



COVID-19 has demonstrated firsthand the need for family physicians to serve as leaders, whether responding to acute health care crises, addressing policy changes in health care, or closing gaps in care delivery and health disparities.

While this issue of *The Phoenix* highlights ABFM's contribution to leadership development in family medicine, we recognize the role family physicians are playing in response to the ongoing nationwide pandemic.

Thank you for your strength, perseverance and steadfast dedication to the profession. We remain committed to supporting you as you lead change in your own practice and community during these trying times.



THE PHOENIX

A Newsletter for Board-Certified Family Physicians

A Message from the President: *Preparing the Next Generation of Family Physician Leaders*

Never has there been a more important time in history for us to focus our efforts on developing family medicine leaders to tackle the challenges in health care and society today and in the future. In this issue of *The Phoenix*, we will highlight those leadership programs that are supported by ABFM and the ABFM Foundation.

Nationally, there is a call for change in many areas – the economy, political discourse, climate change, and, of course, in health care. Life expectancy in this country is declining, despite health care reform and 15 years of “innovation and transformation.” We face new clinical problems including emerging infectious diseases like COVID-19, the opioid epidemic, a critical need for more available mental health services due to rising rates of depression and suicide, and the need to optimize care for patients with multimorbidity. Additionally, there are substantial problems in the organization of care such as the widely apparent and growing disparities in health, the concerning increases in maternal mortality, and the continuing need to reduce the frequency of hospital readmissions, that would benefit from greater preparation and numbers of family medicine leaders.

ABFM’s leadership programs are collectively overseen by Senior Vice President of Research and Policy, Dr. Andrew Bazemore. The longest running is the Pisacano Scholars Program, which selects promising medical students who are committed to becoming family physicians and provides them with scholarships, participation in symposia, leadership skills development, and mentoring by leaders in the field. The 2020 Pisacano Scholars are profiled in this issue.

This year also marks the 10th anniversary of the National Academy of Medicine (NAM)/Puffer Fellows Program, in which a mid-career family physician with interest in health policy spends two years embedded in initiatives related to NAM consensus conferences and other areas within their interest and expertise.

The Visiting Scholars Program involves collaboration between our ABFM research team, the ABFM Foundation, and the Center for Professionalism & Value in Health Care to provide focused scholarship

opportunities for medical students, residents, early career faculty, and senior investigators. Participants in ABFM sponsored leadership programs have gone on to become leaders in their health systems, academic departments

and residency programs; a few have even assumed major posts within government at the state and federal levels working on health policy and care delivery.



Finally, ABFM and the ABFM Foundation work closely with other family medicine organizations committed to leadership development. This year, the ABFM Foundation awarded a grant to the Society of Teachers of Family Medicine (STFM) to help support a new leadership development program to increase the number of Underrepresented in Medicine (URM) faculty and provided support to the Association of Departments of Family Medicine (ADFM) for a major expansion of its leadership program aimed at developing department chairs and other leaders for medical schools and health centers.

The need for family physicians to provide local and national leadership is great and ABFM’s commitment to extend the pipeline of effective leaders is important and enduring. I hope you enjoy learning more about these programs and their participants in this issue.

Looking ahead, the next issue of *The Phoenix* will focus on the Diplomate’s role in helping ABFM continually improve Family Medicine Certification. You can help us start that process today by completing a [short survey](#) at the end of this issue.

Finally, as you continue to serve in efforts to manage an ongoing and worsening national pandemic, we sincerely hope for your safety and health for the remainder of 2020 and a good start to 2021!

Warren Newton, MD, MPH
President and CEO



Pisacano Leadership Foundation Selects its 2020 Scholars

The Pisacano Leadership Foundation, Inc. (PLF) recently announced its selection of six new Scholars for 2020. Since 1993, the PLF has annually selected outstanding medical students who have been identified as the future leaders in the field of family medicine. Pisacano Scholars receive scholarships, educational opportunities, and leadership training over a 4-year period, before becoming part of an alumni group who form a community of lifelong learners in family medicine leadership.



Andrea Banuelos Mota, a 4th-year medical student at Keck School of Medicine of the University of Southern California (KSOM), graduated from the University of California, Berkeley with a Bachelor of Arts in American Studies and is completing her Master of Public Health at KSOM. Andrea envisions her future career including work in a primary care clinic for underserved patients while also being engaged in population health projects. She also plans on continuing her advocacy efforts at the local, state and national level. Andrea would like to one day become a program director for a family medicine residency program and help train future generations of family physicians while working with the health care system to constantly improve the care of her patients.

Louisa Howard, a 4th-year medical student at George Washington University School of Medicine and Health Sciences, attended the University of Virginia and graduated with distinction, majoring in Art History and minoring in Bioethics. After a post-baccalaureate fellowship at the National Institutes of Health, she received the President's Scholarship to attend King's College London for her Masters in Bioethics. As a future full-spectrum family medicine provider, Louisa looks forward to continuing her work with Spanish-speaking and other immigrant communities, delivering culturally responsive care, and incorporating integrative modalities into treatment plans providing reproductive health services.



Ben Kaplan, a 4th-year medical student at the University of North Carolina (UNC) School of Medicine, graduated from Columbia University with a degree in English, and recently completed his Master of Public Health at the Gillings School of Global Public Health at UNC. Ben intends to practice full-spectrum family medicine as part of an interdisciplinary health care team. In addition to caring directly for medically underserved communities, Ben is dedicated to changing the way we think, learn, teach, and talk about health disparities. Through medical education, research, and advocacy, he aims to dismantle structural racism, transphobia, and other systems of oppression that directly shape access to care and health outcomes for so many of our patients.

AuBree LaForce, a 4th-year medical student at Northeast Ohio Medical University, graduated *summa cum laude* from the University of Mount Union with a Bachelor of Science in Biochemistry and a minor in biology. AuBree is passionate about family medicine and is enthusiastic to practice in Northeast Ohio to serve the community that raised her. She plans to provide full-spectrum care that encompasses all components of health, including aspects outside of the exam room. Her desire to serve the underserved will guide her pursuit to include rural communities in her care. AuBree envisions herself as a "generationalist," building longitudinal relationships with every patient regardless of age, gender, and ethnicity.



Mollie Limb, is a 4th-year medical student at Vanderbilt University School of Medicine in Nashville, Tennessee. She was born and raised in Portland, Oregon and attended the University of Notre Dame where she majored in Sociology and Spanish. Mollie looks forward to beginning her training in full-spectrum family medicine and hopes to return to the West Coast for residency. Her ultimate goal is to become a comprehensive primary care provider for marginalized patients, while advocating and working to transform the broken systems that harm vulnerable groups.

Hayoung Youn, a 4th-year medical student at Lewis Katz School of Medicine at Temple University, graduated *summa cum laude* from the University of California, Los Angeles with a Bachelor of Science in Physiological Science. After graduating from medical school, Hayoung plans to pursue family medicine residency in a community where she can provide comprehensive and compassionate healthcare to the underserved population. She plans to be in a location where she can actively advocate for her patients' health and education and build meaningful relationships.





Pisacano Scholars Connect and Share Experiences During COVID-19

Early into the COVID pandemic and subsequently with the social justice protests that followed the deaths of George Floyd and Breonna Taylor, the Pisacano Scholars turned to each other for meaningful conversations to address the rapidly evolving national health crises. Having just introduced the idea of evening "virtual office hours," where experienced scholars and national leaders could share career advice and ideas on leadership, the Foundation quickly moved to create a weekly web-based moderated conversation on what Scholars were seeing and experiencing.



The Scholars determined the agendas and articles for these conversations, which organically evolved into wide-ranging discussions of the COVID-19 pandemic and what is happening in each community (geographically as well as hospital-based, group practice, direct primary care, residency, medical school). Weekly topics shifted as the pandemic evolved, and the value of these sessions was based principally on the opportunity to exchange shared experiences and ideas, provide mutual support, discuss best practices and the latest clinical information as it emerged, and identify leadership and change opportunities in which they could engage. The contributions of successful, experienced Pisacano Scholars were critical in leading discussions with those still in medical school or residency. Ultimately, younger scholars also began to take the lead, and were able to share their professional journeys, lead a discussion, and answer questions.

The Pisacano cohort continued to participate in the COVID-19 discussions, pivoting toward new discussions on equity and diversity from May through July, with further sharing of resources and even converting this shared information into a COVID resource page. These conversations were both informative and supportive to the Scholars during this challenging time. "Thank you all for so generously sharing ideas, insights, links, content, etc, during this unprecedented time. With information/inbox overload, having a trusted source of information and ideas is invaluable! To docs in various practice settings, please continue to suggest relevant, real world knowledge and skills, as well as pearls, to inform the development of such [educational] curriculum. Perhaps indeed 'we were created for such a time as this,'" said one scholar. Another added, "Thanks to everyone for sharing!! It has been immensely helpful to me and all of my partners!!"

The Scholars have continued to discuss and share insights, resources, even personal blogs, as more is learned each day about COVID-19, and as we all continue to educate ourselves on racism and health equity.

Certification Reference Materials Now Available

Pressed for time? Want to learn more about Family Medicine Certification and the activities available to help continue your certification? Now you can access this information online and download our new [Certification Reference Materials](#) on our website and read them when it's convenient for you. You can use them as a reference when you have a question about a particular area of certification, such as Performance Improvement, Knowledge Self-Assessment and Lifelong Learning, the Family Medicine Certification Examination, the new Longitudinal Assessment (FMCLA), and overall certification requirements.

[Click here](#) to access the materials now.





Now Open – Online Application for 2021 One-Day Examination and FMCLA

If you are currently board certified and due to take your 10-year examination in 2021, the online application is now open and accessible in your [Physician Portfolio](#). You may choose from either the one-day exam in Spring 2021 or the Family Medicine Certification Longitudinal Assessment (FMCLA) option. If you are interested in choosing FMCLA to meet your examination requirement, please see important deadlines and participation information below. For benefits and details of FMCLA, [click here](#).

FMCLA Eligibility Requirements

- Commit to completing your 2018–2020 certification stage requirements before December 31, 2021.
- Submission and approval of online application prior to January 1, 2021 to allow the maximum amount of time to participate in the first quarter of 25 questions. The last day to apply with limited time to complete the first quarters questions is March 15, 2021.
- Continuous compliance with ABFM [Guidelines](#) for Professionalism, Licensure, and Personal Conduct which includes holding medical license(s) which meet the licensure requirements of the Guidelines.

FMCLA Participation Reminders

- Log into your [Physician Portfolio](#) to complete your online application by December 31, 2020 to ensure you have the maximum amount of time to complete the first-quarter questions in 2021.
- Begin your first quarter on January 1, 2021 and answer at least 80 questions during the first year to meet meaningful participation requirements. To continue FMCLA in your second year, your current certification stage requirements (2018–2020) must be completed by the COVID-extended deadline of December 31, 2021.

One-Year Grace Period Offered for Diplomates with Stage Ending December 2020

With the dramatic increase in COVID-19 cases across the nation, we recognize that you may still be experiencing an extraordinary amount of pressure, personally and professionally, from the demands of the pandemic. If you are unable to meet your continuous certification stage 2018–2020 requirements by December 31, 2020, we want to remind you that ABFM is offering a one-year grace period which will extend your current stage deadline to December 31, 2021. This grace period will be automatically updated in your Physician Portfolio and there is no need for you to call and request an extension. You can be assured that you will remain certified until December 31, 2021 as long as you continue to meet ABFM's [Guidelines](#) for Professionalism, Licensure and Personal Conduct.

The grace period for Stage 2018–2020 to extend through December 31, 2021 does not require a request or application, but rather will occur automatically.

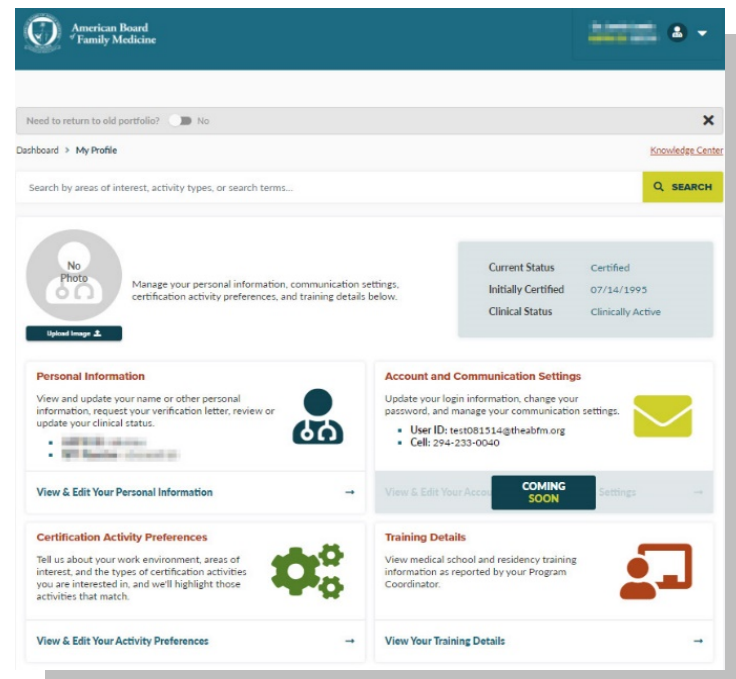
Please note that your next certification stage will begin as scheduled on January 1, 2021, so completing the current stage as soon as possible will allow maximum time to complete your next stage. More details about the COVID extension can be found [here](#). If you need help logging in, completing activities, or understanding your current status, contact our Support Center at 877-223-7437 or help@theabfm.org for assistance. You can count on us to partner with you in improving your patient care and pursuing your goal of lifelong learning.



Coming in 2021: New and Improved Physician Portfolio Experience

We're getting closer to our launch of the new ABFM [Physician Portfolio](#) in 2021! Designed with physician input, the improved experience will provide a solution that is clean, purpose driven, and geared toward the needs of each individual physician.

There is still time to be part of the development process by joining the Portfolio Test Group and providing your input. To sign up, join the [ABFM Engagement Network](#) and select *Physician Portfolio Redesign*. Until then, you can still find information you need about your current board certification status by visiting portfolio.theabfm.org.



Kameron Matthews, MD, JD, FAFAP, Puffer/ABFM Fellow Elected to National Academy of Medicine

The American Board of Family Medicine (ABFM) is pleased to [announce](#) the election of Kameron Matthews, MD, JD, FAFAP to the National Academy of Medicine (NAM). Dr. Matthews currently serves as Assistant Under Secretary of Health for Clinical Services and Chief Medical Officer at the Veterans Health Administration in Washington, DC and was previously selected as the NAM 2018–2020 Puffer/ABFM Fellow. She is the second former Puffer/ABFM/NAM Fellow to be elected and the only family physician elected in 2020.



Kameron Matthews, MD, JD, FAFAP

Election to the NAM is considered one of the highest honors in the fields of health and medicine and recognizes individuals who have demonstrated outstanding professional achievement and commitment to service. New members are elected annually through a selective process that recognizes individuals who have made major contributions to the advancement of the medical sciences, health care, and public health.

As a Puffer/ABFM/NAM Fellow, Dr. Matthews focused her work on transformation in veterans' health care by leveraging the Veterans Health Administration's internal assets and external collaborations with academic and other community providers to deliver timely, high-quality care to all veterans regardless of residence. She also serves on the Implementing High Quality Primary Care consensus study due to be released in 2021. Established 10 years ago, the Puffer/ABFM Fellowship was created to provide the opportunity for early career family physicians

to benefit from a two-year immersive fellowship experience at the National Academy of Medicine (NAM). "The specialty of Family Medicine is now benefiting from this investment with election of two former Puffer/ABFM Fellows to the prestigious Academy – Jennifer DeVoe in 2015 and this year with the election of Dr. Matthews," says James Puffer, MD, President and CEO Emeritus of ABFM. "Given the caliber of family physicians applying and being selected for the fellowship, it would not surprise me to see many more former fellows elected to the Academy in the coming years."

Dr. Matthews earned her medical degree from Johns Hopkins University and her law degree from the University of Chicago. She completed her residency in Family Medicine at the University of Illinois at Chicago. Dr. Matthews' honors and awards include the National Medical Quality Forum's 2017 40 Under 40 Leaders in Minority Health.

The full story and complete list of new members can be found [here](#).



ABFM Research: *Preparing Scholars for the Discipline*

Since 2013 the ABFM Research Department and Center for Professionalism & Value in Health Care (CPV) have hosted 44 partners as either Visiting Scholars, Lewis Sigmon Senior Scholars, Fellows, summer medical students, interns, or other learners. These partners and collaborators bring new ideas and energy that drives a considerable portion of our work, while at the same time growing themselves as leaders, evidence-makers, and scholars able to shape our discipline for many years to come. The Visiting Scholars program is open to anyone with an interest in research or scholarship in primary care, not just family physicians. Some of the work of recent scholars and learners at the ABFM is highlighted below.

Beginning in 2019, Tanya Longabach, PhD , began a project on whether medical knowledge, as measured on certification examination subscores, correlates to intended scope and self-reported preparation of graduating residents.	Rachel Cox , a summer medical student in 2019, studied the scope of practice of family physicians with sports medicine certification and found that, on average, Sports Medicine Certificate of Added Qualification (CAQ) holders spend 60% of their time or less practicing sports medicine and their scope of practice is only slightly narrower than that of their family physician counterparts without a CAQ.
Kento Sonoda, MD , a PGY-3 at the University of Pittsburgh in the HIV track is ABFM's most recent scholar. He is investigating which practice and personal characteristics are associated with early career family physicians providing HIV care.	Joseph Benitez, PhD , is an associate professor of Public Health at the University of Kentucky who is investigating whether Medicaid expansion has affected family physicians' scope of practice or patient panel sizes.
ABFM welcomed three scholars from the reproductive justice fellowship within the Department of Family Medicine at Montefiore: Sumathi Narayana, MD , Alison Paul, MD and Payal Patel, MD . Their paper, recently published in the journal Family Medicine, studied recent graduates' provision of abortion care.	Two medical students from different institutions, Caitlyn Davis at George Washington University and Meenu Krishnasamy at the University of Kentucky, recently studied whether resident burnout was associated with in-training exam performance and professionalism milestones in residency. A paper describing their results is currently under review.
Andrea Dotson, MD , is a primary care research fellow at UNC Chapel Hill whose family medicine research interests focus on maternity care and the maternity care workforce. Specifically, she is interested in what practice and personal characteristics are associated with continuing to provide deliveries.	Sebastian Tong, MD , holds certifications in family medicine and addiction medicine. He compared the practice and personal characteristics of ABFM Diplomates with ABMS addiction certification to other family physicians and found the two groups had largely the same scope of practice. This paper is under review. He also worked on a project on practice and personal characteristics associated with family physicians providing caesarean sections.
The CPV welcomed two virtual interns in summer 2020, Nick Pradhan , who is a medical student at Georgetown University and Joe George , an undergraduate at Davidson College. They worked diligently in the creation of a library of resources and articles on professionalism in medicine that is available on the CPV website . They also contributed to a study of how variation in strength of primary care was related to differences in country-level success in responding to the COVID-19 pandemic.	Zachary Ward, EdD , a former family medicine residency program coordinator, worked on a project related to his dissertation on physician burnout and electronic health record use based on practice location. He found that burnout rates of family physicians did not differ between rural and urban practice settings.
Joel Willis, DO , was the first CPV year-long fellow. He worked with CPV, Graham Center, and IBM-Watson colleagues on a soon to be launched Primary Care Chartbook full of data on primary care practices. He also studied the rising cost of residency applications and the impact of free clinics, and led efforts to connect the CPV with leaders of the Maryland All Payor Initiative for additional collaborations. Joel continues to work with the CPV as a newly appointed member of the George Washington University faculty in Family Medicine and has recently announced his selection for a year-long Fellowship with the American Board of Medical Specialties.	

ABFM is grateful to these scholar-collaborators, who help advance important information to the discipline.

Learn more about the Scholars program by [clicking here](#).



Resident's Corner: *Comfortable in a World of Physician Advocacy*

In the May 2020 issue of *The Phoenix*, we told you about the ten pilot projects that the American Board of Family Medicine (ABFM) selected for support in 2020–2021 from among invited submissions from American Academy of Family Physicians (AAFP) state chapter pilots. All ten pilots are under way with impactful projects, each pivoting to meet COVID-19 restrictions for in-person meetings, as well as increased demand on work and family settings. This ongoing collaboration with family physicians' "home" chapters is a critical partnership that helps ABFM to continually improve the value of certification.

In this issue, in recognition of its focus on leadership development, we wish to highlight the work of the Oregon Academy of Family Physicians (OAFP) who launched the Oregon Policy Scholars (OPS) program. The goal of this pilot is to expand opportunities for leadership cultivation among the seven family medicine residency programs throughout the state as part of their Oregon Residency Collaborative Alliance for Family Medicine (ORCA) initiative.

"We regard advocacy as a critical leadership skill that we want our residents and medical students who participate in the program to refine and develop. That is part of the larger impact, having them feel more comfortable speaking up and speaking out."

—Betsy Boyd-Floyd

Betsy Boyd-Floyd, OAFP Executive Director, describes the program as "an opportunity to provide curriculum around advocacy for the residents and to create a cohort of folks who will be empowered to go out when they finish their residency and immediately get to work on behalf of the discipline, whatever state they go to." She emphasized, "Hopefully they'll stay in Oregon, but wherever they are, they'll be able to be comfortable in a world of physician advocacy."

The leadership and advocacy focused curriculum will be delivered over a nine-month period with each month diving deeper into how public policy is made and teaching that advocacy goes well beyond just meeting with legislators or providing testimony at committee hearings. At the project's end, participants will be strong advocates for patients, communities, and the value of primary care overall.

"I believe Policy Scholars is a great opportunity to get involved, meet key stakeholders, and most importantly learn what advocacy entails," says Simran Waller, MD, MPH, a PGY-1 Roseburg Family Medicine Resident, a rural family medicine program. "I wanted to be a part of policy making that affects our patients and future careers including access to primary care, health care costs, and broadening the rural workforce."

In this approach, OAFP will also reinforce existing advocacy efforts addressed at expanding and sustaining the family medicine workforce and graduate medical education opportunities in Oregon. The timing for this pilot project is ideal. Oregon's upcoming bi-annual legislative session, health care workforce incentive programs, telemedicine reimbursement, and tax proposals to bolster access to mental health and substance abuse prevention/treatment services are on the table. "It's a really good time for us to have a group of people who know workforce issues and can speak in an articulate way to our legislature about it," says Boyd-Floyd. "So, in this critical, formative standup year for ORCA to have ABFM fund one of our flagship programs through this grant has been really, really impactful," she added.



Simran Waller, MD, MPH

ABFM is grateful for the opportunity to work closely with AAFP state chapters. In doing so, we can mutually serve members who are ABFM Diplomates or candidates in support of their certification journey. We will continue to highlight and share the work and progress of these state chapter pilot projects in the next issue of *The Phoenix* in early 2021. Everyone benefits when we are working together on behalf of family medicine and family physicians!



*We value your feedback.
Please complete this short
[5-question survey](#) about
The Phoenix newsletter
content to help inform our
planning for future issues.*

**We want
YOUR
feedback!**

COMPLETE SURVEY

CKSA: Spaced Repetition to Help Assess Knowledge You Have Gained

Repeated, spaced testing over time has been shown to improve long-term retention of learning compared to repeated study of the same material, particularly when feedback is provided. It has been used in medical student education, and to a more limited extent in residency education, for several years. Now that more specialties are using longitudinal assessment as an alternative to the one-day examination, use of spaced repetition is more common in continuous certification.

As part of continuous improvement in Family Medicine Certification, ABFM will be piloting spaced repetition as part of the Continuous Knowledge Self-Assessment (CKSA), beginning in the first quarter of 2021. Physicians who participate in CKSA may see up to six questions from the 4th quarter of 2020 repeated at different intervals to see if enduring learning has occurred. Additionally, a limited number of related case scenarios may be presented on the same learning points, to see if and how spaced repetition may help in the application of learning from one case scenario to another.

Because CKSA is formative in nature, performance on repeated questions will have no bearing on Diplomate certification status, nor will it factor into predicted performance estimates provided after several quarters of CKSA participation. The full array of other lifelong learning and self-assessment activities (e.g., KSAs, other alternative self-assessment activities) will continue to be available in your Physician Portfolio. Additionally, a new journal article activity will be pilot-tested in 2021 as an additional choice to fulfill requirements for continuous certification.

Support Center Holiday Hours

Monday – Friday: 8AM – 9PM (Eastern)
Saturday: 9AM – 6PM (Eastern)
Sunday: 12PM – 5PM
(Month of December Only)

Closed: December 25
January 1 (2021)

Important Dates

Dec 4	Online Application Opens	One-Day Exam & Family Medicine Longitudinal Assessment (FMCLA)
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Dec 18	Exam Results Available	One-Day Exam
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Dec 31	3-Year Stage Ends	Stage 2018–2020
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2021

Jan 1	FMCLA 1st Quarter Begins	2019, 2020 and 2021 Cohorts
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	Next 3-Year Stage Begins	Stage 2021–2023
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Jan 13 – Sep 30	CAQ Exam Dates Available	Adolescent Medicine Initial and Continuous Certification
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Feb 12	CAQ Exam Registration Opens	Adolescent Medicine, Geriatrics, Hospice & Palliative Medicine, Sleep Medicine, Sports Medicine and Designation focused on Hospital Medicine
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**The American Board
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