

REPORT OF THE AMA YOUNG PHYSICIANS SECTION GOVERNING COUNCIL

AMA-YPS Report E
(June 2021)

Subject: AMA-YPS Strategic Plan

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Referred to: AMA-YPS Reference Committee

1 BACKGROUND

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

10
11 At the 2016 Annual Meeting, the AMA-YPS Assembly adopted the recommendations contained in
12 Report G-A-16, AMA-YPS Strategic Plan. Report G-A-16 established the following objectives for
13 the 2016-2021 AMA-YPS Strategic Plan:

- 14
- 15 1. Focus;
- 16 2. Communications;
- 17 3. Leadership Development; and
- 18 4. Membership and Involvement.
- 19

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

25
26 This report provides an overview of the results of the survey (*see appendix for more specific*
27 *details*) and offers recommendations for enhancing the current strategic plan.

28 OVERVIEW OF THE 2021-2026 STRATEGIC PLAN

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

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- 33
- 34 1. Focus;
- 35 2. Communications;
- 36 3. Leadership Development; and
- 37 4. Active Participation.
- 38

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

1 **AMA-YPS Focus**

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

7
8 In addition, survey participants identified the top three challenges facing young physicians today as
9 burnout (53%), medical education debt (47%), and scope of practice (41%). Accordingly, the AMA-
10 YPS will continue to focus its efforts to drive AMA policy and utilize activities in ways that benefit all
11 physicians and patients while acknowledging the concerns and unique perspectives of young
12 physicians at the start of their professional lives.

13
14 **Actions:**

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

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23 **Metrics:**

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 - 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
26 evaluations.

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30 **AMA-YPS Communications**

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

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35
 1. AMA-YPS Section Newsletters;
 - 36 2. AMA general email communications (e.g., Morning Rounds); and
 - 37 3. AMA-YPS meetings.

38

39 **Actions:**

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

46

47 **Metrics:**

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

1 **AMA-YPS Leadership Development**

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3 The majority of survey respondents (74%) would turn to the AMA-YPS for mentorship opportunities
4 with mid-career AMA members. Respondents also noted they would like to participate in education
5 sessions on leadership development (62%).
6

7 **Actions:**

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9
 - 10 • Promote available leadership development seminars, workshops, and other relevant
11 activities or resources to young physicians;
 - 12 • Offer opportunities for young physician members to connect with established AMA leaders;
13 and
 - 14 • Encourage young physicians to seek leadership positions in the AMA.

15 **Metrics:**

- 16
17
 - 18 • Participation by young physicians in leadership development activities (e.g., seminars,
19 workshops, or AMA-YPS sponsored education activities);
 - 20 • Expanded opportunities for young physician members to connect with established AMA
21 leaders; and
 - 22 • Increased number of young physicians in AMA leadership positions.

23 **AMA-YPS Active Participation**

24
25 In the 2021 survey, respondents were asked how the AMA-YPS can most effectively promote
26 active participation among young physicians. Nearly a third of AMA-YPS Assembly members
27 responded that “more advocacy on issues impacting young physicians” should occur. Other top
28 responses include “outreach to state and specialty societies,” “include slotted seats in AMA
29 Councils for young physician members,” and “provide networking and social activities to recruit
30 peers.”
31

32 **Actions:**

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

45 **Metrics:**

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

1 **Recommendations**

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

- 5
6 1. That our AMA-YPS GC work to implement the proposed actions outlined in this report.
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8 2. That our AMA-YPS GC make the AMA-YPS 2021-2026 Strategic Plan available on the AMA-
9 YPS Web site.
10
11 3. That our AMA-YPS GC monitor the effectiveness of the 2021-2026 Strategic Plan and update
12 the strategic plan in five years with report to the AMA-YPS Assembly at the 2026 Annual
13 meeting.
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Fiscal Note: Modest - between \$1,000 - \$5,000.



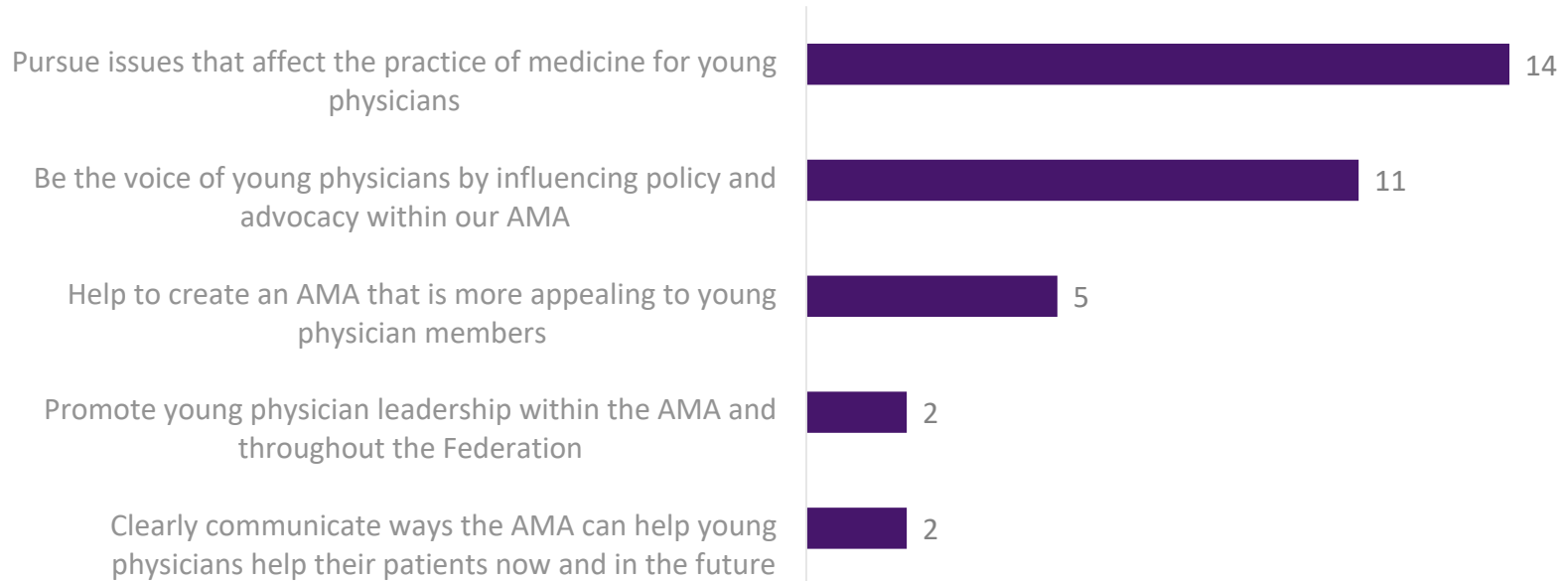
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Young Physicians Section Survey Report

**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.”

Primary Focus Areas



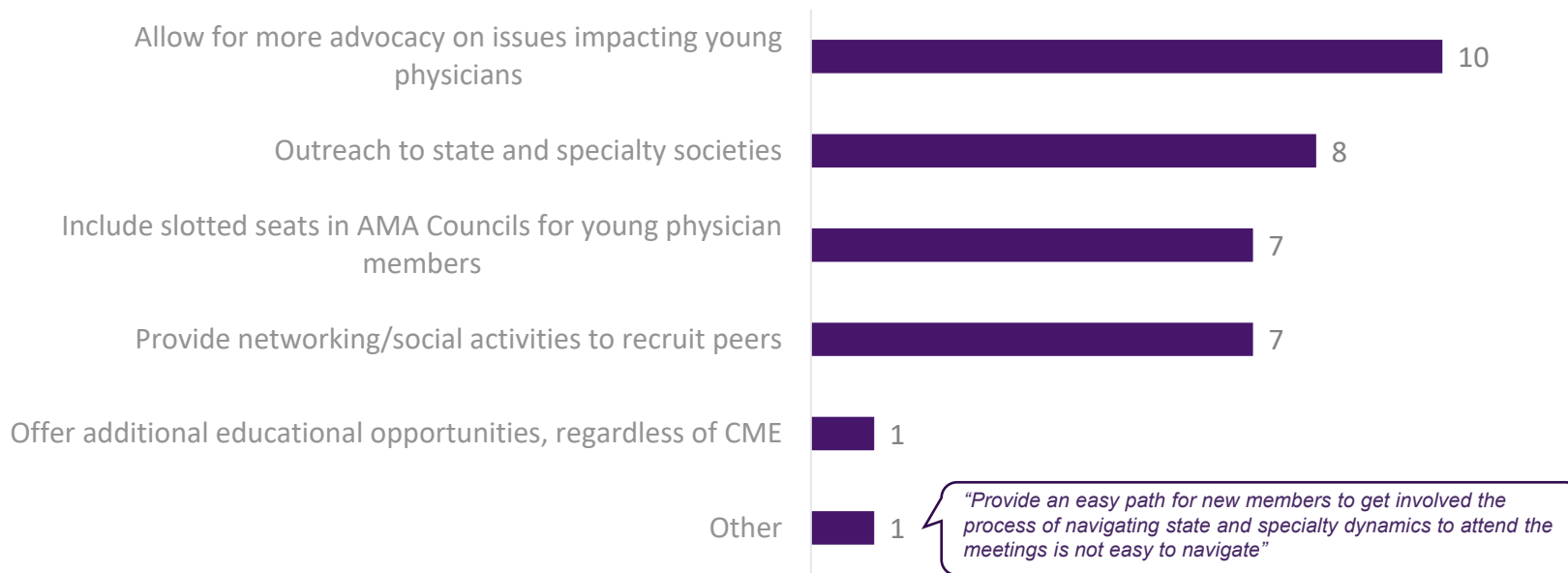
Q. Which of the following should be the AMA-YPS' primary focus? Select one. N=34

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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.

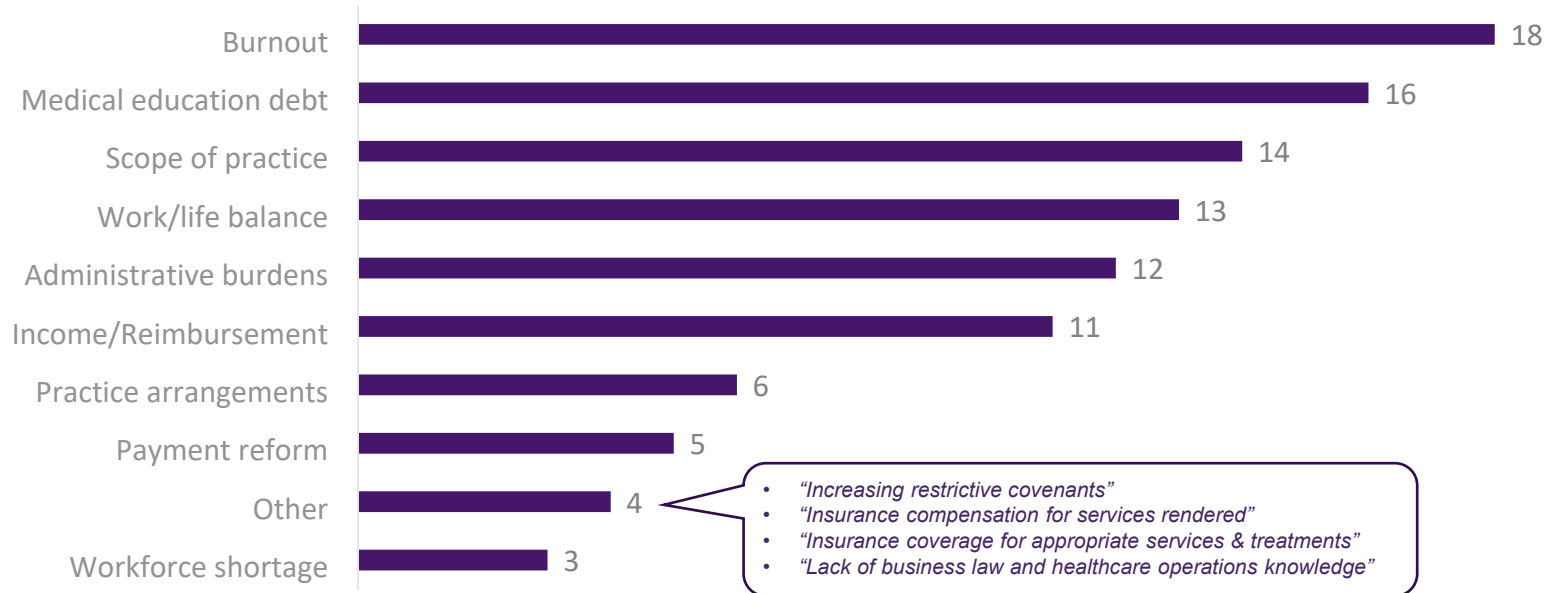
Participation Topics



Q. What is the most effective way for the AMA-YPS to promote active participation in organized medicine among young physicians like you? Select one. N=34

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

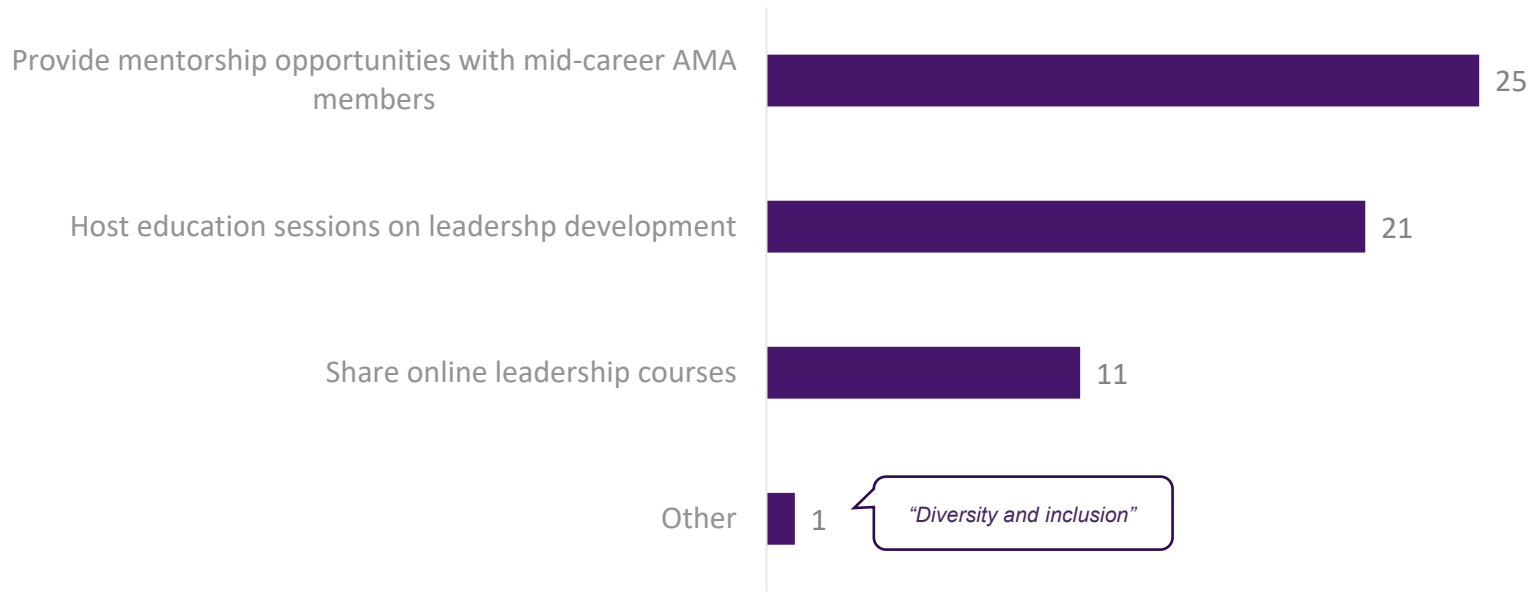


Q. What are the top 3 challenges that young physicians like you face today? Select three. N=34

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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.

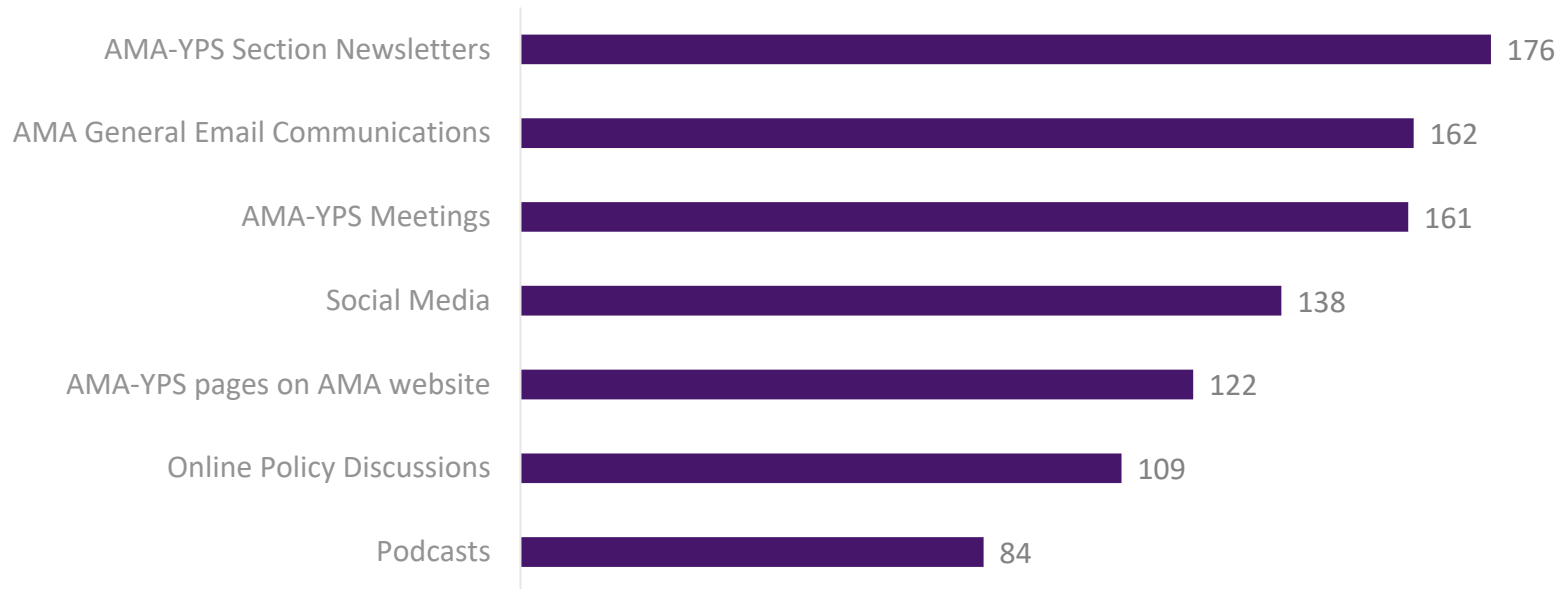
Avenues for Leadership Development



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

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

Ranking, based on average weighted scores



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



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