



AFMA Connection

Mission

AFMA is dedicated to the professional growth and development of its members with particular emphasis on administration and coordination of health care delivery, education and research within Family Medicine Residency Programs

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PRESIDENT'S MESSAGE

Tina Krajacic, AA



Spring is in the air here in the Shenandoah Valley of Northern Virginia. It is one of my favorite times of year as it holds the promise of new growth and adventures on so many levels. For me, it's a time to reflect on the past year and use what I've learned to allow me to begin new endeavors and walk on new paths that have been laid before me.

I challenge each of us to reflect over this past year and utilize what we've learned to move us forward to new horizons full of opportunities.

Looking back, I want to thank Cheryl Haynes and Jill Freda, the 2020-2021 Co-Chairs for the RAD Workshop and RLS Planning Committee, along with all the committee members. Though we could not be together in a live setting, they were able to pull us all together on two separate platforms and made it look and feel seamless. From the key presenters to the breakout and networking sessions, it

made for an amazing day. Again, what a great RAD Workshop. It truly was a job well done!

In 2021-2022, I am looking forward as President of AFMA to fulfill my vision of "Communication, Creativity and Collaboration". Reach out, share and exchange new ideas, touch base with someone you haven't spoken with for a while or become a mentor or mentee. Whatever it is that gets the line of communication going, do it. Not sure how to start? Be creative. Use your imagination or the original ideas from someone else, but make them your own. If last year taught us nothing else, I know it certainly taught us to be creative on so many levels. And last but not least, collaborate. Work together to produce and create something amazing by pulling together. We have a world full of opportunities ahead of us, seize the moment.

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What's Happening Across Family Medicine?

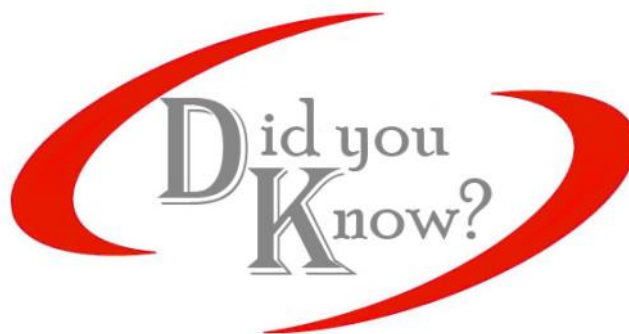


*Submitted by Angie Womble, Program Coordinator
University of Wisconsin Department of Family Medicine and Community Health—
Baraboo RTT*

President's Message—continued from page 1

As I head into a new Presidential year, I would like to start by thanking all of the 2020-2021 AFMA Board members for their dedication this past year. Deb Egger, Jill Freda, Cheryl Haynes, Summer Jamison, Pamela MacMillan, Erika Robinson, Annette Sheets, Gina Silvey, Kristi Stocks, Angie Womble and Melissa Yeager. But this list would not be complete without listing Cristin Estes. She goes above and beyond for all of us and we appreciate her greatly. Thank you all for making this past year amazing. I'm looking forward to working with and alongside of each of you again this coming board year and also want to welcome both Stephanie Bilger and Hannah Ponder to the AFMA Board as they begin their four-year terms with us.

Respectfully,
Tina Krajacic, President
E-mail: tkrajaci@valleyhealthlink.com



- ◆ The AAFP Residency Leadership Summit, formerly PDW-RPS, was held virtually, March 4-6, 2021. On-Demand content is available for purchase for interested programs.
- ◆ The Society of Teachers of Family Medicine (STFM) Annual Spring Conference will be held May 3-7, 2021, via virtual platform. The annual conference offers interactive workshops, seminars, posters, hot-topic sessions, and more for family medicine educators.
- ◆ The AAFP National Conference for Family Medicine Residency will be held July 29-31 via virtual platform. For newcomers, this is also referred to as the annual recruitment fair, and provides opportunities for medical students and programs to interact.
- ◆ Major revisions to the ACGME FM Program Requirements are underway with a proposed effective date of July 1, 2022. Keep an eye out for updates from the ACGME in your email.
- ◆ Non-Physician Faculty profile data collection in ADS changes were announced by the ACGME; the changes will occur Spring 2021 and details will arrive via an email communication from the ACGME.



Coordinator Wellness



Submitted by
*Angie Womble, University of Wisconsin Department of Family Medicine and
Community Health – Baraboo RTT, Baraboo, WI*

A little over a year ago, we began hearing rumblings of a virus that had taken hold in Wuhan, China. Here in the USA, being thousands of miles and several bodies of water away, I'm certain that initially, many of us suspected this virus would never reach us...but it did.

So here we are. As I write this it is March 10th, 2021, and it feels as if time is standing still, yet flying by at the same time. For lack of a better word, last year was dumb, on so many levels, and while positive cases of the virus are on a decline, we're not quite in the clear yet, BUT, we have an opportunity to shift from a place of persistent trauma, to a place of post-traumatic growth.

What is Post-Traumatic Growth (PTG)? While the concept has been around for ages, it was in the mid-1990s that the term was coined by psychologists Richard Tedeschi and Lawrence Calhoun and is defined as, "*positive psychological change experienced as a result of adversity and other challenges in order to rise to a higher level of functioning*". Not to be confused with resilience, which is the grit and flexibility that allows us to get through a trying time, post-traumatic growth is what occurs as a result of the trying time.

According to Tedeschi and Calhoun, PTG occurs in five general areas: Appreciation of life; relationship

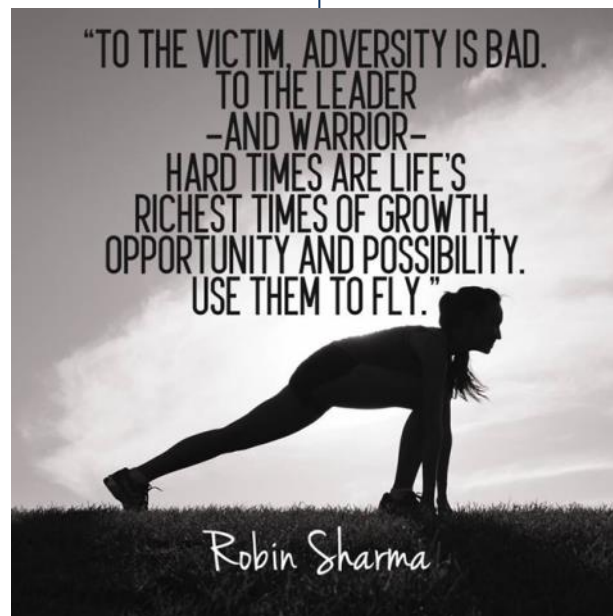
with others; new possibilities in life; personal strength; and, spiritual change. Reflecting over the past year, have you noticed a transformation within

yourself? Perhaps you're in the thick of it, perhaps you're on the edge of transformation, or perhaps you're not quite ready to go there yet. The timing of this growth is largely dependent upon our own readiness to move to that next phase of healing, and as such, there truly is no right or wrong time.

For those interested in seeing if and where they've grown, as a result of last year's crisis, or any personal crisis for that matter, you can find a Post-Traumatic Growth Inventory

by clicking [here](#). Certainly, we can sense when we've grown, but sometimes it's helpful to be guided by a questionnaire to stir up our inner dialogue and validate our growth.

While PTG is a positive thing, it is important for people to NOT diminish any of the negative feelings and events surrounding a trauma. Growing from trauma does not mean that we Pollyanna our way out of it! You know the clichés, "Be positive!", "Happy thoughts only!"; no, not so much, this isn't Pleasantville.



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Coordinator Wellness

...continued



Pretending the trauma away doesn't make it any less real, and it'll come back to bite us if we don't see it for what it is.

[Positive Psychology](#) offers some tools, worksheets and practices that we can all apply at our own pace; things that get to the heart of the matter without the rose-colored glasses.

So how does all of this impact us as family medicine residency administrators? Simply put, we have a whole lot of people counting on us to be steady leaders. We have a whole lot of people looking to us for answers, for strength, and to guide them through change. Pay attention to how this growth manifests within you.

Are you finding it easier to cope with rapid-paced change? Are you less resistant to reaching out for help? I don't know about all of you, but I am not a good delegator. I've got the mentality of an all-time quarterback, calling audibles. This is improving some, and I'm allowing more folks to call the plays and it actually doesn't feel bad! Are you feeling more grateful for the simple things in life? Are you contemplating a job change, perhaps leveling up, or even doing something laterally that may not have any compensation attached to it but you find it rewarding nonetheless?

Beyond our own selves, let's pay attention to our residents, our program directors, our faculty and find ways to recognize and support their growth. Let's connect with our fellow family medicine administrators. Keep in mind that we will forever find ourselves in situations that we cannot change, so we will be challenged to transform ourselves to successfully lead our teams through the change; ever evolving.

A clinical psychologist, I am not, but an optimist / realist I am. COVID-19 has been a "forced pause" on our lives, if you will. Whatever film we had in the projector in spring of 2020 is now outdated and has been stuck on a doom loop. It's time to revisit the script of our lives and push play. Where we grow from here, no one knows, but that growth is ours for the taking.



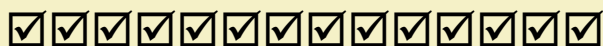


Coordinator Checklists: Important Dates & Events



Submitted by

*Summer Jamison, MEd., Residency Coordinator,
UAMS- South Central, Pine Bluff, AR*



March

- ◇ MATCH
- ◇ Prepare for Graduation
- ◇ Orientation/Onboarding
- ◇ Start building resident schedule and call schedule
- ◇ Chief Resident vote

April

- ◇ Prepare for Spring CCC meeting
- ◇ Process new resident credentialing
- ◇ Begin updating and editing the following
 - Residency handbook
 - Policies
 - Evaluation forms
 - Rotation goals and objectives

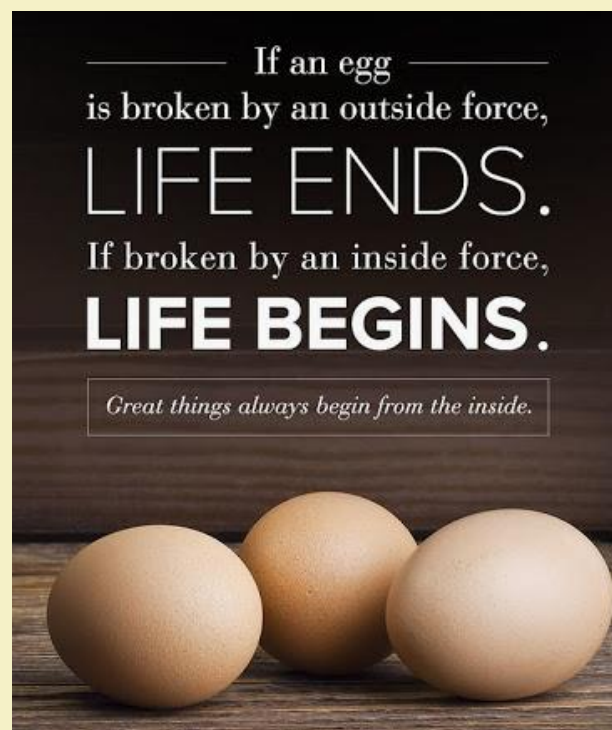
May

- ◇ Finalize Orientation
- ◇ Begin gathering data for the resident management system
- ◇ GME track program survey opens

June

- ◇ Say GOODBYE to the old and HELLO to the new
 - ◇ Graduation and Orientation
- ◇ End of the Year Summative
- ◇ Gather data for the Program Evaluation Committee PEC

Take time to reflect



AFMA Discussion List A Costly Benefit ...

***Please limit discussion list responses
to those that add value.***

***"Me too" and "thank you" responses increase traffic on our
service and risk unnecessary price increases!***

Your assistance is greatly appreciated!

Mentorship:

A relationship in which a more experienced person helps to guide a less experienced one.



Submitted by

Tina Krajacic, AA, Residency Program Manager

Shenandoah Valley Family Practice Residency, Front Royal, VA

“In learning you will teach, and in teaching you will learn.”

~Phil Collins

The AFMA Mentoring Committee was very busy this past year. We were able to provide amazing monthly quotes for the AFMA Facebook page. We had 15 new mentor/mentee pairings, bringing us to 95 AFMA mentor/mentee pairs. A Webinar titled “Introduction to Mentoring” was given by Erika Robinson and Becky Webb, two of the Mentoring Committee members, and what a great webinar it was.

It was a great year and I’d like to thank those who served on the Mentoring Committee with me last year. Thank you all for dedicating your time and commitment to this committee. Because of you we were able to accomplish great things this past year. I would be amiss if I didn’t mention Cristin Estes. Cristin goes above and beyond for our AFMA members. She is often behind the scenes tracking the mentor/mentee partnerships closely and if someone moves, retires, changes jobs or new coordinators join, she actively works to pair our AFMA members with a mentor/mentee.

As we head into a new board year, Deborah “Deb” Egger will be the 2021-2022 Mentoring Committee Chair. I look forward to seeing what Deb and her committee set out to do and accomplish. I know great things are on the horizon.

Please know if you are in need of a mentor or you would like to be a mentor, you can contact Cristin Estes at cestes@aafp.org.

“MENTORS are willing to share
... a bit of themselves
so another person might grow
closer to what they are
CAPABLE OF BECOMING.”





“HOT HITS”

from the AFMA Discussion List



Submitted by Kelsey Gender, Program Manager, The University of Arizona, Tucson, AZ

Here are some of the recent questions and responses that have been posted on the AFMA Discussion List. What would we do without all of you? Thank you for your responses—They’re so helpful. Remember, too, that the AFMA website has resources for you. www.afmaonline.org It’s a great place to start when looking for answers/ideas.

Q Does the GMEC have to approve the APD?

Responses:

⇒ Yes, the APD change must be presented, documented, and approved at the GMEC.

Q Is there anything formal that ACGME has released regarding COVID and leniency during the pandemic if residents do not meet 1650 encounters?

Responses:

⇒ 2020 Stats:

- ◇ 56% of FM Programs had at least one resident who did not meet the 1650
- ◇ Usual average continuity clinic patient counts hover in the 1800’s, in 2020 the average fell to 1717.

⇒ Programs are to continue to push to meet the 1650 in-person visit requirement, BUT, if this cannot realistically happen, we need to document all of the steps taken to meet this and any road-blocks that hindered this.

⇒ It is up to the CCC and PD to declare competency and readiness for practice.

⇒ The ABFM RTM Residency Verification will likely be similar to last year, allowing us to free-hand reasons why we may not have met the requirement. In ACGME ADS, we’ll have the same opportunity in the major changes section.

Q How much do your residents receive per PGY year? What are they allow to spend it on?

Responses:

- ⇒ Varies between programs and PGY years. Ranges of \$500 - \$3000.
- ⇒ Professional development, continuing medical education, travel, books, equipment
- ⇒ Approved by Program Director

Q When resident are working from home completing charts, etc. should this also be part of their duty hours?

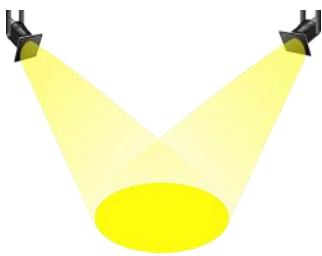
Responses:

⇒ Yes, if they are charting from home that is considered work duty and must be counted.

Q Do you provide residents with a copy of the milestones you complete on them?

Responses:

- ⇒ Most programs complete the milestone reviews in New Innovations, Med Hub, My Evaluations, etc so the residents have access to their scores.
- ⇒ Other programs the Residents meet with their advisors and review their milestone reports together



Do you know someone who is not yet a member of AFMA?

Encourage them to sign up today!

For more information contact Cristin Estes: cestes@aafp.org

Benefits of AFMA:

Access to AFMA's Web Site
www.afmaonline.org

Mentoring Program

Communicate with others on the AFMA Discussion List

Membership Committee Opportunities

Online Newsletter

Online Membership Directory

Access to
A Practical Guide for the Administration of Family Medicine Residency Programs

Information regarding AFMA's Annual Business Meeting, the RAD Workshop, and networking opportunities scheduled in conjunction with the PDW and RPS Residency Education Symposium in Kansas City

Free AFMA webinars

Membership Certificate

The ACGME Debra L. Dooley GME Program Coordinator Excellence Award is given to program coordinators in recognition of their in-depth understanding of the accreditation process, excellent communication and interpersonal skills, and projects to improve medical education programs.

Allow us to introduce you to one of the 2021 Award Recipients, Jenn Wilson of the University of Vermont Medical Center Family Medicine Residency! Jenn shared with us that while the recognition was delivered virtually this year, no formal award ceremony, she arrived to work on the big day to find her office decorated by her program director. In addition her family celebrated her with flowers and balloons and her husband made a gigantic banner and hung it on the garage door of their home for their entire neighborhood to see!

Nominators had this to say:

"Jennifer is viewed by her peers as a member of 'the old guard.' fortunate enough to have been through site visits, experienced in a vast array of resident and program challenges, knows the pride that comes with seeing your residents graduate and succeed, and the joy in being a key participant in seeing her program flourish and grow."

"After attending the ACGME [Annual Educational] Conference six years ago, Jennifer came back to our GME department and rallied other program coordinators to hold a GME recognition day as a way to build community and share pride in GME. That event, under her chairpersonship, is now in its fifth year. Using her exceptional communication and relationship-building skills, she engaged all stakeholders in this process. Jennifer serves as a mentor, both within our GME department to newly hired program coordinators and with her national organization. She is also one of two peer-

selected voting members on our Graduate Medical Education Committee. Her peers, colleagues, and program directors have all commented on her professionalism, organization, and her positive 'get it done' approach."

"In addition to working for our residency program, Jenn is an incredible advocate for our local community. She has helped to foster a strong relationship between our residency and the local school district, and she has aided in creating important curriculum for youth on topics ranging from tobacco use to bike safety to brushing teeth. When the local school needed help with coaching a youth soccer team, Jenn quickly volunteered herself, despite having an injured leg. When the local community center had a near-empty food shelf, Jenn was the driving force in creating a clinic-wide food drive that successfully replenished their stores."

"As I report to our hospital board each year, one of the areas I speak about with pride is our annual GME recognition event, which bring the GME community together to celebrate our people. The driving force behind this event is Jennifer. After attending an ACGME meeting she was so motivated to unite program coordinators, residents, fellows and program directors to participate, attend and share in this day long community event, which is now in its fifth year. Her relationship and team building abilities are significant contributors to its continued success."

Congratulations Jenn!

Program Coordinator Spotlight

Submitted by
Cheryl Haynes, C-TAGME,
Residency Manager
Southern Regional AHEC Family Medicine,
Fayetteville, NC



New AFMA Members

Cheryl Aguilar
Renee Becwar
Ann Boyd
Jennifer Bruno
Lesha Colthorp
Kelly Dietz
Morgan Farra
LaJoy Gundrum
Bobbie Jo Haydt
Tracie Hazelett
Tracy Jackson-Doss
Amanda Junttila
Erin Kolb
Heidi Kubo
Taylor Milner
Nicole Mrjenovich
Danielle Ortolani
Annabel Pereyra
William Pinn
Denise Prentice
Angela Resseguie
Madison Schrader
Jaclyn Silverman

Mollie Stanley
Allison Strupp
Latisha Tucker
Rebecca Van Ness
Catherin Walgenbach
Jennifer Wilson
Alison Witcher
Robert Zehra
Darcie Zimmerman

Welcome, New Board Members

Hannah Ponder
Stephanie Bilger



**Is there something you would like to read about in your newsletter?
Do you have a topic that you would like to submit?**

Send your ideas to the *AFMA CONNECTION* newsletter committee:

Angela Womble, Co-Chair angela.womble@ssmhealth.com
Summer Jamison, Co-Chair sdjamison@uams.edu

Kelsey Gender kgender@email.arizona.edu

Ingrid Singh isingh@fresno.ucsf.edu

Kristen Morris kmorris11@umphysicians.umn.edu

Natalie Smith natalie.smith@mahec.net



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Summer Jamison, BS, MEd

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(RAD) Workshop / Residency Leadership

Summit (RLS) Program Planning Co-Chairs

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Melissa Blecha Yeager, MBA, C-TAGME

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Cristin Estes

800-274-2237, ext. 6356

cestes@aafp.org

Physician Advisors

Gregory Blake, MD, MPH

Jennifer Knowles, MD

Karen Mitchell, MD

Zachary Waterson, DO

2020-2021

Physician Advisors

AFMA's Board of Directors is responsible for the selection of Physician Advisors for the organization who advise the board on a number of details related to AFMA decisions and activities. They participate in elements of the board meetings, and they have also committed to writing articles pertaining to pertinent topics for the AFMA newsletter throughout the year. Additionally, they meet with the board during RLS each year to review what each committee has been working on, the goals of the organization and to ask questions regarding how they can better assist us in the year to come.

The collaboration allows for AFMA to play a huge role in administration of our specialty while giving us the benefit of having leaders in our field for advice when needed. It is truly a win-win situation! Our advisors include:



Gregory H. Blake, MD, MPH

University of Tennessee Medical
Center
Department of Family Medicine



Karen Mitchell, MD

Director, Division of Medical Education
of the American Academy of Family
Physicians (AAFP)



Jennifer Knowles, MD

MultiCare Health System (East Pierce)
Program



Zachry Waterson, DO

Fort Wayne Medical Education Program