

AMERICAN MEDICAL ASSOCIATION YOUNG PHYSICIANS SECTION (A-18)

Report of AMA-YPS Reference Committee

Kyle Edmonds, MD, Chair

1 Your AMA-YPS Reference Committee recommends the following consent calendar for
2 acceptance:

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4 **RECOMMENDED FOR ADOPTION**

- 5 1. Report B: State Medical Society Representation in the AMA-YPS Assembly
6 2. Report C: Specialty Society Representation and Outreach
7

8 **RECOMMENDED FOR ADOPTION AS AMENDED**

- 9 3. Resolution 1: Young Physician Involvement in Maintenance of Certification
10 4. Resolution 3: Taking Steps to Advance Gender Equity in Medicine
11 5. Resolution 4: Advancing the Goal of Equal Pay for Women in Medicine
12

13 **RECOMMENDED FOR REFERRAL**

- 14 6. Resolution 2: Improving Prevention and Emergency Response through Flexible
15 Public Health Funding Based on Population Risks
16

17 **RECOMMENDED FOR FILING**

- 18 7. Report A: Governing Council Activities/Action Plan Update
19 8. Report D: AMA-YPS Finance Report

(1) **REPORT B: STATE MEDICAL SOCIETY
REPRESENTATION IN THE AMA-YPS ASSEMBLY**

RECOMMENDATION:

Mr. Speaker, your Reference Committee recommends that the recommendations in Report B be adopted and the remainder of the report be filed.

FINAL ACTION: ADOPTED

Report B provides an overview of AMA Bylaws language related to the apportionment of state medical society representation in the AMA-YPS. The 2018 allocations for state medical society representatives in the AMA-YPS Assembly are included in this report. Further, Report B discusses strategies for increasing representation and promoting active participation among state medical societies.

Report B includes the following recommendations:

1. The YPS Governing Council will work in conjunction with appropriate YPS committee members and young physician members that are AMA Ambassadors to connect with AMA members that are part of the state medical societies not represented in the AMA-YPS and encourage them to serve as liaisons to the young physicians in their society or identify someone in their society for further outreach.
2. The YPS Governing Council will continue to reach out to state societies that are eligible for representation in the AMA-YPS Assembly that have not sent a representative in the past two years.
3. The YPS Governing Council will reach out to state societies that are eligible for representation in the AMA-YPS Assembly that have sent less than the allotted number of representatives.
4. The YPS Governing Council will work in conjunction with appropriate YPS committee members and young physician members that are AMA Ambassadors to communicate with state societies currently represented in the AMA-YPS Assembly to highlight the work accomplished during the Assembly meetings and facilitate dialogue about increasing representation in the AMA-YPS where appropriate.

Commentary provided during the online forum was very limited yet supportive, and your Reference Committee recommends that Report B be adopted and the remainder of the report be filed.

(2) **REPORT C: SPECIALTY SOCIETY REPRESENTATION AND OUTREACH**

RECOMMENDATION:

Mr. Speaker, your Reference Committee recommends that the recommendations in Report C be adopted and the remainder of the report be filed.

FINAL ACTION: ADOPTED

Report C presents the criteria for specialty society representation in the AMA-YPS Assembly, gives an update on the level of specialty society representation, and discusses strategies to gain new specialty society representation.

Report C includes the following recommendations:

1. The YPS Governing Council will work in conjunction with appropriate YPS committee members and young physician members that are AMA Ambassadors to engage with AMA members that are part of specialty societies not represented in the AMA-YPS and encourage them to serve as liaisons to the young physicians in their society or identify someone in their society for further outreach.
2. The YPS Governing Council will continue to connect with specialty societies that are eligible for representation in the AMA-YPS Assembly that have not sent a representative in the past two years.
3. The YPS Governing Council will continue to reach out to specialty societies that are eligible for representation in the AMA-YPS Assembly that have sent less than the allotted number of representatives.
4. The YPS Governing Council will work in conjunction with appropriate YPS committee members and young physician members that are AMA Ambassadors to communicate with specialty societies currently represented in the AMA-YPS Assembly to share highlights from the work accomplished during the Assembly meetings and facilitate dialogue about increasing representation in the AMA-YPS where appropriate.
5. The YPS Governing Council will reach out to the American Society of Hematology, American Society of Transplant Surgeons, and International Society for Hair Restoration Surgery to notify these specialty societies of their eligibility for representation in the AMA-YPS Assembly.

Comments provided during the online forum were limited. There were concerns that certain societies were being targeted for outreach in lieu of all eligible specialty medical societies. Your Reference Committee wishes to clarify that, as noted in Report C, the American Society of Hematology, American Society of Transplant Surgeons, and International Society for Hair Restoration Surgery were recently added as member organizations of the AMA House of Delegates (HOD). The addition of these societies creates a new opportunity for the YPS Governing Council to conduct outreach. Report C also notes in Recommendations 2 and 3 that the YPS Governing Council will continue to

reach out to specialty societies that have not sent a representative in the past two years or have sent less than the allotted number of representatives.

Accordingly, your Reference Committee recommends that Report C be adopted and the remainder of the report be filed.

(3) **RESOLUTION 1: YOUNG PHYSICIAN INVOLVEMENT IN MAINTENANCE OF CERTIFICATION**

RECOMMENDATION A:

Mr. Speaker, your Reference Committee recommends that Resolve Clause 1 be amended by addition and deletion to read as follows:

RESOLVED, That our AMA submit commentary to the American Board of Medical Specialties (~~AMBS~~)(ABMS) Continuing Board Certification: Vision for the Future initiative, asking that junior diplomates be given equal opportunity to serve on ABMS and its member boards (Directive to Take Action); and be it further

RECOMMENDATION B:

Mr. Speaker, your Reference Committee recommends that Resolve Clause 2 be amended by addition and deletion to read as follows:

RESOLVED, That our AMA work with American Board of Medical Specialties (~~AMBS~~)(ABMS) and member boards to encourage the inclusion of younger physicians on the ABMS and its member boards. (Directive to Take Action)

RECOMMENDATION C:

Mr. Speaker, your Reference Committee recommends the addition of a third Resolve Clause to read as follows:

RESOLVED, That this resolution be forwarded for immediate consideration at the 2018 Annual Meeting of the AMA House of Delegates. (Directive to Take Action)

RECOMMENDATION D:

Mr. Speaker, your Reference Committee recommends that Resolution 1 be adopted as amended.

FINAL ACTION: ADOPTED AS AMENDED

Resolution 1 asks the AMA to submit comments to the American Board of Medical Specialties (ABMS) on its Continuing Board Certification: Vision for the Future initiative. The purpose of the comments is to request that junior diplomates are provided an equal

1 opportunity to serve on the ABMS and its member boards. In addition, Resolution 1 asks
2 the AMA to directly work with the ABMS to encourage the inclusion of younger
3 physicians on the ABMS and its member boards. Testimony received during the online
4 forum was very supportive of Resolution 1.

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6 Given the timeliness of this issue, your Reference Committee also recommends that
7 Resolution 1 be forwarded immediately for consideration at the 2018 Annual Meeting of
8 the AMA HOD. Therefore, your Reference Committee recommends that Resolution 1 be
9 adopted as amended.

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11 (4) **RESOLUTION 3: TAKING STEPS TO ADVANCE**
12 **GENDER EQUITY IN MEDICINE**

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14 RECOMMENDATION A:

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16 Mr. Speaker, your Reference Committee recommends that
17 Resolve Clause 1 be amended by addition and deletion to
18 read as follows:

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20 RESOLVED, That our AMA draft and disseminate a report
21 detailing its positions and recommendations for gender
22 equity in medicine, to be submitted to the House for
23 consideration in ~~H-48~~ A-19 (Directive to Take Action); and be
24 it further

25
26 RECOMMENDATION B:

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28 Mr. Speaker, your Reference Committee recommends that
29 Resolve Clause 2 be amended by addition and deletion to
30 read as follows:

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32 RESOLVED, That our AMA work with ~~the National~~
33 ~~Academies of Sciences, Engineering, and Medicine~~
34 ~~(NASEM)~~ and other relevant stakeholders to host a similar
35 workshop on the role of medical societies in advancing
36 women in medicine, with co-development and broad
37 dissemination of a ~~similarly detailed~~ report based on
38 workshop findings (Directive to Take Action); and be it
39 further

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41 RECOMMENDATION C:

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43 Mr. Speaker, your Reference Committee recommends that
44 Resolve Clause 3 be amended by deletion to read as
45 follows:

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47 ~~RESOLVED, That our AMA collect and analyze~~
48 ~~comprehensive data on the diversity and inclusion of~~
49 ~~women members in sponsored activities including, but not~~
50 ~~limited to, plenary speaker invitations, recognition awards,~~
51 ~~and grant funding, as well as leadership positions within our~~

~~AMA, including the Board of Trustees, Councils and Section Governance, while disseminating such findings in regular reports to the House of Delegates and making recommendations to support gender equity (Directive to Take Action); and be it further~~

RECOMMENDATION D:

Mr. Speaker, your Reference Committee recommends that Resolve Clause 4 be amended by deletion to read as follows:

~~RESOLVED, That our AMA, through the Joan F. Giambalvo Fund for the Advancement of Women, make it a strategic priority to generate a gender equity database for use by interested researchers, to widely promote its availability, and to provide grant support for researchers interested in studying these topics (Directive to Take Action); and be it further~~

RECOMMENDATION E:

Mr. Speaker, your Reference Committee recommends that Resolution 3 be adopted as amended.

FINAL ACTION: ADOPTED AS AMENDED

Resolution 3 asks the AMA to conduct various initiatives to support the advancement of gender equity in medicine. Despite the increasing number of women physicians, gender based discrepancies in professional advancement occur in the medical profession. Women physicians continue to be underrepresented among leadership roles in main practice settings, professional organizations, or academic departments.

Although testimony was generally supportive of the intent of Resolution 3, there were concerns expressed that the Resolve clauses were too restrictive and may not accomplish the outcomes detailed in the resolution. Additionally, your Reference Committee believes that extending the timeline for a report to the 2019 Annual Meeting would allow for a more comprehensive report to address this important, complex issue. Therefore, your Reference Committee recommends modifying the resolution language to be more consistent with the objectives of the AMA.

(5) RESOLUTION 4: ADVANCING THE GOAL OF EQUAL PAY FOR WOMEN IN MEDICINE

RECOMMENDATION A:

Mr. Speaker, your Reference Committee recommends that Resolve Clause 1 be amended by addition and deletion to read as follows:

1 RESOLVED, That our AMA draft and disseminate a report
2 clarifying principles of equal pay in medicine that can form
3 the basis for state and specialty society policy-making, as
4 well as for academic medical centers and other entities
5 that employ physicians, to be submitted to the House for
6 consideration in ~~H-18~~ A-19 (Directive to Take Action); and
7 be it further
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9 RECOMMENDATION B:

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11 Mr. Speaker, your Reference Committee recommends that
12 Resolve Clause 2 be amended by deletion to read as
13 follows:
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15 ~~RESOLVED, That our AMA draft and disseminate model~~
16 ~~equal pay legislation to advance at the state and national~~
17 ~~levels while supporting existing measures to advance~~
18 ~~equal pay, such as the Paycheck Fairness Act of 2017~~
19 ~~(Directive to Take Action); and be it further~~
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21 RECOMMENDATION C:

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23 Mr. Speaker, your Reference Committee recommends that
24 Resolve Clause 3 be amended by deletion to read as
25 follows:
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27 ~~RESOLVED, That our AMA commit to equal pay in~~
28 ~~medicine by undertaking routine assessments of salaries~~
29 ~~across the organization while making the necessary~~
30 ~~adjustments to ensure equal pay for equal work (Directive~~
31 ~~to Take Action); and be it further~~
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33 RECOMMENDATION D:

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35 Mr. Speaker, your Reference Committee recommends that
36 Resolution 4 be adopted as amended.
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38 **FINAL ACTION: ADOPTED AS AMENDED**

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40 Resolution 4 asks the AMA to conduct various initiatives to support equal pay for women
41 in medicine. Research has shown that gender disparities in income persist even when
42 controlling for age, specialty and practice characteristics. It is believed that these
43 disparities may be attributed to a degree of gender discrimination and gender bias that
44 exists in the profession. A multifaceted approach is needed to address the underlying
45 causes of gender-based disparities in the profession.
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47 Comments received during the online forum were limited and expressed concerns that
48 the Resolve clauses may be too prescriptive to accomplish the intent of this resolution.
49 Additionally, your Reference Committee believes that extending the report timeline to the
50 2019 Annual Meeting would allow for a more comprehensive review of this important

1 issue. Therefore, your Reference Committee recommends modifying the resolution
2 language to be more consistent with the objectives of the AMA.

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4 **(6) RESOLUTION 2: IMPROVING PREVENTION AND**
5 **EMERGENCY RESPONSE THROUGH FLEXIBLE**
6 **PUBLIC HEALTH FUNDING BASED ON POPULATION**
7 **RISKS**

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9 **RECOMMENDATION:**

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11 Mr. Speaker, your Reference Committee recommends that
12 Resolution 2 be referred.

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14 **FINAL ACTION: REFERRED**

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16 Resolution 2 asks the AMA to encourage federal, state, and local agencies to partake in
17 syndromic surveillance, assess risks of local populations for disease, and develop
18 comprehensive plans with other stakeholders to enact actions for mitigation,
19 preparedness, response, and recovery in the event of unexpected infectious disease
20 outbreak.

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22 Although testimony received through the online forum was generally supportive, there
23 were numerous queries related to development of funding formulas, acquisition of stable
24 public health funding, preparing public health communications, and determining the
25 scope of the emerging infectious diseases to be addressed.

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27 Based on the concerns presented during the online forum, your Reference Committee
28 believes that additional study on this issue is merited. Therefore, your Reference
29 Committee recommends that Resolution 2 be referred with a report back at the 2019
30 Annual Assembly Meeting.

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32 **(7) REPORT A: GOVERNING COUNCIL ACTIVITIES/ACTION**
33 **PLAN UPDATE**

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35 **RECOMMENDATION:**

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37 Mr. Speaker, your Reference Committee recommends that
38 Report A be filed.

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40 **FINAL ACTION: FILED**

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42 Report A is a compilation of activities accomplished by the AMA-YPS since the 2017
43 Interim Meeting. Updates on AMA-YPS objectives are organized under four main
44 categories: focus; communications; leadership development; and membership and
45 involvement. Limited testimony was provided during the online forum, and your
46 Reference Committee recommends that Report A be filed.

1 **(8) REPORT D: AMA-YPS FINANCE REPORT**

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3 RECOMMENDATION:

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5 Mr. Speaker, your Reference Committee recommends that
6 Report D be filed.

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8 **FINAL ACTION: FILED**

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10 Report D is an informational report on the AMA-YPS budget and finances. No comments
11 were provided during the online forum, and your Reference Committee recommends that
12 Report D be filed.

- 1 Mr. Speaker, this concludes the report of the AMA-YPS Reference Committee. I would
- 2 like to thank Rania Agha, MD; Rachelle Klammer, MD; Nirali Patel, MD; and Jennifer
- 3 Piel, MD, JD.



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