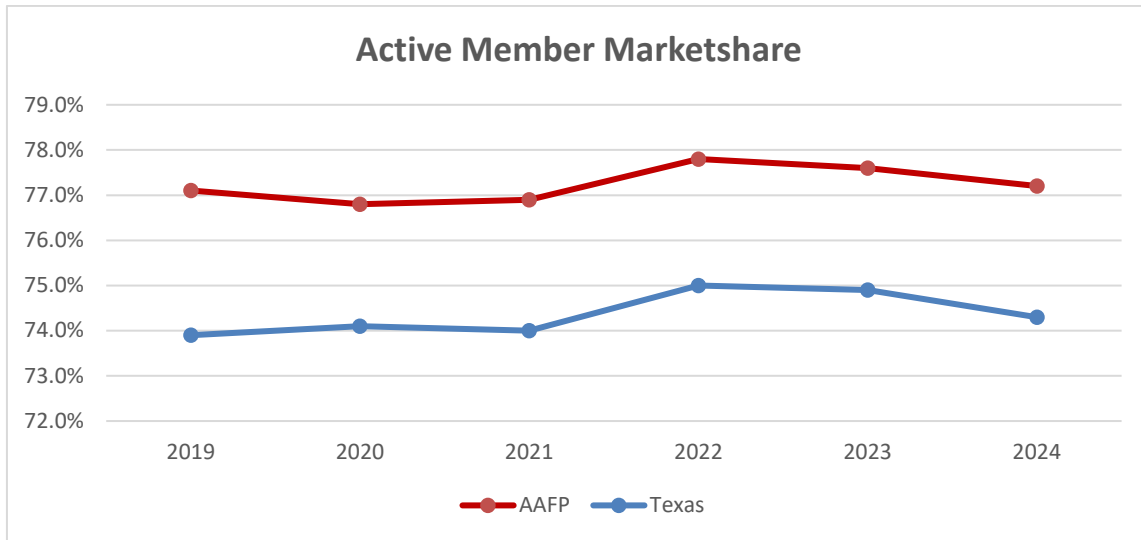


Retention of New Physicians – those in their first seven years of practice - is lower than active members in general. Here again, Texas has outperformed the overall AAFP rate since 2015.

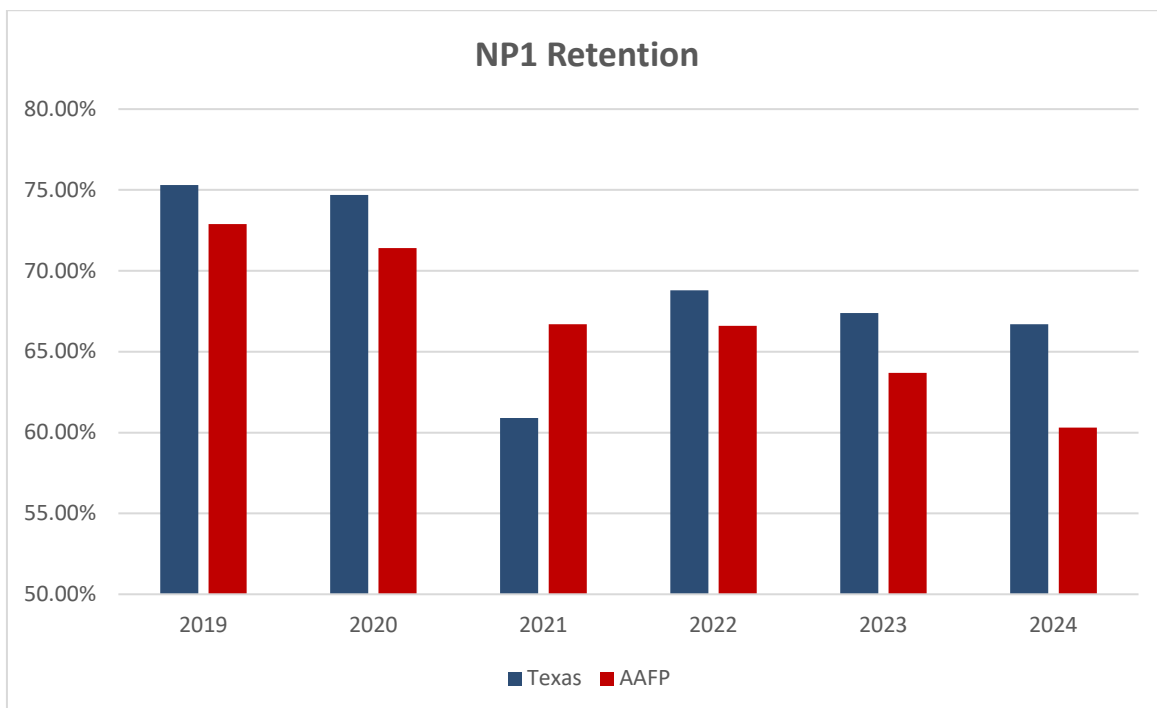


Active Member Market Share

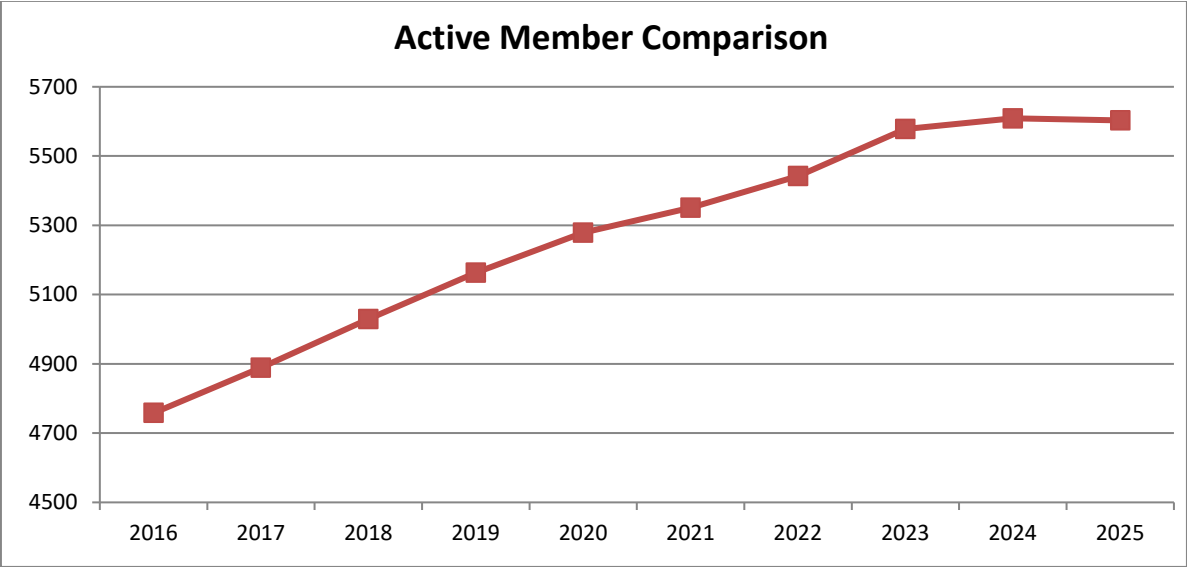
Market share is the percentage of eligible members who are currently enrolled. AAFP calculates this by defining the pool of eligible members as those physicians who graduated from an ACGME or AOA approved residency program. They exclude those non-members who are over 60, who do not have a license or have a bad address. TAFP lags behind the overall market share for AAFP but has maintained around 74% marketshare by their calculations.



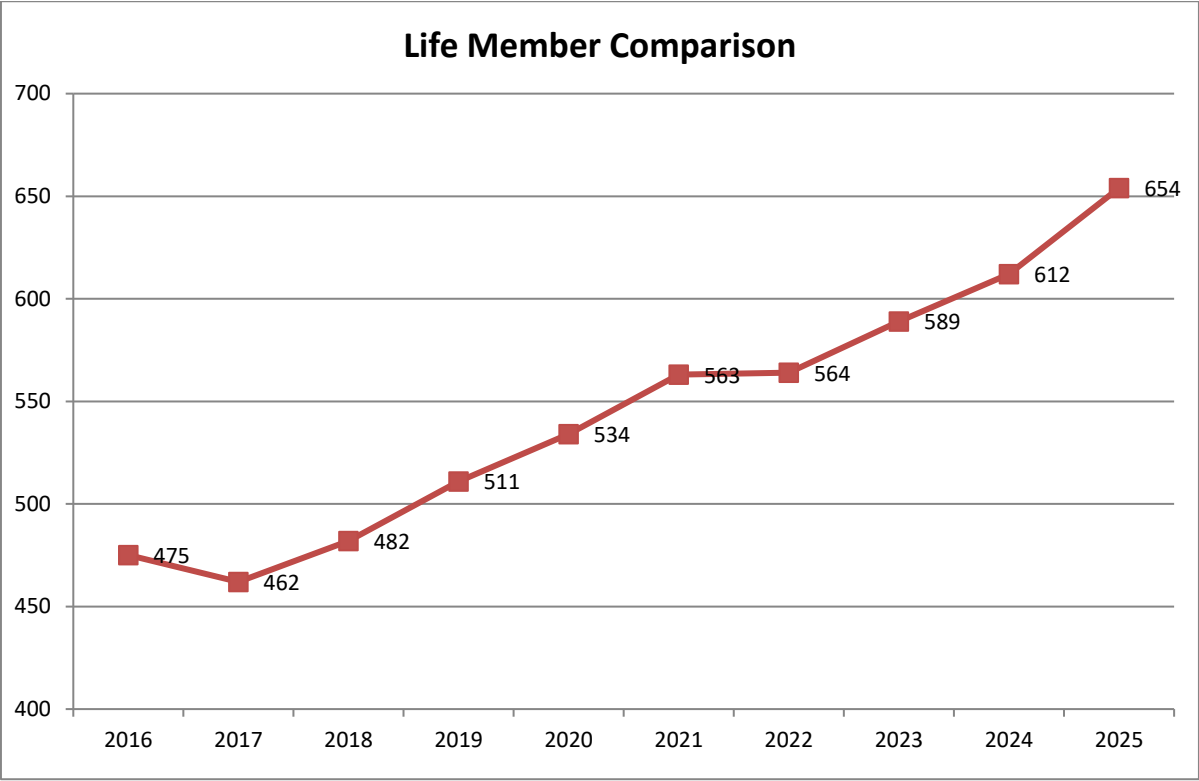
One of the keys to growing our membership will be in converting more residents to active members. Resident members are automatically upgraded to Active and have reduced dues in their first year, but we still lose a significant portion. Many of our recent efforts are aimed at increasing that conversion rate. I don't think of that group as not renewing, I think of them as never really choosing to be a member since most of their residency programs enroll them in AAFP/TAFP and pay dues while in training.



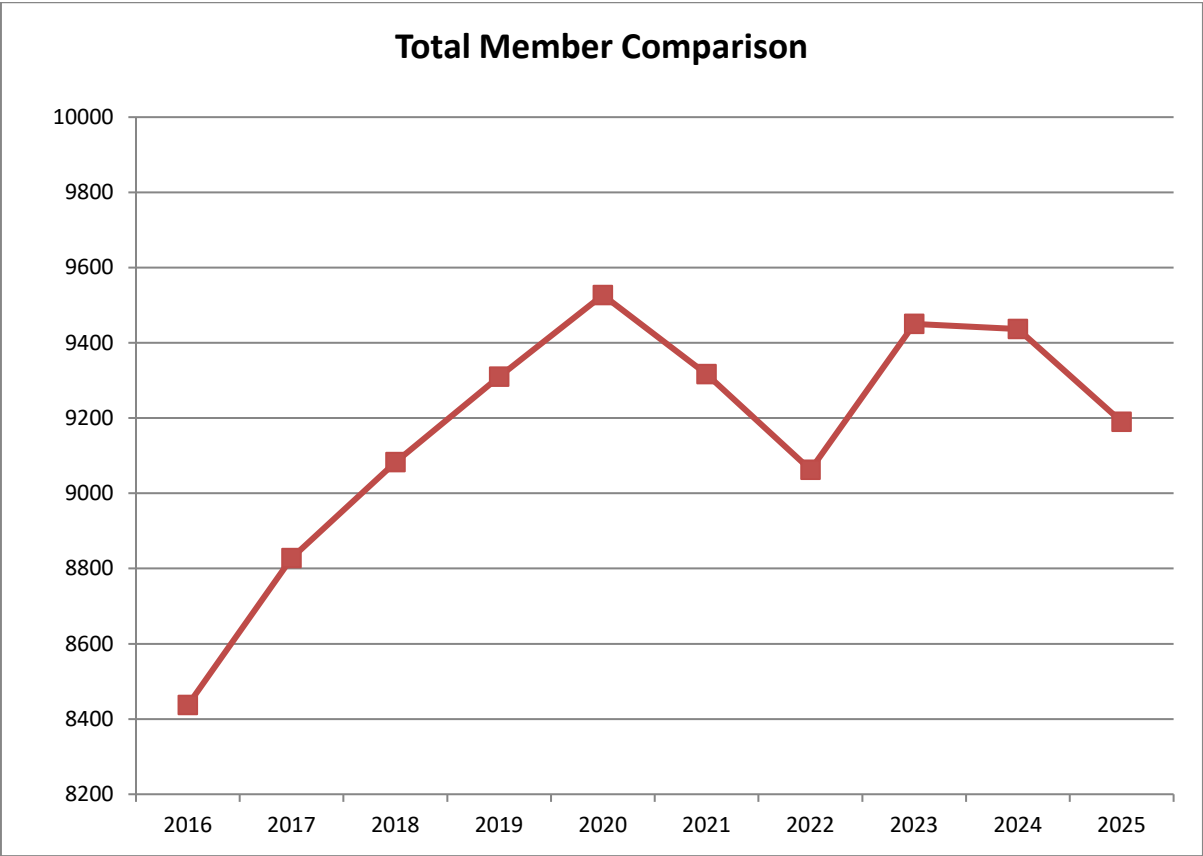
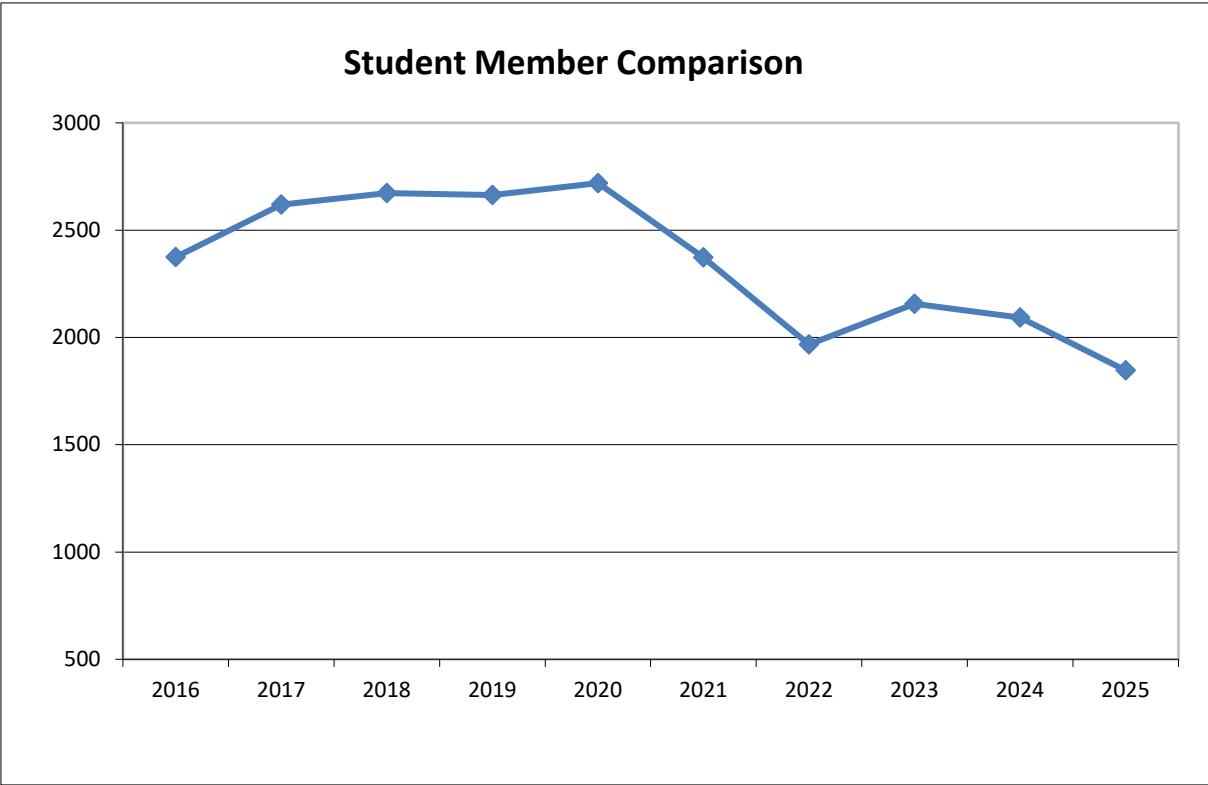
Following are several charts that show our membership trends. We benchmark in January. This was the first year we had fewer members than the previous year at the end of January. That is a reflection of lower retention but also the move from Active to Life status.



We never tracked Life Members before but looked back to see the increase. While we had a 0.1% decline in Active Membership, we saw a 6.9% increase in Life Members.



We saw a decline in student membership during the pandemic that resulted in an overall membership decline and we never really recovered. Note that Texas has the most student members of any state chapter. Students tend to join later in medical school.



April 2025

MATCH Results 2025

2025 Match Highlights: Family Medicine & Texas Focus

The National Resident Matching Program (NRMP) announced record participation in the 2025 Main Residency Match®, with 52,498 applicants and 43,237 residency positions offered—the largest in Match history. Of those, 94.3% of positions filled through the algorithm.

Primary Care Trends:

Primary care remains a strong cornerstone of residency training, with 20,300 positions offered across Family Medicine, Internal Medicine, Pediatrics, and Medicine-Pediatrics. Family Medicine offered 5,357 positions nationwide—144 more than last year—but saw a dip in its fill rate to 85.0%, down from 87.8% in 2024. This dip is largely attributed to the increased number of positions placed in the Match.

Applicant Participation:

- U.S. DO seniors achieved a record-high 92.6% match rate.
- U.S. MD seniors, the largest applicant group, had a 93.5% match rate.
- Non-U.S. citizen IMGs made gains in Family Medicine, accounting for 17.6% of positions filled in the specialty (up 2.2%).

Texas Perspective:

While state-specific data will be available in the full spring report, Texas typically plays a major role in primary care training. Given the national growth in primary care and the expansion of programs, including in Texas, these trends reflect both increased interest and continued need for investment in pipeline development, especially in Family Medicine.

In the 2025 Match, Texas offered a strong number of training opportunities across primary care specialties. Family Medicine remains a key player in the state's physician pipeline, though challenges with unfilled positions persist.

Family Medicine (PGY-1) in Texas

- **333 positions offered**
- **283 filled** (85.0% fill rate)
- Filled by:
 - **95 U.S. MD Seniors**
 - **107 U.S. DO Seniors**
 - **39 Non-U.S. Citizen IMGs**
 - **30 U.S. Citizen IMGs**
- **28.5% of positions filled by U.S. MD Seniors**

- **7 programs had unfilled spots**

Despite a strong fill rate, Family Medicine continues to face recruitment challenges, with an 85% fill rate compared to Pediatrics (98.2%) and Internal Medicine (93.7%).

Other Primary Care Highlights in Texas

- **Internal Medicine (PGY-1):** 856 positions, 802 filled (93.7%); strong IMG participation (225 non-U.S. citizen IMGs).
- **Pediatrics (PGY-1):** 223 positions, 219 filled (98.2%); about 52% filled by U.S. MD seniors.
- **Med-Peds (PGY-1):** 21 positions, 100% filled, mostly by U.S. MDs.

[The full report, including detailed state and specialty breakdowns, will be released later this spring.](#)

As of 2025, Texas has 40 family medicine residency programs offering a total of 333 positions. The state has 16 medical schools—13 allopathic and 3 osteopathic. In 2024, an estimated 2,300 medical students graduated from Texas medical schools, which is slightly fewer than the total number of first-year residency positions available in the state. (The most recent confirmed data from 2023 reported 2,459 first-year residency slots.)

April 2025

TAFP Student & Resident Summit

Saturday, August 23, 2025

Westin Dallas Fort Worth Airport Hotel

Join us for TAFP's TAFP Student and Resident Summit, which promises to be a unique and innovative event, bringing together family medicine residents and medical students. It will offer attendees an opportunity to connect with peers, participate in a residency and job fair, gain new insights and knowledge, and explore current topics in family medicine. Residency faculty, administrators, Program and Clerkship Coordinators are invited to the Family Medicine Leadership Collaborative on Friday, August 22.

Friday, August 22, 2025

- **Family Medicine Leadership Collaborative (FMLC)**
- **Clerkship and Residency Coordinator Conference**
- **Evening Social & Networking Reception**

Saturday, August 23, 2025

- **Student & Resident Summit**
 - "Strolling Through the Match" Panel
 - Residency Program and Career Fair
 - Leadership & Career Development Sessions
 - Procedure Workshop

April 2025

Medical Student Scholarships

There are 10 scholarships which are announced in the fall and the funds are awarded upon matching into a Family medicine residency.

In addition, each Texas medical school has up to three FUTURE (formerly National Conference) scholarships – a total of 48 scholarships statewide. Each scholarship is \$600.

Resident and Research Scholarships

The Cassie Murphy-Cullen, PhD, resident scholarship is available each year for residents accepted to present research at a national meeting.

The TAFP Foundation launched the Family Medicine Resident Scholars program in 2020 to recognize and further develop the leadership skills of a resident at a Texas family medicine residency program. Two scholars are selected during their first year of residency and remain in the program until they complete their training. The residents will receive a total of \$10,000 to be paid throughout their training.

FMIG Support

Family Medicine Interest Groups (FMIGs) are eligible to receive up to \$1,000 per academic year to support activities that promote family medicine.

Student and Resident Travel Funding

TAFP Student and Resident Officers receive travel funding to attend TAFP Interim Session, the TAFP Student and Resident Summit, and TAFP Annual Session and Primary Care Summit. The delegate and alternate to FUTURE also receive funding to attend that conference.

Additionally, one student or resident from each accepted poster in the Annual Session Poster Competition is eligible for travel funding.

The 2025 program is underway and is no longer accepting applications. TAFP is partnering with each Texas medical school to ensure outreach and support of our efforts. As of March 31, 2025, 291 students filled out applications requesting a rotation, 182 of those students have been matched.

Stipends will be given to the students after evaluations from both the student and preceptor have been completed. Stipends are available for pre-clinical students based on the length of the preceptorship and the location.

- Up to \$3,000 for a 4-week preceptorship in an urban practice
- Up to \$5,000 for a 4-week preceptorship in a rural practice/MUA/HPSA

School	Applications 2025	Match so far 2025
Baylor College of Medicine	0	0
TCOM	43	32
Texas A&M	19	12
TTUHSC- Lubbock	29	18
TTUHSC- Paul Foster	45	31
Mc Govern	17	11
UTHSC- San Antonio	9	4
UTSW	8	4
UTMB- Galveston	28	14
UTRGV	4	2
UIW	14	8
Dell	0	0
TCU	0	0
Sam Houston	65	38
UT Houston	9	7
UT Tyler	1	1

Calling All TFMPP Preceptors!

As a thank-you for your commitment to training the next generation of family physicians, we're excited to offer you these exclusive benefits:

FREE registration to the **ASPCS** conference

Complimentary access to TeachingPhysician.org

Free Clinical Teaching Skills Workshop

Your dedication deserves recognition — and these resources are just one way we say thanks!

April 2025

Family Medicine Competitive Event Interviews

We successfully paired 38 Texas high school students with medical students and family physicians for the Family Medicine Competitive Event interviews. This year, we were grateful to have 19 practicing physicians, 3 residents, and 11 medical student volunteers participate.

If you're interested in volunteering for interviews for the 2026 event, please reach out to Juleah Williams at jwilliams@tafp.org.

HOSA Texas State Conference

We're currently seeking volunteers to serve as judges for the Family Medicine Competitive Event at the upcoming HOSA Texas State Conference on **Tuesday, April 29, 2025**. Judge check-in begins at 1:45 p.m., with the event starting at 2:45 p.m. at the Kalahari Resort in Round Rock, Texas.

If you'd like to volunteer, please complete this form and a HOSA staff person will reach out to you, https://texashosa.formstack.com/forms/2024_judges

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.