BACKGROUND

The Young Physicians Section (AMA-YPS) was established in 1986 to increase leadership opportunities for young physicians and to train them for future leadership within organized medicine. Over the past 30 years, the main goals of the Section have been to strengthen the value of AMA young physician membership by: (1) enhancing young physician practice of medicine, including the transition into practice; (2) facilitating the participation of young physicians in policy development and other activities of the AMA and the Federation; and (3) promoting young physician leadership throughout organized medicine.

At the 2016 Annual Meeting, the AMA-YPS Assembly adopted the recommendations contained in Report G-A-16, AMA-YPS Strategic Plan. Report G-A-16 established the following objectives for the 2016-2021 AMA-YPS Strategic Plan:

1. Focus;
2. Communications;
3. Leadership Development; and
4. Membership and Involvement.

The Governing Council thought it would be beneficial to ascertain Assembly members’ current views on these objectives before developing the AMA-YPS strategic plan for the next five years. Accordingly, the AMA-YPS GC worked with the AMA’s Market Research department to survey the Assembly in March 2021. An online survey was sent to 134 physicians – both current and former Assembly members. Thirty-four surveys were completed, yielding a 25% response rate.

This report provides an overview of the results of the survey (see appendix for more specific details) and offers recommendations for enhancing the current strategic plan.

OVERVIEW OF THE 2021-2026 STRATEGIC PLAN

Based on survey results and review of previous strategic plans for the AMA-YPS, the following objectives have been retained for the 2021-2026 Strategic Plan:

1. Focus;
2. Communications;
3. Leadership Development; and
4. Active Participation.

Various themes on how the AMA-YPS can help address top challenges impacting young physicians were derived from the survey responses: financial matters and medical practice; work-life balance and burnout; education; and networking and engagement. These themes are reflected in the action items associated with the 2021-2026 Strategic Plan objectives.
AMA-YPS Focus

Over a third of respondents stated that the primary focus of the AMA-YPS should be to “pursue issues that affect the practice of medicine for young physicians.” Several respondents also felt that the AMA-YPS should “be the voice of young physicians by influencing policy and advocacy within our AMA.”

In addition, survey participants identified the top three challenges facing young physicians today as burnout (53%), medical education debt (47%), and scope of practice (41%). Accordingly, the AMA-YPS will continue to focus its efforts to drive AMA policy and utilize activities in ways that benefit all physicians and patients while acknowledging the concerns and unique perspectives of young physicians at the start of their professional lives.

Actions:

- Disseminate information on AMA resources that could help address issues of concern for young physicians;
- Raise awareness of the challenges facing young physicians in the House of Delegates (HOD) and to AMA leadership; and
- Ensure education and policymaking activities are reflective of issues that affect the practice of medicine for young physicians.

Metrics:

- Increased awareness of products and services of value to young physicians;
- Influence of AMA-YPS advocacy in the HOD and input to AMA Leadership; and
- Quality of educational sessions and policymaking support provided, based on meeting evaluations.

AMA-YPS Communications

In the 2021 survey, respondents identified the following as the top three effective means for the AMA to establish and maintain communication with young physicians:

1. AMA-YPS Section Newsletters;
2. AMA general email communications (e.g., Morning Rounds); and
3. AMA-YPS meetings.

Actions:

- Provide regular updates on AMA initiatives and other topics of interest to young physicians;
- Identify opportunities to promote dialogue among Section members and YPS Governing Council during and between meetings; and
- Actively engage AMA physician and staff leadership to ensure that the young physician perspective is represented in AMA general communications as appropriate.

Metrics:

- Increased engagement for AMA-YPS Section Newsletters; and
- Expanded use of YPS communication channels to highlight existing products and resources of interest to young physicians.
AMA-YPS Leadership Development

The majority of survey respondents (74%) would turn to the AMA-YPS for mentorship opportunities with mid-career AMA members. Respondents also noted they would like to participate in education sessions on leadership development (62%).

Actions:

- Promote available leadership development seminars, workshops, and other relevant activities or resources to young physicians;
- Offer opportunities for young physician members to connect with established AMA leaders; and
- Encourage young physicians to seek leadership positions in the AMA.

Metrics:

- Participation by young physicians in leadership development activities (e.g., seminars, workshops, or AMA-YPS sponsored education activities);
- Expanded opportunities for young physician members to connect with established AMA leaders; and
- Increased number of young physicians in AMA leadership positions.

AMA-YPS Active Participation

In the 2021 survey, respondents were asked how the AMA-YPS can most effectively promote active participation among young physicians. Nearly a third of AMA-YPS Assembly members responded that “more advocacy on issues impacting young physicians” should occur. Other top responses include “outreach to state and specialty societies,” “include slotted seats in AMA Councils for young physician members,” and “provide networking and social activities to recruit peers.”

Actions:

- Monitor themes of policy discussions to ensure they reflect issues of concern for young physicians;
- Continue outreach to various State and Specialty Societies as well as HOD members to promote increased young physician involvement and diversity in the AMA-YPS Assembly;
- Organize and lead efforts to expand involvement and representation of early career physicians within the House of Delegates and among leadership roles across the organization;
- Identify opportunities for AMA-YPS Assembly members to engage other young physician members in section activities; and
- Support transition of late-stage residents to the AMA-YPS.

Metrics:

- Expanded representation through a variety of pathways leading to improved awareness of and advocacy on young physician issues, as well as representative growth within the AMA;
- Increased representation of diverse physicians in the AMA-YPS Assembly; and
- Greater young physician engagement in AMA-YPS activities.
Recommendations

Your Governing Council proposes that the AMA-YPS Assembly adopt the following recommendations and file the remainder of this report:

1. That our AMA-YPS GC work to implement the proposed actions outlined in this report.

2. That our AMA-YPS GC make the AMA-YPS 2021-2026 Strategic Plan available on the AMA-YPS Web site.

3. That our AMA-YPS GC monitor the effectiveness of the 2021-2026 Strategic Plan and update the strategic plan in five years with report to the AMA-YPS Assembly at the 2026 Annual meeting.

Fiscal Note: Modest - between $1,000 - $5,000.
Young Physicians Section Survey Report

March 2021
AMA EISAMR/Market Research & Analytics
Over a third of respondents (~14) indicate that the AMA-YPS’ primary focus should be “pursuing issues that affect the practice of medicine for young physicians.”

<table>
<thead>
<tr>
<th>Primary Focus Areas</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pursue issues that affect the practice of medicine for young physicians</td>
<td>14</td>
</tr>
<tr>
<td>Be the voice of young physicians by influencing policy and advocacy within our AMA</td>
<td>11</td>
</tr>
<tr>
<td>Help to create an AMA that is more appealing to young physician members</td>
<td>5</td>
</tr>
<tr>
<td>Promote young physician leadership within the AMA and throughout the Federation</td>
<td>2</td>
</tr>
<tr>
<td>Clearly communicate ways the AMA can help young physicians help their patients now and in the future</td>
<td>2</td>
</tr>
</tbody>
</table>
Close to a third of respondents (~10) indicate that the most effective way for the AMA-YPS to promote active participation among young physicians is through advocacy for YP issues.

<table>
<thead>
<tr>
<th>Participation Topics</th>
<th>Votes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allow for more advocacy on issues impacting young physicians</td>
<td>10</td>
</tr>
<tr>
<td>Outreach to state and specialty societies</td>
<td>8</td>
</tr>
<tr>
<td>Include slotted seats in AMA Councils for young physician members</td>
<td>7</td>
</tr>
<tr>
<td>Provide networking/social activities to recruit peers</td>
<td>7</td>
</tr>
<tr>
<td>Offer additional educational opportunities, regardless of CME</td>
<td>1</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
</tr>
</tbody>
</table>

*Other: “Provide an easy path for new members to get involved the process of navigating state and specialty dynamics to attend the meetings is not easy to navigate”*
Over half of respondents (~18) indicate that burnout is the top challenge they currently face. Medical education debt and scope of practice are key challenges as well.

### Top Challenges

<table>
<thead>
<tr>
<th>Challenge</th>
<th>N</th>
</tr>
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<tbody>
<tr>
<td>Burnout</td>
<td>18</td>
</tr>
<tr>
<td>Medical education debt</td>
<td>16</td>
</tr>
<tr>
<td>Scope of practice</td>
<td>14</td>
</tr>
<tr>
<td>Work/life balance</td>
<td>13</td>
</tr>
<tr>
<td>Administrative burdens</td>
<td>12</td>
</tr>
<tr>
<td>Income/Reimbursement</td>
<td>11</td>
</tr>
<tr>
<td>Practice arrangements</td>
<td>6</td>
</tr>
<tr>
<td>Payment reform</td>
<td>5</td>
</tr>
<tr>
<td>Other</td>
<td>4</td>
</tr>
<tr>
<td>Workforce shortage</td>
<td>3</td>
</tr>
</tbody>
</table>

Q. What are the top 3 challenges that young physicians like you face today? Select three. N=34

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Majority of respondents (~25) indicate that they would turn to AMA-YPS to provide mentorship opportunities with mid-career AMA members.

Avenues for Leadership Development

- Provide mentorship opportunities with mid-career AMA members: 25
- Host education sessions on leadership development: 21
- Share online leadership courses: 11
- Other: 1

Q. In which of the following ways would you turn to the AMA-YPS for leadership development? Select all that apply. N=34

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Respondents indicate that the AMA-YPS Section Newsletter is the most preferred communication channel among Young Physicians.

<table>
<thead>
<tr>
<th>Communication Channel</th>
<th>Average Weighted Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>AMA-YPS Section Newsletters</td>
<td>176</td>
</tr>
<tr>
<td>AMA General Email Communications</td>
<td>162</td>
</tr>
<tr>
<td>AMA-YPS Meetings</td>
<td>161</td>
</tr>
<tr>
<td>Social Media</td>
<td>138</td>
</tr>
<tr>
<td>AMA-YPS pages on AMA website</td>
<td>122</td>
</tr>
<tr>
<td>Online Policy Discussions</td>
<td>109</td>
</tr>
<tr>
<td>Podcasts</td>
<td>84</td>
</tr>
</tbody>
</table>

Q. How would you prefer the AMA establish and maintain communication with young physicians like you? Rank the following items. N=34