

Family Medicine Updates



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STFM LAUNCHES PROGRAMS AND SERVICES FOR RESIDENCY PROGRAMS

STFM's strategic plan challenges the Society to be the leader in developing programs and services to help residencies improve family medicine education and teaching.

STFM members have emphasized the need for cost- and time-effective ways to offer learning opportunities, meet ACGME requirements, and enhance the knowledge and skills of faculty. To meet this need, STFM introduced the Residency Faculty Boot Camp. This series of online, interactive learning experiences covers the most-requested teaching topics, including *Dealing With Difficult Residents*, *Pearls of Precepting*, and *Providing Feedback to Learners*. Each module includes a presentation, videos, and interactive quizzes. Residency programs that purchase the package receive instant updates as participants complete each course. For details, visit <http://www.stfm.org/bootcamp>.

The new ACGME program requirements in family medicine (Milestones) will require competency assessment of residents. Residencies are being asked to focus more on resident performance and less on the numbers of procedures performed. In early 2012, STFM launched a Resident Competency Assessment Toolkit. The toolkit contains the background, tools, and training to help residency programs demonstrate resident competence and ensure that graduates have the knowledge, skills, and abilities required to perform their roles in society. More information can be found at <http://www.stfm.org/rctoolkit>. STFM has offered and will continue to offer train-the-trainer workshops on competency assessment at family medicine conferences and through personalized faculty development training, such as STFM's On-the-Road workshops.

STFM and the Association of Family Medicine Residency Directors (AFMRD) recently launched a multi-year collaborative to build an online resource of peer-reviewed, competency-based curriculum on core topics taught in family medicine residency programs. The Residency Curriculum Resource, which will be organized by post-graduate year (PGY), will serve as a repository of materials that can be implemented and

used to satisfy ACGME requirements. Content will be managed by a senior editor and a 6-member editorial board.

The project will include 2 phases.

Phase 1 will convert AAFP's "Recommended Core Curriculum Guidelines for Family Medicine Residents" into a dynamic web interface organized by PGY, with links to content to address core-learning objectives. Faculty will be able to use the content to standardize teaching and to ensure residents gain competence in the areas outlined in the guidelines. Phase 1 content will be free to all STFM and AFMRD members.

During phase 2, AFMRD and STFM members will submit teaching materials they have developed for lectures and presentations or that they have created specifically for the Residency Curriculum Resource. Submissions will be peer reviewed and refined. Authors with accepted publications will update their content annually. Access to Phase 2 content will be subscription-based. Subscription fees will cover the costs of website updates, the editorial process, and the purchase of licensed content.

In addition, STFM offers a number of valuable resources to help residency programs with faculty development, scholarship, and leadership:

- All levels of faculty can receive up-to-date faculty development training by attending the STFM Annual Spring Conference. It offers hundreds of presentations specifically geared for residency program faculty. The Conference on Practice Improvement offers residencies an opportunity to learn as teams about topics central to practice redesign and the patient-centered medical home.
- Faculty and residents can access tools and mentoring to meet ACGME scholarly activity requirements using the CAFM Educational Research Alliance.
- The STFM Resource Library offers instant access to more than 700 residency-specific resources on a variety of topics, including the patient-centered medical home and practice redesign. The Resource Library also offers interactive wikis on family medicine research, teaching teen health, and behavioral science basics.
- Residencies can develop faculty leaders through enrollment in one of STFM's leadership development opportunities, such as the Emerging Leaders and the Behavioral Science/Family Systems Educator Fellowship. These leadership opportunities provide education and experience to help future faculty leaders rise to the next level.

- Current research on residency innovation is available through *Family Medicine's* recent dedicated issue on residency redesign.
- TeachingPhysician.org connects residency programs with community preceptors. The web resource streamlines training with videos, tips, answers to frequently asked questions, and links to in-depth information on precepting.

STFM is strengthening its offerings to help residencies successfully meet today's challenges as they train tomorrow's family physicians. We invite residency faculty to explore the wealth of STFM offerings and offer feedback on challenges that are not yet being met. We strive to be the go-to resource for all family medicine educators.

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**From the Association
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ADFM'S FELLOWSHIP PROGRAM

Three years ago ADFM reported the need to develop an effective pipeline for family medicine department chairs.¹ Prompting this report were results from our 2008 survey, in which nearly one-half (47%) of chairs reported a possible or probable change in departmental leadership in the next 3 years. One year later, our 2009 data indicated a more imminent turnover in chair positions with 52% chairs reporting plans to leave their positions within 2 to 5 years and 20% planning to leave within 2 years or less. Turnover in chair positions is not a new phenomenon. Since 2005, our data show that 10 to 15 new chairs (interim and permanent) have come into ADFM each year, and the trend has accelerated this past year as 19 new family medicine chairs joined ADFM between February 2011 and February 2012.

In response to the chair pipeline concern raised in 2008, ADFM launched the ADFM fellowship program. The ADFM fellowship is a 1-year program designed for family physicians who aspire to become a chair in the near future. Since 2009 13 fellows have completed the ADFM fellowship, 6 of whom (46%) have assumed chair positions. There are 3 additional fellows in our current 2012-2013 class, and we will be recruiting for a new class of fellows in the fall of 2012 for the 2013-

2014 fellowship class. Below is a description of the program and application process.

Curriculum components of the ADFM fellowship include:

- Attendance at 2 consecutive ADFM Annual Winter Meetings. Annual ADFM Winter meetings are in February and run from the opening reception on Wednesday evening through Saturday at noon. The 2013 winter meeting is scheduled for February 20-23, 2013 in New Orleans, Louisiana. The 2014 winter meeting has not been scheduled yet but the time-frame will be similar.
- Attendance at 1 ADFM Fall Meeting in conjunction with the AAMC annual meeting. In 2013, this meeting will be in early November in Philadelphia, Pennsylvania.
- Assignment to a faculty advisor who will work one-on-one with each fellow to help guide them through the fellowship.
- Participation on the ADFM Chairs' list-serve for the duration of the fellowship. List-serve participation allows fellows to learn about potential chair opportunities and about the many issues facing chairs in their everyday jobs.
- Meetings with other fellows and assigned advisors (as scheduled) during the ADFM Annual Winter Meeting to review together all fellows' learning needs (including but not limited to the CV review) and educational plans for the year
- Fellowship projects. In consultation with her/his department chair, the fellow will select a project aimed at increasing the fellow's skills in an area of interest that also benefits the department.

A fellowship application must include:

1. Current curriculum vitae
2. Title of your fellowship project
3. Letter from the chair of your department supporting your aspirations of becoming a department chair and including a statement of: (1) willingness to support the cost of your participation in the fellowship; (2) support of the fellow's year-long participation on the ADFM List-serve; and (3) support of your fellowship project. If you are not from an ADFM member department, a letter from a current ADFM member chair is required.
4. Personal statement regarding aspirations to become a chair (suggested length is 1 to 2 pages). In the personal statement provide an anecdote or describe an event that illustrates your ability to successfully lead a department of family medicine.
5. If you already have a mentor who is a chair of a family medicine department (other than your own department chair) and would like to have that person continue to mentor you in the ADFM fellowship,