

NEW PHYSICIAN PROGRAMMING

Napa Confab
January 16, 2025
1:45 – 2:15 pm

TASK FORCE ON
NEW PHYSICIANS

Created March 2024

Purpose: to promote interest and
raise awareness of membership
among new physicians and
residents.

ACTIVITIES/ENGAGEMENT

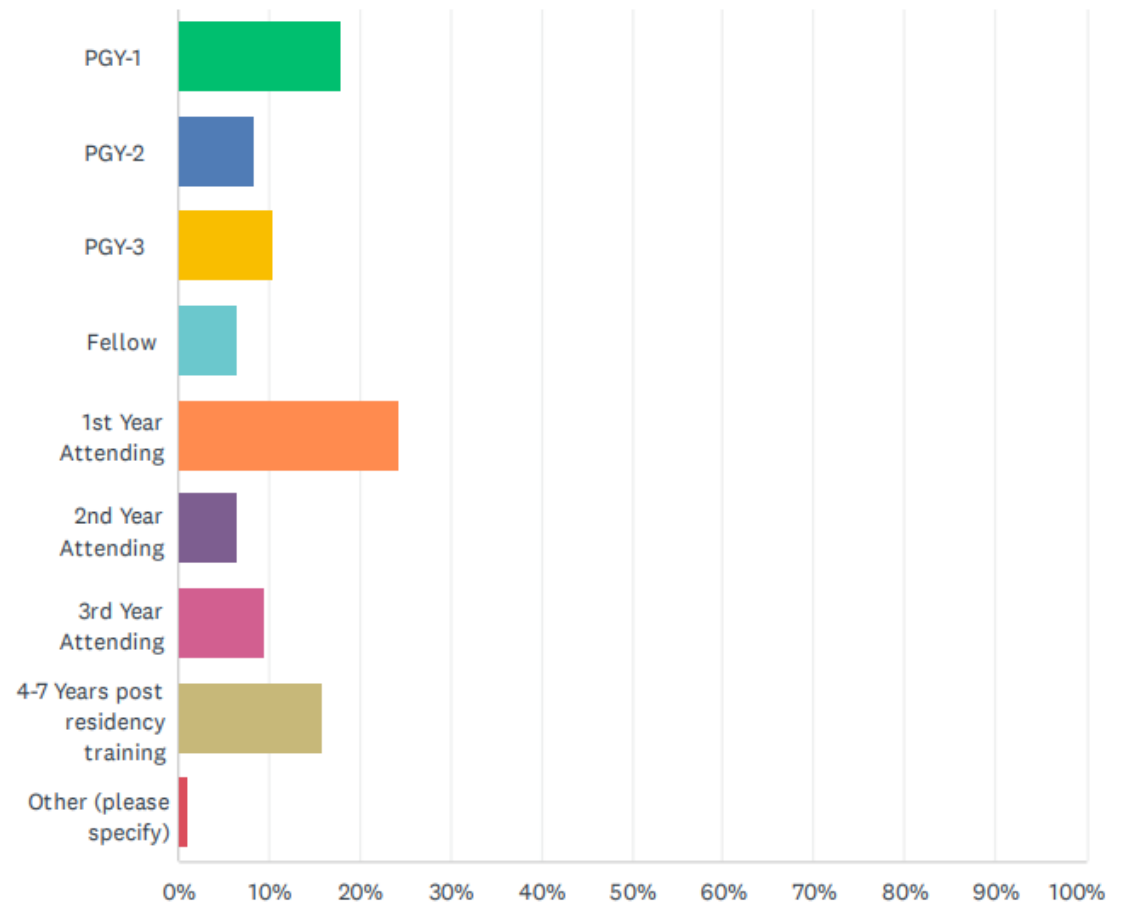
- Develop Survey for Residents and New Physicians.
- Offer feedback on overall recruitment and retention efforts.
- Serve as focus group for communications/membership marketing campaigns.
- Facilitate learning track at Annual Meeting.
- Sounding board for improved website.

NEW PHYSICIAN SURVEY



Q1 What year are you in your career?

Answered: 95 Skipped: 0



KEY TAKEAWAYS

Survey Dashboard

Most interested in:

- **Advocacy** on practice concerns: non-physician scope, administrative burden, and burnout.
- **Advocacy** on health policies such as Medicare for All, reproductive health, and drug pricing.
- **Networking** with potential employers and local physicians.
- **Networking** with other residents and new physicians in a social setting.
- **Career Guidance** on compensation models.
- **Mentorship** based on professional interest.
- **Educational Programming** on licensure requirements and state-mandated CME.



Registration fee \$100



Received 1.5 prescribed CME credits



Parallel track to Active Members' CME during Annual Meeting



Allowed for participation with Cte/MIG meetings, AAFP Update, Annual Business program, Board installation, and President's Address

BOOT CAMP FOR NEW PHYSICIANS

BOOT CAMP AGENDA

Finding Your Dream Job

- Recognize various practice models, including utilizing additional post-residency training, available to Family Physicians
- Examine advantages and disadvantages to different practice settings
- Identify additional resources for how to make a career transition

Contract Negotiations

- Develop a negotiating plan prior to engaging an employer on your contract
- Identify which areas are likely to be most and least negotiable in a contract
- Recognize red flag conditions in a contract and contract negotiations

15-minute Time Management Tricks

- Identify key time management strategies specific to the demands of residency and early medical practice, allowing for increased productivity and reduced stress.
- Demonstrate practical techniques for prioritizing tasks and managing clinical and administrative responsibilities efficiently.
- Develop a personalized action plan for maintaining work-life balance and preventing burnout through effective time management practices.

Financial Planning Essentials

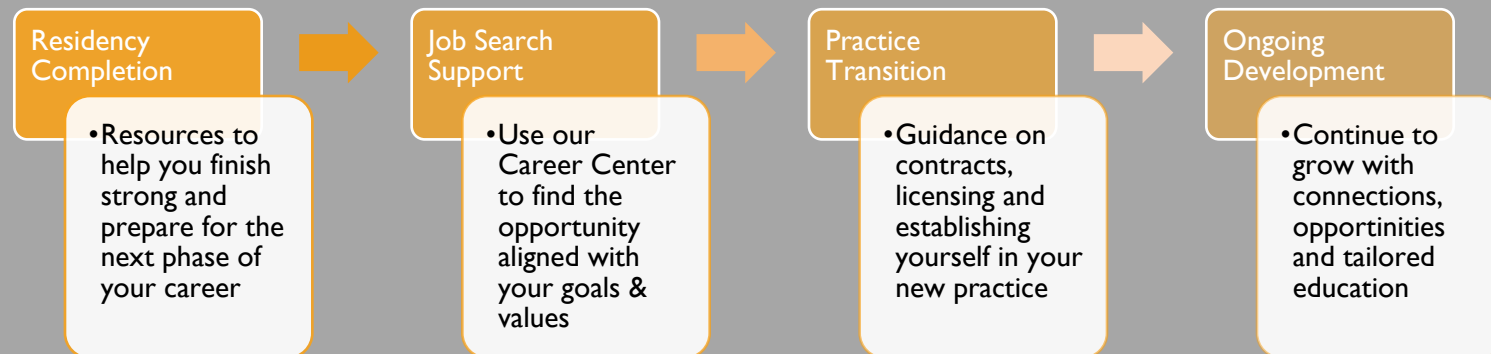
- Develop an overall plan for managing finances regardless of income
- Examine various savings options from retirement, IRAs, stocks and more
- Strategize options for student loan debt repayment including Public Service Loan Forgiveness (PSLF)
- Identify at least three discrete steps one can take for financial security as a physician

CV and Interview Prep

- Modify your CV to convey your strengths succinctly and effectively
- Develop a plan to be prepared and polished for your interview
- Identify common pitfalls for interviews

YEAR-END MAILING

- Sponsored by Health Care Associates Credit Union (HACU) \$3,000 cost
- Two-sided resource guide includes:
 - IAFP and AAFP resources
 - HACU information on financial planning and enrollment





GOING
FORWARD

January

- Know Your Worth! Career Benchmark Dashboard Training Webinar
- Wellness Baskets to Family Medicine Residency Programs


February

- ABFM Board Exam Overview Webinar

March and beyond

- Library of webinars geared to FMRs and New Physicians

Happy to share
templates, survey,
agenda, materials,
speakers, etc.!



Thank you,



Gordy & Jen

QUESTIONS??